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# CONSENT DECREE COMMUNITY ENGAGEMENT

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**Institute for Policy and  
Civic Engagement**

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We would like to thank Illinois Attorney General Lisa Madigan for inviting IPCE to lead the engagement plan and supporting this work.

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## Executive Summary

As part of the effort to draft a consent decree on police reform that meets the needs of Chicago’s residents, the Illinois Attorney General’s Office solicited input from the community through 14 community roundtables held in neighborhoods across the City<sup>1</sup>; small group conversations with diverse communities; paper and online feedback forms available at ChicagoPoliceConsentDecree.org; and an email address and telephone hotline dedicated to police reform.

To assist with this effort, the Attorney General’s Office invited the Institute for Policy and Civic Engagement (IPCE) at the University of Illinois at Chicago to develop the plan for and lead the community roundtables and present a summary report of key findings and themes from those conversations and other sources of input. This report summarizes the ideas, concerns and experiences community members shared via the community roundtables, small group conversations, feedback forms and emails.<sup>2</sup> In doing so, this report also provides a voice for those who participated and responded to the Attorney General’s Office’s request for input.

### Community Roundtables

Over 1,000 community members attended the community roundtables, which occurred in March and April 2018. A neutral facilitator sat at each table of participants and led small group discussions on three topics: use of force (“What can the Chicago Police Department (CPD) do to reduce its use of force?”), impartial policing (“What can CPD do to ensure that officers treat all Chicagoans fairly and equally?”) and community policing (“What can CPD do to work with your community to improve public safety?”). The facilitator or a note taker took notes on the ideas, themes and sentiments shared by participants. Participants generated more than 6,000 comments.<sup>3</sup> The following themes—organized by discussion topic—emerged from comments made by participants at the majority of the 14 roundtables.

#### Use of Force:

- Using de-escalation strategies to reduce the need for force
- Reforming accountability and officer disciplinary systems
- Improving officer mental health screening and services
- Improving data collection and transparency
- Requiring officers to contribute to costs incurred by their misconduct
- Improving training and policies on interacting with people in crisis
- Improving oversight, reporting, investigations and supervision

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<sup>1</sup> A full list of the locations of the community roundtables is included in Appendix A.

<sup>2</sup> The Attorney General’s Office provided IPCE with transcripts of seven voicemails that were left on the police reform hotline; however, none of the voicemails raised issues related to police reform and, as such, are not included in this report.

<sup>3</sup> A full list of the comments recorded during the community roundtables is included in Appendix G.

- Eliminating the “code of silence” and rewarding and recognizing good police behavior
- Educating community members on their rights and requiring officers to respect those rights
- Changing CPD culture and instilling a CPD code of conduct

#### Impartial Policing:

- Establishing standards of respect and treating everyone with equal respect
- Training to reduce bias and increase cultural awareness and sensitivity
- Improving policies and procedures to ensure equal and fair treatment of all residents

#### Community Policing:

- Developing community policing as a core philosophy and approach
- Building trust and improving police-community relationships
- Improving engagement with youth
- Requiring broad and ongoing engagement in the community (including requiring police to live in the communities they serve)
- Focusing on restorative justice

#### Small Group Conversations

The Attorney General’s Office also held several small group conversations in April and May 2018 to ensure feedback from diverse communities, including youth, the LGBTQ community, survivors of domestic violence and sexual assault, people experiencing homelessness, violence interrupters and the deaf and hard-of-hearing community. Over 150 community members attended the small group conversations. In a format similar to the community roundtables, a neutral facilitator led participants in discussions covering use of force, impartial policing and community policing. More than 700 comments were documented as a result of these far-ranging discussions.<sup>4</sup> These comments fell under several broad themes:

- Create a new system of police accountability
- Change CPD culture
- Improve relations with youth
- Address community and police trauma

#### Paper and Online Feedback Forms and Emails

IPCE reviewed and analyzed 140 feedback forms received either in paper form<sup>5</sup>— primarily from participants of the community roundtables— or online through the

<sup>4</sup> A full list of the comments recorded during the small group conversations is included in Appendix F.

<sup>5</sup> A copy of the feedback form is included in Appendix B.

ChicagoPoliceConsentDecree.org website as well as eight emails submitted to [PoliceReform@atg.state.il.us](mailto:PoliceReform@atg.state.il.us).<sup>6</sup>

The feedback received through the paper forms raised some of the same themes as those expressed during the roundtables, including the need for mutual respect, reducing use of force, getting to know the community, requiring police to live in the communities they serve and holding officers accountable for misconduct.

The themes raised in the feedback received through the website were also similar to those that emerged from the roundtables, including the need for mutual respect; the need for anti-bias and cultural sensitivity training; the need for CPD to reduce their use of force through training, de-escalation and engaging in alternatives to force; the need for mental health screening for new police officers; and a police residency requirement.

Finally, the emails received referenced alleged incidences of harassment, cover ups, racial profiling, civil rights violations, failure to offer medical assistance, abuse of power and lack of accountability by Chicago police.

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<sup>6</sup> A total of 23 emails submitted to the [PoliceReform@atg.state.il.us](mailto:PoliceReform@atg.state.il.us) email address maintained by the Attorney General's Office were forwarded to IPCE for analysis and inclusion in this report; however, of these 23 emails, only eight raised points related to police reform and contained sufficient detail for analysis.

## Background<sup>7</sup>

In early 2017, the U.S. Department of Justice (DOJ) concluded a yearlong civil rights investigation of CPD. That investigation found that CPD has a history of endangering the lives of residents and police officers. DOJ recommended that the City of Chicago enter into a court order—known as a consent decree—mandating broad police reform of CPD. Separately, the City of Chicago created a Police Accountability Task Force (Task Force), which reviewed the practices of CPD, heard from community members and released a detailed report with recommendations for reform.

Under the new federal administration, DOJ did not move forward with a consent decree to reform CPD. In place of DOJ, Illinois Attorney General Lisa Madigan filed a lawsuit against the City to seek a consent decree that would address the findings of DOJ and the Task Force. The goal of the lawsuit is to put in place reforms that govern police training and policies and provide officers with the necessary support to implement safe and constitutional policing practices.

An important aspect of a consent decree is that it requires an independent monitor, appointed by the federal judge, to evaluate and report on CPD's implementation of required reforms. And the federal judge will oversee compliance with the requirements of the consent decree and hold the City of Chicago accountable. A consent decree requiring effective, lasting reforms is the best way to build trust between Chicago's residents and police and improve community safety.

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<sup>7</sup> This background section is derived from [ChicagoPoliceConsentDecree.org](http://ChicagoPoliceConsentDecree.org).

## Community Engagement Plan

In an effort to ensure that the police reforms mandated by the consent decree meet the needs of Chicago’s residents, the Attorney General’s Office sought input from community members about how to best improve public safety and increase community trust.

The Attorney General’s Office solicited input by holding large community roundtables in neighborhoods across the City and small group conversations to ensure feedback from diverse communities, including youth, the LGBTQ community, survivors of domestic violence and sexual assault, people experiencing homelessness, violence interrupters and the deaf and hard-of-hearing community. The Attorney General’s Office also solicited input through feedback forms available at [ChicagoPoliceConsentDecree.org](http://ChicagoPoliceConsentDecree.org) and an email address ([policereform@atg.state.il.us](mailto:policereform@atg.state.il.us)) and telephone hotline (833-243-1498) dedicated to police reform.

To assist with this effort, the Attorney General’s Office invited the Institute for Policy and Civic Engagement (IPCE) at the University of Illinois at Chicago to develop the plan for and lead the community roundtables, as well as present a summary report of key findings and themes from those conversations and other sources of input.

IPCE led 14 community roundtables throughout Chicago neighborhoods in March and April 2018.<sup>8</sup> The roundtables were publicized on the consent decree website and information about the roundtables was shared with community organizations, the faith community and local media. The topics of discussions included use of force, impartial policing and community policing. Participants provided more than 6,000 comments.<sup>9</sup>

To encourage community input, the Attorney General’s Office needed a process to gather feedback in an accessible and engaging way that would allow all participants to contribute. IPCE chose a structure for the roundtables that involved small group discussions with a full group report out (or “group harvest”) at the end.<sup>10</sup> This approach enabled groups of people to simultaneously participate together in revolving rounds of dialogue in small groups while remaining part of a single, larger, connected conversation. Discussions that happened at each table were connected through the movement of facilitators to different tables and through the group harvest at the end of the session. The “group harvest” afforded table participants the opportunity to hear at least some of what was discussed at other tables and was a powerful way to capture what was accomplished in the conversations, as the collective scale and scope of the feedback shared was evident to everyone in the room.

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<sup>8</sup> A full list of the location of each community roundtable is included in Appendix A.

<sup>9</sup> A full list of the comments recorded during the community roundtables is included in Appendix G.

<sup>10</sup> IPCE used the World Café model for these community roundtables but modified it by having facilitators change tables for each round of the discussion—rather than having the participants move—to maximize time and accessibility.



A neutral facilitator sat at each table of participants and led the small group discussions.<sup>11</sup> Facilitators asked participants to direct their comments to the group, rather than to the facilitator. This helped to foster a more natural dialogue. Facilitators also shared with the participants a common set of ground rules, or “group agreements.” Asking participants to commit to group agreements helped to create an open and respectful environment for dialogue. Given that the facilitators’ role was so important to this process, IPCE recruited many experienced facilitators from the Chicagoland region, the Morten Group, LLC and the Chicago United for Equity Fellowship. Additionally, IPCE hosted several facilitator training and informational sessions to provide background on the consent decree and the format of the community roundtables and share best practices on facilitation and note taking.

All 14 community roundtables followed the same agenda and format. The community host organization(s) provided an introduction and welcome; Attorney General Madigan and/or a representative from her office provided brief background on the consent decree; and the lead moderator, Dr. Joe Hoereth, explained the purpose of the dialogue, the structure of the conversation, the role of the facilitator and the group agreements.

All materials were available in both English and Spanish. Each participant received a folder that included an agenda, a consent decree fact sheet, a feedback form, the group agreements and a list of the upcoming community roundtables.<sup>12</sup> The opening presentations were interpreted by an American Sign Language interpreter. At least one Spanish-speaking interpreter and at least one Spanish-speaking facilitator attended each roundtable. The March 13 and April 3, 4, 14 and 17 roundtables included live Spanish translation of the opening presentations and group harvest, and a number of tables at those events were led by Spanish-speaking facilitators. A support advocate—a person trained to work with people who have experienced trauma—also attended each roundtable and was available to speak with community members if needed.

After making introductions and reviewing the group agreements, the facilitators began leading each table through one of three discussion topics:

- Community Policing – What can CPD do to work with your community to improve public safety?
- Impartial Policing – What can CPD do to ensure that officers treat all Chicagoans fairly and equally?
- Use of Force – What can CPD do to reduce its use of force?

Participants engaged in 20-minute discussions on each of the three topics, with a new facilitator arriving at the table after each round with the next discussion topic.

Facilitators also served as note takers; in some cases a separate note taker assisted. All notes were captured on large table-top pads of paper. Facilitators and note takers were instructed

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<sup>11</sup> In the World Café model, a facilitator helps each table of participants understand the goals and guides them through the dialogue process.

<sup>12</sup> Copies of these materials are included in Appendices A–E.

to use the words expressed by the participants and to check for meaning.<sup>13</sup> Anonymity was important in the discussion spaces and, as such, note takers were also instructed not to record any personal identifiers and to inform participants that their names would not be recorded.

After the final round of discussions, each facilitator shared several key themes that the facilitator heard during all three rounds of discussions. Approximately 30 minutes were dedicated to the “group harvest” portion of the roundtable.

At the conclusion of the roundtable, the discussion notes from each facilitator were displayed in the room, and participants were invited to review the notes and feedback documented to get a sense of all that was shared, as well as take pictures of all of the discussion notes. Attendees were also encouraged to share additional feedback via the paper feedback forms or online at [ChicagoPoliceConsentDecree.org](http://ChicagoPoliceConsentDecree.org).

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<sup>13</sup> At Spanish-speaking tables, the notes were written in Spanish.

## Summary of Feedback

### Community Roundtables

The Attorney General's Office sought to make it as easy as possible for members of the public to participate and to speak freely and honestly; as such, no one was required to provide identifiers or demographic information to participate in the discussions and none are included in this analysis. Because the roundtables were open to the public, roundtable attendees were not a scientifically representative sample of Chicagoans, and any observations or conclusions made about their feedback cannot be generalized to the broader population with confidence. However, this process did result in gathering over 6,000 comments from over 1,000 participants from many neighborhoods and communities in the City.

The comments, which were typed into a single file, were wide-ranging and diverse, including everything from a brief story of an encounter with police to a short phrase describing a suggested policy change to just a single word. With the help of qualitative analysis software (QDA Miner) and coding (tagging by topic), these comments were analyzed to identify broad themes based on clusters of similar comments.

The key themes that emerged from the community roundtables were identified in one of two ways: through coding of comments captured in the table notes (or other source of input) or through word cluster extraction. Coding involved tagging a comment or section of a comment with a code (or topic name) that can then be used to sort the comments by meaning or reference. In the cluster extraction process, computer software analyzed the text and identified groups of words—or word clusters—that occurred together or near each other in a single comment. Comments that have the same words used in the same way may have similar meaning or reference. A researcher reviewed the group of comments identified by the extraction to determine if a theme is evident or whether the words tend to co-occur by coincidence or other reason.

The key themes were organized by the three discussion questions posed to the roundtable participants relating to use of force, impartial policing and community policing. A theme is a high-level grouping of topics (codes) that were consistently mentioned across all or nearly all roundtables. It described clusters of comments that may include multiple topics under that theme. A specific topic might have been mentioned consistently on its own, constituting its own theme. It should also be noted that some themes were not necessarily precise or mutually exclusive; they were often interrelated with quite a bit of overlap. Identifying the themes that were mentioned in most or all of the roundtables provides a way to determine the issues that were important to participants or resonated consistently across the conversations.

Table 1 below shows the topics used to code the comments and the number of roundtables in which each was mentioned.<sup>14</sup>

**Table 1. Consistency of Topics Across Roundtables**

<b>TOPIC (CODE)</b>	<b># of Roundtables Mentioned (14 Total)</b>
<b>USE OF FORCE</b>	
PRACTICES THAT MINIMIZE USE OF FORCE	14
OFFICER WELLNESS AND SAFETY/DIFFICULT NATURE OF JOB	14
IMPROVE CITY AND CPD ACCOUNTABILITY MECHANISMS	14
POLICE SHOULD CONTRIBUTE PERSONALLY TO PAYOUTS	14
DATA COLLECTION AND TRANSPARENCY	14
IMPLEMENT CHANGES TO CITY'S DISCIPLINE AND DISCIPLINE REVIEW SYSTEMS	13
TRAINING AND POLICIES FOR INTERACTING WITH PEOPLE IN CRISIS	13
REPORTING AND REVIEW OF USE OF FORCE	13
CODE OF CONDUCT WITH ETHICAL STANDARDS	13
OVERSIGHT (IPRA, COPA, BIA, ETC)	12
SUPERVISION AND FOLLOWING POLICIES	12
CODE OF SILENCE	12
ENSURE AGENCIES HAVE RESOURCES NEEDED TO CONDUCT INVESTIGATIONS	11
REWARD AND RECOGNIZE GOOD POLICE BEHAVIOR	11
HUMAN AND CIVIL RIGHTS	10
HIRING AND PROMOTION	10
CULTURE OR SYSTEMIC CHANGE IN CPD	10
COLLECTIVE BARGAINING AGREEMENTS BETWEEN UNIONS AND CITY	9
UNION AS A BARRIER	5
UNION AS A RESOURCE	2
<b>IMPARTIAL POLICING</b>	
STANDARDS OF RESPECT AND EMPATHY IN INTERACTIONS	14
TRAINING TO REDUCE BIAS	14
POLICIES TO ENSURE OFFICERS TREAT ALL FAIRLY AND EQUALLY	14
HIRING AND PROMOTIONS	14
POWER/ABUSE OF POWER	11
LANGUAGE BARRIERS	4

<sup>14</sup> Recognizing that there have been other public engagement efforts around the topic of police reform recently (U.S. Department of Justice, Police Accountability Task Force, Grassroots Alliance for Police Accountability), topics identified in the reports from these other processes helped to inform the coding and the themes identified in this report.

<b>COMMUNITY POLICING</b>	
DEVELOP COMMUNITY POLICING AS A CORE PHILOSOPHY AND APPROACH	14
BUILDING TRUST WITH COMMUNITY	14
ENGAGEMENT WITH YOUTH	14
RESOURCES AND COLLABORATIONS TO IMPROVE COMMUNITIES	14
POLICE SHOULD LIVE IN COMMUNITIES THEY SERVE	14
OFFICER FRIENDLY PROGRAM	13
COMMUNICATION WITH COMMUNITY	13
“WALK THE BEAT”	13
RESPONSIVENESS AND PRESENCE	12
RESTORATIVE JUSTICE	10
COMMUNITY SERVICE REQUIREMENT FOR OFFICERS	9
DEVELOP/IDEAS FOR BEST PRACTICES	5
REPLACE OR REFORM CAPS	4

## Use of Force: Key Themes

Participants were asked to share thoughts on how CPD can reduce its use of force. Their comments in response were both broad in scope as well as rich with specifics. Overall, participants had many ideas and thoughts on this topic, indicating it was an issue that was likely top of mind for many participants. This section highlights the many themes that emerged from participants’ comments.

### 1. **Using De-Escalation Strategies to Reduce the Need to Use Force**

Participants in all 14 roundtables raised the importance of de-escalation strategies to reduce the need for and extent of force used. The comments reflected the fear, frustration and powerlessness that participants feel during encounters with officers. The comments also centered on training officers on alternative techniques to traditional use of force tactics and whether CPD’s perceived focus on “shoot to kill” training is necessary.

Participants repeatedly expressed the view that officers too quickly reach for their guns, which can escalate routine encounters. Many comments suggested that officers need training to ensure that they do not draw their weapons unnecessarily. A few of the comments that addressed this theme are below.

- *Police jump to draw their gun.*
- *Don’t arrive with gun in hand.*
- *[Police] approach cars/people (unarmed) with weapons drawn already.*
- *Weapons shouldn’t be drawn unless threat is already determined. May scare a person and escalate the situation.*

- *Stop drawing weapons when folks are already subdued.*
- *Don't come in on the draw (gun). Less aggressive interactions from start.*
- *They use gun[s] too much. [They] don't try to solve problems.*
- *Don't always need to approach someone with their gun drawn or request them to lay on ground....*
- *Why are police officers quick to draw their guns?*
- *They should not come to every situation with their guns drawn.*
- *We don't call police because if they come someone will be dead. They come with hand on gun.*
- *[Do] not pull out weapon unless necessary - too quick to pull out their gun and react.*
- *Talk it out. Stay calm. Do something other than use your hands or weapons.*
- *Don't be so quick to draw your gun or come up to people with your hand on your gun.*

As noted in the comments below, some participants specifically mentioned that officers need de-escalation training. There were repeated statements that this training must begin and/or be emphasized in the police academy and become a core part of officers' approach to situations perceived as dangerous. Participants suggested that police be trained to recognize that community members may be very afraid during stops and encounters. Participants also expressed that officers should be equipped with tools to help calm residents during interactions.

- *De-escalation training. Engage community in developing de-escalation tactics. Do not engage in behaviors that escalate danger.*
- *De-escalation training etc. sanctity of life, alternate conflict and resolutions, practical trainings on not escalating, counseling background, conflict mediation, appropriate approaches for situations.*
- *Training/skill around de-escalation; how to properly communicate with someone who is irate. So physicality isn't the first option.*
- *CPD needs extra training: de-escalation during interactions with young black and brown people to avoid excessive force.*
- *Look at other countries for de-escalation techniques.*
- *De-escalation tactics seem completely absent from CPD interactions.*

- *Ongoing de-escalation program to address excessive force.*
- *Include standards for language, e.g., cussing in de-escalation training.*
- *Take classes on not losing control.*
- *Self-control and training [on] when to use gun and how to respond when feeling threatened.*
- *Training more on when to use a gun (don't have weapon out right away).*
- *Training so that they don't pull out their gun if the person is Black or Latino ... racism.*

Participants' comments also clearly demonstrated the view that CPD training has a "shoot to kill" focus. Based on that perception, participants recommended that such training include an evaluation of whether shooting to kill is necessary in all situations. Some comments suggested that officers should receive training on alternatives to use of deadly force or techniques that avoid any use of force at all.

- *CPD is trained to "shoot to kill."*
- *Improve training to eliminate "shoot to kill"/military mindset and instead preserve life. Example: negotiation, de-escalation.*
- *Cultural shift in retraining officers to not shoot to kill but to learn to retreat or de-escalate.*
- *Training of officers to shoot to disarm/not kill – do not empty your gun.*
- *Teach police how to use other disabling forces – tasing; talking/negotiation – before using deadly force; or not "shooting to kill."*
- *Create training for CPD; sensitivity training to understand situations in each neighborhood. How to subdue without beating/weapons. No shoot to kill....*
- *Use least amount of force possible – not everyone is a threat.*
- *Training for officers should offer alternatives to lethal force.*
- *Know more about martial arts (alternative ways to stop).*
- *Rubber bullets that stop but do not kill.*
- *Push [police officers] to rely on Tasers and take away guns ....*

## 2. **Reforming Accountability and Officer Disciplinary Systems**<sup>15</sup>

Participants' comments reflected a deep sense of frustration with ineffectual accountability structures and weak discipline of officer misconduct. These two elements were mentioned repeatedly and in a wide variety of ways in all 14 community roundtables. Also, participants' comments described a sense of injustice associated with a police department that does not appropriately address police misconduct. While the text that follows includes comments from participants themselves, the statements alone cannot convey participants' frustration with regard to this topic.

Participants' comments reflected a sense that no one is in charge when it comes to accountability and discipline in the police department. These comments centered on a lack of a rational accountability system that includes a fair review of an incident and results in discipline when warranted. Many participants expressed a notion that police are not capable of objectively holding themselves accountable, and that the public is not clear on how the CPD structures of accountability work.

- *What is the accountability pathway?*
- *Develop accountability framework for cops who have lots of complaints against them.*
- *Same accountability standards for CPD and CPS teachers.*
- *Police should have consequences like everyone else.*
- *Accountability – look at the HR policies large corporations have in place for their employees; right now police only get a slap on the wrist.*
- *Accountability. Look at the history of complaints to look at pattern of behavior. Don't just look at a single incident.*
- *Need to be accountable. Self-investigation doesn't work.*
- *Police should be held accountable to make public safety the mission.*
- *Accountability – police not exempt.*
- *[Laquan] McDonald cop had 20+ complaints.*

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<sup>15</sup> It should be noted that this theme differs from civilian/police oversight, which is reflected in a separate theme and discussed below.



Many participants did not believe that current disciplinary measures are a deterrent to bad police behavior. Participants generally remarked that discipline measures taken against police for misconduct are too weak. In the view of participants, these weak disciplinary measures perpetuate a sense that police can do anything with impunity, even in the case of a shooting resulting in death. Participants also expressed a strong desire for harsh discipline related to excessive force. Many suggested a zero tolerance policy for excessive force. Some called for immediate firing of any officers found to have used excessive force. Generally, there was a belief that officers who engage in misconduct receive little to no discipline at all.

- *Fire officers who use excessive force.*
- *Penalties should be stiffer for police officers.*
- *Reform discipline system; make it more effective.*
- *More consequences when officers have violations (community service) and give incentives when they do something good.*
- *Treat them the same when they commit a crime.*
- *No pay if incidents of excessive force.*
- *Too hard to get rid of bad officers – take em off street, can't get along with community; preference/choice [is] to not deal with it.*
- *There needs to be consequences for illegal police behavior.*
- *If you make [a] mistake in your career you have to deal with the consequences, should be the same with [a] cop.*
- *Should be disciplined; suspended without pay, fired, imprisoned.*
- *Demote officers – less authority/responsibility.*

### **3. Improving Officer Mental Health Screening and Services**

Participants in all 14 community roundtables expressed a clear concern that more attention must be paid to the mental health of police officers and how that relates to use of force and/or the use of excessive force. Participants spoke of a desire to see officers screened for mental health or personality traits incompatible with the stress of the job.

There were many suggestions for mandatory mental health evaluations during the hiring process for officers. Some participants acknowledged that there might already be such a requirement in place but indicated that it should be improved or more thorough.

- *Psychological analysis of police officers, before hiring them.*
- *Investigate the “background” of each officer in regards to abuse and aggression; give additional trainings.*
- *Improve screening for hiring/prioritize this training....*
- *Need psych eval of cops before hired – to find out psych health.*
- *Devise a psychological profile of who is suited for service. Only allow people who should be serving to hold that job.*
- *CPD should be psychologically vetted.*
- *Extend “schooling” to become a cop, or have evaluations every two years.*

Some participants suggested monitoring the mental health of officers more frequently in the early stages of their careers to detect mental health compatibility or needs. Participants also expressed that there should be a specific focus on anger management, family or household stress and domestic violence.

- *During [the probationary] period, they should be monitored very strictly (early detection of mental issues).*
- *Mental health evaluations: anger management monitoring.*
- *Free therapy for officers’ families.*
- *Take anger management classes before [they] get the job. Work on the way they approach.*
- *We need more screening of police for domestic violence (and we should send them to a rehabilitation program).*

Participants also suggested requiring mental health evaluations and providing mental health services throughout an officer’s career. Participants specifically mentioned requiring “trauma-informed” care following a shooting or other use of force incident.

- *Physical, mental and psychological exams on a regular basis, annually or twice a year.*
- *Regular stress evaluations to know the psychological state of officers.*
- *Be held accountable to full length of treatment after shootings/discharges. No cutting it short.*

- *Should be a cool down session/time after a traumatic call/situation.*
- *Psychological testing even when they are not involved in shooting – trauma-informed.*
- *Give officers therapy when they have been in traumatic situations, have lots of anger or a lot of stress.*
- *Mandatory mental health care for officers to combat PTSD.*
- *PTSD screening (annual and in instances when someone is shot).*
- *Psychologists may know more about this because there is something clearly missing. How to deal with trauma and anxiety? Better screening of officers who have issues.*

#### **4. Improving Data Collection and Transparency**

Participants referenced the need for more and better data collection and transparency with regard to how CPD tracks and shares information. The comments reflected that participants feel improved data collection and greater transparency could help reduce the use of force, by both supporting increased accountability and/or acting as an effective deterrent to officers who may use excessive or unnecessary force. In addition, participants conveyed that increased transparency would help to improve trust with the community.

- *Review body cameras on random occasions especially in high crime areas, when complaints come in about a rude officer.*
- *Be transparent, dep[artments] should be open. Not being transparent promotes bias by being closed and insular.*
- *More transparency with complaints and follow up with the victim/or person that filed the complaints. Let the CPD consequence be PUBLIC RECORD.*
- *CAPS should provide the data based on info from their community. Use CAPS to connect to community.*
- *Improve gang database process.*
- *Allow those who were on gang database to get off of it.*
- *App to automatically upload recording of stops.*
- *People sometimes don't trust police because it's not transparent if they work with ICE  
→ lack of transparency about gang database, who is on it, why → lack of transparency creates fear.*

- *More transparency about crime activity in community and also unsolved cases of crime.*
- *Yearly, public visible reviews of cases; what cops need help? We'll help them!*
- *Democratization of data – make it transparent, accessible; audit the data.*
- *Highlight specific problem areas based on the collected data.*
- *Analyze patterns of shootings and CPD violence.*
- *Transparency: what are policies? Biases? Advocate for policy.*
- *Create a system survey so that the community can openly speak out.*
- *Have community feedback app/portal with officers in the community reading that feedback (positive and negative).*
- *Collection of data; feedback on interaction with police (survey).*
- *Better tracking mechanisms to capture data on pulling people over for small traffic infractions, minor tickets, by demographics.*

##### 5. **Requiring Officers to Contribute to Costs Incurred by their Misconduct**

Another common theme was the notion that officers should contribute financially to the costs associated with their misconduct, specifically the costs to the City of Chicago for settling lawsuits that involve officer misconduct. Participants made this specific suggestion in all 14 roundtable discussions. The comments suggested participants believe that requiring these contributions would act as more of a deterrent than discipline alone, and that the city would begin to offset at least some of the costs associated with these expensive lawsuits.

- *Officers should have personal insurance to cover things like lawsuits, etc.*
- *Pay lawsuit settlements out of pension funds, not out [of] taxes.*
- *Liability insurance so taxpayers don't pay police settlements.*
- *Taxpayers are paying the settlements but police department and/or unions should pay.*
- *[Police officers should] take out insurance like doctors do for malpractice – they pay out of their pocket – after 5 years with no infraction, they can get a percentage back. City not paying for bad conduct.*
- *Each police officer has to have own liability insurance. Three strikes and you're out, lose your insurance card and therefore you're off the force.*

- *Police should be liable for misconduct, NOT citizens (have police take out their own insurance like doctors and lawyers).*
- *Require license and bonding....*
- *Officers should pay for their own legal fees.*

#### **6. Improving Training and Policies on Interacting with People in Crisis**

One simple step that participants identified as important for reducing the need for officers to use force is training and policies on interacting with individuals in crisis, particularly mental health crisis. Participants expressed the view that the ability to recognize that an individual may be suffering from a mental health crisis would help officers to more properly assess the threat that an individual poses to themselves or others and to quickly identify what type of assistance is needed. A few of the comments that addressed this issue are below.

- *Train officers to recognize common [mental health] conditions and train them on how to respond.*
- *Need to do more than C.I.T [Crisis Intervention Training].*
- *Not enough officers trained to work with people with mental illness.*
- *Capacity to recognize the mental status of people (victims).*
- *Training [on] how to interact with people with mental illness.*
- *Train cops [on] how to deal with mental illness; should be withdrawn if they are shown to have deficiencies, training should be continuous.*
- *More CIT (Crisis Intervention Training).*
- *Those trained need to be on scene when mental health is an issue.*
- *Identify drug abuse/mental illness.*

#### **7. Improving Oversight, Reporting, Investigations and Supervision**

While the theme of reforming accountability systems and discipline was present in all 14 conversations, other related but distinct topics also emerged in nearly all of the conversations and are important to highlight. Participants frequently mentioned the need for greater oversight of police conduct and, specifically, the need for review of cases involving police use of force. Participants also repeatedly mentioned the role of police supervisors and the extent to which officers follow department policy, as well as the need to ensure that well-resourced investigations occur when there is evidence of misconduct.

When participants discussed the need for greater oversight of police, they most often mentioned one of several public proposals for a reformed oversight committee or mentioned

a specific reform of oversight policy. They also often made a general statement about the importance of including the community in oversight over use of force. The following comments reflected the scope of the discussion related to this topic.

- *Accountability has to be independent of CPD/[B]IA/COPA – remove veto power of CPD superintendent.*
- *Have community person review incidents. Citizen group review not just police reviewing police.*
- *Superintendent should not have veto power to override a finding by independent review board.*
- *CPAC (or others) – some system people have faith in.*
- *Police review board needs to be independent of police and politicians. Should be made up of community members. Have no connection to the police.*
- *Each district should have a board that provides oversight of officers when there are too many complaints of “excessive force.”*
- *Superintendent shouldn’t be appointed by the mayor. Community members should do this, can be done by an election. Superintendent would have confidence to do what’s right vs. what the mayor wants.*
- *CPAC can review the complaints. Neutral party, help improve trust.*
- *Should be non-biased external body that asks about excessive force after someone has been apprehended or after it is reported.*
- *Independent arbitrator – elected civilian board – people from the community.*
- *Have a “true” civilian accountability board – independent organization with “policing powers” (arresting power) – level the playing field.*
- *Needs to be a middle man between police and community that holds police accountable.*
- *GAPA – grassroots alliance for police accountability. CPAC.*
- *No more police policing police – have lawyers, judges and civilians do that.*
- *If police does something wrong: the city should defend [the] citizen not the cop.*

Participants had many ideas regarding how to reduce use of force through changes to the reporting and review of incidents where police used force. Their comments addressed the ways citizens could file complaints, the ease with which citizens could file those complaints and the likelihood that complaints are reviewed.

- *Require discipline for offenses: poor responses to community complaints.*
- *Take seriously complaints and reports from the community.*
- *Have an independent place to file complaints (outside of police dept./city/county areas) because they all talk to one another (not confidential).*
- *When a resident makes [a] complaint they want to be taken seriously by the officer.*
- *Continue to wear cameras, beneficial for community members and police – show what takes place in an altercation.*
- *We need somebody we can go to complain about CPD officer actions and actually get results.*
- *Monitor use of force with database. Officers and supervisors. Consider during promotion periods.*
- *Follow up on complaints!*
- *When a complaint is filed against police it needs to be taken seriously: investigated, follow through, feedback, disciplinary action taken.*
- *There isn't a follow up on reports or taking of details.*

Some participants expressed specific concerns about the manner and effectiveness of investigations into police misconduct or use of force. These comments include ensuring that agencies have the resources needed to conduct investigations, the quality and nature of the investigation and the length of time involved. The comments listed here are a sample of the comments that referenced this topic.

- *Complaints (multiple) need to be investigated more thoroughly.*
- *Better CPD investigation than COPA; community-based.*
- *Officer-involved shootings should go immediately to the FBI for investigation.*
- *Start investigation 6-9 months – not timely.*
- *Complaints aren't properly investigated.*
- *Shorten investigation process.*
- *Due process for investigation of excessive force.*

- *Impartial person/group leading investigation.*
- *Breathalyze and drug test officers immediately after shooting.*
- *Independent investigation entities and neutral people to gather info.*
- *Speed up police misconduct investigation process.*
- *After an investigation, action needs to be swift.*
- *2-3 weeks for an investigation and action.*
- *Immediate investigations and interviews of officers accused of using excessive force.*
- *Offer rewards for information in investigations.*
- *More independent investigators not tied to city.*

Participants explained that one strategy to reduce the use of force is to mandate that officers have proper and closer supervision to ensure they are following department policies. The widespread use of body cameras or dashcams was also mentioned as an effective tool for achieving the same result.

- *Better supervisors (lieutenant, commanders) checking in on work and officers' well-being.*
- *Holding management/supervisors accountable for direct reports of misconduct; ex. If direct report is suspended 1 day then supervisor gets 2 days.*
- *Districts should be run according to guidelines set forth by CPD, punished if something wrong is done. Supervisors need to be supervisors not "friends" to the officers. Backed up by their supervisors.*
- *More supervision over the actions and attitudes of officers.*
- *Accountability – more supervisor to officer ratio.*
- *Have supervisors present who have to be accountable.*
- *Abide by rules of engagement (like the military).*
- *More stringent enforcement of rules.*
- *Commanders need to reprimand bad police.*
- *Real-time Sgt. arrives to review what's going on automatically, not on request.*
- *If firearm is discharged, you need a captain there.*



## 8. Eliminating the “Code of Silence”/Rewarding and Recognizing Good Police Behavior

Nearly all of the conversations included references to a “code of silence” in the police department. An analysis of the comments shows that the participants were using the term “code of silence” as a reference to a culture of not acknowledging the bad behavior of fellow officers, including failing to provide information to investigators, or even covering up or providing misleading information regarding such behavior. Some believe that this “code of silence” extends to intimidation or retaliatory behavior towards those who complain against an officer. In these discussions, the participants also suggested ways to reward and recognize good police behavior. The two topics are included together here because the suggestion to reward good behavior was often mentioned as a way to counter the “code of silence.” The following comments addressed the “code of silence.”

- *CPD is insular “code of silence.”*
- *Blue wall of silence, like the mafia.*
- *Eliminate code of silence to improve culture for black officers on the force.*
- *CPD should stop protecting bad cops. There are laws in place for them to legally abuse people and get away with it.*
- *Anonymous hotline to report police misconduct.*
- *Disrupt code of silence.*
- *Officers should have anonymous hotline they can call to report fellow officers.*
- *Encourage officers to be open about the wrongdoings of their colleagues.*
- *Address and monitor who is involved with code of silence and incentivize/create a way/ accountability if CPD is involved in code of silence.*
- *Protect whistle blowers so they feel comfortable coming forward. Discourage retaliation.*
- *“Good cops” need to hold “bad cops” accountable.*
- *Stop police from showing up to court proceedings, intimidating people in court. Shouldn’t be allowed unless directly involved in the case.*

Participants’ comments on recognizing and rewarding good police behavior included the following:

- *Incentives to report on illegal officer activities – more good cops needed, bad cops get people hurt.*
- *How do we reward good behavior? To reinforce what we want? Incentives for sharing when a fellow officer messed up or highlighting when someone needs more training. Inspire other officers to do better as well.*

- *Need incentives for good policing. Sanction system also about reward.*
- *Incentivize a manner for officers to break code of silence.*
- *Culture that allows CPD to break code of silence and rewards/incentiv[iz]es officers who speak up.*
- *What are the incentives for officers to be good officers? Need to reward those who do good.*
- *“Good cop” visibility is important. How can officers see other officers “being good” and be mentored by them?*
- *Model police districts that are doing good work – best practices and honor good programs and good police officers.*

#### 9. **Educating Community Members on Their Rights and Requiring Officers to Respect Those Rights**

Participants at multiple roundtables discussed the civil rights of community members. These discussions centered on whether the community is being informed about their rights when engaging with police. One implication that emerged from these comments: participants believe that if members of the public knew their rights, they would better understand the limits of police power and would not normalize abuse from police. The following statements reflect the broader set of comments relating to this topic.

- *We need to know our rights. The community should do that.*
- *I think they could violate your rights even if you knew your rights.*
- *Police should respect the rights of the people (civil rights).*
- *They don’t even read you your rights anymore.*
- *Respect everyone’s rights.*
- *They abuse us because they know we don’t know our rights.*
- *“Miranda Rights don’t mean anything,” said to me by a cop.*
- *When someone is under the influence of drugs or alcohol...how do we give their Miranda rights?*
- *Teach CPS students know your rights.*
- *Help people understand what is happening! People don’t understand their rights. Help community members understand what is going on and why are you asking them questions. Includes language access issues and process.*

- *CPD should host “know your rights events” in their districts.*

#### **10. Changing CPD Culture and Instilling a Code of Conduct**

A consistent theme across the roundtable discussions was that CPD needs comprehensive change. In particular, participants believed that the culture of the CPD must change (a theme that also emerged in the comments regarding community policing) and that the standards for officer behavior must change. The following statements reflected the range of comments regarding the need for department-wide culture change.

- *Change the mindset and culture of the police.*
- *Systemic change is needed.*
- *Tackle systemic issues to enact reform at [the] agency level.*
- *Culture change is needed.*
- *To change the culture of police, change [the] culture of law makers.*
- *Mistreatment is a systemic issue – the whole system of policing is racist.*
- *Got to change culture up top before the bottom.*
- *Culture shift needed.*
- *Commit to full cultural shift, not just basic trainings.*
- *Need to change culture.*

Some participants described what they view as bad police behavior and made an effort to suggest ways to better instill standards of conduct in officers. The comments below highlight some of the observations of police misconduct.

- *I have seen police steal things.*
- *Stop trumping-up charges.*
- *They can deliberately plant something on you.*
- *Do not pick up youth and drop them off in a neighborhood that could put them at risk.*
- *Had drugs put on me and held for two days and no blanket.*
- *So many police officers are criminal. How can criminals fight crime?*

Participants also mentioned specific ways to better instill a code of conduct for officers. Some of the suggestions included the following.

- *Sign and commit to agreement that serves as a code of ethics.*
- *Annually commit to code of ethics/engage in training.*
- *Starts with behavior of officer.*
- *They are public servants – their salaries are paid by residents, promote the public servant mentality.*
- *Traits of a good cop – love the lord/humanity, integrity, discipline, listens, not judgmental, self-control, compassion, patient, psychologically sound.*
- *Develop and adhere to a code of ethics as part of consent decree.*
- *Uniform procedure of police conduct; do they “know” the law?*
- *Need new code of conduct to the profession/badge.*

## **Impartial Policing: Key Themes**

Participants were also asked to share their thoughts on how CPD can ensure that officers treat all Chicagoans fairly and equally. Participants had many ideas and thoughts on this topic, which ranged from the simple notion of treating people with respect, to training to reduce bias, to implementing specific policies to eliminate profiling. Many participants drew from their own personal experiences in their interactions with police, resulting in some very powerful comments. This section highlights the many themes that emerged from the discussions of this topic.

### **1. Establishing Standards of Respect and Treating Everyone with Equal Respect**

A key theme that emerged repeatedly when discussing impartial policing was the need for police to treat people with respect. Participants discussed their experiences and their view that officers are often very disrespectful during interactions with members of the community. Participants in all 14 community roundtables made comments associated with this theme.

The most typical comment was a simple observation that officers need to show more respect overall and to show it to everyone equally. Many participants described how police have acted disrespectfully to them or in their presence, with a threatening posture, conveying arrogance through their tone, or engaging people as though they were less than human. Comments indicated that officers simply need to start seeing residents as people and strive for more human interactions with the community, which participants said would go a long way toward building trust and helping officers to demonstrate that they are treating people in all neighborhoods equally.

- *Treat people like they are human – no matter what! Police need to understand that.*
- *Be a human being, not just a cop.*

- *We need police that treat people humanely.*
- *See us as humans, like their sons, daughters, nephews.*
- *They should treat everyone like they treat their kids/respect (or like their mom/grandma).*
- *Respect everyone, no matter what community you are in.*
- *Why stopped and cops pull gun? Treated like a criminal immediately.*
- *Police don't see communities of color as humans like people/residents. [Police officers] tend to dehumanize the people in comm[unities].*

Many participants focused on how officers talk with them—the tone, the language used and overall impoliteness of their communication. Some expressed that officers have approached them with open hostility, even using excessive and explicit profanity at times. Participants' suggestions included requiring officers to maintain a basic level of professionalism in their communication.

- *Stop "cussing" – talk with respect (not just swearing). Don't treat youth like animals.*
- *Talk to people with care, don't approach people with disrespect – pay attention to people. Treat them with love and kindness....*
- *Talk[] to us with no guns.*
- *They use offensive language.*
- *Greet community members, don't just investigate and interrogate.*
- *Maintain a standard (like nurses or doctors) – police don't seem to have standards.*
- *What's the protocol for interacting with people?*
- *Don't automatically put your hand on your gun when you stop to talk to people.*

Participants felt that it is important for officers to show respect in their interactions as a way to lead by example. Their comments expressed that if officers want residents—particularly youth—to be respectful to them, the officers need to show the same respect to those people. Participants' comments reflected the view that respect requires a two-way interaction, with both residents and officers demonstrating mutual respect.

- *Treat community members with respect, goes both ways/equals.*

- *Respect for us as men/citizens, we will respect the police for their authority.*
- *Give respect if you want respect.*
- *Less overreacting by police because they have a negative perception of the resident; give individuals [the] benefit of the doubt. Assume best intent, treat everyone with respect.*
- *We also have to give them their place. If we want respect, we have to also give respect.*
- *Community leaders and police should meet, create workshop, help create respect amongst each other.*

Participants also expressed the view that officers take advantage of or use their authority inappropriately and in subtle ways. These abuses of power contribute to participants' sense that some officers behave as bullies—taking advantage of their authority to regularly get away with violating laws or committing infractions for which residents would be cited or arrested. As a result, these officers make it difficult for residents to respect them.

- *Cops do whatever they want and don't follow the rules. Don't blow red lights, just them asserting their power "can do whatever I want."*
- *Make abuse of power more punitive – fines/accountability.*
- *Police need to obey the laws – why do they get to pass red lights when there is not an emergency?*
- *Stop the home invasions with no search warrants.*
- *They have the higher power, they are not [the] law but they uphold the law.*

## **2. Training to Reduce Bias and Increase Cultural Awareness and Sensitivity**

Participants expressed in multiple ways that police officers would benefit from anti-bias training or education around cultural awareness and sensitivity. This strong sentiment indicated that participants believe officers have biases with regard to race, culture and, more indirectly, neighborhood. This theme was evident across all 14 roundtables. Participants repeatedly mentioned the need for “training to address racism” or made similar statements, as well as the need for “cultural sensitivity training.” Some participants acknowledged that this training would not just result in fairer treatment, but would actually help officers be more effective as they become more empathetic. Comments associated with this theme ranged from the need for racial bias training to the need for training to help officers be aware they may not be giving the same treatment to people in different neighborhoods.

Some participants specifically noted that officers need to understand the historical underpinnings of racism and other biases. Participants described how effective training in this area might need to go beyond a single required session for all officers. Participants believed this

might require long-term or regular training that would also have the potential to begin healing and build an understanding of how some communities view police in light of Chicago's history of the poor police-community relations.

- *Roots of inequalities/community history needs to be taught to the officers policing the community; power; privilege and oppression; implicit bias. Potentially this would result in more empathy/cultural history.*
- *Police need history and context for policing in communities of color. CPD don't seem to have that context.*
- *History lesson on relationship between police and racial/ethnic groups (religious groups) – say it's unacceptable.*
- *Address systemic implicit bias, especially in CPD history. Be aware of the ways this shows, e.g., body language and non-verbal communication.*

In one of the more common types of comments associated with this theme, participants expressed the need for training that would make officers more familiar with the communities they serve, and help officers understand and build empathy for the community members with whom they interact.

- *Cultural humility/competency training related to community they are serving – hopefully results in treating individuals with respect; empathy. More specifically have those officers trained by those living in the community.*
- *Sensitivity training. Get minorities involved to let them know what it's really like.*
- *Sensitivity training including humanizing people in the community....*
- *Training on how to deal/assesses different communities, communities of color.*

Participants indicated that implicit bias training would make police aware of biases they might harbor, which could be an important first step in eliminating that bias. As suggested by participants, this training could be informed by having officers complete some sort of bias test or exercise upon hiring and/or on a regular, re-occurring basis.

- *Training for police that police officers understand that everyone has implicit bias, accept that you have it; it doesn't make you bad; accept that you have [implicit bias] and need training for it.*
- *Reform CPD training, esp[ecially] re: implicit bias and how to work in diverse communities.*
- *Racism/bias test to be able to identify their thoughts and perceptions toward the*

*community they serve.*

- *Ensuring that the academy tests for racial prejudices/biases before being assigned to [a] community. Ensuring that [through a] refresher, include sensitivity training test.*
- *Implicit bias training on how to avoid stereotypes.*

Participants specifically mentioned the important role this training could play in building awareness of the distinct and sensitive challenges that specific populations face when interacting with police, for example, immigrant communities, the LGBTQ community, victims of domestic violence and people living with disabilities.

- *Biases: racism, mental health, special needs, intellectual disabilities, domestic violence, citizenship status. Need training around these special cases.*
- *Workshops for police when dealing with folks of color/immigrants (sensitivity training).*
- *Training and awareness of diversity within [the] community. LGBTQ community knowledge – bring in organizations in response to bigotry and hatred.*
- *CPD needs extra training: domestic violence.*
- *Beliefs about certain cultures minimize protections, i.e. domestic violence – “that’s just the way they are.” No charges. They can’t prevent a crime if they don’t feel that residents deserve protection.*
- *Implicit bias training on how to get to know your community – who has special needs (i.e., autism). Get to know who has special needs in your area, especially the people who are going to run/react.*
- *More frequent engagement with people with disabilities. Mislabeled as being drunk. More education for officers to recognize disabilities....*

One distinct thread of comments within this theme expressed the need for training that is informed by an understanding of individual and community trauma. Participants made a connection between police understanding trauma and interacting better with the community.

- *Increase officers’ awareness of marginalized communities, their needs, and results/ consequences of intergenerational trauma of police violence – sensitivity training.*
- *Trauma-informed training so CPD don’t take this personally. These communities have been traumatized for generations.*
- *Police need to understand what implicit bias is and what traumatic stress is.*
- *Trauma training. Should be fully aware. Understand mental health.*



### 3. **Improving Policies and Procedures to Ensure Equal and Fair Treatment of All Residents**

Another prevalent theme related to impartial policing pertains to the importance of CPD putting policies into place to effectively address racial profiling and racism within the department. This theme is associated with a very wide range of comments and was repeated in all 14 roundtables.

Participants described both the need for tracking instances of stereotyping and racial profiling and instituting practices to eliminate stereotyping and racial profiling by officers. They expressed a desire to see CPD develop a way to track officer interactions to identify profiling. Participants also suggested that CPD explore strategies and technologies to help officers avoid bias.

- *Conduct audits of what they are doing in the community. Statistics data on investigatory stops (who, what, why). Lets district[s] be more effective.*
- *Officers should be familiar with residents in community. Map neighborhood. Be cognizant of the physical and demographic makeup.*
- *People get profiled (at airports, for e.g.), but they use a “randomizer”... gets more perpetrators this way. Technology that eliminates personal bias.*
- *Investigate best practices used in other law enforcement such as state police and incorporate into CPD.*
- *Make policies with teeth and consequences for discriminatory and biased acts.*
- *CPD and its officers should constantly put up info for each other to see anti-bias info; posters, guest speakers, officers should come into community spaces to get to know residents (schools, community centers).*

Participants stated that CPD could address a culture of racism and bias through new or reformed hiring and promotion practices.<sup>16</sup> Comments centered on the benefit of hiring and promoting more diverse officers, as well as changing policies on how officers are assigned to different neighborhoods and paired with other officers. Participants did not limit their comments about diversity to the race of officers but also addressed diversity more generally, including gender, neighborhood of residence, experience and personality traits of officers.

- *Have a pilot program to have officers who look like the community on watch to see if there are changes in incidents/crime.*
- *Put more women in CPD leadership positions (women have different approaches).*
- *Not to incentivize working in “certain” districts to get promoted.*

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<sup>16</sup> Reforming hiring and promotion practices was mentioned consistently in all neighborhoods and across the three main discussion topics as critical to reforming CPD to be more fair, representative and effective.

- *Mixed-race partnerships, black/white, Hispanic/white, black/Hispanic.*
- *Mix black/white/Hispanic officers at all times.*
- *Those officers with seniority get assigned to “nice” neighborhoods.*
- *Stanford experiment – originally thought it was all about power and then they looked at the recruiting posters; it starts with recruiting....*
- *Hiring more women and people of color and pipeline for police leadership.*

Participants made many references to the potential value of having officers live in the communities in which they serve, or at least having officers who reflect the demographic makeup of the community they serve. The implication is that officers would be more likely to treat that community fairly and equally if they were familiar with or even lived in the community. This theme emerged in all 14 roundtables.

- *Try to hire police officers who live in/are from that community or have ... investment in that community.*
- *They don't represent the people that live in our community, and they don't know us.*
- *Police should live in [the] precinct that they serve; should be mandatory; opportunity to hold officers accountable as neighbors.*
- *They need “skin” in the game which is why they should live in the community that they serve.*
- *Give officers vacant homes and help them rehab homes and live in communities.*
- *Incentivize cops to live within the community.*
- *Encourage CPD officer to LIVE in communities to develop better connections between people and police.*

Participants in some neighborhoods indicated it was important for officers who operate in predominantly Latino and immigrant communities to know the language of the community they serve. Language was noted to be a barrier for the residents and officers alike—bi-lingual officers and community members would be able to more effectively communicate and respond to each other. Participants also indicated that they viewed this issue as important for ensuring that residents understand their rights during interactions with the police (for example, the reading of Miranda rights).

- *Police should learn the language of the community.*

- *There is no one standard [translation] for Miranda rights. We need one standard [translation] (in other languages/ASL).*
- *CPD should provide language interpretation. Maybe also give bonuses to officers for learning new languages and dialects.*
- *Language problems – police don't know other languages. Have officers on the beat who speak your language....*
- *Language barriers – have more police who speak other languages.*
- *Language barrier between cops and inhabitants of community.*
- *More bi-lingual police – if they don't speak the language that is intimidating.*

## **Community Policing: Key Themes**

Participants were asked to share their thoughts on how CPD could work with their communities to improve public safety. Overall, participants consistently made comments demonstrating that they value community policing strategies as important and, in some ways, consider these strategies as the foundation for reforming CPD. They offered ideas for refreshed community policing strategies that actually appeared to reflect a sort of “return to basics” approach to community policing. Participants most commonly mentioned the following ideas for how police can improve their relationship with the community: walk a beat, get to know individuals and the history of the community, engage in better communication and information sharing (including community dialogues) and have much more of a presence in the neighborhood and positive regular interactions.

### **1. Developing Community Policing as a Core Philosophy and Approach**

A key theme that emerged from participants’ comments in the community policing discussions is that CPD needs to develop community policing as a core philosophy and approach. This theme overlaps with several other themes and is a consistent thread that undergirds all of the themes discussed in this section. The idea that CPD needs to wholly reinvent itself with community policing as its core philosophy was mentioned many times in many different ways. The comments below are a small sample of the comments that speak to this theme:

- *Whole system needs to engage with the community.*
- *Cultural issue...of service vs. enforcement.*
- *Community needs to create policing strategy; not only be told about the strategy CPD proposes.*
- *CPD is resistant to work[ing] directly with [the] public.*

- *Oak Park does it right. Racine, Wisc. = police chief serves as family members. How they relate, policing is incidental to their work and it's a philosophy of their work.*
- *Divert more funds to community policing.*
- *CAPS office needs [to be] more community centric vs. police centric; community groups controls CAPS funded by Dept. of Justice, ex. citizens can have more oversight of police recordings.*
- *Addressing issues around power dynamics and increasing community power in securing/ safe-guarding their neighborhood.*
- *Community policing good philosophy but has to be done well.*
- *Change dynamic of community being empowered to make decisions.*
- *Community-oriented policing is an art that cannot be taught in 8 months at Academy.*
- *Not everyone is fit to walk and build relationships w/ comm[unity].*
- *Shift from authoritarian to one of servant.*
- *What do cops say is their job description? To serve and protect? Who? Whom?*

## **2. Building Trust and Improving Police-Community Relations**

Participants made a wide range of comments that speak to how the nature and quality of the engagement police have with the communities they serve directly affects how they are perceived and trusted. For some participants, police-community relationships are so poor that they mistrust and fear the police. A common thread in the comments associated with this theme was that officers need to have a deeper and broader knowledge of the community in which they serve. This theme and many of its related observations were present across all 14 community roundtables.

Participants at all but one of the community roundtables indicated that they would like to see officers walking their neighborhood, or walking a beat. This would help make the officers known to the community and increase opportunities for positive interaction with residents, particularly children and young adults, as well as the community more generally—such as businesses and community leaders.

- *Get out of the cars and walk the beat so they can interact.*
- *That officers walk more throughout the streets. Horseback, walking or on bike, have a schedule.*
- *Walk the streets! Meet people; good and bad. There is a reason for bad behavior.*

- *Walking, bikes, not show of force of 15-20 [officers] versus the 2-4 downtown.*
- *Police walking the beat – making themselves known.*
- *Bring back walk/talk – 1 hour walking community – find out needs, other engagement, not just confrontational.*
- *Connect with people by walking on the streets and checking in on businesses to build relationships with people.*
- *Meet people when it's calm – cop on the beat walking around who gets to know kids and store owners.*
- *Assign officer[s] to walk with community leaders to identify areas of concern.*

Some participants said that it would help community policing efforts to require police to live in communities they serve or at least serve in communities of similar background as their own, a theme that was also raised during the impartial policing discussions as a strategy to ensure fair and equal treatment. The community policing comments focused more on developing a knowledge of and familiarity with the community.

- *Live in the area where they police (to better understand the community/neighborhood).*
- *Get to know Chicagoans – [officers] don't live in communities, don't know communities. [Attend] events with kids, neighborhood meetings.*
- *Police live in community they serve to establish relationships.*
- *Teach how to respect police – they need to live and experience our community.*

Participants brought up the issue of police responsiveness and patrolling presence as a source of frustration that affects trust. Many of these comments related to participants' experiences with police response time when there is a call—participants mentioned a wide range of times, from five to ten minutes, to hours, to no response at all. Participants also expressed the view that police patrolling presence was inconsistent. Participants said that police do not respond quickly when needed but are often present when nothing is happening.

- *Respond quickly to all police requests no matter where the call comes from.*
- *They should arrive when we call them (not wait a half hour), especially in emergencies.*
- *Police can respond to calls on the Southside faster.*
- *Incidents [where] I have called police and they have not shown up.*

- *Get back to presence on the street[s] in neighborhoods.*
- *Best policing is patrolling – presence alone can help stop crime.*

### 3. **Improving Engagement with Youth**

In all 14 roundtables, participants consistently described the need for police to better engage with youth as a key aspect of community policing and improving their relationship with the community. These comments were quite varied but a common thread was a need to create opportunities for police and youth to have positive and regular interactions.

Some participants specifically referenced the positive impact of the Officer Friendly program, which they were not certain still exists. Participants indicated that this program worked through the schools, and many participants remember it as creating an opportunity for positive interactions between police and youth. While participants made occasional references to specific programs, the Officer Friendly program was mentioned in all but one of the community roundtables and was mentioned in a positive, nostalgic way as an effective approach that should be implemented again.

- *Police should go in schools more. “Officer Friendly.” Kids won’t grow up hating.*
- *Creating relationships is key, that’s what creates change → Officer Friendly walked around, knew everybody and that created a relationship. Relationships create trust.*
- *A protocol for engagement – Officer Friendly.*
- *Officer Friendly – engaged me as a kid.*
- *What happened to “Officer Friendly”?*
- *Bring back Officer Friendly, was like a mascot that got kids’ attention.*
- *Lifelong Chicago resident. As a Black man, have seen police relationships go from “Officer Friendly” to today.*
- *After “Officer Friendly” stopped and truancy officers stopped going to houses to get kids (and no precinct captains), kids acting out got away with more. Nobody is helping to keep kids accountable.*

Participants suggested developing mentoring programs where police would serve as positive role models for youth. Mentoring was mentioned both in the context of formal programming and through informal relationships to help build the kind of familiarity that residents expect to be at the root of community policing.

- *Professional mentoring of youth.*

- *Don't always attack – build them up, teach kids criminal justice (early on), mentor!*
- *Police should be required to be mentors (throughout their life). A new youth periodically – cross racial.*
- *Good cops can mentor and have something like “take your kid to work today” but with young Black men who are disenfranchised, disadvantaged, get in trouble.*
- *Police should engage with schools mentorship programs.*
- *Seeing residents as humans. Build relationships with the community. Every officer should be a mentor to youth in the community. No profiling. Should not die just because “young and dumb.”*

Participants also referenced the Bridging the Divide program, which is run in partnership with the YMCA and engages young people and police in dialogues and peace circles. Many participants said they view this program as a positive means for police and youth to engage. Some participants suggested that all officers should be required to participate in this program. They also said they recognize this program as a potential builder of trust between the community and police.

- *Bridging the Divide – getting to know the police and the community (mandatory).*
- *Bridging the Divide cops aren't the ones on the street. All cops upon graduating should go through this program.*
- *More programs like Bridging the Divide.*
- *Bridging [the] Divide: cops play basketball with youth in Altgeld Gardens.*

Participants said they see sports programs as potential opportunities for positive youth and police engagement. Some suggested that connecting police with existing programs, possibly as coaches or in other active, visible roles that engage directly with youth could be beneficial to building trusting relationships.

- *Build relationships with community and alderman's office, e.g. sports.*
- *Sports programs with the kids or video game tournament, card games.*
- *Host events – sports, chess, video games, exercising.*
- *CPD get involved with community sports.*

#### 4. **Focusing on Restorative Justice**

Participants referenced the concept of restorative justice in a majority of the roundtables. Participants noted the importance of principles and practices that focus on balancing or restoring justice to the individual, stakeholder or community harmed by a crime, rather than solely focusing on punishing offenders. The statements below reflected the range of comments that refer to restorative justice.

- *Peace circles with CPD and community members.*
- *More restorative justice courts for people who commit crimes, different repercussions for crimes, something more collaborative, esp[ecially] for 1st time offense....*
- *Restorative justice vs. criminal justice system practices.*
- *Restorative Justice – help bring people in Justice of the peace (like in the south), could help engage with issues, stop police from being “revenue-ers.”*
- *Community jury or peer jury – restorative justice.*
- *Peace circle with kids, discuss what makes us good citizens to build trust.*
- *Restorative justice circles where they talk re: fear.*
- *Unless it’s life threatening, CPD should let [the] community take care of it. Support restorative justice.*
- *Use restorative justice principles.*
- *Restorative justice – needs to be incentivized.*

A handful of comments related to this topic specifically describe the need for a truth and reconciliation process in Chicago. A truth and reconciliation process typically involves a neutral commission charged with exploring a past injustice committed by one group of people, or a government, against another. These comments are included below.

- *City of Chicago should take on truth and reconciliation process.*
- *Truth and Reconciliation with various groups. Not just for show, no impunity, acknowledge we’re all people; no saints and no devils. How can we avoid making same mistakes?*
- *Go back and learn history and make it right....*
- *CPD and citizens alike need to address no snitch policy and code of silence. Truth and reconciliation process.*



## 5. Requiring Broad and Ongoing Engagement in the Community

Another prevalent theme that emerged in the discussions was the view that effective community policing requires ongoing engagement that forms the foundation for trust-building, as well as partnerships within communities that can help improve communities and reduce crime generally. Participants offered specific ideas for ways police can better partner with community organizations and other institutions. This theme also included comments regarding improving the nature and quality of communication between police and the community.

Participants expressed a desire to see police engaged in communities in ways other than enforcing the law and detaining criminals and engaged on a more ongoing basis in the spaces where one might not expect to see police but where their involvement and visibility is important.

- *Come to more community events; block parties, year-around presence, interest on both sides to get to know each other.*
- *Police presence in community outside of being a cop and demonstrate behavior they want to see. Recreation activities.*
- *Increase presence in the community (more beat officers, 1st time engagement should not be when there's a crime)...*
- *Create opportunities for positive interaction; develop regular interactions with kids so kids and cops know each other, block clubs, block parties.*
- *Community service hours to build familiarity and cultural competence; visit [high school]/ elementary, mentorship program. Provide more connections between youth and police through [community service hours].*
- *Incorporate community service to beat cops job with purpose of building relationships. Certain number, part of daily job.*
- *Police should do community service especially with kids.*
- *Work to decrease fear and increase trust with folks in the community who are undocumented. Relationship building is important for this.*
- *CPD presence on boards of different organizations in communities.*
- *Build relationships. Schools, high schools, middle schools, meetings, park district.*

Participants also recognized the potential for police to be a valuable resource to the community, particularly when officers and the department collaborate on neighborhood improvement and crime prevention efforts.

- *Build things and projects together, working side-by-side: what ideal[] community policing could be, will affect relationship for better when issues arise, ideas for projects should come from community, community gardens and murals, service holidays with CPD.*
- *Community cleaning projects [when] not in uniform with community members.*
- *Police partner with Guardian Angels.*
- *Before officers were more involved with the churches – this creates better relations.*
- *Partner with Mexican Consulate and Alderman’s offices to bridge relationship with undocumented individuals.*
- *Engage community leaders – take community organizing approach – block clubs, neighborhood watch, send them into community.*
- *[Illinois] State Police became active in community organizations – made all the difference.*

In another set of comments under this theme, participants talked about the need for simple steps to improve communication between CPD and communities it serves. Participants offered a variety of suggestions for such improvements.

- *Open communication lines for genuine-felt community presence – partner with other segments of the community.*
- *18th District coffee chats, commanders and officers. Get to know officer in department on a personal level. Not in stations/community centers.*
- *Hold more community forums (prevention, continuously).*
- *CPD needs to take community members’ opinions into account and treat them as experts.*
- *Regular focus groups between the police and the community; quarterly or once a month, sitting down at the table.*
- *Commanders hold community meetings to assess what community needs are.*
- *Have flyers in the cars about community activities to hand out to youth.*

Participants expressed mixed sentiments regarding current community policing efforts, mentioning the Chicago Alternative Policing Strategy (CAPS) specifically. Most comments indicated that participants see it is a resource to build upon, while a few comments indicated what is not working with regard to the program.

- *Community initiatives like CAPS have to have more follow-up and real impact, go to schools, parks, if people feel like getting involved doesn't produce any results....*
- *Reinstate CAPS, community has to grow it.*
- *CAPS – make a real investment in this. These positions should be given to folks who really want to make an effort and not assigned to friends/etc.*
- *Community policing/not CAPS. 95 percent [of] police didn't buy in – university study.*
- *CAPS has lost its allure...we have lost what it was set out to be.*
- *More face time with officers, beat cops. Better system than CAPS for old people, not seen as safe for residents – Kings go to see who tallies. Get cops out of cars not related to a stop, should be part of regular routine.*

## Summary of the Feedback Received at the Community Roundtables

Overall, participants' comments gave the clear impression that use of force was most likely the issue that motivated them to attend the roundtables. To community members, it is important for police to de-escalate the tone and nature of their interactions with the community. Compounded by a lack of trust, many community members said they are simply afraid of police, who they believe are unnecessarily aggressive, which in turn affects how those residents react during an encounter with police. Participants expressed that it would help if officers approached non-dangerous situations in a calm manner and were trained in techniques that de-escalate tensions, rather than raise them. Participants also asserted that de-escalation techniques can reduce the likelihood that force may be needed in any given situation regardless of whether justified or not. In the view of participants who offered many suggestions on this topic, de-escalation efforts could be complemented by training officers in alternatives to using deadly force.

Another theme that very clearly emerged during discussions was a sense of frustration with ineffectual accountability structures and weak discipline of officer misconduct. These two elements were mentioned repeatedly and in a wide variety of ways. It is clear that the injustice associated with a police department that participants' feel does not appropriately address police misconduct is a tremendous barrier to improving police-community relations and feeds a strong cynicism that nothing will ever change. Participants expressed that a true reform effort will need to develop systems that effectively hold police accountable for any misconduct, from minor matters to the most serious cases—especially shootings and related cover ups. The sense that police can do whatever they want and get away with it was consistent and pervasive in all roundtables.

Establishing standards of respect and treating everyone with equal respect was also very important to participants. They described how officers lack a respectful tone or approach when interacting with them. This may seem like a minor issue when compared with the need for accountability systems or other reforms, but the forcefulness and emotion in the way participants conveyed this point reflects its importance. Participants said they feel that officers do not treat them with respect, whether due to racism, stereotypes or a lack of familiarity with their culture. Participants offered many suggestions for building respect, which were based on a belief that this small step could go a long way in improving and building trust and restoring a sense of humanity to the relationship between police and the community.

Finally, the need to build trust and improve police-community relationships was one of the most consistently mentioned themes in the discussions. This theme was also associated with the widest range of comments. Implicit in this theme is the belief that improved trust and relationships will help the police better ensure public safety in Chicago. Based on their comments, participants view trust as a necessary precursor for them to engage with police in a more positive way and for them to feel confident that officers are partners in protecting the community.

## Small Group Conversations

The Attorney General’s Office also held several small group conversations in April and May 2018 to ensure feedback from diverse communities, including youth, the LGBTQ community, survivors of domestic violence and sexual assault, people experiencing homelessness, violence interrupters and the deaf and hard-of-hearing community. These conversations were held and facilitated separately from the roundtables. The full report on these conversations is included in Appendix F.<sup>17</sup> The report demonstrates that many similar themes emerged in the small group conversations as in the roundtables, including the following:

### Use of Force

- Train officers in de-escalation tactics
- Develop policies and train officers in alternatives to “shoot to kill”
- Improve accountability and officer discipline systems

### Impartial Policing

- Train officers on historical underpinnings of racism, other biases, and police-community relationships
- Ensure officers adhere to basic standards of respect in how they communicate with community members, including members of marginalized communities
- Screen new hires for biases and require ongoing evaluation of officers

### Community Policing

- Require more officers to “walk the beat” as part of an overall strategy to get to know the community
- Create opportunities for more regular police-community interactions that are not based on responses to calls, such as attending community-sponsored events
- Seek out meaningful partnerships with community-based and advocacy organizations to better facilitate communication and improve relationships
- Improve knowledge, awareness and sensitivity to specific groups
- Improve communication with specific populations; this includes hiring additional translators, such as sign language interpreters, specific to populations being served

### Create a New System of Police Accountability

- Oversight – create a citizens’ review board that reviews cases of police misconduct
- Require officers to pay for the costs of misconduct

### Change CPD Culture

- Shift power and exhibit respect in community interactions
- Ensure officers hold each other accountable and end the “code of silence”
- Ensure officers honor the humanity in people; show empathy

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<sup>17</sup> IPCE did not lead or facilitate these conversations. The small group conversations report was authored by Alysia Tate of Tate Strategies.

#### Improve Relations with Youth

- Create opportunities for police and youth to have positive and regular interactions

#### Address Community and Police Trauma

- Train officers to recognize and respond appropriately to people in crisis
- Require CPD to have paid mental health specialists on staff
- Support the mental health of officers – PTSD/trauma

## Paper and Online Feedback Forms and Emails<sup>18</sup>

### Paper Feedback Forms

IPCE received a total of 65 paper feedback forms on which Chicago residents were invited to share input on the consent decree process.<sup>19</sup> These forms were distributed at the roundtables and made available on the consent decree website beginning on January 18, 2018.<sup>20</sup> As with the roundtable notes, themes and specific suggestions related to those themes are highlighted below. These comments were analyzed using the same process as the roundtable comments—using both the coding of topics and word cluster analysis to discover general themes.

The feedback received through the forms raised some of the same concerns as those expressed during the roundtables. Respondents described the need for officers to be respectful when interacting with the public and specifically used the word respect—“by treating people with respect” and “by respect and love.” Some respondents also stressed the importance of officers getting to know the community they serve in order to build trust. One comment suggested that officers should “know actual people on the blocks they serve and connect with organizations in that community.” Respondents also expressed a strong desire to see CPD hire and assign officers to neighborhoods where they live based on the view that this would build familiarity between the officers and the community, which would then support respectful interactions between police and the community. Additionally, respondents expressed the need to hold officers accountable for misconduct and the need to reduce the use of force by officers.

### Online Feedback Forms

A total of 75 online feedback forms were submitted to the Attorney General’s Office through the ChicagoPoliceConsentDecree.com website. Respondents were invited to provide a response to any or all of the following prompts:

- How can CPD make sure that officers treat all Chicagoans fairly and equally?
- What can CPD do to reduce its use of force?
- How can CPD work with your community to improve public safety?
- What can CPD do to support officers as they work to maintain public safety?
- I would like to share a personal experience, a concern or a suggestion.

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<sup>18</sup> The Attorney General’s Office also provided IPCE with transcripts of seven voicemails that were left on the police reform hotline; however, none of them raised issues related to police reform.

<sup>19</sup> A copy of the form is included in Appendix B. A minor formatting change was made to the form after the first few roundtables to make it easier for IPCE to analyze responses by topic.

<sup>20</sup> The Attorney General’s Office continues to accept feedback at ChicagoPoliceConsentDecree.org. This report analyzes the feedback received through May 13, 2018.

These comments were analyzed using the same process as the roundtable comments—using both the coding of topics and word cluster analysis to discover general themes.

A few themes arising from the comments in the online forms were similar to those that emerged from the roundtables. One theme evident in both the online forms and roundtables involves the need for mutual respect. The comments noted that having officers engage in a respectful manner with residents will result in interactions that are less likely to escalate.

- *CPD could possibly teach and enforce proper treatment of our residents. Maybe just speak to us like human beings? There are actual trainings for this. Acknowledging officers are humans and therefore have bias so that we can start breaking that behavior.*
- *[E]nter situations remembering people are human and act as such. Seems pretty straightforward. CPD always talks about safety, but any officer I interact with has been immediately defensive, bristling, and dramatic. This doesn't make me feel safe. It makes me feel scared and angry and wishing that I could be spoken to like a human and not another potential threat.*
- *Train officers to treat suspects as humans first.*

Comments referenced the need for CPD officers to have training around impartial policing, specifically anti-bias or cultural sensitivity training. Similar to the roundtable comments, this feedback was nuanced and suggestions people made often related to their personal experience.

- *The deep racial issue is still running ... between officers and citizens.... I do have good experience with minority officers in the district such as traffic [officers].... All officers (mainly white police) have to have experience or training dealing with the minority in their districts such as language or culture....*
- *I have seen social media posts and experienced conversations with a number of police who express aggressively racist and deeply disrespectful viewpoints when they think they are in "safe" (i.e. white or anonymous) company. Even as a white person, I am fearful of some of the police, including some in leadership positions, who live in my neighborhood because the viewpoints they express--especially on social media--are so aggressive and so distorted. Diversity in the CPD needs to increase, and white officers need serious anti-racism and cultural sensitivity training....*
- *Implement anti-racism [training] for all officers, staff, and 911 dispatchers. Chicago Regional Organizing for Anti-Racism (Chicago ROAR) is a local group that has excellent trainers and facilitators. Justice Informed is also a great resource [and]...will work with businesses, churches, and organizations for training and anti-bias education. I want to know that officers are thinking about their identities and reflecting on it just as much as they are scanning a scene and trying to understand how to keep people safe. We all make assumptions. We all have bias. We are human. Implementing anti-racism and*



*anti-bias training for everyone would mean that CPD is claiming ownership of this and actively working to build a safer community without discrimination (or at LEAST less of it). There are resources in the city to help with this, too, so it must be a part of the work going forward. Some people might try to say the goal is to treat people 'fairly' a.k.a. 'objectively'. That is not possible – we all have biases based on where we grew up, who we know, etc. We need to embrace this as reality and learn from it.*

- *Every recruit should be required to be tested for implicit bias and have a qualified individual discuss those results with him/her. Officers should be required to take this type of test regularly as well as receive concrete training on how to minimize the impact of implicit bias. A level of acceptable results should be set, and those who cannot meet that level shouldn't be on the force or should be removed from the force after a reasonable attempt to remediate...*
- *Chicagoans are from diverse ethnic groups and CPD should work and involve community leaders to collaborate in giving cultural competency training.*

An additional theme raised in the online forms is related to how CPD can get its officers to reduce their use of force. Comments related to this theme centered on the need for better training, de-escalation tactics and alternatives to force.

- *Train them in real de-escalation.*
- *Use of force issues can be resolved with better training, and penalties for body cameras being disabled or unused. And by stricter enforcement against gun possession that makes officers have to worry for their safety and resort to force more quickly than otherwise.*
- *U.K police are unarmed. Anything else can replace firearms. Martial arts are one of it. While some in London were issued with revolvers prior to 1936, from that date only trained officers at the rank of sergeant or above were issued with guns, and even then only if they could demonstrate a good reason for requiring one...*

Another theme emerging from the online forms related to hiring and the qualifications and requirements for potential hires, including a residency requirement and mental health screening.

- *Residency requirement: CPD should be required to live in the neighborhood they are assigned to patrol, not just a requirement to live in the City.*
- *[CPD] should only hire officers who live in and reflect the diversity of the communities they serve.*
- *Enhanced psych screening of cadets so that individuals with authoritarian tendencies or abusive tendencies are screened out.*

- *Attract smart, driven individuals who wish to serve their community.*

## **Emails**

A total of 23 emails submitted to the [PoliceReform@atg.state.il.us](mailto:PoliceReform@atg.state.il.us) email address maintained by the Attorney General’s Office were forwarded to IPCE for analysis and inclusion in this report. Of these 23 emails, only eight raised points related to police reform and contained sufficient detail for analysis. These eight emails referenced general or specific alleged incidences of harassment, cover ups, racial profiling, civil rights violations, failure to offer medical assistance, abuse of power and lack of accountability by Chicago police.

The several emails that referenced harassment by police officers referenced threats, sexual assault and general intimidation. One email that referenced a civil rights violation indicated that police failed to read him/her and his/her partner their Miranda rights, then later failed to offer medical assistance when one of them became ill due to not having needed medication. One email expressed frustration with how CPD treats African-American males, expressing that a “shoot to kill” mentality is applied to African-Americans by police. Another email suggested making it easier to identify police who may be misbehaving by having their badge number match the plate number of the vehicle they use.

## Putting Feedback in Context

This report has centered on identifying themes from feedback that community members have provided in multiple ways, including through community roundtables, small group conversations, email submissions and paper or online feedback forms. But written sources alone cannot capture the contextual information that is necessary for a deeper understanding of the community input described in this report. For example, in a number of instances during the community roundtables and the small group conversations, participants shared stories of their personal experiences with police. The notes from the roundtables and small group conversations do not capture these stories in detail as facilitators were also instructed to give participants a safe space to share their personal experiences without fear of exploitation. This section highlights the contextual information evident to the authors of this report, including the emotion with which comments were shared during the roundtables, the perspectives of the neutral facilitators who facilitated the roundtable conversations and small group conversations<sup>21</sup> and the varied tone of conversations across diverse neighborhoods.

While all three topics of impartial policing, community policing and use of force elicited emotional responses, comments associated with use of force and impartial policing were often shared with a great deal of emotion, including frustration, fear, and even a sense of violation—even if a participant was not describing physical or verbal abuse. Their emotion was often evident in comments when the situation being recalled or recounted was rooted in a sense of injustice—for example in comments describing what participants felt as profiling or as an interaction with police with no explanation, such as being stopped and questioned with no reason provided. The following comments are examples of the types of personal experiences shared that were often recounted with a strong sense of frustration and fear.

- *I was pulled over by an officer for no reason, when I told him I was an attorney he was enraged. I went to reach for my wallet, and he pulled a gun and put it in my face. I had to tell him that my father was a cop.*
- *My experience was in my car with a friend at the beach when an officer approached with a gun at the window. My friend told me to get up slowly. When I got up an officer had a gun to the window. I was told to get up and the officer stuck their gun against my body, asking what I was doing. I had a button down on, like a jump suit. I felt like they could have raped or killed me. They searched my car and purse. Nothing came of it.*
- *Family experience. Police detain people for no reason. Racial profiling – racism, police have opinions without valid reasons, police look for reasons that aren't valid.*

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<sup>21</sup> Following the final community roundtable, IPCE hosted a de-brief session with the facilitators. Because the facilitators played a key role in this process, and many of them attended a majority of the roundtables, they each had a perspective both as a facilitator and as an observer of common themes and contextual factors across all the roundtables.

- *Anyone in the street in the evening is being stopped (especially young people). Stop targeting them. I have witnessed this. There's a lack of communication. We should report this to the commander.*

One theme expressed with strong emotion was the need for officers to personally contribute to the costs of lawsuits. Participants expressed indignation that communities that do not trust police have the added injustice of having their tax dollars go toward settling lawsuits at a particularly high opportunity cost. They indicated that these funds could be used to better fund schools, mental health social services or other community investments that might have a crime prevention impact. In addition, having officers contribute to this cost through a specific fund or malpractice insurance would create more of a deterrent to bad police behavior. The sentiment on these ideas was so strong that it elicited widespread applause among participants when mentioned at one event.

Participants expressed strong emotions when describing their fear that police will abuse their authority and take advantage of them due to a vulnerability or position of powerlessness. This fear was also particularly palpable at the roundtables in neighborhoods with high immigrant populations, where current federal policies on immigration have created a real concern that minor contact with law enforcement may have implications for one's immigration status or, worse, lead to deportation. With mistrust of police already high in these communities, participants' feared that even a roundtable discussion on police reform might be a trick to round up large numbers of people or collect their names and addresses.

When participants discussed the need for improved accountability systems and officer discipline, they expressed a high degree of frustration. These topics in particular were often expressed in the context of what participants viewed as CPD's history of poor accountability systems and poor track record of officer discipline—a history that conveys that officer misconduct is rarely punished. Participants' comments and emotions reflected their hope that the consent decree would directly address these issues.

Another overarching observation was the remarkable diversity of participants across all 14 roundtables. Although no personal or demographic information about participants was collected, it was clear that participants truly reflected the demographics of the communities within which the roundtables were held.

## Conclusion

This report summarizes the key themes raised during the community roundtables and in other sources of community feedback solicited by the Illinois Attorney General's Office as part of the effort to draft a consent decree on police reform that meets the needs of Chicago's residents. All of the feedback referenced in this report was shared with the Attorney General's Office and the City of Chicago for careful consideration in the consent decree negotiations. We believe this report will serve as an important resource going forward for the Attorney General's Office and the City and will help community members in Chicago see how their input was included in this process as they review and comment on the draft consent decree. We hope the themes outlined in this report can serve the needs of the long-term efforts that will be necessary to reform a system that must work better for all Chicagoans.

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## **Institute for Policy and Civic Engagement**

The Institute for Policy and Civic Engagement (IPCE) at the University of Illinois at Chicago focuses on transforming democracy by creating a more fully engaged community with more effective leaders. As a catalyst for learning and action, the Institute creates opportunities for scholars, students, community members and government officials to actively participate in social discourse, research, and educational programs on policy issues and social trends.

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## Appendix A – List of Community Roundtables

# CONSENT DECREE ROUNDTABLES

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**March 1, 2018**

**Apostolic Church of God**  
6320 S. Dorchester Ave.  
Chicago, IL 60637

**April 5, 2018**

**Chatham Business Association**  
800 E. 78th St.  
Chicago, IL 60619

**March 13, 2018**

**The National Museum of Mexican Art**  
1852 W. 19th St.  
Chicago, IL 60608

**April 7, 2018**

**Lawndale Christian Health Center**  
3750 W. Ogden Ave.  
Chicago, IL 60632

**March 15, 2018**

**Historic Pullman Visitor Center**  
11141 S. Cottage Grove Ave.  
Chicago, IL 60628

**April 9, 2018**

**By the Hand Club for Kids**  
415 N. Laramie Ave.  
Chicago, IL 60644

**March 26, 2018**

**South Shore Cultural Center**  
7059 South Shore Drive  
Chicago, IL 60646

**April 10, 2018**

**St. Sabina Church**  
1210 W. 78th Pl.  
Chicago, IL 60620

**March 27, 2018**

**JLM Life Community Center**  
2622 W. Jackson Blvd.  
Chicago, IL 60612

**April 12, 2018**

**Apostolic Faith Church**  
3823 S. Indiana Ave.  
Chicago, IL 60653

**April 3, 2018**

**Bernard Horwich JCC**  
3003 W. Touhy Ave.  
Chicago, IL 60645

**April 14, 2018**

**Casa Central**  
1343 N. California Ave.  
Chicago, IL 60622

**April 4, 2018**

**St. Michael the Archangel Social Center**  
1949 W. 48th St.  
Chicago, IL 60609

**April 17, 2018**

**Alternatives, Inc.**  
4730 N. Sheridan Rd.  
Chicago, IL 60640

## Appendix B – Consent Decree Feedback Form

Every Chicagoan can take part in shaping the police consent decree. Your voice can be heard in a number of ways, including through this feedback form. To learn more about the legal effort to reform the Chicago Police Department, please visit: [ChicagoPoliceConsentDecree.org](http://ChicagoPoliceConsentDecree.org).



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## CONSENT DECREE FEEDBACK FORM

Your submission will be reviewed and considered by the Attorney General's Office and the City of Chicago as part of the police consent decree drafting and negotiation process. **You have the option of submitting this form anonymously.** However, providing your contact information will help us track community input and allow us to contact you if we have questions. If you do choose to include your contact information, it will not be published.

You can submit this form online at [ChicagoPoliceConsentDecree.org/input](http://ChicagoPoliceConsentDecree.org/input). You may also mail, fax or email this form to the address below:

**ILLINOIS ATTORNEY GENERAL**  
Attn: Civil Rights Bureau  
100 West Randolph Street, 12th Floor  
Chicago, IL 60601  
Fax: 312.814.3212  
[PoliceReform@atg.state.il.us](mailto:PoliceReform@atg.state.il.us)

Additionally, you can call the Attorney General's Office at **833.243.1498** and leave a message with your comments. If you are comfortable doing so, please include the demographic and contact information requested in the form below.

Feedback forms are public records, which are subject to the Freedom of Information Act. If the Attorney General's Office receives a request for copies of records that include your feedback, it may be required to provide a copy of your feedback to the requestor. However, information that would reveal your identity (name, home address, personal telephone number and personal email address) will not be disclosed.

If you wish to file a complaint against a member of Chicago Police Department (CPD), visit the Civilian Office of Police Accountability (COPA) website: <http://www.chicagocopa.org/complaints/>.

**First Name** \_\_\_\_\_ **Last Name** \_\_\_\_\_

**Email Address** \_\_\_\_\_ **Telephone Number** \_\_\_\_\_ **Required: Zip Code** \_\_\_\_\_

**What is your age?**

- Under 18 years     18 to 24 years     25 to 34 years     35 to 44 years  
 45 to 54 years     55 to 64 years     Age 65 or older

**What is your racial or ethnic identification? (Select all that apply)**

- American Indian or Alaska Native     Asian / Pacific Islander     Black or African American  
 Hispanic or Latino     White     A racial or ethnic identity not listed here

**What is your gender identity?**

- Female     Male     Gender Nonconforming     Prefer not to disclose

**Are you a current or former member of the Chicago Police Department?**

- Yes     No

**Please select one or more topics below and provide any thoughts you would like to share in the corresponding comment field. *Please submit additional pages as needed.***

How can CPD make sure that officers treat all Chicagoans fairly and equally?

What can CPD do to reduce its use of force?

*How can CPD work with your community to improve public safety?*

[Empty response box for community safety improvement]

*What can CPD do to support officers as they work to maintain public safety?*

[Empty response box for officer support]

*I would like to share a personal experience, a concern or a suggestion.*

A large, empty rectangular box with a thin black border, intended for the user to provide their personal experience, concern, or suggestion.

## Appendix C – Consent Decree Fact Sheet





# REFORMING CHICAGO'S POLICE DEPARTMENT

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*In response to the findings and recommendations of the U.S. Department of Justice's investigation into the Chicago Police Department (CPD), the Illinois Attorney General's Office has filed a lawsuit to pursue reforms of CPD.*

Similar to the process other cities across the country have pursued after U.S. Department of Justice (USDOJ) investigations, the Illinois Attorney General's Office is negotiating a plan with Chicago and CPD to require effective, lasting reforms that mandate police training and policies and provide officers the support they need to implement safe and constitutional policing practices. Ultimately that plan, legally termed a consent decree, will be filed with the federal court and enforced by a federal judge.

## **WHY NOW?**

For decades, independent reviews of CPD have identified significant failures to act lawfully and protect and serve all Chicago residents equally and fairly. Most recently, the USDOJ and the City's Police Accountability Task Force (PATF) reviewed CPD's actions and reached these conclusions as well.

Mistrust between Chicago's residents and police reached a boiling point in November 2015 after police dash-cam video was released showing the fatal shooting of 17-year-old Laquan McDonald.

In response, USDOJ conducted a civil rights investigation of CPD. In January 2017, USDOJ released its findings. These findings confirmed what many Chicago residents already knew – that CPD has a history of serious problems, endangering the lives of Chicago residents and police officers. This history has had terrible consequences. The USDOJ found that CPD has

engaged in a pattern of using excessive force, including deadly force, disproportionately harming African American and Latino residents. City taxpayers have paid more than \$760 million in settlements for improper police conduct. And mistrust between the police and the community has hurt the ability of officers to do their jobs effectively and safely, making communities less safe and putting the lives of officers at risk.

When the Illinois Attorney General's Office filed the lawsuit against the City of Chicago in August 2017, Mayor Rahm Emanuel and CPD Superintendent Eddie Johnson committed to negotiate a court-enforceable plan. This plan will require the protection of civil rights and police accountability, as well as provide training and support CPD officers need to perform their jobs professionally and safely.

## **WHAT IS A CONSENT DECREE?**

A consent decree is a detailed plan of police reforms that includes specific requirements and deadlines for action. A consent decree is approved and enforced by a federal judge with help from a court-appointed independent monitor.

## YOUR VOICE MATTERS

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*The Illinois Attorney General's Office and the City of Chicago are currently negotiating the specific terms and requirements of a consent decree.*

### **IT IS VITAL THAT THE CONSENT DECREE MEETS THE NEEDS OF CHICAGO RESIDENTS.**

To achieve this goal, the Illinois Attorney General's Office is seeking input from the public about how to best improve public safety and build community trust. People are encouraged to share feedback by attending a Consent Decree Community Roundtable being held by the Illinois Attorney General's Office and/or by filling out the feedback form available at [ChicagoPoliceConsentDecree.org/input](https://chicagopoliceconsentdecree.org/input).

You may also share your personal experiences, concerns or suggestions by emailing [policereform@atg.state.il.us](mailto:policereform@atg.state.il.us) or calling and leaving a message at [833.243.1498](tel:833.243.1498).

### **HOW YOUR INPUT WILL BE USED:**

All comments will be reviewed and considered by the Illinois Attorney General's Office and the City during the process of negotiating and drafting the consent decree. Once the consent decree is drafted, it will be posted for public comment on this website: [ChicagoPoliceConsentDecree.org](https://chicagopoliceconsentdecree.org).

### RECENT TIMELINE

- Nov. 2015** – Videotape is released showing the fatal shooting of Laquan McDonald.
- Dec. 2015** – Chicago Mayor Rahm Emanuel creates the Police Accountability Task Force (PATF).
- Dec. 2015** – Illinois Attorney General Lisa Madigan calls on USDOJ to conduct an independent, civil rights investigation of CPD. U.S. Attorney General Loretta Lynch agrees and initiates an investigation.
- Apr. 2016** – PATF releases a detailed report with more than 100 recommendations for reform of CPD.
- Jan. 2017** – USDOJ releases a report finding that CPD has engaged in a “pattern or practice” of using unreasonable force violating the U.S. Constitution and provides recommendations for reform. Mayor Emanuel agrees to negotiate a consent decree with USDOJ to ensure reforms.
- Spring 2017** – U.S. Attorney General Jeff Sessions issues a statement indicating that under the Trump administration, USDOJ policy will leave policing matters to be handled by state and local governments. As a result, USDOJ stops seeking a reform plan for CPD.
- Aug. 2017** – Attorney General Madigan files lawsuit against Chicago to seek reforms that address the findings and recommendations of USDOJ and PATF.
- Fall 2018** – Consent decree will be presented to the federal court.

## Appendix D – Community Roundtable Agenda



# **Institute for Policy and Civic Engagement**

**April 2018  
Consent Decree Community Roundtable**

**Agenda  
6:15-8:30 pm**

## **Check In/Welcome**

Dinner

## **Opening Remarks**

## **Overview of the Consent Decree**

Illinois Attorney General's Office

## **Small Group Roundtable Discussions**

Lead Moderator: Joseph K. Hoereth, Director  
Institute for Policy and Civic Engagement

- Community Policing - What can CPD do to work with your community to improve public safety?
- Impartial Policing - What can CPD do to ensure that officers treat all Chicagoans fairly and equally?
- Use of Force - What can CPD do to reduce its use of force?

## **Group Harvest**

**Thank you**

## Appendix E – Community Roundtable Group Agreements

## Group Agreements

- Listen to and respect all points of view.
- Seek to understand rather than persuade.
- Be respectful of self and others.
- Challenge the idea not the person.
- Share your discomfort. If something is bothering you, please share this with the group.
- Speak from your heart and personal experience using “I” statements.
- Honor and share airtime. Be mindful of taking up too much time.
- You can “pass” or “pass for now” if not ready to respond to a question.
- Confidentiality. We want to create an atmosphere for open, honest exchange.
- We share the responsibility for making the conversation productive.

Do we agree with these as a group? Any changes or additions?

*Adapted from Conversation Café and the University of Michigan*

# Appendix F – Small Group Conversations Report

# Small Group Conversations – Police Consent Decree

## Prepared for the Illinois Attorney General’s Office

Alysia Tate, President, Tate Strategies

### Introduction

In addition to hosting 14 community roundtables in neighborhoods across the city, the Illinois Attorney General’s Office also held several smaller group conversations to ensure input on police reform from individuals representing diverse and critical perspectives that may not have been fully expressed in larger groups. The Attorney General’s Office asked leaders and organizations representing many communities for their assistance in holding these conversations. More than 150 people participated, representing many of the most marginalized groups in Chicago, including:

- Youth
- LGBTQ communities, including a group of black LGBTQ-identified people
- Domestic violence and sexual assault (DV/SA) survivors and their advocates
- People experiencing homelessness and their advocates
- People working as violence interrupters (some of them formerly incarcerated)
- People who are deaf and hard-of-hearing

Participants painted a disturbing picture of how little trust exists between police and the communities they serve, and the significant work required to build that trust. The stories that participants shared during these conversations suggest that experiences of police misconduct are not uncommon among members of more vulnerable and disenfranchised communities. Many participants said they experienced or witnessed harassment or abuse of power by police and described their own interactions with police, including physical and sexual violence. They expressed their frustration, grief and anger around their own and their loved ones’ experiences with police. They expressed a strong desire to see significant change in the way police interact with their communities. But despite their experiences, many participants described a willingness to work with police to improve relations between their communities and police.

### Methodology

As in the larger community roundtables, small group participants were asked to share their concerns and recommendations for improvement on three issues:

1. Use of Force – What can CPD do to reduce its use of force?
2. Impartial Policing – What can CPD do to ensure that officers treat all Chicagoans fairly and equally?
3. Community Policing – What can CPD do to work with your community to improve public safety?



In a format similar to the community roundtables described in the report prepared by the Institute for Policy and Civic Engagement at the University of Illinois at Chicago, a neutral facilitator helped participants understand the goals of the conversation and guided them through the process. Participants' feedback was captured on large pads of paper by either the facilitator or a note taker. More than 700 comments, ideas and recommendations were documented as a result of these conversations. A full list of the comments recorded during the small group conversations is included as an attachment.

The comments in each of the three categories above overlapped under several broad themes:

1. Create a New System of Police Accountability
2. Change CPD Culture
3. Improve Relations with Youth
4. Address Community and Police Trauma

In this report, each issue area includes a short summary statement followed by points made by the participants, as documented by the note takers, organized by topic.<sup>1</sup> Minor grammatical and sentence structure edits were made and some comments were grouped together to improve readability and clarity. Quotations below are the direct quotes of participants themselves, in their own words.

## USE OF FORCE

*"I have to think really, really hard about calling the police [when it involves a black man] because calling the police could be a death sentence for him .... The bottom line is, when you call the police, somebody could end up hurt."*

*"Every time you call the police it's a problem, or it could be a problem."*

*"I want to come home safely. Our children want to come home safely .... [T]here's got to be an attitude of mutual respect .... They've got to understand, just like you want to come home, I want to come home -- and I didn't sign up to be a police officer. I'm just a person."*

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<sup>1</sup> In addition to participating in small group conversations, several individuals also submitted comments in writing. Those comments are also summarized in the body of the report and are presented in their original form, edited only to protect participants' anonymity.

Participants felt strongly that changing CPD policies around the use of force -- which includes educating the public about what those policies actually entail -- is critical to building trust. Participants said they are deeply fearful of police, to the point that they do not view them as offering help in most cases. In explaining these fears, participants repeatedly discussed how they are often treated as suspects when they may actually be the ones who need help. Advocates for domestic violence and sexual assault survivors specifically cited numerous examples when CPD personnel were accused of physical or sexual assault against suspects, as well as girlfriends or wives, but experienced little to no consequences. Changing this culture of fear among many residents will require both a completely new approach to policing and real consequences when policies are not followed, participants said. Their suggestions and observations included the following:

- Acknowledge us and ask questions before making assumptions. Ask questions before pulling the trigger.
- Police slammed them against cars. Smacked one person in the neck.
- Police should be fired for shooting someone who did not have a gun or fire a gun. "I thought I saw a gun" shouldn't be sufficient justification.
- Do not pull guns on youth and assume they have weapons.
- Train on shoot-not-to-kill; aim for non-vital areas. Train officers on alternatives to shooting and de-escalation.
- Stop shooting people in the back.
- Demilitarize CPD. If they look like soldiers, they feel and act like soldiers and act like they are at war. Talk to us without wearing military gear/weapons.
- Use Tasers or rubber bullets instead. Explore new technology/tools for responding short of shooting us.
- De-escalation skills are important -- police need to stay calm.
- Match officer's skill level to the requirements of the area. Maybe send more experienced officers to higher-need areas.
- Do not have quotas for arrests or interactions because that decreases community safety.
- Police come into poorest communities to make numbers. Numbers of arrests should not be tracked as part of the quota.
- CPD escalates situations by over-responding -- you don't need 6-7 officers to respond to a simple situation.
- Increase training in speaking to us with less hostility, instead using patience, self-control and empathy.
- We need better, more thorough, public reviews of officer reports of abuse and domestic violence. No accountability!

## IMPARTIAL POLICING

*“I like to go to Lakeview to feel like I’m part of the [LGBTQ] community. But when the youth or a transgender person goes to Lakeview, I don’t think there’s any training for [police] to know how to treat that person.”*

Participants strongly believed that improved training -- with an emphasis on cultural competency around a range of issues (including gender and race) -- is a key tool to improving police-community relations. This training, participants explained, must go far beyond basic diversity training to be effective. It requires a true shift in mindset among police, including challenging the deeply held assumptions and biases upon which police may unconsciously or unwittingly base their actions. In particular, recommendations included:

- Use advocates/community leaders/academics as content experts to lead trainings and/or design curriculum for these trainings (ex: Chicago State University’s Black Studies program; DV/SA advocates; LGBTQ leaders).
- Training Topics needed: 1. Power/Privilege Training, 2. Oppression, 3. Cultural Competence, 4. Harm reduction approaches, 5. Self-Care and Therapy.
- Address the roots of white supremacy.
- Train in anger management. Police should become models of anger management.
- De-escalation training is not working. Police are still being abusive. Improve the training.
- Cops need to stay calm; don’t have an attitude.
- Specific training on communications skills -- verbal and other -- to ensure respectful contact (ex: empathy) that can de-escalate situations.
- Make training topics public and hold CPD attendees accountable for understanding and following them.
- Screen for different oppressions when recruiting and evaluating police (i.e., racial bias (particularly as relates to black people); misogyny; homophobia; transphobia).
- Ground trainings in historical context -- examine the roots of these forms of bias and how they have shaped our views and actions.

Participants made several recommendations to increase the diversity of CPD and acknowledged that officers of color also experience racial bias. Recommendations included:

- Mix partners up -- different ethnicities, newer with senior, white with black.
- Police officers and other CPD staff should reflect the makeup of the communities they serve and live in the community. This includes racial makeup but also single moms, seniors, formerly incarcerated, young black men, etc.
- Conduct community surveys about interactions with police based on race.

For participants, demonstrated accountability to the community by the police (a theme raised in all three conversation categories) is also a key component to ensuring impartial policing. This theme is developed more fully below, but participants repeatedly expressed the following point:

- Police act like they are above the law. They should obey the same basic laws we do (ex: traffic laws) because they work for us.

## COMMUNITY POLICING

*“They arrest us and tie up our hands .... Cuffing our hands is the equivalent of gagging us .... They ignore the sign on my belt that says I am deaf.”*

*“Don’t arrest innocent people and treat them like suspects. The community knows who the criminals are.”*

Across all groups, community policing represented by far the area with the largest number of concerns and suggestions raised. Many participants expressed concerns about excessive force (as described in Use of Force section above), and a strong desire to simply be treated with respect. Over and over again, participants indicated that they would willingly treat police with respect if police respected them. Participants also said they need to see concrete examples of how police are putting into practice their stated goals of improving relations across different communities in Chicago and striving for good, thoughtful communication across cultures and languages. Additionally, participants felt that improving police accountability (as described later in this report) is a critical component in building community trust and increasing community engagement.

When asked what CPD can do to work with their communities to improve public safety, participants from all of the groups had numerous recommendations, including:

- Don’t just come around when you get calls.
- Stop by just to say hello.
- Believe us and honor our requests.... When I requested an interpreter for the interview [with detectives] I was denied, probably because I am able to use the phone and speak.
- Walk the beat (mandate this), get to know us, have positive interactions with residents.
- Show us you care (ex: give homeless people food/water from your cars).
- Make social activities (off-the-clock) part of training, especially for new recruits. Host more events with community (block parties, cookouts, etc.), especially areas with high rates of violence.
- Support creation of neighborhood watch clubs that include residents who are allies to local youth and who are unbiased and trustworthy.
- Host problem-solving get-togethers with community members twice a month. Invite

community members on ride-alongs.

- Frame this work not as “police” but as “law enforcement” work, rooted in the principle of “serve and protect.” Patrol and control vs. serve and protect.
- Get in the community and get a better understanding. Engage with the immigrant community, with homeless people, youth, LGBTQ people. Change approach -- talk to us, be friendly, no hand on weapon.
- When you stop youth, don’t assume they have something or have done something.
- Officers give subtle threats about “documentation status.”
- Change interaction through use of language; no use of foul, derogatory language.
- Institute better ways for the community to report issues and for police to share information with communities; we should be able to text/email information and pictures to CPD.
- Communication is a critical issue for deaf and hearing-impaired people. Use media -- television, newsletter, other communications tools -- to alert us about important crime trends.
- Create paid positions in CPD for community members to assist with outreach.
- Explore/recognize the benefits of real partnerships with advocacy organizations. We want to work with you in ways that help both of our organizations/communities.

Several of the groups also raised specific concerns about how police interact with them and, as a result, made particular recommendations for improving these interactions. For instance, members of the LGBTQ community expressed that CPD policy -- which they said requires police to transport transgender people separately -- puts transgender people at risk. Domestic violence and sexual assault survivors and advocates also expressed concern about disrespectful treatment of survivors. Comments from both groups included:

- Ask transgender and gender non-conforming folks if they would like a friend/advocate present during interactions with police. CPD is hostile to transgender people -- escalating situations, restraining transgender women to strip and search bodies to identify genitals, not following / ignoring transgender policy directive.
- Increase the number of LGBTQ liaisons in the department to work with advocacy groups to improve relations and reduce bias against LGBTQ officers.
- LGBTQ community members have been having conversations for years and seen no change in how officers act, even when policies change.
- Domestic Violence/Sexual Assault issues are not prioritized at the highest levels of CPD but must be. Police don’t see how domestic violence is connected to other forms of violence.
- Only one team working on human trafficking in CPD, which is insufficient.
- Officers threaten to call the Illinois Department of Children and Family Services when survivors report DV and SA. “Are you sure you want to move forward with this?”
- Police most skilled in dealing with DV/SA survivors should be first to respond, not the people at the front desk. Snide remarks made by officers to victims (sexual assault) in the E.R. Even advocates are disrespected and not allowed to serve as advocates.

People experiencing homelessness and their advocates described the significant problems they encounter with police, including:

- Homeless people regularly have stuff taken by police and are told they don't have the right to know where stuff is taken. Police throw whole life away -- wedding ring, watch -- called police and made report but nothing happened.
- Police see bar patrons as young revelers, but what would have happened if we had beer in our hands? We would be ticketed.
- Shelters/advocates should provide us with fliers and palm cards on our rights and who to call when we are arrested.

Similarly, people who are deaf and hard of hearing described specific difficulties they experience when interacting with police and offered many ideas for ways to improve those interactions, including:

- CPD needs more sign-language interpreters and far greater sensitivity in communicating with the deaf and hard-of-hearing community. A Certified Deaf Interpreter in addition to an ASL interpreter may be needed to fully communicate. Do not rely on writing notes or lip reading.
- The willingness to try to communicate will be appreciated.
- Create a unit that has some understanding of deaf culture and can make the links between what the police need to know and how to get it from the community. Deaf and hard-of-hearing people need to move and gesture to communicate. Often movement and wild quick gesturing may be seen as a sign of potential danger to officers who may then escalate the situation. Handcuff deaf and hard-of-hearing people in the front if possible so their hands may be used to gesture slightly since they cannot use their ears or mouths to communicate well.

## **THEMES**

Across the three categories above, several consistent themes emerged. Below are additional recommendations participants said are essential components to building trust between residents and police.

## 1. CREATE A NEW SYSTEM OF POLICE ACCOUNTABILITY

*“A civilian review board is critical. A lot of these issues won’t change until there is accountability.”*

*“It really takes egregious situations for [discipline] to be enforced.”*

According to participants, a new structure for a system of accountability which is led by residents -- not police officials or politicians -- is a critical component of building trust and increasing community engagement in this process. They believe that police are not held accountable for their behaviors in the same way police hold residents accountable for theirs.

- Create a citizens’ review board to review cases of police misconduct, and make sure it includes members with expertise in key areas, including domestic violence and sexual assault, LGBTQ, disabilities, and homelessness.
- Police should not be investigating complaints against police.
- Hold police accountable with surveillance.
- Provide incentives for good interactions with communities.
- Stop using government money to defend officers. Individual officers should have their own money/personal liability insurance. Both the individual officer and department should be held accountable for misconduct.
- Train residents in their rights and the law, on how to file complaints and how to file reports. Offer these trainings in schools and to youth.
- Increase the power of community to influence police policy and shift the focus of the police union contracts from only protecting police to also protecting the community. For instance: if police are found to be lying, they should be dismissed; elected community board should be formed to do periodic review of policies and contracts.
- Administrative hearings should be open to the public. Create community report cards for police (with consequences for poor scores) to increase transparency about how police are performing.
- Study/evaluate officers’ behaviors and actions, and when problems are identified, take away their badges and weapons after a small number (ex: three complaints).
- View these issues in a broader political context. Aldermen and judges play a role in holding police accountable; they should be held accountable when they allow police misconduct.
- Challenge the nepotism and political cronyism at every level, which prevents true accountability.

## 2. **CHANGE CPD CULTURE**

*“There’s too much of a culture of letting things slide.”*

*“The system is broken. You need to tear it down and rebuild it.”*

Participants described repeatedly witnessing police ignoring the very laws they are charged with upholding and flouting the power they hold. This erodes trust and gives residents little faith that police are concerned with the well-being of community members. Rather than describing this as “a few bad apples” or “rogue” officers, these residents said they see problems with the overall culture of CPD and are skeptical things will change on the ground until this larger culture is addressed.

- Public promises are made about improving things for our group (example: DV/SA survivors) but nothing happens.
- Improve protections for whistleblowers. Good cops need to police bad cops. Pair “good” cops with “bad” cops (mentorship).
- CPD policies and procedures must articulate that, despite culture and politics, CPD does not tolerate discrimination and police violence. There must be accountability when it happens. LGBTQ officers experience bias/prejudice discrimination from fellow officers, so why would they treat non-officers any better?

Participants also felt that CPD culture negatively affects many groups, including transgender women and domestic violence and sexual assault survivors (most of them women) who are spoken to dismissively when they report crimes against them.

- Address the culture of “brotherhood”/male bias.
- DV/SA survivors are told, “He’s in the other room. He really loves you. Are you sure [you want to press charges]?”

## 3. **IMPROVE RELATIONS WITH YOUTH**

*“There are a lot of cops riding bikes.... Maybe they can use that as an opportunity to do something different with youth, like teach them how to take care of bikes and ride safely. It’s a different way to connect with youth and get to know them better.”*

Most groups specifically cited youth as a population deserving particular attention from police when it comes to improving relationships, partly because of the long-term consequences this can have for young people’s own health and well-being. Participants also said young people, particularly young women, can be vulnerable to physical or sexual abuse at the hands of the police.

- Police pull us over, handcuff us, swear at us for no reason. Pull us over on the way to school and make us late, order us out of our cars for no reason.
- Police plant evidence (guns, etc.) on us. We are watched, and then harassed, when we haven’t done anything.
- Avoid handcuffing people in front of children.
- Get young people involved in community town hall meetings, etc. Develop more programs to get young people off the streets and have people they can connect with.



Play basketball with youth. Look for opportunities to build relationships with young people, such as bike safety/maintenance.

- Officers talk to children [sometimes to ask them to translate]. NOT appropriate (in all communities of color, Asian, Latino).

#### 4. **ADDRESS COMMUNITY AND POLICE TRAUMA**

*“They cannot be scared of the people they are serving.”*

Participants described their own trauma as well as that of loved ones at the hands of police. They also acknowledged and expressed empathy for the stress and high levels of trauma that police officers themselves experience and expressed concerns that such trauma affects police officers’ ability to effectively de-escalate situations and to treat different groups in an unbiased manner, making it critical to address.

- Officers should deal with their own trauma and have regular support groups. Officers need to understand the psychology of why they behave the way they do. Should be mandated.
- Therapy should be required throughout officers’ careers -- not just screening and training. Counsel officers on the pros and cons of their jobs. Traumatized officers should be removed from the force.
- Help officers understand their own biases/psychology and how they experience compassion fatigue and vicarious trauma.
- Mandate higher quality psychological screenings for recruits.
- Address the element of panic many officers experience in crisis situations.

Participants also reiterated the importance of police better understanding the trauma caused by poverty, violence and other factors in many communities. Rather than adding to it, police can work to fully understand it and minimize it, which participants believe will improve police-community relations.

- Train officers in recognizing and addressing mental health issues of community members.
- Training for cops on trauma-informed care -- understand perspective.
- Educate officers on trauma, where people are coming from, PTSD and how it affects people.
- Increase the number of mental health specialists in CPD (example: social workers) and take them on calls involving vulnerable populations. Unlike many major cities, CPD does not have social workers.
- They must be accountable for the hostility created by PTSD and the way this can (wittingly or unwittingly) be targeted at certain groups (ex: transgender people).

## **Conclusion**

Too often, the voices of those who most directly experience our city's greatest challenges go unheard. These small group conversations captured important recommendations and concerns, which should inform the larger effort to build trust between Chicago police and community residents. Participants in each conversation were frank in their concerns about, and recommendations for, police. They also acknowledged the challenging work of police and expressed a willingness to work to improve the relationship between police and the community. Their comments were provided to the Attorney General's Office and the City so they could be reviewed carefully as they negotiated the draft consent decree. Of equal importance, their comments also provide an important path forward for both CPD in guiding its future policies and practices, and for the advocates who represent the public safety needs and concerns of community members.

## Small Group Conversations Attachment Participants' Comments

### Use of Force

- Severe penalties: suspension, no pay; fired; diff levels of penalties; warnings; pay cut; demoted; retrained.
- A suspension can range from a month to a year; sometimes w/pay, sometimes w/out.
- Take away badge.
- Anger management, self-control, retake training.
- Go to jail if they shoot someone.
- Follow same laws as everyone and pay same punishment.
- Take away weapons and replace with toy as form of punishment.
- Train on shoot-not-to-kill; aim for non-vital areas; non-lethal.
- Sue police department for misconduct.
- Pair “bad cops” w/“good cops” – mentorship.
- Take emotional/psychological test during training.
- Don't be too harsh and don't be too soft.
- Limit police benefits and restructure how much money police get.
- Handcuff [youth] for no reason.
- Police harassment and violence when people don't obey.
- Pick people up, handcuff, drive around and drop-off in “opposition” neighborhood and they have to walk back home.
- Cops don't turn their body cameras on.
- Order [youth] out of their cars for no reason.
- Stop getting scared – they shoot because they're afraid.
- Stop going undercover.
- Stop breaking the law.
- Be role models.
- Anger management.
- Exercise patience.
- Self-control
- Empathy
- Use speakers to warn people about patrols.
- Grab gun first, not stick.
- People falsely accuse people they don't like – call police for no reason.
- Cops pull them over just to see if they have a record.
- Talk vs. violence.
- Smacked one person on the neck.
- Slammed them against cars.
- Cops lie and say they got a call.

- Training for cops on trauma-informed care – understand perspective.
- Educate officers on trauma, where people are coming from, PTSD and how it affects people.
- Cops should know that community people are raised to fear police.
- Cops say they “fit the description of a shooter” but can’t describe shooter.
- Why do cops ask if they want receipts??
- 6 squad cars of cops jump out and accost 4 people walking.
- Cops watch them and harass when they aren’t doing anything.
- No suspensions with pay after violence against resident.
- Prosecution and jail time for CPD who use excessive force.
- De-certification and loss of pension.
- Deadly force is the “go-to,” at least that is the perception that needs to change.
- De-militarize CPD. If they look like soldiers, they feel and act like soldiers and that they are at war.
- Being human to others and see us as humans! LGBTQ officers experience bias/prejudice/discrimination from fellow officers. So why would they treat non-officers any better?
- CPD policies and procedures must articulate that, despite culture and politics, CPD does not tolerate discrimination and police violence. There must be accountability when it happens.
- CPD must recognize that Trans folks are not always the “offenders” in the situation.
- CPD escalates situations by over-responding – you don’t need 6-7 officers to respond to a simple situation.
- Take away cops’ guns and give them Tasers.
- Train cops to ask the right questions, be empathetic.
- Fire officers who use excessive force.
- Training on use of force.
- Sensitivity training.
- Cops need to be held accountable on the first complaint.
- If not terminated, suspended and additional training, refresher course.
- People need training classes on how to file complaints v. police – need education, maybe even in school, about rights/filing a report.
- City should step into incidents of excessive force.
- Need to police the police, raise awareness of issues.
- Need to be able to send texts, pix to police online.
- Real-time police camera streaming.
- Cops shouldn’t be allowed to switch cameras off.
- Take money, pay from officers with allegations of misconduct.
- Satellite stations in NYC, phone both sized, with cameras, can see for 10 blocks.
- Policies to raise the bar for officers to use guns.
- Hold officers accountable.
- Don’t use fear to justify deadly force.
- How will conflicts between court cases and reform policies be resolved?
- Community is forced to respond based on treatment by police and fear for their lives.
- Stop shooting people in the back.
- Stop chasing for small crimes – stealing candy.

- Don't stop teens without cause.
- Tenants need recourse for neighbor issues other than calling police.
- Accountability for cameras turned off and muted.
- Fired when officers file false reports and enforce.
- De-escalation policy instead of use of force.
- Ongoing psychological evaluation.
- Rework psychological evaluation – find upbringing and how they relate to fear and respond.
- Don't arrest innocent people and treat them like suspects when community knows who the criminals are.
- Need better whistleblower policies for officers
- Models need to change! (Don't only make it deadly use of force!)
- CPD abusers using force tactics against wives.
- Body cams are good. Penalties if their device "is not working."
- De-escalation training is not working. Police still doing it (being abusive). Improve the training.
- Feels like they purposely provoke.
- Not good psych screening (get GOOD psych evaluations)
- Element of panic that takes over. Don't know how to handle crisis.
- DOJ said current training is laughable – OLD, poorly executed, not frequent.
- Screen for misogyny, predatory behavior, homophobia, "-ISMs."
- Roots of white supremacy.
- CPD may have personal history of family DV (as children).
- Officers more absorbent at academy – more intensive training up front.
- Enforce ability to FIRE (although firings have resulted in homicide of victim).
- Commanding officers have bonded abusers out of jail!
- Citizens Review Board (neutral parties) – but people with expertise!!! Content Experts – DV, Sex Assault, Trafficking, Mental Health, Trauma.
- Better, more thorough, public reviews (an officer abuser beat up his girlfriend!) – No Accountability!
- Know the advocacy community more intimately! Don't dismiss us! We want to work with you!
- Stop using government money to defend officers.
- Changing policy around use of excessive force
  - acknowledge us
  - ask questions before making assumptions
  - respect the law and the people
  - Have to be more than "I thought I saw a gun."
- How do we take the fear out of the community and police?
- Alderman play a role in holding police accountable.
- Have heard of specific cases of rape of small children.
- When administrative hearings they are not paid.
- Make policies public.
- If you shoot and they didn't fire a gun or have a gun they should be fired.

- Better access to OPS officers.
- Community based pressure on CPD and elected officials.
- Admin hearings should be open to the public.
- Institute a better way for community to report police issues and be involved in the hearing.
- Quit being bullies.
- Disarm police.
- Code of Silence, impunity – can kill someone – even if justified – and go back to work – not fired. Burge gets pension.
- Have consequences especially if use of force - interviewed by police officer I complained against.
- Suspension, firing, w/o pay, criminal charges.
- Investigate and address it.
- Do police job because you want to be there, stand up for people's rights.
- Macho cops
- Police impacted by trauma – stigma of seeking mental health services – If responding to violent situation forced to see therapist and get acute trauma help.
- PTSD
- Trauma and men can be explosive anger.
- Some are psychopaths.
- Untreated trauma – time off.
- Required therapy – throughout career – not just screening and training.
- Hands on weapons when interacting with homeless so fearful of what said because then be shot.
- Feed off our fear.
- Change approach – talk to us, be friendly, no hand on weapon.
- Police confront co-workers who don't respect rights.
- Use of force not always physical – mental force – intimidation – military style dress for intimidation.
- Shoot in shoulder – why shoot to kill? Shoot to wound.
- Tasers
- Drop stuff off – water, food – to [homeless] community.
- Approach – stay, talk, be human – shoot the shit – what do we need? Collect money.
- Justified force – (if someone has a pipe – doesn't deserve to be shot – Disarm without shooting – Force equal (to situation), citizen would have broke law (if responding the same). Bully club.
- Home, our people who we are to defend, won't turn his back on his boys (police).
- Officers incite incidents, push you to give them a reason to use force, take pride in it – is that a quota?
- Body cams
- Code of Silence – get rid of – punish them right away then other officers see it.
- Leave with pay is a vacation.
- State's Attorney or OAG – have to prosecute officers when break the law, accountability.
- Cops don't police other city agencies – police civilians – not city workers when they violate rights.

- Make sure other city departments follow the law.
- FOP Book – Rules of Engagement – remove discretion – so don't get in people's faces.
- Cop off-duty when off-duty – not in uniform – but still harassed (by off duty police).
- Cop not in uniform, not on duty but still accused of assaulting a police officer when kid harassed (and they responded).
- City Police, Alderman's Office – all involved, interagency issues, not following protocols – too many people being lax.
- Too many hands in the cookie jar.
- If someone throws food and spits on you – police say why are you panhandling, get a job when complaining.
- Police want to make me cry.
- Need protection from the police.
- Threaten to call animal control on my cat for panhandling.
- Not on the books - the rules [police] cite.
- (Police who are) Off-duty security guards – plant drugs – and off duty but arrested them – when they complain their pay shorted.
- McCormick Place using temp-staffing firm run by off-duty cops.
- Sometimes the police wear uniforms to off-duty security jobs.
- Temp agencies cut short checks and if complain then accused of crimes.
- Victim blaming and shaming especially to teens.
- Drunk teens abusing homeless.
- Parents support kids so police don't do anything.
- Put homeless in category, labeled (but community meetings are by neighborhood), have homeless community meeting with Police – because homeless are a community.
- Limit contact between homeless and cops unless qualified.
- Rather police not be involved with community – same power and rights as everyone else.
- Justifiable force
- Real and clear accountability
- Bad behavior and silence shouldn't be supported.
- Feb. 1996. – I was cuffed and asked if want to go to jail or treatment! I was deaf not drunk!
- ACLU!
- 40 hr. training to learn what they did wrong.
- Make them deaf for a while (put plugs in their ears).
- Sue them!
- No other culture puts up with people being grabbed. [Deaf and hard-of-hearing people] need to yell about this abuse.
- Sometimes interpreter is not good! (They should be fired if interpreter is bad) – Fire them!
- Suspend Officers.
- Cuffing our hands is the equivalent of gagging [deaf and hard-of-hearing people]!
- We need to scream so people videotape this abuse!
- Have police work with organizations that work with us.
- Bring the superintendent to us! We will tell him our issues.
- Offer more sensitivity training.
- Consequences of excessive use of force [need to] be felt.

- Renegotiate the police contract so that (fellow) officers that lie about using excessive force have to go.
- More substantive progressive discipline for officers who receive repeat complaints.
- Psychological evaluation.
- More transparency about how police are performing.
- Tie behavior / discipline to pay (unpaid leave, demotions, paying penalty when you receive multiple complaints).
- Forced time off w/ no pay.
- Punish police financially for the decisions they make.
- Incentivize those police who are doing really good work. For instance if you go through a year w/out incident you get a bonus/promotion.
- Recommendations from COPA are final w/an appeals process.
- COPA should not be appointed by mayor (hybrid/city council).
  - Mayor should have input but not final authority.
- Let's look at good police dept and learn what they are doing right. Best practices.
- Independent group to take recommendations and reinforce.
- In DC they required police to take cultural insensitivity training but hired a white guy. Do not do this. Should come from trained professionals from that community. (Training by and of the People).
- Let's think about equipment. Let's change what they are carrying as a means of reducing excessive force.
- Maybe use rubber bullets.
- Let the weapon fit the occasion.
- Look at new technology.
- Explore qualifications, training of people who are allowed to use weapons.
- Match skill level to requirement in the area. Maybe more experienced officers to higher need level [areas].
- Gentler police culture within the police department.



## **Impartial Policing**

- Open minded; don't attack on race.
- Stop being prejudiced.
- Don't be aggressive to people of color.
- Treat each other with respect and equally.
- Study/evaluate officers' behaviors and interactions.
- Look into their past.
- Get to know the community.
- Body cameras on CPD bodies and cars.
- Community surveys about interactions based on race.
- Counsel CPD on pros and cons of their work.
- Ask questions before judging.
- Training on verbal skills.
- Look into patterns of who is kicked out of restaurants and has the police called on them.
- Regular evaluations of CPD.
- Training how to talk to people and be less hostile.
- Police should follow the same laws as everyone else.
- Program for CPD to discuss what they can do better.
- Alternatives to shooting and de-escalation training.
- Soft gestures and polite language; not strong or aggressive tone.
- Taser vs. gun
- Police pull them over for no reason.
- Crooked police – hear about them stealing evidence.
- Plant evidence – guns, etc. – when they don't exist.
- Treat others as they would want to be treated if they didn't have a badge.
- Serve and protect.
- People try to stay out of their way.
- Cops say "I can tell you've done something wrong by looking at you."
- Police cameras should be on and used.
- Cooperation
- Equal rights for all not racism.
- Follow their rules – their own rules.
- Not abuse their authority.
- Not to put cases on people.
- Plant guns from old people on young people during stops.
- Officers judge them on juvenile cases even though they're legally adults.
- Cops pretend they're going to chase them to make them run away.
- Have white and black cops together.
- CPD should have community show cops how they want to be treated.
- Obey leadership of CPD.
- Training in bias, socialized to believe black and brown people are guilty.
- Have cops from neighborhoods patrol neighborhoods.
- More black and brown cops.
- Cops: stay calm, don't have attitude
- Get to know communities they work in – interrupt preconceived ideas/biases.

- Provide LGBTQ competence training, especially increase understanding re: interacting with Trans folks with respect.
- Mandate a routine of on-going LGBTQ training to keep up with community, including commanding officers.
- LGBTQ community is intentionally built and very diverse so do not provide a “this is the community” approach. LGBTQ people are from and part of all Chicago communities.
- Screen for Transphobia in Academy applicants – reject those with Transphobia.
- Additional LGBTQ training for officers coming to Lakeview from other Districts for special events.
- Experienced bias against Trans – women personally – making assumptions about your life and judging situations.
- Police need to start fresh with every interaction – don’t bring attitudes / baggage from home or work to community members.
- LGBTQ community members should be involved in training CPD on LGBTQ issues. Those most impacted should lead trainings.
- CPD needs to provide officers with ways to leave their stress or bad attitudes behind before going out into community.
- CPD should ask [Transgender / gender non-conforming (TGNC)] folks if they would like an advocate or friend present during interactions. Protocol?
- CPD does not Mirandize TGNC folks when arresting.
- De-criminalize sex work in order to decrease interactions with CPD.
- Trans-specific trainings are necessary.
- Make public the trainings provided to CPD: (1) topics (2) training providers (3) frequency.
- CPD is hostile to Trans people
  - escalating situations
  - restraining Transwomen to strip and search bodies to identify genitals
  - not following / ignoring Trans policy directive
  - Trans policy directive decreases safety by isolating Trans people for abuse by officers
- CPD must be accountable for the PTSD their hostility inflicts on Trans people.
- When CPD provides training on LGBTQ issues, attendees must certify that they know the info and will follow the training accordingly.
- CPD must enact real consequences when officers do not act according to training.
- CPD gets away with a lot of violence and harassment. We are creating our own ways to solve conflict without CPD.
- Stop making assumptions.
- Ask the right questions.
- Psych test before become officer.
- Cultural sensitivity training.
- Prohibition for folks with mental illness (being law enforcement).
- Control gun violence – not using guns to attack.
- Not create gun violence.
- Serve and protect.
- Don’t instigate violence.
- More cops who grew up in neighborhoods – esp. poor hoods – West Garfield Park, Hyde Park.

- Connect with young people also from same neighborhood.
- Good cop from neighborhood is part of community, will give benefit of the doubt.
- Need more court advocacy to explain things after people are arrested.
- Lack of community knowledge on legal system/process.
- Need people in CPD to educate on rights, court system.
- No cop academy – money should go to education.
- Lessen the police in neighborhoods – creates pipeline to prison.
- More training for police – longer police academy.
- More education for police on laws and what they mean.
- After arrest, juvenile / LGBT person there to advocate, create safe space – LGBT – friendly person as arresting advocate.
- Not enough people from neighborhoods want to be police.
- People are PC while working, bias is hidden / they're on patrol.
- Cameras need to be out to record – changes actions and creates accountability.
- Understand history of police.
- Patrol and control vs. serve and protect.
- Police protect property not people.
- Even orders of protection don't protect.
- Understand how to govern ourselves around police.
- Teens need to be taught how to engage with police, i.e., be quiet – what we can say, can't be.
- Manners prevent conflict v. conflict resolution (manners).
- Know the law and know your rights.
- Workshops for people in communities – will minimize problems on interacting with police.
- People need to work in communities to foster respect – we need to take care of each other.
- Psychological exam for whether people are stable enough to be police.
- Accountability needed – if you don't "get it," you shouldn't be a police officer.
- In the 1950s, cops knew people in neighborhood, would interact with community.
- People say hello and they're reaching for their guns.
- The media has hurt us – representations as gangsters, etc.
- Police shouldn't always come in big groups.
- Embrace and love each other.
- Pop culture needs better representations, i.e. Black Panther.
- Complaints need to be investigated.
- Officers should be pulled after 3 complaints.
- Police shouldn't investigate police complaints.
- Just like police want to go home – so do civilians.
- Need mutual respect.
- Employ social workers and other staff to respond to situations.
- Teach implicit bias to officers.
- Give fines to officers who rack up complaints.
- Start working with existing agencies.
- Police policy foundation is rotten needs overhaul.
- FOP too strong.
- Police liability insurance for officers (strong group support).

- Change police culture.
- Community police report cards with consequences for results.
- It's almost impossible!
- Officers' subtle threats about "documentation status."
- Constant theme. "Are you sure...?"
- Character assassination – (because of background) – Esp. sex trafficking
- Threats to call DCFS ... "Are you sure you want to move forward with this?"
- "He's in the other room. He really loves you. Are you sure?"
- CPD abusers – if victim is the lover they discourage the report.
- There's bias – male to male (in favor of male perpetrators) loyalty – brotherhood.
- (Do not see the victim side).
- SOLUTION – understanding of the psychology – your own psychology / own biases – examine self.
- Officers should deal with their own trauma – regular support groups – help them understand the psychology of why they behave the way they do. MANDATED.
- A minimal amount of Mental Health Specialists in CPD → Needs to be increased!
- External to CPD – MANDATED, REGULAR, NOT INCIDENT RELATED.
- Don't call it mandated – there needs to be a culture/environmental shift led by superiors. A NEW MODEL IS NEEDED.
- Services need to be confidential.
- Compassion fatigue / vicarious trauma.
- Too much stigma for it to be optional
- Police need to know why we have these systems (historical).
- Training Topics needed: 1. Power/Privilege Training, 2. Oppression, 3. Cultural Competence, 4. Harm reduction approaches, 5. Self-Care and Therapy.
- Higher Ups need content expert advisors!
- No investment in good programs!
- No prioritization!
- There are events but small scale but a disconnect with front line.
- (Warm fuzzies v. responders) (not "real" police – what peers think of them).
- No real investment from higher ups.
- Don't see correlation between DV and other violence
- Training –
  - anti-racism training
  - more sensitivity
  - more black police
  - police from community – hire people that can relate to urban community
- Change culture inside police department.
- Pre training/relationship with the community they are going to work in.
- Need accountability.
- Follow through on real consequences if someone is killed then they should go to jail.
- Ask first; before you pull the trigger.
- Stop profiling – track community's geography and race and report publicly.
- Maybe have a community member ride along.
- Penalize putting mics on mute.

- Officers sometimes don't follow thru on the report – how can we alleviate that.
- Come into poorest communities to make numbers. Numbers of arrests should not be tracked as part of the quota.
- Follow the money – and the politics.
- Public office – officer to be held accountable – [by] community based organization (may mess with grants) – independent from the city – maybe faith based – someone that works in conjunction with ACLU, not to succumb to the pressure.
- Mandate community service for officers to work in the community.
- Lot [of] talk about the “dirty” cop and personal experiences.
- Lack of respect for authority because police act above the law.
- Stiffer penalties.
- Judges need to be held accountable for letting police officers off when they have been indicted.
- Be able to sue officers individually.
- Individual officer to have their own money – personal liability insurance.
- Home with no pay if someone is under investigation.
- [Develop] Homeless Rights with cards to distribute by [Chicago Coalition of the Homeless]
- Don't discriminate.
- Stop aggression towards homeless.
- Police need to see them.
- Give [homeless] water/food, have in car.
- Show you care.
- Respect – Golden Rule.
- FOP Book – chapter on homeless and homeless youth.
- There are layers – race, class – not just homeless.
- Mentally challenged.
- Team/coalition/group going to police – go to roll calls to help police understand.
- Homeless men accused of sexual offenses and other crimes they don't commit.
- Bar patrons – young revelers versus what would have happened if we had beer in our hands – ticketed.
- Money talks.
- Root cause – accountability – psychological vetting before hired – not because dad is on dept.
- Job attracts people you don't want as police.
- Screening – transparent screening.
- Stopping patronage / nepotism.
- Pre-Screening and post screening.
- CIT training mandatory – helps with mental health interactions.
- Empathy – Mental Health First Aid Training.
- Mental Health First Aid Training – NAMI [National Alliance on Mental Illness] – young people and adult certifications.
- Above the law feeling.
- Accountability – they work for us.
- Bully – take advantage of the situation.
- Afraid to stand up for themselves because they want the situation to go away.

- Everyday threaten to throw away tents.
- Illegal searches of tent.
- [Homeless] told don't [they] have the right to know where stuff taken.
- [Police] throw whole life away – wedding ring, watch – called police and made report but nothing happened.
- Response to stuff taken.
- Paper with your rights – carry and plaster under the bridges.
- Local teens attack homeless – police took a while to show up, no response to report.
- Rogue cops – bullies.
- "I'll tell you when you have rights" police break IDs in half, confiscate ID, steal bus cards for standing up for rights.
- Elected Citizen Body to review the police for better recourse.
- Every [homeless] shelter should have palm cards of who to call if harassed.
- Blue code of silence.
- Most of police bad – not rogue.
- Officers – nicer to white people, issue with interracial relationships – [hundreds] of stories – physical violence – choke, threats.
- Same officer bullies lower Wacker – discriminates, takes cardboard boxes on ground, air mattresses. Targets homeless drug addicts.
- Vetting of police.
- True accountability – serious investigation in response to complaints – lose jobs.
- Police tell homeless – "I'm the law."
- Trained officers for each district on mental health and homeless interactions.
- Sensitivity Training to understand deaf culture.
- Communication!
- They arrest us and tie up our hands ... how [do deaf and hard of hearing people communicate?]
- Do they write for you? No!!
- Police don't care about [deaf and hard-of-hearing people]. Just move their mouths.
- They won't write to me at all. They pull guns, they won't try.
- They ignore the sign on my belt that says I'm deaf.
- When police ask about writing I get frustrated. I waited 30 min for an [ASL] interpreter. Then they sent me home.
- Go back to class!
- If police signed it would be AMAZING!
- We need MORE [ASL] interpreters!
- A cop was following me when I left work and they saw I was deaf and they said they made a mistake. I was so afraid then I went home I spoke to my wife and it ruined our night.
- They shut off their bodycams! I don't even know why they stopped and cuffed me.
- Sometimes there's cops that won't show badge or give me their names.
- Hire deaf police!
- Last year I was arrested and requested an [ASL] interpreter and they laughed at me! I said it's my right but they wouldn't do it.
- Learn sign language! Write! Get an [ASL] interpreter!
- Basic sign [language]! (ABC cards)

- Get a deaf unit. D.C has a deaf unit! (BIG REQUEST by all)
- Supervisors need to get it! So they can respond appropriately. They need to go to class too!
- Situation Cards →
  - VRI (Video Report Interpretation) – controversial but better than nothing
    - VRI technology is horrible / it freezes!
    - I'd rather have an [ASL] interpreter
  - 2-D screen
  - Not help with cognitive issue.
- If use then ask deaf person if they want and use it=>BUT only till deaf unit shows up.
- Police department is needed to reflect the community it polices.
- Policies that promote, support, enhance impartial policing.
- Institute cultural competency.
- Attend actual classes taught by cultural competency [experts].
- Develop a psychological tool that shows if you are afraid of black people.
- Decrease incentives for bad policing and increase the punishment for bad behavior. Increase incentive for good behavior. If there are a lot of write-ups, there should be some way to flag that behavior.
- I don't like the word "policing." We need to change it.
- Institute constitutional law enforcement.
- Frame it as law enforcement. Is there a real difference?
- They need to teach police to practice what they preach.
- Range master should be held accountable if s/he allows someone who is dangerous to be allowed on the street.
- Pull out people who are traumatized.
- Whenever a murder occurs as a result of a police shooting, the police should be reassessed and then reassigned (progressive discipline).
- If they have a black target w/white target at shooting range. They have to know it is not ok to kill black people.
- If they kill someone, they [should be put] on unfunded administrative suspension until a full review can take place.
- Not taught to shoot to kill.
- Minimum penalty requirement of policeman for significant payout. Proactive policy.
- Held personally financially liable.
- Should be dismissed if don't check your equipment.
- Teach people to understand views and bias.
- Significant turnover of staff. You have to change the culture. Old dogs out.
- Better protection for police officers who speak up. Better whistleblower protection.

## **Community Policing**

- More neighborhood cameras.
- More police presence.
- Go in groups for accountability/witnesses.
- Have allies/neighborhood watch who aren't biased and trustworthy.
- Police problem-solving get-togethers twice a month with community members – track results.
- Get to know people.
- Interact and do fun things like sports with people.
- Encourage diversity.
- Have officers' identities reflect that of the community.
- Be nice and stop criticizing teenagers.
- Be friendly.
- Talk to young people.
- A way for cops to discuss community problems.
- Interact in a positive way with a good attitude and non-judgmental.
- Transparency so community knows what's happening within CPD → use TVs/media.
- Police don't serve and protect.
- Cops refuse to capture killer – turn the other way.
- Laugh and joke at serious crime scenes.
- Police pull people aside to ask questions while crime is happening.
- Cops swear at them.
- Police pull [youth] over on the way to school and make them late – often.
- Check on them, see if they're ok, etc.
- Give youth opportunities to explain themselves, not always pull firearm.
- Assume they have something, have done something – when they stop them.
- People tell the police false info.
- Basketball between young people and police.
- Police like slave masters – capture us and take us to jail.
- Get to know me, get to know the community, not just lock people up.
- Pull guns on them, assume they have weapons.
- Build trust by coming to events – give back to the community – mentor.
- Stop by just to say hello.
- Picked up a kid with pot, told him he could go if they found a gun, then planted a gun on him.
- White shirts wait in the car, don't discipline, supervise.
- More accountability for cops – not punished for wrongdoing.
- Cops aren't held accountable.
- Same standards of accountability for cops as the community.
- LGBTQ members have been having conversations for years and seen no change in how officers act even when policies change.
- LGBTQ people must be on the independent monitor team.
- CPD makes LGBTQ people feel unsafe:
  - joking and side remarks disparaging LGBTQ people
  - come into space very aggressively to dominate, not be part of safety of community



- Do not have quotas for arrests or interactions because that decreases community safety.
- Increase LGBTQ identified liaisons.
- Good cops need to police Bad cops – no collusion!
- Cross-cultural competency at all levels throughout employment at CPD.
- Officers should live in communities they work in.
- Protect CPD whistleblowers.
- Block party hosted by CPD – grill, DJ, bouncy houses.
- More events within communities with high rates of violence – i.e., talent shows, basketball, soccer, etc., people vs. police.
- Outreach to build relationships.
- Bring back the beat cops.
- More programs to get kids off the streets and have people they can connect with.
- More respectful interactions between cops and community.
- CAPS meetings – we have to go out and engage – it concerns us.
- We need to be engaged – activities are happening, we aren't involved.
- Sense of community is missing in general.
- By better being engaged with training.
- Cops need to remember they're public servants.
- Continuing education re: we pay you, goal = human relations.
- Expand the meaning of diversity – inclusion, etc. – what the public thinks diversity is.
- Focus on human relations.
- Community engagement opportunities to impact systems to better define boundaries / guidelines.
- Need strong leadership at department – maybe from outside Chicago as Supt. and human relations.
- Need metrics when things go wrong – accountability measures.
- More people like us in the police dept. – GLBTQ – i.e., no trans officer, intersex, i.e. – we need them to be represented.
- Sgts need to police the police – should be ensuring accountability – don't seem to be doing anything.
- Need to follow up on complaints against officers.
- Grievance process needs to get better – complaints need to be investigated.
- Cops with multiple complaints should be off the force.
- “You look like you're about to commit a robbery” – cops are disrespectful, stop and abuse for no reason – needs to stop.
- Some police want to be part of community but are not the ones that are responding.
- Get out of their cars and talk to people.
- Engage with people, especially immigrant community.
- How do we challenge stereotypes police have for black and brown people.
- Need beat cops – positive interactions.
- Halloween parties for kids and events where people can have positive interaction.
- Consistency with neighborhood officers.
- Cultural training.
- Mix race of officer and partner – mostly white police.
- Policies for greater accountability.

- Enforce policies.
- Change culture of letting things slide.
- Break Code of Silence.
- Don't use officers of color to make example of accountability.
- Make sure officers don't discriminate.
- Need to bring education to schools and students.
- Police should give back to community teach kids how to ride bikes.
- Planned programs and activities.
- Need options other than police ex. Police don't have good relationship with trans women of color – can they work with other groups or agencies.
- Need more confidentiality and transparency.
- Transparency – let people know they are actually working on issues community members call about.
- Human / Sex Trafficking – very little training received. No safe mechanism for reporting.
- One trafficking team in the whole system – not enough.
- No response from the highest level.
- The inconsistency of responses. Base of humanity or compassion lacking. (lack of training) and insensitivity – no general order – don't be Judgmental -- “Why calling so late?” “Why did you get in his car?”
- Police are just not nice.
- Cultural competency/sensitivity training needed.
- Do not profile the victims.
- Spanish victims – rarely have officers that speak Spanish – abuser only tells the story.
- Some areas don't have any Spanish speaking officers – or leave messages in English.
- Officers talk to children. NOT appropriate (in all communities of color, Asian, Latinos).
- As a victim –2 experiences – one in an open area police was trying to talk the law, nervous. Second amazing officer – very sensitive, non-judgmental.
- Snide remarks made by officers to victims (sexual assault) in the E.R.
- Cultural Competency – different types of normal.
- CPD does not have Social Workers. Many major cities do have. There's some good partnerships with some of our organizations but not enough.
- Accountability is not there for mistakes made.
- Victims not treated with dignity at police stations – further victimize the victim – some make them mad on purpose to make them leave.
- Front desks at stations are poorly trained, SOLUTION – tell bosses.
- SOLUTION – Superintendent and leadership need to understand the issues and dialogue about them.
- Look at internal policies and procedures.
- Firing is not recommended for CPD DV perpetrators for officers D.V. actions. Public promises (when they rarely happen) but nothing is implemented.
- Even advocates are disrespected (by Sergeant) not allowed to serve as advocates.
- Explore the benefits of the partnerships – convey that to the front desk staff. Key 1<sup>st</sup> point for victims (should be best trained).
- Mandated time they walk the beat.
- Avoid putting handcuffs on in front the kids.

- More youth centers in the community.
- Get in community and get better understanding.
- Young people to get mental health counseling / rehab.
- Police officers be trained in mental illness.
- Trained to kill – we need to stop this.
- Community to be trained in procedure of arrest.
- Be required to talk [kindly] with residents when they are walking the beat – don't come around only when they get call.
- More social activities off the clock, should be part of the training, especially all new recruits.
- Go to their beat and have hours they have to do in service to community to build relationship.
- Have background checks.
- Mix the partners up – different ethnicity – new/senior.
- Officers should reflect the makeup of the community.
- Change interaction through use of language, no use of foul derogatory language.
- ACLU to be trained to ride along.
- Obey laws (basic) stopping traffic – making violations.
- Take the reporting out of the Police Department.
- The problem is the negative interactions that the police department have when in the community.
- Revenue from business to support community / police programs – and the community in general.
- Make more instances for police to have positive interactions with the community – not just when something happens.
- Communities – long term residents should be reflected in percentage the makeup of community – ex-felons – single moms – seniors – young black men.
- Hold town halls to get the communities perspective.
- Get kids involved.
- Citizens should be educated about the law.
- How to get someone off the gang list?
- Back to School Fairs – police [have] table for community relations, they have gigantic guns and vests, look terrifying.
- Shouldn't look like military to talk to kids – think they're going to shoot me – scary.
- Unless evidence of crime – police shouldn't deal with homeless.
- Police are about law enforcement – why necessary for police to interact with homeless.
- Do police know of community resources? Be knowledgeable of food, housing, health resources.
- Don't label.
- No relationship between police and homeless because abuse power.
- [Homeless] have to prove [they] have own the stuff – receipts – [to get it back from police] – but police throw away receipts too.
- Police talk about property values when removing body from the tent.
- All have power – police pick on homeless because they don't see our power and hear what we're talking about.
- [Advocacy groups go to] Springfield to get laws changed, why can't we go after police dept?

- Be in the room, ongoing until something is done, we need to take it to them, organize every day – make presence known, need allies.
- In every district – assigned CIT trained officer, that homeless trust, gets to know them, take complaints and resolve situation.
- [Police] came after me when testified, got involved [in activism]
- Random police interactions seem to be to throw out stuff, sweeps when this [activism/ testifying] happens, how are they supposed to act?
- Trying to survive day to day – you are going to see us, if you wouldn't approach other citizen why approaching homeless?
- CAPS is a joke – get rid of and start over.
- Police have a gun so showing our power doesn't work, they have institution, code of silence, have gun – threatening calls when advocate.
- Homeless citizens on Citizen Review Bd.
- Get rid of gangs in the neighborhood.
- Police need to hear older people too!
- Ongoing training not just one time!
- I think there's no real partnership. It's deals instead of honest partnership.
- People laugh at me. It was mistaken identity.
- You have to give training ONGOING – monthly.
- Direct contact w/our community! It's an attitude change that's needed.
- I got cops always watching me. I use a walker and I get frightened.
- Community Events with CPD! Recently we had a basketball tournament!
- I have a photo with police that I use to show them to leave me alone.
- Police notice color of skin first – ALWAYS!
- Hangout with us. Don't judge by our color!
- Education is important. We are complex.
- Police talk, they need to be patient with us. You gotta work with managers, neighbors and businesses.
- Idea: FB idea—a deaf woman went around training cops!
- Cops profile me! There some bad stuff going on with cops (i.e., dirty cops).
- Cops drink too much!
- I'm walking with friends and cops go around the block to follow us. They're not comfortable that I'm deaf.
- It's important with DUI's – [deaf and hard-of-hearing people] have balance issues! Get the facts!
- Story: ACLU got involved because some people that are disabled.
- DEAF COMMUNITY PRIORITY: Communication access. POLICE PRIORITY: Safety. Need to meet in the middle.
- (Some basic culture was not known!)
- Constant exposure to each other!
- High School deaf track team to jog with recruits.
- Overlap the 2 cultures.
- Deaf people are everywhere!
- No policy about cuffing in front – you disable the ability [of deaf and hard-of-hearing people] to communicate!

- Serve and protect.
- Gain trust of community for police force.
- Those who work for CPD need to represent the community culturally. NEED TO UNDERSTAND CULTURE DYNAMICS.
- Respect segment of community working with protect – view as individuals as they should. Protect community and engage in activities that are not punitive.
- They cannot be scared of the people they are serving.
- CULTURE FROM TOP DOWN (Mayor-Supt) – community policing has to believe.
- Hire from within the community.
- What do you mean by policing?
- Why was the police started for to bring back property?
- More about us and them.
- Proactive campaign to integrate people of color life experiences as part of training, discussion interaction.
- Satellite police presence. Decentralized policing.
- Accountability for minor infractions – public forum.
- Paid positions for community [members] to help with community.
- Study of best practices of community policing across the nation.
- Police need to live in the community.
- Use story catchers (NFP) model around police candidates' engagement.
- CSU can teach CPD Black studies – could be online.
- Police cadets could engage in conversations with affected youth.
- Check the policies and change those that are outdated. Like raise your hand and then you get shot.
- And allow community to influence those changes.
- Update and periodically review [policies].
- Communicate those changes.
- Policy dictates actions.
- Union contracts that are signed by/on behalf of CPD should be forced to change policies that protect community / community policing. Contract language should protect community too! For instance:
  - If police are found to be lying, they should be dismissed.
  - Elected community board should be formed to do periodic review of policies and contracts.
- Should be no push back from mayor and police on community involvement.
- Better communication about “crime” trends taking place in a community. Sit in the corner and warn me that there is potential danger. Patrol more frequently.
- Use the news, newsletters, direct communication to alert the community.
- Two-way communications, a forum or text message (inform and alerts).
- A clear timeframe when a complaint or concern is raised.
- More police presence (you should be able to see them). Don't take so long to respond. Just drive down the street.
- More monetary accountability (reward or punishment) / job description to achieve the higher goal of hiring people of color (99% white).
- The composition of the police department should reflect the demographics of the city.

- We want to know they are there.
- Quality of (their) presence. Do not harass but engage us constructively.
  - actively participate in events
  - they have to care
  - require them to build intentional relationships with the community
- More beat cops.
- More officer friendly, not unfriendly.

## Appendix G – Community Roundtable Comments

## USE OF FORCE – What can CPD do to reduce its use of force?

- Police include clear directives when they pull people over (for those who don't know).
- Consider adjusting training around use of force.
- Educate youth on law around use of force.
- Police to follow procedure if they exist.
- Develop clear procedures around traffic stops.
- Develop educational ops around cultural awareness by district.
- Take time to get to know a beat.
- Develop supports that help address stress/triggers.
- Required stress management and counseling.
- Evaluations around how potential/current officers deal with stressors to determine fitness for work.
- Continual academy training and testing.
- Unarm CPD and give them nonlethal weapons (rubber bullets/tranquilizers).
- Use body cameras that can't be turned off.
- Fine officers who manipulate security equipment.
- P.O.'s/Union to take out liability insurance.
- Sergeants and P.O.'s alike to pay penalties.
- Use Tasers more than guns.
- New procedures around escalation.
- Union to be involved in officer training.
- Officers to live in the communities that they serve in - they should know the people.
- Education around black history and multi-cultural history to help them understand cultures/contexts in a community.
- Meet with community before working in it (internship) as a prerequisite.
- Evaluations should be public and include community input.
- Therapy.
- Take tests to determine bias (ex. Lie detector to determine racism)
- Oust officers with records of racism and other forms of bias.
- Fire officers who use excessive force
- Prosecute officers as civilians when they use excessive force.
- Train officers to recognize common M.H. conditions and train them on how to respond.
- Methods for de-escalation that don't include tasing children.
- Should follow same laws they enforce.
- Anger management
- Supports for annually testing PTSD
- Officers whose use of force results in settlement should pay a portion of this via pension funds.
- Officers who are found guilty for any jail able offence to lose pensions and benefits (have convictions).
- Police to have liability insurance.
- Superintendent should not have veto power to override a finding by independent review board.
- Random drug testing for all schedule drugs, synthetics and performance enhancement drugs/human growth hormone.
- Address property damage caused by officers and pay restitution (clear system).
- Financial audits.
- Sensitivity training to help understand difference in terms between communities.
- Police should see "First Blood"
- Disarming of police - even if temporary
- Is it the right officer responding to the issue or a non-violent issue? Police are armed with tools to enforce.
- Valuable lesson can be learned without resorting to use of a deadly weapon- however acknowledges may not be viable.
- How do you police without using a gun- beings with training (e.g.. Teacher training



- vs. police training).
- Types of trainings needed: implicit bias, mental health 1st aid, de-escalation- and consistent training.
- Why are cops trained to kill and not disarm? Maybe there needs to be a cultural shift.
- Trainings continued: role playing because without practice you don't recall. Continuing education credits
- Recording with sound on- at all times- hold police accountable at all times. Transparency to show footage.
- Guns/violence in the US is fetishized- will take a large cultural shift and mindset to "retrain" officers to not shoot to kill.
- What is the value we place on lives?
- Need to address power dynamics at play; humanizing those who they interact with.
- Look at people in their communities as humans - humanizing.
- Better training; specifically those who are on the streets now - bring them in to train.
- Comprehensive: mental health disorders.
- Officers should undergo mental health evaluations yearly; also stress test/ psychological eval.
- Use least amount of force as possible- not everyone is a threat.
- Cultural change - weapons training and don't train to kill; too much weapons training- now do you train to retreat or deescalate?
- How do you hold them accountable - outside/independent prosecution/ investigation; held accountable to policies in place.
- Easier to fire - can be terminated for breaking policy immediately. Don't make it easy for them to stay. E.g. officers put on desk duty or admin leave yet still paid. Need to make it challenging so that if they violate policies or use excessive force, they have a lot to lose.
- Investigate police officer history; particularly those who have a pattern of using excessive force. Retrain them; also psychological eval, potential reassignment.
- Roots of inequalities/community history needs to be taught to the officers policing the community; power, privilege and oppression; implicit bias. Potentially this would result in more empathy/cultural history.
- General Themes (4): Cultural shift in retraining officers to not shoot to kill but to learn to retreat or deescalate. Enhanced trainings focusing on mental health of officers, stress test/ psychological evaluations. Providing them with appropriate supports/therapy. Analyze history of those with patterns of/history of use of force - and why? They should be retrained, reassigned or disarmed.
- More training on how to deal with psychological issues in the community.
- Suspended, no desk duty, until investigation is complete (with no pay). Other officers may think twice about using their weapon.
- Use other weapons (mace, Taser, etc.) instead of guns.
- Rotate officers between districts- high crime/low crime.
- Review body cameras on random occasions especially high crime areas, when complaints come in about a rude officer.
- When is it necessary to use deadly force?
- Better definition of "feared for my life"
- Officers should have personal insurance to cover things like lawsuits, etc.
- Training has to be changed (attitude, training and respect).
- What is excessive?
- Have psychological evaluations throughout their career not just in the beginning.
- Required to go through some type of therapy, especially if they've experienced a violent incident.
- Examine what rules and regulations are set up to deal with the community?
- Have a sense of power thru their job and they take advantage of it.

- During PPO period, they should be monitored very strictly (early detection of mental issues).
- Better records need to be kept on officers actions (has nothing to do with race).
- Have to break the “blue code”
- Program for officers to prove they can do this job.
- Should be able to report officers anonymously.
- Community should know the beat officers.
- Narrative should be trying a criminal, not police officer, when they have acted outside of the law.
- Penalties should be stiffer for police officers.
- Police review board needs to be independent of police and politicians. Should be made up of community members. Have no connection to the police.
- Should patrol for a period of time without weapons.
- Why do they have to shoot to kill?
- Dash and body cameras should be on at all time.
- Should be terminated if found guilty of using excessive force.
- Complaints (multiple) needs to be investigated more thoroughly.
- Sensitivity training/cultural training.
- Once a month or so, police should have a workshop in the community around community concerns that they have. Community training. Community can learn about certain things that trigger reactions from the police.
- Officers should have to stay xx amount of time in districts so they can get to know the community and vice versa; patrolman, supervisors.
- Better communication between police and community.
- Stop police from showing up to court proceedings, intimidating people in court. Shouldn't be allowed unless directly involved in the case.
- Testing to see how officers use power (ongoing).
- Superintendent shouldn't be appointed by the mayor. Community members should do this, can be done by an election. Superintendent would have confidence to do what's right vs. what the mayor wants.
- Immediate and real consequences for shooting people in the back/unjustified shootings.
- Create more understanding/empathy, both CPD and community by increased transparency, info sharing (victims etc.), make sure all cameras (dash and body) are active and used.
- Improve training to eliminate “shoot to kill”/military mindset and instead preserve life. Example: negotiation, de-escalation.
- Why shoot to kill?
- Police provoked Sterling Brown selling cigarettes. They escalated situation. Same with Philando.
- All they have to say “I feel threatened”
- They are not required to give first aid
- They should have to go through extensive de-escalation
- Teach them the value of human life
- They don't shoot white people
- They are not afraid of us
- Should have a list of people with mental health issues in neighborhoods. Just like sex predators.
- Why are cops compelled to shoot first... They have been getting away with killing us since slavery.
- They need to track data.
- FOP trying to get rid of personnel records, can spot patterns with officers so they can intervene.
- Immediate termination of cop causing offense and same for cops who cover up.
- Instead of raising taxes to pay families, police should pay out of their retirement.
- Consequences should be issues swiftly
- Rekia Boyd killer retired so he could still have his pension.
- Once release from CPD should create a system they can't work anywhere in law

- enforcement.
- COD should test for steroid usage of force regularly, should be random drops. Also mental health evaluation two times a year.
- We have to bring CPD and community together and sit down. We should determine if they are culturally sensitive.
- Let us review the officer.
- Has to be external review board, has to be community driven.
- This consent decree is not going to...
- We can get involved, Alderman put in ordinance for civilian oversight.
- Police have a lot of friends and they can make an order to have an informant, take you out.
- We don't need a George Zimmerman case.
- Nuanced situation.
- We have to get deeper.
- 1st police were slaves.
- What does accountability look like?
- Let them pay taxes.
- Consent decree goes before a judge.
- L.A. consent decree did change the police department. Younger cops know they have to tell. Took years.
- Consent decree has a separate judge so they can enforce.
- Violence against Black people is sanctioned by a state. All of this is political, corruption in Springfield.
- I don't have strong community ties.
- I believe consent decree is the change we have...NYC and LA has lower incident than Chicago combined.
- What is policy for using stun gun/Taser?
- Educate young people on how to behave with police.
- CPD is trained to "shoot to kill"
- Training of community "keep hands in plain site"
- Training should be demonstrated in schools, YMCA, etc.
- Police should be engaged and treated people as human beings.
- Educate on both sides (police and community).
- Mental evaluations.
- Trainings on how to shoot.
- Mental training class for CPD officers.
- CPD fires ex-military.
- Should learn how to deescalate situations.
- Community should not resist arrest.
- Anger management training for police and community.
- Police are too angry.
- Pre-required before hiring have mental and anger management training.
- Citizen review boards should help with accountability.
- Citizen panel should be in each community and then report to main board.
- Defined standards when to use Tasers.
- Define "excessive force"
- Keep body cameras and volume on 24/7. If off press guilty charges against officers.
- Same accountability standards for CPD and CPS teachers.
- De-escalation training.
- Training to address issue vs. kill.
- When should a gun even be brought out?
- How many weapons does one officer need?
- Publicize and hold accountable number of reports/complaints against officers
- Address verbal abuse force and provocative language.
- Zero tolerance for police bullying
- Zero tolerance for harassment
- Punishment for CPD must be suspension with no pay or termination
- Better CPD investigation than COPA; community-based.
- Liability insurance so taxpayers don't pay police settlements.
- No pension for officers like Jon Burge.
- Include standards for language, e.g. cussing in de-escalation training.
- CPD must reflect community demographics.
- Identify and remove "bad apples"
- Imagine if there was documentation and evaluation of police violence, example how many black people have

stories about Jason Van Dyke? CPD must acknowledge how many human beings like Laquan McDonald would still be alive.

- Know your rights trainings for community and youth. How youth can access legal help and fill out complaints against CPD.
- Force is used because of fear- they are nervous and are behaving irrationally.
- Training to reduce fear, help to think rationally. To reduce stereotypes/racism.
- I'm afraid so I can't blame the police for being afraid.
- Kids are afraid of the police and that is part of the problem too.
- Talk to people with care, don't approach people with disrespect - pay attention to people, treat them with love and kindness, deescalate.
- Make police pay for mistreatment. Let them pay or have union pay. Not tax payers.
- Trauma informed training, so CPD don't take this personally. These communities have been traumatized for generations.
- Mental health/de-escalation, Enhance the social psychological/component of cops.
- Make path to becoming a cop, start early in high school to establish connections.
- Screening for cops = "Call of duty" video games. Is it militaristic? Cops are lower stress, military is higher stress. How do they do their job with fewer casualties?
- Monitor cops.
- Training - is there a frank discussion of power and control. It needs to be contended with.
- Officer-involved shootings should go immediately to the FBI for investigation.
- How to trust to intervene self.
- If cop uses excessive force, the partner should be held accountable. They are observer and are there to serve/protect.
- What about the mayor? What's his role? Or all the elected officials?
- Here to share experience
- Here to learn and give opinions
- Have to give input about methods
- Hear others' ideas and experiences
- Observer and listener
- Here for community organization and to learn others' experiences
- Issue of concern and observed experiences in students
- Start from minimum force and evaluate if increased force is needed before going to max force. Seems like they start interactions at max force.
- CPD seems to approach situations like they are the victim which makes them feel like they need a weapon to defend themselves. Don't approach from defensive position.
- Dash and body cameras should always be on for every step. If a resident wants to record the situation, officers may feel threatened. If CPD increase accountability by always recording interactions, situations may not escalate the way they can now.
- Provide more training on trauma-informed approaches to policing.
- Train to recognize mental health issues.
- Don't have 10 CPD cars show up to stop and talk to someone. It escalates the entire community.
- De-escalation tactics seem completely absent from CPD interactions.
- Treat the community like your own.
- Use more police officers in the communities they live in.
- Get to know the community and the people.
- Improve body language. CPD come in to situations very aggressively.
- Don't swear at people!
- Have sympathy for people- you don't know what they're going through.
- Take classes on how CPD officers can calm themselves and also help others calm down.
- Increase language access to help improve communication; get to know people in the community who can help w/ communication.
- CPD should be out of cars and on foot. Get to know community members- stop and talk. Kids are afraid of police these

days.

- Attend community events: Hoops in the Hood, block parties, b-ball on the block.
- Show interest and caring for residents: create opportunities to be together for fun, make a program with park district for interacting with kids.
- Create programs like DARE so people and CPD get to know each other.
- Use CAPS
- Get to know community, people feel like their rights don't matter, fear in CPD and residents
- CPD needs to officer officers ways to vent, debrief so they don't bring it to interactions in community. (Work and personal stress)
- CPD needs to provide support that "toxic masculinity" is not good for keeping calm.
- Before Academy and on regular basis during career, officers must take test to see how well they keep calm or lose their tempers.
- Be held accountable to full length of treatment after shootings/discharges. No cutting it short.
- Offer holistic health/de-stressing opportunities - not just talking. Provide consistency in who offers these opportunities so relationships can be built and trust.
- Increase training for responding to people having mental health crisis.
- Use Tasers instead of guns.
- Use less damaging bullets.
- Know when to use Taser, versus a gun that shoots mace, versus a gun with bullets. Use your training about when to unholster!
- Be respectful to community.
- Decrease level of Force. Perception that force is necessary, dissolve bias that influences aggression.
- Build genuine relationships. Get out of cars and talk, get to know individuals. Community dialogues/sports. Connecting officers and schools.
- De-escalation training. Engage community in developing de-escalation

tactics. Do not engage in behaviors that escalate danger.

- Systemic culture change. Accountability. Swift consequences for wrong doing, celebrate success - "extra vacation day"
- Training protocol for handling/de-escalating mental crisis.
- Patience - slow down - train officers by leading by example.
- Officers should be familiar with neighborhood and community members.
- Monitor use of force with database. Officers and supervisors. Consider during promotion periods.
- Protection feels like harassment.
- De-escalation training etc. sanctity of life, alternate conflict and resolutions, practical trainings on not escalating, counseling background, conflict mediation, appropriate approaches for situations.
- Non-violence training to change perspective.
- Self-care for officers. Consider hours worked, decompression/meditation exercises, reducing stress levels, cool-down session after high pressure engagement, addressing trauma.
- Treat everyone equal.
- Better training - should be trained to deescalate before they shoot.
- Military - not always pull out gun and shoot. This should be used.
- Body cameras for all to see if training helps.
- They use gun too much. Don't try to solve problems.
- They are too aggressive.
- More accountability, more discipline.
- Actual consequences for their action.
- They can get away with paid or admin leave.
- CPD should stop protecting bad cops. There are laws in place for them to legally abuse people and get away with it.
- Cops need to listen to community.
- Invite them to schools for prep rally.
- They ask police to patrol areas where they have events.

- Organization can send letters of invitation to CPD to hear the community.
- Family arguing - I call 311, takes too long and calling 911. May not be at that point yet. Need something in between. 911 does not respond timely.
- Took them 5 minutes to arrive. So community had to take in suspect people take gunshot victims to hospital in their cars.
- They make some situations more tense.
- They are more focused on locking people up.
- Not de-escalating.
- They have a quota to fill county jail.
- They said no more quotas, they just built more space at county jails.
- Should be hot line to give complaints on cops. Some organizations that do this but community need to be made aware of these groups.
- When something happens to cop they find suspect. They do searches. Not the same regard for citizens.
- I look at the number on top of car. Officer should identify their beat when interacting with citizens.
- Suggest regular newsletter to community from police to show they are here to serve.
- 7th District commander puts forth effort to engage with residents. They attend events. Up to commander to be more involved.
- Englewood is taking action have to involve police to work together.
- Invite police to attend 'Increase the Peace' events.
- Them showing up in community is important- parks, block parties.
- CPD should host community events, they do 'National Night Out' only 1 event. Need more.
- When officer dies it is a big deal, commemorate out community neighbors deaths too. It's a big deal to us. They can show empathy. They say hurtful comments: you a gang boys.
- Breathe
- Overhaul the whole system.
- Lack of weapons.
- Lots of workshops - how to slow down/ deescalate.
- Anger management.
- Be truthful, don't lie, be honest about what happened.
- Therapy- anything helps relieve stress. Work on the stigma, how to admit, how to seek help.
- Break up their rides with walks so not 8 hr. rides. Even just 30 minutes.
- Get there faster when they are called, taking too long and situation escalates.
- Police present at programs like Reflections to get insight on young people in schools.
- Look at policy of "shoot to kill".
- Extend "schooling" to become a cop, or have evaluations every two years.
- Check their social media- to know who they are outside of their job.
- Workshops for wives and girlfriends of police officers to understand their job more. Equip the families to understand.
- Scenario training - when it's appropriate to use which weapons.
- Don't yell when people are just offering help.
- Don't regulate how people move, i.e. walk or run.
- No stereotyping- don't label everyone as dangerous.
- Don't release your anger on everyone.
- Don't use handcuffs when not necessary and not tight.
- No invasion of privacy.
- Don't abuse power, let people ask questions.
- Keep body cameras turned on at all times.
- Listen to the needs of the person
- Learn to control your fellow officers as well as yourself
- tolerance
- treat everyone as a person
- patience and respect
- analyze a situation
- Be calmer



- Continuous training like teachers, return to training in certain intervals. Training: how to control anger. React. Psychological exams, speaking about oneself, courage
- Therapy for police officers
- Set an example of control
- Change the idea of profiling
- Be attentive
- Do not abuse their power
- Language
- Trust for the community
- Be more patient and treat every situation individually
- What are the consequences? -cameras
- Have more, stricter consequences
- Cameras in cars and bodycams
- Ideas for consequences: take away license or job -suspensions without pay - be arrested for hitting someone
- Training in language basics or officers who speak Spanish
- Get involve in the community as a person, not an officer
- Have respect for the community and police. Walk in the neighborhood. Go onto side streets, not just staying on the big streets
- Equality with other communities
- Control discrimination against youth
- Be nicer, figure out a way to control their emotions
- Incentives for being good. If there are multiple complaints, send them to training
- Arrive with the idea that they are going to help the community
- Have the same urgency as anyone
- Do not use unnecessary violence
- Respect everyone's rights
- More patrols during day time and at night
- Police training that takes into account use of force (de-escalation training)
- Change the relationship so that there is not a sense of discrimination and there is no fear of police.
- Before acting, ask...inform yourself on the situation.
- Don't shoot to kill, if you are scared shoot at another part of the body.
- Psychological training to know how to handle different behaviors before using force.
- Background screening of stress to combat violent actors before they become officers.
- Define better situations in which use of force is needed or arrest.
- Regular stress evaluations to know the psychological state of officers.
- Before use of force was the only option.
- Training against racism.
- Don't think that in a neighborhood with violence there are no good people with values.
- During training, give guidelines for when to use force.
- Parents want to feel secure about letting their kids out of the house.
- Take them out without pay.
- Treat them the same when they commit a crime.
- Be friendly with people, say hi.
- Don't stop people just for being Latino.
- Do not use stereotypes
- Ensure the identity of those arrested
- Do not allow officer to continue in order to correct
- Take seriously complaints and reports from the community
- Fire officers who do not use force.
- In order to correct them, put them in classes so they reform.
- Limit on violations.
- That they do not protect one another.
- Be more present within school and everyday places.
- Cameras
- Training on how to feel.
- Anonymous hotline to report police misconduct.
- Inform the public how to identify a officer and report them. Schools, workshops, media.
- Presidential administration has created a sense of fear in Hispanic community and a sense of empowerment within police force.
- More surveillance at red lights.

- Identify other tactics.
- More trainings.
- Don't discriminate people because of their skin color and police should stop abusing their power.
- Have it be known that use of force creates more violence.
- "Better de-escalation training"/they should learn how to not escalate the situation.
- Police should shoot to detain not to kill.
- Police need to know how to talk to people/use of force is not just with a gun but how they use that force "speech"
- Concerns of racial lens, cover-up for officers misconduct
- Police should have liability insurance like doctor's malpractice insurance
- Take issues of use of force to supreme court. Concerns; employing officers from community.
- Concern over police chiefs views of shooting.
- Policies need to be reviewed and changed by civilians and officers.
- Inform community on use of force policy
- Officers should receive more training around mental health issues.
- At least three people (officers) need to be present before force is used.
- De-escalation training.
- Fire after certain number of civilian complaints. Complaints investigated by committee, oversight from community (substantiated).
- Changes around pension after they have been charged, no paid-leave until cases are settled.
- Concerns over racism impacting use of force. Training to address "racial" bias and other types.
- Employing officers who are from the community.
- Inform community of complaints filed against officers e.g. on flyers, in neighborhood.
- Training civilians to understand how officers deploy use of force.
- Training around dealing with civilians with health issues including diabetes and mental health.
- Training on how not to use excessive force.
- Accountability over misconduct regarding use of force.
- Accountability on use of body camera, e.g. if it is turned off then officer may be punished.
- Improving relationship with community, e.g. have a bigger presence; getting out to walk.
- In conjunction with community, relationship building efforts; building relationships to understand local mental health concerns
- Use of indictments; any officers who shoot someone should be indicted by special prosecutors.
- Possibly have access to database of students and action plans with IEPs.
- Track department infractions about policies for minor offenses e.g. traffic stops: demand that department be transparent.
- Monitor informal quotas, have basic law training.
- Better training. Make it current. Look at subliminal things (Targets are in Black outlines. Let them shoot at all RED or White targets).
- How can you train people whose minds are to shoot Black boys?
- Selectiveness in the department, character assessment.
- Cannot keep moving forward with a contract that citizens do not know what is in it.
- Public needs to see the CPD contract.
- I believe there should be extra measure to patrol the police but we have gone too far.
- It is a social problem. When I was growing up the gangs were organized, back in the day there were only 5 gangs. The degree of murders was low.
- We need to see more police that look like us in our communities. White people don't always know our body language.



- Knowing our culture.
  - Chicago's one of the most segregated places in the country.
  - In the South, Black/White kids have been doing to school together for a long time. They know each other.
  - Change perceptions about Black communities.
  - Gentrification causes some people to be punished
  - They are not doing anything for us but pushing us out, we want the same thing they want.
  - We need to define what is excessive force. Laquan McDonald is excessive. But what do you do when someone is running toward them with something in hand? Stop without Killing! Body cameras should be on.
  - Train them not to use deadly force. Train to injure and not to kill.
  - My daughter is a police officer and they react to what is in their mind at the time.
  - Civilian input on policing is very important.
  - No set rules to go by when body cameras and recorders
  - There should be consequences for police killing (and body cameras).
  - Put civilian review board/oversight committee.
  - Larger caliber weapons to use fewer bullets (stop person with maybe 1 bullet as opposed to 15 or...)
  - Maybe use rubber bullets to stop.
  - Stop choosing clothing that intimidates.
  - Stop using guns and go back to the other ways.
  - Stop using cell phones
  - Keep their minds focused on not thinking about a cellphone as a weapon.
  - Police do not seem to be concerned by what you are saying.
  - Some police are very insensitive to what you are saying.
  - Contact the commanders and have meetings to talk about police misconduct.
  - More public/community meetings to see why police are acting the way they are/
- their problem.
- Body cameras can be utilized more.
  - More review of body cameras/dash cams, recording on a daily basis (in an expedited process).
  - Find more ways to create transparency.
  - Do not keep so hidden.
  - Call or door knocking to notify residents about events taking place in a community.
  - They do not bother me and I don't bother them. They treat me with respect.
  - I have a good rapport with police. Not all are bad.
  - Mind business and keep your mouth closed. Don't instigate the situation.
  - If the officer is rude take notes, but do not engage them. Turn in to Chief of Police.
  - Citizen accountability is also important. There is a way to be strong.
  - Make sure the police are writing reports.
  - Get badge number to keep them accountable.
  - Go down to Daley Center and report him.
  - Rely on cameras to know what happened.
  - Hold parents accountable for what the kids do. Make parents pay for what the kids do (retribution).
  - Lots of kinds of force, define what is?
  - They need to be trained to use less force, especially in a minor situation.
  - Even if it is escalating, they don't have to use force, especially if no weapon.
  - Better understanding and not so anxious to shoot.
  - Slow down and check them before they shoot.
  - They don't come when there is a shooting. Too many come late. They should respond immediately.
  - They want to terrorize.
  - Patrol the area more.
  - More cops dispersed required.
  - The same people are doing most of the shooting.
  - These cases seem to be lingering, pile up of cases of excessive force. They need to review them in 60 to 90 days. Why are

- they backed up? Do you need more.
- What is the protocol? Maybe it needs to be revised so they are getting quicker answers.
- Cases are up to review a lot quicker. In the internal system process should be 15 days not 3 to 4 years.
- Hire people if you need to do these reviews.
- Why are you not promoting people to do this?
- The judge is giving the police too much time. They keep throwing out the case. The McDonald case keeps go.
- How much time are they tried? It should be faster.
- No more than 1 or 2 people touching a person. You don't need 5 or 6 people. That is excessive.
- Some kind of medical training when someone complains they can't breathe.
- Two when they are resisting.
- They add excessive force in the application of handcuffs.
- There's power in numbers- need more police officers in hoods and to handle situations.
- Have more people two have presence.
- In situations, don't be hostile/angry- calmly explain, be respectful.
- Things happen if the heat of the moment and police are afraid.
- Numbers should be deployed base on the situation.
- More cops will reduce their fear.
- Need to be able to talk to people.
- Brand CPD needs improvement.
- Need training around the "brand" of CPD and what it means.
- Use of force in our community to kill vs. shoot to wound.
- Can't they shoot not to kill?
- If suspect isn't gunned don't shoot.
- If there's a scuffle, tase them, don't kill.
- Example: bomber was shot not killed because they wanted him for info.
- Training needs to be a hybrid- how to handle different situations without use of force or fatal force?
- Why are so many bullets used?
- Training in conflict resolution.
- Training in non-fatal force: aim low.
- Change sensitivity training in academy, how to defuse situation- not escalate.
- Call for backup before engaging in situations where people are upset.
- Cops need to articulate what they're doing and not arrive angry.
- Training on how to deal with people of all races.
- Train: don't shoot out of fear.
- Need psych evals of cops before hired- to find out psych health.
- Eval of how they handle situations: role plays with different races...
- Update training for today's youth
- Training after incidents to address issues.
- Need whistle blowing within the force for bad actors.
- Cops need to hold each other accountable.
- First, use your voice.
- Imagine the person is your child.
- Use a Taser.
- Don't shoot in the back,
- Response doesn't fit the violation/crime.
- Don't shoot to apprehend.
- Education of community on use of force, in schools, etc.
- More trainings with Tasers and how to use
- Use rubber bullets for suspects without guns, additional gun.
- Drug testing/alcohol tests for cops in incidents.
- Make by standing officers accountable.
- Accountable if cameras aren't on
- No pay if incidents of excessive force.
- Dues taken for liability insurance for cops/lawsuits.
- Public liability insurance, for each officer.
- Look for patterns of bad cops.
- Get help for community after cop shootings.
- Look at patterns of complaints vs. officers and fire repeat offenders- three strikes and permeant do not hire
- Shorten investigation process

- Require reports of incidents within hours. Not 48 hours.
- Computer program to gauge what kind of officer a cop should be? Screen for certain behavior.
- How respond to threats.
- Behavioral assessment of certain situations
- Train to
- Mandatory interaction with the community
- Hold supervisors accountable
- Better leadership - not buddy-buddy with cops they supervise
- Pair rookies with veterans.
- A good head can lead a body
- Fair and quick handling of force incidents.
- Can't have two sets of standards: 1 for cops and 1 for citizens
- Remind cops they aren't judge and jury.
- Refresher courses on Use of Force.
- Procedure on traffic stops to make them safer
- Cuff them window, etc.
- Mental health treatment for officers- take out of field, etc.
- Rotate in/out of high crime areas- after burnout period
- Training in using fun appropriately.
- Use cameras
- Have good reason to pull people over
- Get data from police cars as evidence of speeding, etc.
- More sensitivity training
- Better customer service at police stations
- Don't assume everyone is a criminal, especially if reporting a crime.
- Be respectful, courteous
- Training on how to keep their cool, deal with people who get defensive.
- Train community what to do when pulled over, how to interact with police.
- More training in communication
- Change mindset and treating people of different races different
- Professional development/training in a continuous basis.
- Automatic training for misconduct
- Fire officers - misconduct/excessive force.
- Take off street (unpaid) - investigate
- Due process for investigation of excessive force
- Impartial person/group leading investigation
- Talk to the youth
- Starts with the parents
- Police should participate with the community
- More community meetings
- Cultural competency
- Re-education
- More "officer friendly"
- Accountability is HUGE!
- Bad officers need to be weeded out
- Change has to come from the top down
- More funding to community members
- Race is an issue
- Prejudice on part of officers breeds bad interactions
- More stringent enforcement of rules
- Institutional racism
- More training
- Officers need to have "mandatory community service"
- More officers sponsor Boys and Girls Club
- Sports programs with the kids or video game tournament, card games
- Tours of the police station
- Talk to the kids, not at the kids
- Tour of lock-up or "scared straight"
- Kids need to feel that they can talk to police officers
- Use body cams. If it is turned off, that officer needs to be suspended
- Suspension and community service, i.e. street cleaning, helping children
- "Demonstration" of excessive force
- Officers should know what excessive force "feels like"
- Graduated consequences
- Financial penalties
- CPD has become a gang
- Officers should be criminally charged. Max penalty
- Think before they react
- Train the youth to respect their elders and officers
- Get more info before escalating a

- situation
- Reduction in “Black on Black” crime would reduce use of force
- Commanders should take responsibility of his subordinates
- Officers should have anonymous hotline they can call to report fellow officers
- Officers accused of wrongdoing should be “demoted” to tougher areas of punishment
- Implement the recommendations of neighborhood
- Family counseling
- Crisis intervention for families who have been impacted by shooting
- Give police training on trauma informed care
- People/residents should be taught how to engage police (The Talk)
- Police need to be trained in escalation process
- They need to be trained about other alternatives to using force
- Community needs to be educated in new police protocol
- Stop the violence before it happens
- CPD needs a crisis intervention unit
- Hold more community forums (prevention, continuously)
- They give the talk
- Do not override recommendations of the oversight body
- Don’t pay police officers when under investigation
- They need to change policies about shootings
- Until their finding is entered no desk assignment and wages should be withheld
- State changes to police dept
- Speed up police misconduct investigation process
- Intermittent training
- Lockup police who use excessive force
- Acknowledge wrongdoing
- Think about how would want your family handled
- Have to know difference between weapon and cell phone
- They see guns where there are no guns
- No sunglasses at night
- No shoot to kill
- When someone runs, don’t shoot in the back
- Why are multiple shots fired to stop people?
- Assess threat of those who run
- What’s in the middle of shooting to kill and to disarm
- Accept findings of responsibility
- Police seen as largest “gang” in Chicago - change image
- De-escalating training
- Don’t ID citizens who call 911 to expose them as targets to wrongdoers in community
- Officers need to be held accountable without pay
- Examples need to be made
- Discipline is needed, otherwise bad behavior is reinforced
- Partner should be held accountable too
- Judges need to know exactly what police do when excessive force is used
- 3 strikes and out when excessive force is used
- Don’t erase incidents of excessive force after 4 years
- Tasers vs. guns - underutilization of firearms
- Mental health and abuse - onsite mental health specialist
- Persecute to full extent of law when found guilty/liable
- Training - trauma-informed care, de-escalation tactics
- Specify the language around arrest - assess theories on human behavior
- Trained to shoot in another part of body (target arm/leg)
- Disarm
- If life is in danger - “ok” for use of force when necessary
- Lasers/tasers - especially when there is no weapon
- Must know community - community engagement, lack of familiarity makes you use force

- Officers don't know community - too many rotations, trust, establish relationships, respect
- Training
- Testing - physical fitness testing
- Mental health and physical condition has a direct reflection on decisions
- Police Academy training is bad
- Poor training quality of being a police officer
- Officers should not be trained to kill
- Should be evaluated every 6-12 months
- Mental health training
- Make abuse of power more punitive - fines/accountability
- Culture
- Police to become bonded
- Police union would never go for bonding
- Positive/negative reinforcement/fines
- Rewarded for good service
- Tools for de-escalation
- Bonus for black history training, use of training, negative reports
- Must know current state of poverty in community - redlining
- Take training and pass test
- No military weapons (i.e. AK47)
- Should have rubber bullets
- Police are trained to kill
- Police should share stories/picture about what can happen, Ex. "Scared Straight"
- There is no discipline in school
- Need updates/reports on crimes in communities - need to know solved cases; cases take too long to solve
- Need to hear good stories
- Police need to be more humane
- Coroner need to get dead bodies off street quickly
- Officers can "adopt" a school - will help with community engagement
- Expand explorer program - use social media to expand/market program
- Use marketing program for youth - officers get bonus to participate
- Taser vs. shoot to kill (shoot to stop)
- Know more about martial arts (alternative ways to stop)
- It's so far gone. Work at the root (no mutual trust). Involve in community!
- Police should work in community where they came from
- Neighborhoods are segregated, everyone is profiled!
- Be trained to recognize differently abled people
- Police are very political
- We are colonized and conditioned
- Violence from police has a history (what made it fall off the track)
- Undo racism as a police then you can address violence
- Root of violence - racism is taught and reinforced by systems
- To change - community should know its history
- See people for yourself with your own eyes (don't judge)
- Listen to neighborhood historian
- No respect, no ties
- Treat the black community the same as white community
- More accountability. Police are not above the law
- No incentive to change behavior
- Accountability goes both ways
- Enforce all laws on the books - tinted windows, sagging pants
- Good police need to hold bad police accountable
- The older police need to train young officers better
- Culture change is needed
- FIRE the officers
- Liability insurance policies taken
- Abused becoming the abusers
- The first interaction should not be force
- Respect all citizens
- Officers should pay a fine for bad behavior
- After enough offenses, they should be fired
- There should be better training in use of force
- Should shoot to wound, not kill
- Cultural sensitivity
- Need to spend quality time with the community

- RESPECT
- Black cop have a “slave mentality”
- Need a civilian police review board; police need to have fear of the consequences
- Leadership change at the top of the city government
- After an investigation, action needs to be swift
- FOP contract needs to be reviewed
- 2-3 weeks for an investigation and action
- Police who cover up for bad police should be prosecuted
- Stop using taxpayer dollars and make the officers spend their money
- Accountability/follow through with consequences - police accountability
- Police should have consequences just like everyone else
- They have supposed to be trained
- Screen police for bias and racism; equal consequences for everyone; they shouldn’t be above the law
- Training: anger management
- They get away with excessive use of force
- They look at everyone like a criminal
- They don’t even read you your rights anymore
- Build a relationship with the community
- Need better defense lawyers
- Should be non-bias external body that asks about excessive force after someone has been apprehended or after it is reported.
- Police offenders should be fired or have to do community service
- Should have more restrictions around weapons use
- Weapons shouldn’t be drawn unless threat is already determined. May scare a person and escalate the situation.
- Once pulled over, once shown officer license and insurance- shouldn’t be made to get out of car.
- Right when they pull up- they cuff everyone right away.
- They should treat everyone like they treat their kids/respect (or like their mom/grandma)
- Equal rights; treat people the same regardless of color.
- If my friend is yelling at police or being arrested, shouldn’t arrest me/everyone just because we are there.
- Officers suspended work without pay (a month), happen again he is fired, and criminally charged for misconduct.
- Classes to deal with people with mental health issues; how to calm them down, should be basic training for police.
- Approach cars/people (unarmed) with weapons drawn already
- Should immediately identify themselves on scene- tell badge number when asked.
- Police stand by while people getting beat.
- Immediately walk up and start menacing.
- Shouldn’t lock us up just because don’t have an ID. Will have to spend time in jail.
- Better seats in police cars/more space in back.
- Cuffs too tight; surrounding you with officers in cars; handcuff us to seat belts or doors.
- Should be seat belted when driving in back.
- Person who arrested us should be person who takes us in.
- Part of the problem is that I’ve used handicap plates because I want to avoid harassment (despite the fact that I’m a vet and 20 years of community service)
- We have Mayberry syndrome - military force that does not know its community
- Abide by rules of engagement (like the military)
- Confirmation bias - when you have someone agree with you and it sticks and you repel what is different
- Develop rules of engagement; consider Master Resilience Training Skills Model (US Army Reserve)
- You have a body policing us that don’t respect
- Hasn’t changed since Daley (especially around race)
- Military is a microcosm of society (also - father was a former police officer)
- “I’m a grown man. I shouldn’t be harassed.”



- This is still 2 Chicagos - for decades (i.e. communities that get directly impacted by unfair policing)
- In terms of use of force - if Mt. Green\_/ Mt. Claire don't see the issue like we see it you don't have collective community consensus
- Need to agree on some level of facts, even if you don't agree on solutions (solution - get other communities to agree on problem)
- Change the mentality that it's only a few bad apples
- What helps is that this initiative is recognized from the top - the Mayor - then everyone down the line is held accountable
- A loop of accountability (e.g. - officers being trained on implicit bias)
- Training - that is accountable with buy-in at the highest level
- Fat officers - meaning you have no discipline to stay healthy enough to do your job - so how do I believe in your capacity to police me/my community
- Use of force diminished increase in physical standards (Hanover Maryland)
- Mandate physical (spiritual?)
- I'm no longer a target because I have grey hair
- How do police shoot individuals that don't have a gun?
- What is the training on use of force? Community doesn't know. If we know we'd be able to identify right/wrong.
- There should be a protocol - REAL training on de-escalation
- Police don't behave the same across race
- Talk more. They go off of FEAR ("I was fearing for my life") - BUT they're trained to say that for legal reasons
- Visit the community like physicians - make it required! (For all new officers)
- Big black men should not be intimidating
- Training that increases HUMANITY
- Renegotiation around city's contract with F.O.P (Frat Order of Police) - "pay into that protection"
- Have police take out malpractice insurance (like physicians)
- Familiarity with community! (youth is also sweet and comfortable) Eat and drink together!
- Racial bias comes from childhood - training has limitations!
- Demilitarize the police!
- Don't incentivize bad behavior
- Curb abuse by doing better psych evals and treatment when you abuse
- Flip policies - reduce salaries if you have been found in violation
- Have police live in communities they work in!
- Stop learning "shoot to kill" - instead shoot to stop
- More/different training towards responding to the threat instead of the person
- Force should equal the circumstance (e.g. stealing potato chips does not equal shoot)
- What type of therapy/training is being used? We don't know their training looks like? Why? So I can trust their action, has been broken
- See perpetrators as humans
- I don't generalize - I get a different response, depending on the neighborhood. I don't trust officers in certain neighborhoods
- Training - on behavioral response (e.g.: technologically advanced mannequins) - act out the situation, simulation - to recognize emotions that come up and how to manage them - beyond the fight or flight, not reactive
- It's a high skill to manage emotions
- Stop being verbally abusive; "stop cussing us out!" - my son complains about this and he is a professional
- Need people to oversee the process (citizens) - current systems are biased because they are internal
- Teachers are held accountable, so should police officers
- I want to know who they are - meet them! Have their picture, I'm just gonna love them!

- Stop shifting police around (i.e. longer assignments)
- Picnics with them
- Let community review the cases in their beat; so you can see patterns
- Yearly, public visible reviews of cases; what cops need help? We'll help them!
- Don't move them around like pedophile priests
- Fire them and monetary punishment
- I want pictures/profiles of my police officers - ornaments on my X-mas tree
- Having familiar PO's who work a beat and know the people
- Having a # of police proportional to the problem
- Have supervisors present who have to be accountable
- Stop drawing weapons when folks are already subdued
- Stop shooting to kill, instead train to disarm
- Having cameras on that can't be manipulated or shut off
- Stricter punishments for abusing power
- Officers face charges instead of administrative leave or no consequences
- Cops doing ride arounds shouldn't have guns - only backup PO's should have guns
- Background checks
- Develop process to establish who on the force can get guns
- Push PO's to rely on tasers and take away guns - many of those shot don't have weapons
- Harsher punishments for PO's than civilians
- Push to serve and protect, not hurt and neglect
- Police shouldn't have total control over feedback, public accountability
- Deadly force isn't necessary
- Use non-lethal means to de-escalate
- Have specialized jobs within police dept (ex. Traffic stops, drugs, gang violence specialists)
- PO's should live within communities and build relationship
- Knock on doors and get to know folks in community
- Public knowledge of police training
- Communities aware of and involved in determining what happens in police training
- Increase in public announcements and education about their rights
- Sensitivity training - including humanizing people in the community, interpreting body language
- Addressing issues around power dynamics and increasing community power in securing/safe-guarding their neighborhood
- Police held accountable for breaking the law
- Mandatory annual mental health evals
- Training that helps PO's address acting out of their sense of fear
- Public awareness about what happens in the Police Academy
- Extend time in Police Academy
- If community policing is practice, use of force will be lessened.
- Police and community get to know each other - bridging the divide.
- Community looks at police as occupiers. Police view teenage boys as dangerous.
- Bridging the divide cops aren't the ones on the street. All cops upon graduating should go through this program.
- Training on cultural sensitivity. Know the community you are working with. Connecting.
- People may get defensive or scared with police. Some are not good at diffusing situation.
- Learn other ways to solve problems. Goes back to communication. Kids do jump back, sometimes they don't hear you the first time.
- With a cop, a part of their job is to put teens away. Part of that resistance, is resistance with authority.
- Why should you have to learn how to act around police?
- In Portland, I saw the most cordial arrest of a man in his 20's. "If we could have that approach." It was not



- confrontational. Two policemen - one older and one younger.
- Force escalates as resistance escalates.
  - “Protect and serve.” “I’m protecting everybody instead of serving.” Cops have this mindset and it needs to change.
  - How are black people vs. white people portrayed in movies? Male blacks are seen as dangerous. We have to change that mindset. The perception starts at a young age.
  - Need a full background check. Half of these officers have histories, but still get jobs. To see what happened in their past and how it comes up in present interactions.
  - Extensive training.
  - On-hands training - put in real life situations.
  - We live in a stressful world. A lot of people bring in home life to work.
  - Don’t sweep complaints under the rug.
  - Fear becomes a powerful tool.
  - Talk it out. Stay calm. Do something other than use your hands or weapons.
  - Limitation to “Bridging the Divide”
  - School to learn how to relate to people. Coping mechanisms.
  - Communication and understanding. It may take months or years. It’s deep and far. We don’t have any police here tonight. You have to have them here.
  - I had a police tell me “I’m the law.” Brutality lies within him. How far do you want to push it? It’s one of those things that you can’t win.
  - We had a regular beat officer. Learning the people and then take them away. You can’t build relationships. There’s no cohesiveness or trust.
  - Once they understand the community, you can stop the force.
  - Don’t abuse your power.
  - When the situation is quick the police don’t think straight.
  - Training/skill around de-escalation; how to properly communicate with someone who is irate. So physicality isn’t the first option
  - Training around cultural competency; humility to know who/what community they are policing
  - Statutory presumption than an individual is innocent until proven guilty; that can/needs to be put in the consent decree
  - Re-evaluation of officers (mental eval, PTSD) to ensure they are psychologically prepared
  - Need to define what/when can they apply and appropriate use of force; identify what weapon can/should be used
  - Training of officers to shoot to disarm/not kill - do not empty your gun
  - Training in CPR - make it an expected performance of duty
  - Ensure officers are reflective of the communities they are serving; ensures they understand who they are serving
  - Need to change hiring and assignment practices
  - When you have unfamiliar officers there is already opposition
  - How does use of force tie to their performance? Would this make them think twice when it impacts their livelihood?
  - Keep young people involved/interacting with officers-social services
  - Goal to change view/perspective of the police - not as adversaries
  - Thinks there is a cultural/mentality difference between current officers in place (they get away with a lot; no consequences for actions) vs. those who grew up in the system
  - Independent monitor to have access to crime scenes/information
  - Officers reflecting community they are serving
  - Training/testing around unconscious/implicit bias (certain percentage)
  - Cultural competency education; understanding of historical inequities/issues in the community
  - Training specifically coming from someone in the community; ensure officers are paired with an officer from the community

- Accountability - look at HR policies large corporations have in place for their employees; right now police only get slap on the wrist
- Ex. If an officer has X number of complaints, then perhaps they are removed from their position or reassigned
- What are the incentives for officers to be good officers? Need to reward those who do good
- Disarming them altogether; you're policing people, not animals
- Lack of empathy/care because officers don't view individuals as humans (us vs. them) - need to dismantle power dynamic
- Need to address racial disparities
- Systematic overhaul; starting with replacing those in charge
- Specify when force is appropriate
- Oversight on incorrect use of dash cams and body cams - penalize misuse of body cams
- Better screening of officers with mental health and/or anger issues
- Encourage officers to be open about the wrongdoings of their colleagues
- De-escalation trainings - identify disability, mental health
- Trainings on non-lethal force
- Protect whistle blowers so they feel comfortable coming forward. Discourage retaliation
- Proactive about hiring police reflective of community
- Officers should be familiar with residents in community. Map neighborhood. Be cognizant of the physical and demographic makeup
- Trainings should be ongoing
- Transparency that does not jeopardize ongoing investigations. Ex. LaQuan McDonald video vs. police written reports
- Repurpose money paid in lawsuits against the police department and invest that \$ into trainings
- Immediate investigations and interviews of officers accused of using excessive force
- Identify and flag officers with multiple complaints and violations - follow officers across cities and municipalities
- Try to calm the situation
- Make sure they have all the information before arriving
- Don't arrive with gun in hand
- Don't be so aggressive
- Trainings: psychology, martial arts, business tactics
- Don't shoot to kill
- Have respect for the person and community
- Responding with the situation. Force to force.
- Apologize for your mistakes
- Be careful in situations where children are there
- Lack of respect + White officer= discrimination
- Don't keep hitting when you have wives
- Collaborate between officers so the abuse stops. i.e., hitting when they have wives and other officers for their partner.
- Avoid group aggression, make stack of people
- Avoid destruction of property
- Be more respectful towards the women
- More education for the officers
- Evaluate every situation or crime and make sure the drug amount is the minimum
- Use force when necessary
- More direction from the commanders and monitor use of force
- More supervision over the actions and attitudes of officers.
- Cultivate more trust in officers
- Police officers have rights that civilians don't/how can this be changed? What makes this process different? How do we hold police officers accountable?
- CAPS program- where's the community?
- Training use of discretionary force- more/better trainings
- Police officers seem insulted- we pay their salary (taxpayers) and we deserve an amount of respect.

- Let's analyze each situation- how can we make encounters better/CPD conditioned to escalate a situation. De-escalation of a situation- psychology training.
- Implicit bias and mandatory training and counseling.
- Crisis and mental health/CPD trained to recognize and handle the situation.
- Stricter standard for use of force.
- Videos/footage should be released immediately and not wait months. CPD officials should not have the power to turn on and off the cameras/mic.
- Police officers treat black and brown differently/they have to be trained in the academy.
- Academy teach proper behavior and use of force.
- POD cameras on the streets are erased within 30 days- this needs to stop.
- Educate the public on what's going on. We tend to demonize victims.
- We need to know what all of this is costing us (the public)/the wrongful convictions, excessive use of force, settlements, etc.
- Get rid of guns...
- Police and community relationship is broken. How can we make this better? Can we change the narrative?
- What can the AG office do to hold them accountable?
- Officers have hundreds of use of force complaints and they still remain on the force and payroll. Why?
- What are the consequences for this sick behavior?
- Need for a definite timeline for results and accountability/transparency.
- "Grand Jury" tend to find police officers innocent- we need to change this...
- Civilians file complaints about police brutality but nothing happens.
- Police falsely accuse civilians because they fit the description/but community may not have resources for representation.
- No faith in elected accountability boards because hands are tied- this needs to stay on the ground.
- Revise the use of force guidelines. Police unnecessarily use force because they have to "defend" themselves. Civilians end up in the emergency room because police over use Tasers- it's an attack.
- We don't need to give the police more power to use force than what they already have/we don't need to give them more ammunition.
- Treat us like human beings/hospitality.
- All police have to say "my life is threatened" and this justifies their use of force...
- Use of force...it's not just physical but how they talk to you...
- Can police get over the assumption of guilt/dangerous toward civilians (people in North Lawndale)?
- "I want to look how I want to look without being considered a threat." Police have an issue with profiling people. Perceptions of fear police officers have towards people of color/they have fear of us...
- Internal affairs need to do a better job because they do the investigations when police officers are being investigated. Need to work more independently.
- Sue police officers who are committing the act. Hold them accountable.
- Press charges to individual police officers who use excessive force. Take their licenses away/if they're found guilty. Administrative leave without pay. If a police officer is convicted in another city, they should not be able to come to Chicago and work.
- Psychological analysis, especially for people who came back from the military. Mental health support/state of police officers.
- Police officers need to represent the community they serve/change the makeup of the police force.
- Background check of all police officers and their families too/do they belong in the KKK or any other cults?
- Racism/bias test to be able to identify

their thoughts and perceptions towards the community they serve.

- If there's no point for them to use the Taser then take them away.
- Shoot to stop not to kill.
- Evaluation 3-6 months/psychological evaluation to check in how the officers are doing.
- If cops shoot people, their guns should be taken away and given desk duty but some shoot people and go straight to work.
- We need a judge with compassion to really listen to us...we don't need another report to sit on the shelf!
- Fire the officers with too many complaints of "use of force," excessive misuses of force.
- Stop hiring from officers from other districts with too many complaints of excessive "use of force".
- Citizens should be represented on panels that review "excessive force complaints." Citizens should be elected to the panel, not appointed.
- Witnesses involved in "excessive force" complaint, should be included in the review.
- More technology/use CPD technology to hold officers accountable.
- Body cameras should be on and in working condition. Illegal to turn off microphones/body cameras.
- Increase in de-escalation training.
- Tying their body cameras function to their authority as an officer of the law. If the camera is off, then they are not acting in their capacity as an officer.
- Citizens should have access to the police union contract as it relates to "excessive force".
- Compare data of excessive "use of force" complaints in impoverished areas vs. affluent areas.
- A cap/threshold should be created for excessive use of force complaints that triggers a citizen review process.
- Officers should be voted in by the community to represent their community.
- Police have shown that they cannot police themselves.
- Each district should have a board that provides oversight of officers when there are too many complaints of "excessive force."
- Retraining when there is a hostile situation; combative situations, deescalate.
- Communicate better; why someone is being search, why someone is being stopped.
- Should think people, not guns, this includes skin color. Look at everyone as humans.
- Cultural shift.
- Treating everyone equally.
- Better screening for white supremacy groups. What/who are candidates associated with.
- Background check
- Police should know the community where they work. Be known when there isn't anything going on. Talk to people more.
- Start shift with more positive things, not just the negative.
- Making connections with community.
- Police need to address their own health and mental problems (ongoing screenings).
- Percentage of officers should live in the area where they work.
- Better communication from CPD to the community; Citizens Police Academy.
- Treat community members with respect, goes both ways/equals
- Be required to make xx amount of community connections per shift.
- Get rid of the "business as usual" mindset.
- Police needs to be more approachable.
- Walk the beat to engage with the community, especially the youth.
- Police should go through a community academy to learn the areas more.
- Body cameras on at all times/sound and video.
- Training on how to address conflicts, especially in community of color.
- Accountability.

- Treat everyone equally, eliminate the bias.
- Should live in the community/helps keep officers honest.
- Regular public reporting about certain (key) things; over policing, mental health evaluation.
- Should be sensitive to community needs.
- Support what neighborhood needs.
- Have someone with social services background on the beats.
- Educated on the community where they serve; organizations, community concerns, block clubs.
- Not targeting the CAPS officers for this discussion.
- Do some type of community service.
- Be required to work different shifts to get a different perspective of the community (night and day).
- Have flyers in the cars about community activities to hand out to youth.
- Training more on when to use a gun (don't have weapon out right away)
- Holding officers accountable for certain situations. Justified vs not justified.
- Review body cameras to get a sense of what happened.
- Do audits of body camera footage.
- Can judges do something about officers that keep arresting the same person over and over again for small offenses (red flags).
- Build a safer community from within.
- Leadership has to put procedures in place and enforce it. Has to buy into this.
- Alternative options for arrest (safer options); deescalate, crisis training.
- Has discretion that goes unchecked.
- What is the accountability path way?
- Pay reward and incentivize officers that use alternative use of force options; pepper spray, Tasers.
- Target practice for other parts of the body.
- Bridge legitimate concerns between police and community (realities of life situations).
- Police seem to be more goal oriented vs

process oriented. Outcome doesn't have to be forceful.

- Need better training.
- Definition of "feared for my life" made clearer.
- Find more creative ways besides force.
- Law-abiding citizens shouldn't be afraid of the police.
- Officers need to get rid of the irrational fear.
- Race shouldn't play a factor into who or how a person is treated when they are stopped by the police.
- Positive feedback internally and externally when an officer doesn't use force and how to award that officer.
- "Serve" in a better way, community involvement, police should work with the community, not make people feel like you are using them to get information.
- Plan and participate more in community events.
- Don't go for gun quickly - Taser, deescalate situation.
- Better training - not to use deadly force.
- Constant training schedule.
- Cultural training: most cops white don't understand.
- De-escalate don't just jump.
- Training de-escalation
- Need quarterly role model to keep kills up.
- Help them calm.
- Them not having gun would be good, need stun gun.
- Body cameras on constantly.
- Neighborhood police did have training but people or 911 call didn't have skills, 911 police.
- CAPS had program Bridge and Divide for kids - this would be good for them to interact with community, attend events. Go back to schools, students at young age don't want police.
- Build relationships with people, you police.
- Program brings kids and officers, all officers don't shot. All kids aren't thugs. Police and kids teamed up for activities.

They got to know each other. No Lawndale doesn't have program anymore because of funding.

- People training - mandatory- union contract, legislation
- Train cops how to deal with mental illness; should be withdrawn if they are shown to have deficiencies, training should be continuous.
- We should have a say how they do job. They come in our neighborhood from other cities, neighborhoods. They don't understand culture.
- Older police give young cops bad training.
- Many cops are not bilingual. Spanish speaking cops, take control. Other police officers may not understand.
- They target kids based on what. Caps put them in discussion. Relationship building.
- Some areas get more support than North Lawndale.
- We don't get info we need. We don't know what's going on.
- Back and forth. Cops don't want to work with community. Hard to get them believe residents.
- Us vs. them relationship. Should be mandated they interact. Just riding writing tickets. They can stop.
- "You don't know why they are stopping you"
- Police on bikes were supposed to come in, they only talk to each other.
- Situation - Stopped by police, found some amount of weed. They booked driver. Tow fee \$2k. Who came up with the rate?
- Police do what they want.
- They can use probable cause to get your car.
- What fails us- don't go all the way through with police because of fear so try continue to do it.
- Community should be able to press charges when they ask you to come back. They don't go.
- People have to be educated on law, police contract.
- People scared of retaliation from police.
- Have to be careful or you will be dead.

- Need citizen review board.
- Need quarterly public report on officer's performance.
- Move commanders too much. Lacks availability.
- Is suspect clearly have weapon use force as last resort. Can be candy, phone.
- Use a Taser.
- Call for backup. Say if you are not sure if they have a gun.
- You have to make split second decisions.
- Let him go instead of shooting.
- So many die because of these quick decisions.
- Are there places they shoot to stop someone; arm, leg.
- Shoot to kill should not be an option.
- Why are they shot to be killed.
- Last resort to shoot. Need strategies.
- Call for backup. Wait it out. Flood light. Need a procedure for this situation.
- Don't force the situation, all life is valuable.
- WBBM- UIC officer on air told student to put rod down. He shoot him in the arm. The officer backed up and disable.
- Deescalate is a must. Mental illness should be taken into consideration.
- Slow the process down.
- Training to deescalate should be at the beginning.
- Can't count on internal training.
- Need monthly or bi-annual training, ongoing.
- Data should dictate how to deal with common occurrences.
- Cops use frame of reference to make decisions. Need to learn about ourselves (cops).
- Training should be reflective of biases.
- Contradicting mindset-Only as good as we know ourselves.
- Police get in for right reason
- Need experienced trainers to work with cops to become knowledgeable about their emotions in extreme circumstances.
- When it goes across radio everyone hears it. Captain or commander should direct cops on the ground. Someone in office



- should communicate with beat officer for support. Coaching them to follow procedures. Hear it on radio.
- Laquan McDonald only had a knife. Need checks and balances.
  - PTSD training for officers because they are traumatized which makes them trigger happy. Starts in the department.
  - Laquan - What frame of mind to shoot 16X. More evaluation of the cops. Knife not a threat.
  - Don't stigmatize police seeking mental help, this viewed as sign of weakness.
  - Dr.'s have procedure to debrief after situation. Police should.
  - Why wasn't Laquan's shooter history checked. No checks and balances.
  - Need legislation to make it illegal to shot to kill. Guns are last resort.
  - Sitting at desk for punishment.
  - What happened during that time.
  - Should be mandated mental evaluation if you are involved in a shooting, all officers involved.
  - Better investigation techniques.
  - Shorten time when you can tell.
  - They literally get away with murder.
  - Blue wall don't ask don't tell.
  - Code of silence. Put a stop to it.
  - You should be punished if you cover up.
  - If you're an accomplice you should go just like civilians. Need outside form of justice.
  - There must be negative consequences for bad behavior, just like how we raise kids. No suspensions; fire them, lock them up for violence, just like us.
  - No current accountability in CPD for each other's actions.
  - Create training for CPD; sensitivity training to understand situations in each neighborhood. How to subdue without beating/weapons. No shoot to kill. Don't come in on the draw (gun). Less aggressive interactions from start.
  - Create opportunities for positive interaction; develop regular interactions with kids so kids and cops know each other, block clubs, block parties.
  - Training opportunities: learn how to leave baggage from personal life at home, training refreshers every 6 months, learn how to keep self calm.
  - Study if CPD officer increase in violence starts to increase after some a month of time and then develop protocol to move officers to other duties at that time so they get a break and a sort of "time-out" to start over. (Example: if average officer violence up at five years on beat, all officers move to 1 year of other duty before going back to beats at year 7.
  - Focus on next generation because teens and older are already afraid of police and only want to stay out of the way/keep distance.
  - Re-create "Bridge and Divine" programs at community organizations/churches/block clubs.
  - Have community conversations between residents and police, like we are doing now, so we can get on same page.
  - "Good cops" need to hold "bad cops" accountable.
  - See residents as people/humans! This is why we need to talk at times other than when trouble is going on.
  - Make eye contact when talking to people.
  - Get out of the cars and get to know people on the streets and in community.
  - Detention- starts here.
  - We need to make sure that the person being detained understands their rights (Miranda rights)
  - There is no one standard for Miranda rights. We need one standard (other languages/ASL)
  - Have one standard way to translate
  - When someone is under the influence of drugs or alcohol...how do we give their Miranda rights?
  - Police can shot but not to kill/but to stop (injure)
  - Give officers therapy when they are in traumatic situations, have lots of anger or a lot of stress.
  - There is a "culture" within the police institution that allows for violence.

- We need more screening of police for domestic violence (and we should send them to a rehabilitation program)
- Police need therapy outside of the department due to the trauma they deal with (“safe space” to speak about the challenges and the trauma of police officers) ...this can help lower use of force. Self care, meditation, etc. especially dealing with police male chauvinist (machismo) - they need to have self care.
- Every day police should be “reminded” to avoid use of force.
- Who is investigating the police who used ‘use of force’? It needs to be someone from the outside/not from CPD. A group of citizens or experts (law, doctor, etc.). These need to be groups of experts.
- A training to learn what are their “triggers”. Therapy can help this.
- Implement psychological evaluations regularly. Can be part of their regular evaluations for the department. Rewards for police that involve themselves in a program like this.
- Perception of racial profiling heightened tension/reactions to CPD
- South and Southwest profiling more palpable here than Northside.
- Family in the force
- Taught to respect to respect authority
- More police officers that look like/ability to reflect community and connect with residents.
- Hire with purpose. Mismatch/ disproportion of CPD staff vs. demographic of city.
- family disappointment/friendships and harassment via relationships with gang affiliation
- Police engagement, experience with family/language
- No accountability, not enough
- Morale down with CPD due to (no) accountability
- Shift of reporting vs. accountability. Training of CPD officers. Chore vs. collective impact.
- Legacy of interactions with CPD...officers rounding up people.
- Shit of officers, they don’t get to know the community. Less threatening social events, no uniforms in schools, more relatable to community.
- We shouldn’t judge all CPD officers but they shouldn’t judge communities either- they should have some context too.
- Perceptions...education around the neighborhood...community policing has to go beyond CAPS meetings.
- Misperceptions of CPD and community. How do we remedy this?
- Training...mental health support... there’s stigma with training as well...
- Programs taking place in the streets and officers would interact with residents- example Hoops in the Hood.
- Leadership...setting the example...there has to be change where people are meeting each other.
- We come from communities (counties) where the last person you trust is police.
- Experience skew young people.
- Hiring and screening processes need to be looked at...cultural sensitivity
- CPD can be seen as gang too...legacies.
- How do you build the pipeline to CPD careers/jobs?
- How do we make it a respectful career option for our communities?
- “Police explorers” ... programming
- Build a bridge...community and CPD
- Family experience - CPD and gangs. Brother asks me to ride with him...less of a threat.
- Excessive force has been over used... training to determine force vs. excessive force.
- What kind of force: physical, verbal
- Impartial policing/racial profiling
- Gap...does community understand criteria for “use of force”...”excessive force”
- Police officers understanding context of community.
- Transparency
- Police brutality/racial profiling



- Youth...future...have classes of procedures/criminal justice...for youth to know...how can youth be more informed
- Being able to articulate our rights.
- Reactions to CPD officers.
- Children...positive reactions to officers but that stops at some point
- Friendly officers in schools
- Body cameras - when videos are released public will know that the person tried to do something/interaction
- "Officer friendly" at schools...officers are currently in schools but they are not seen as positive
- Do we understand "force" similarly
- Assumptions we make about people
- Hard to assess force...how do we evaluate it? How much is too much?
- Why are we so willing to accept a stranger beating on someone just because they have a badge?
- Need to rethink theme...metal sticks we allow them to electrocute people.
- We need to rethink what we allow them to do
- Lock up police officers/accountability
- Officers should pay for their own legal fees
- Take officers' guns away
- Preconceived notions...can become volatile
- Veteran officers training new officers... how do we vet officers?
- Training in other areas: social services, mental health
- Cultural issue...of service vs. enforcement
- Benefit to department and community, what we want are positive outcomes.
- Peace officer
- Why have guns with real bullets/rubber bullets
- Militarization of police officers. Decrease back from this.
- Reduce penalties for people who respond to police.
- For those that resist charge...don't punish people for this.
- Give space...sometimes people are freaking out or reacting to their own experiences/history with CPD officers.
- CPD car sirens - remove them and no chases
- More women on the force
- More accountability
- More transparency
- They don't need weapons - alternative solution, crisis intervention, give them tasers
- Peoples' police
- More de-escalation training; ex. crisis intervention
- Psych profiling of police (and vetting)
- More cultural training; ex. address prejudices
- CPCA - union accountability vs. city creating individual accountability for police
- Training around mental health and first aid
- If there was gun reform for everyone to stop having guns then this may facilitate cops having no weapons
- Ongoing de-escalation program to address excessive force
- Scheduled (once a month) opportunity for self-care/debrief/gain clarity in space of high pressure situations
- Address FOP influence in contract - mayor's office should re-negotiate contract and inform citizens; transparency with constituents on renegotiations
- Quicker timeline on investigations involving shooting
- Holding management/supervisors accountable for direct reports of misconduct; ex. If direct report is suspended 1 day then supervisor gets 2 days
- Economic aspect - \$750m to settle cases, not a good way to hold officers accountable
- The contract protects the bad police
- Lack of monitoring increases the power; then they feel they can get away with it
- More inclusive monitoring to review the problem
- Officers cover for each other
- Police need more training - conflict

- resolution, mental health (how to recognize, how to de-escalate), diversity
- They need to stop going into survival mode, instead serve and protect
  - Need customer service training - if you can't talk to me properly can I trust you?
  - Pulled over - police 'I can give you a ticket'
  - Need to learn how to communicate
  - Contract - if we had issue we go to jail, officers have 24 hrs to make statement, protects bad police
  - "If they can't handle public, give them another job [in] admin"
  - Need crisis management training when someone not thinking straight; need compassion, not enforcement
  - Situation - mom and kids had crisis at home, pastor en route to help, police stopped her; police should obey laws you enforce
  - Don't have to be reminded of their authority
  - Police should be prosecuted, terminated, or suspension with pay - which is a vacation
  - You make people miss work, have to go to training, mental health evaluation; police should have to go too
  - Recommend mental health evaluation - include stress testing
  - Some people can't handle power so don't need a gun; that's dangerous
  - Mental evaluation should be annual because their job is stressful
  - Mandatory therapy - not in-house
  - Training should include child development - learn how to work with children, grandchild terrified of police and how to handle parents in front of children
  - Need training on when they have to draw weapon
  - Hyper charged police make bad decisions
  - Are officers med monitored; drug tested? How do you know if they are high?
  - Need to understand core curriculum
  - We could better understand focused on identifying a threat; need to revamp protocol, how they address threats
  - They aren't social workers
  - What de-escalation techniques are they learning? How they take action matters.
  - Social workers have to de-escalate without using force
  - CPD needs to know how to differentiate
  - Scenario - dark alley - only a split second to decide but may need to 'take a moment'
  - Have to have certain mindset to chase criminals
  - 2am - dark - adrenaline pumping in fear - how do you reassess situation
  - They should be trained not to reach for gun 1st
  - Traffic stop officers come with hand on gun - "that's scary"
  - The lights scare you! Even if you've done no wrong. Scary reality - we see it all the time
  - Police tell you whatever they want to tell you
  - Don't want to see officers at night
  - Parolees already at odds with police; may not have friends who are officers
  - "Us against them" in the street
  - Majority of time if you run, you've done something. Then they beat you because you made them run
  - We have to stay calm, that's hard when people and cops are at odds
  - Cops should be trained to stay calm - book training, real life training with adrenaline flowing
  - We need to understand cops training - to read about bipolar and to see it is totally different, then they can be reprimanded based on training received
  - Need to mandate that camera is on - they play tricks with camera so they don't get clear video
  - I pulled over when I was on phone before he put his lights on
  - 20% of police being trained for mental health awareness different way to deal
  - Know how to recognize signs of domestic violence
  - No direct experience

- Police can do a better job of educating young people about the role of police and how to interact when dealing with police
- Some officers have macho attitude and they don't want to back down
- Police they use machoism as a defense
- Young peoples' attitude putting police at risk
- Police will react when you are acting proactively
- Police judge young people on appearance
- Responsibility of officer to stay if they are wrong or back down
- In '68-'70 police got more respect; we had a lot of pride
- I would think twice about my child going to the Academy
- Female police were dressed like ladies, more lady like, women didn't patrol before '78
- We deal with more family issue, force wasn't a factor
- They did a use of force model for training, it was very specific, they were different
- What changed? Cops are dealing with social media glorification of guns
- In the past, you didn't challenge police
- Society as a whole were more respectful
- Think body cameras are great. Once it's done it's over. It happened them but not everyone
- Accountability - camera helps but they still can get let go, so no accountability
- Camera can help both ways - statistics work against level field; murder solution rate 50% never caught
- Community involvement
- Change attitudes from racial, see A-A as "less than"
- Ratio of white and black officers, lack of A[African] A[American] police represented, need more
- Use of natural defense tools (karate, psychology of motivation)
- Self-defense strategies where guns are the last resort
- Look at the type of weapons that are given to police
- What steps/language do you use when asked why don't you shoot them?
- Examine the shoot to kill policy - why is it necessary?
- There are ways to subdue a person without harming them
- Rubber bullets that stop but do not kill
- Go back to the psychology of motivation (police act on their own ignorant stereotypes)
- The focus should be on subduing/restraining
- Emphasis on safety for both officer and civilian
- What does police accountability look like?
- What familiarity do you have with the neighborhood in which you serve?
- Why are building a \$90 mil cop academy but won't invest in education?
- Why are they not investing in understand what damage these guns can do?
- They react irrationally
- The Southside is diverse and so police should not go off the narrative that they have heard about the Southside or the stereotypes about the people who live there
- Suspend officers without pay
- Demote them
- Talk to a higher up
- Stop acting out of feelings
- Respect everyone no matter what community you are in
- Steps - talk things out 1st, try to de-escalate, not be too forceful - weapon should be the very last thing
- Community responds in reaction to excessive force
- Use words instead of physical action and weapons
- Type of officer you are - depends on how you handle the situation
- Think first, need a better way to respond
- Need more training - communication training with community residents together
- They use offensive language
- Need a process to speak out and be heard for the youth
- Need resources

- News portrayal of black community teens is negative - fair coverage
- Should have more positive stories in media about the good that people and organizations are doing; Like the community orgs like community impact family center
- Excessive use of force, i.e. Laquan McDonald, should be fired
- Not all police are bad but few abuse their authority - they are still citizens
- Should have mental health screenings
- Driving speed limit. See light/enforce. He was rude, made me nervous, may be having a bad day.
- Know people who have teens with wrong group. Teen ran, young man shot and died. Questionable if they had gun as police said.
- Why do you shoot someone running away? Don't know if they are held accountable. Agencies establish but don't know if that works. Police have to make judgment call. They are supposed to protect. Like a parent.
- When they go overboard makes citizens afraid. Seems to be more police force in Chicago than other cities. Haven't heard of police and danger within cities like Chicago.
- Need periodic evaluation, continued training they see so much bad. They don't care. Lack of empathy isn't healthy.
- Need police to feel their job is meaningful.
- Citizen who have had bad experience. There should be clearing house to receive these complaints, to report what they experience or see. People are not comfortable talking about it.
- People should get together regularly with CPD district leaders for residents to speak out and have officers there so they can communicate.
- Let [police officer] know you appreciate their service. It makes a difference.
- Not aware of any community groups.
- Parents in a safe neighborhood. If people interact with fellow man. People can't help where Lincolnwood is, home and safe they live. Lincoln Square is where I grew up and it's safe.
- You can be a victim of crime anywhere. I think media blows safety out of proportion.
- We've been to Englewood and it's very welcoming. Same experience in Little Village. People think if you go to Englewood you'll be shot. Not the nicest looking because businesses gone. People trying to live. Saw posters, emails for this meeting.
- No experience with CPD, softer interaction.
- Give cops a range of jobs so they aren't always confined with highly charged situations.
- You hear more about Chicago use of force. Police misconduct wasn't part of the new in Boston. Not part of public consciousness as it is here. Boston problem, Chicago has more nonwhite populations.
- More prevalent Chicago force is nonwhite. Obvious they treat nonwhite people different.
- South side high school students have a different experience with COPS. When I lived in Hyde Park, police never bothered me.
- In U.K. went to black hairdresser. I heard black guy complain. Sometimes it's perceived because more aggressive.
- Police not need accountable for excessive force. Not many checks and balances. Nationally you hear about shootings of black men and no cop being charged. Totally unprovoked on video. Very easy to charge. Disturbing they are not charged.
- People in Charge - State Attorney current former prosecutor. People in charge holding them accountable are their colleague.
- In U.K. cops trained not to use guns. They work as a team not one person can deescalate situation without gun. Working in teams.
- UK training non-lethal tactics are used.

- Use Tasers, mace. Tasers can kill.
- Force loose circle around suspect, let suspect come to them. They don't run toward victim. Different style of policing.
- Mentally ill patients get into lots of conflict. People with training to work with mentally ill patients aren't on ground 1st. They should be dispatched 1st. Train who is at scene first is important.
- Army technique - reach back to connect with expert.
- Give all cops mental health checks.
- How much therapy do cops get? Give them proactive training.
- Not fair to put owners on people. Police should be more engaging. People are scared of the cops.
- Unfair to say "if they had done what cop said, it wouldn't have happened." But they may have been scared from previous incidents.
- Role playing for COPS and residents. Cops can brief residents how to interact. Educating people on how to interact with cops. Who should conduct training? Police could implement, lawyers from nonprofits. No cops. Ex-con would have a perspective.
- Accountability. Look at history of complaints to look at pattern of behavior. Don't just look at single accident.
- When you say you are from Chicago. Chicago has a reputation.
- Been stopped by police but no -experience.
- Should use more Tasers.
- Paying too much money in settlement. Money could be used in schools.
- 1 death is too many.
- Shooting through doors without knowing on the other side "where is the training"
- Big picture, high number of incidents/day
- I think they are held accountable based on what I see on the news.
- Who pays for defense of cops who hurt citizens?
- Ask first, don't shoot at all.
- Human problems wherever you live. Chicago has gone decimation in the past years.
- Thought police would have been here tonight. Glad this about forward thinking.
- Less beating on the people and police.
- Have police be more engaging.
- Hear age of police is old. May need younger. Always recruiting new police.
- Younger cop may be more involved in city's culture. Young are probably less racist.
- Going to take time. Won't happen quickly.
- Grew up in white neighborhood. White school. My son went to mixed schools and it is a good thing.
- No interaction with Blacks/Hispanics. Chicago is segregated, so are citizens.
- Deescalate- heard word for dangerous situations required training, takes background in psychology how to reach people without gun - assess angry vs sick.
- Mental illness
- Code of secrecy - break so inappropriate use of force isn't covered by buddies. Speaking from news.
- Don't presume it will be bad. Stay open without expecting innocence or guilt. Certain situations perhaps- imagine they're called and know kids in that neighborhood- assume they're messing around. Assumption about individual based on circumstances.
- Racial distribution of police force? More recruitment of minorities is important. Black officers may understand black culture better. Cultural behavior might strike as offensive when it's not.
- Sensitivity training.
- Heard from CPD - new officers are put into dangerous districts, w/ seniority they'll be placed elsewhere with less likelihood to shoot/be shot. Puts officer in jeopardy and if an officer with more experience were there perhaps the result wouldn't be deadly. Blend seasoned and new officers - may be less code of silence.
- Don't aim at a person to kill, could they disable? Shoot in leg, don't have to shoot in the back.
- Self-defense experience - told to take out

- knee not kill.
- Death as last resort
- Record what's happening
- Get to know the neighborhood. I hardly ever see police, they should be known in a non-threatening situation
- Police come visit over the weekend in the summer would go visit and chat and meet them. Nonthreatening paying them to visit, but they're still on duty.
- I live on corner with frequent accidents. Two cars involved with one accident with hotheads in one car, ready to pick a fight. Police calmly separated the two groups and made sure they were across the street when police come it may not look like they're doing anything but they do have an eye and their presence is significant.
- Local police woman goes to play ball with kids on off hours to get to know her. Kids know she's police, they respect her because she care about them. Avenue for opening communication, in case something happens and needs to share that.
- Training, evaluation of the training. Gun range doesn't make a good officer. Older officers - renew their membership, need to be updates with new info.
- Suspend or take off beat if they do use excessive force- set example.
- Emphasize actual crimes not immigration status. Robberies in markets recently, focus there not undocumented folks.
- Patrol system in busy markets at night and on streets. Never seen any by my house.
- Diversity education and training- nuances in different cultures when people see stereotypes, they don't see them as people, so they aren't treated as people. Someone who looks like them treated differently. Calm down.
- Meet people when it's calm - cop on the beat walking around who gets to know kids and store owners.
- Story - undocumented person working in restaurant, police came with warrant
- help people know their rights for translation that warrant is necessary (signed by judge with right date), people don't know that.
- New system for immigration documentation
- Onus on not just police but people as well-education. Have police in school to teach kids how to react. Education if you don't interact with police all the time you don't know how to act.
- Language problems - police don't know other languages. Have officers on the beat who speak your language. Lawyers - communicate with people.
- Hold them accountable - no blue wall. If bad apples held accountable and good officers can report without reprisal it'll help improve and build trust.
- How can police know if someone's holding a gun? Only licensed people should be allowed to carry guns.
- Story - traveling by bus - friend working two jobs, customer showed gun overnight and stole money. Left second job - life is important to me, threatened.
- Reduce guns out there and prevent them from being available.
- Only gun if they've applied and license for personal protection/safety stop illegal selling and free availability. No concealed carry, used for theft and robbery.
- When people fear police then they can't get information they need, if relations improve, policing improve.
- Language barriers - have more police who speak other languages.
- Superior police officers should also be communicating with new police.
- Do good service, but need more patrolling in this neighborhood, stop local robberies at stores - more police walking - late too. Been doing better, could do more.
- Theft in indo center recently - engaged officers to come
- Keep them off street, young people, going to high school engage at school and work



- Training tactics - use Taser or baton not a deadly weapon
- Stop using force
- Worry about protecting public not police self
- Can they hold themselves accountable
- Fine them
- Make termination easier
- Mayor/City Council stop being scared to hold accountable
- Civilian accountability board is needed
- Deputy inspector general needs to be disconnected from the city. They need there needs to be independent.
- Change city policy
- Use model of LAPD and other that have independent accountability
- There are working models, like Seattle.
- Training so that they don't pull out their gun if the person is Black or Latino... Racism
- One time they detained a white person who had robbed an office...and they let him go because there was not enough evidence.
- Educate...they need a lot of intelligence.
- They need to understand the people more and everyone...the criminals too.
- A lot of people are scared, they don't have confidence in them
- They are the protectors of the people
- "Phone-tree" residents are connected, block-club
- Announcements "we call the police" they are important so that people know that the residents are united.
- Don't shoot to kill- shoot another part of the body
- Listen
- Avoid racism/lots of racism geared towards Latinos and African Americans
- Develop the ability to build relations/ integrate more into the community
- Overdo use of force, they should enforce the correct use of weapons, a training that uses other tactics of force.
- Develop tolerance
- They should control themselves more
- They treat everyone like criminals
- Manage emotions - training
- They should use "Tasers" instead of weapons
- The gun should be the last option, not the first.
- Punish police the same, shouldn't be dependent on the race of the officer.
- More trainings on negotiation
- Develop trainings/cultural competencies in order to deal with people from different cultures.
- A drunk officer who was not on service crashed and the police arrived and intimidated the victims
- Avoid abuse of power between them (police)
- They abuse police power to protect themselves
- Keep the cameras on
- Have police that speak the language of the community
- Have more diversity between police
- Put officers of the same race as the community they work in
- Cultural sensitivity
- Better training on all subjects, like domestic violence
- Reduce the abuse of power
- More female police officers
- Training about the community for all police- Classes with credits in order to change people's mindset so they work well/they don't just attend the class but they maintain the training
- Work in order to understand stereotypes and prejudices
- Leadership training
- Mechanisms to protect not to restrict
- Work the community so that undocumented people feel like they can confine in the police.
- In order to gain control a police may feel contact is needed to get situation under control.
- Personal experience- police should be more conscious of words.
- Police officer rude because Spanish stereotype.
- "Not everyone is the same." Police pre-

- judge based on experience.
- Improved community relations
  - Mandatory vehicle and body cameras. Policy they must be on at all times. Repercussions if they turn off (dock their pay).
  - Police involvement/participation in existing community groups.
  - Relationship building between beat cops and homeowners.
  - Annual mental health evaluations for officers (PTSD). Internal CPD support system to help officers and ensure appropriate staffing levels.
  - Evals has to be mandatory, everyone has to adhere.
  - Officers who served in military combat should have additional mental health evaluations.
  - Mental health evaluation at hiring
  - Website/hotline civilians can report negative and positive things.
  - Only deadly use of force as final measure in specific circumstances.
  - Deadly force policy needs to change. Policy should require nonlethal options/ weapons FIRST, unless specific conditions exist.
  - Engage youth to help design weapons system w/ lethal and non/lethal options. Research needed! Prototype weapon.
  - Training on non-lethal use first.
  - Officers need appropriate tool for non-lethal
  - Implicit bias/unconscious bias training. Cultural sensitivity too. Negative perceptions drive unwarranted fear.
  - Attempt to corroborate deadly force is warranted, if possible (e.g. body cameras that's monitored).
  - Police union policies need to change so officers are immediately detained after a shooting. Terminate desk duty w/ pay and require community service. Remove incentive to shoot someone.
  - Better training to teach officers how to avoid use of force.
  - Raise standard to determine shooting is necessary, not just "justified". Case by case analysis.
  - Address verbal abuse first - start w/ how you talk to people.
  - Lessons to learn around starting to use force. Real time analysis. Trending and learning opportunity.
  - Gradation - convo (respect, etc.). Starts with a convo, let's start analyzing convo between officers and civilian that led to use of force, then how to proceed.
  - Reduce "them vs. us" mentality.
  - Police leadership meetings with community leadership.
  - Separate entity to help analyze – objectively - incidents of what led to use of force.
  - Think before they act.
  - Have better training
  - All officers have some exposure to bias, regardless of race. Training for implicit bias can apply to all officers, not just white officers. Training can happen at the Academy (best practice training on implicit bias in Boulder).
  - Mindfulness training, being intentional in the moment, recognize when you need to step back.
  - Have checkout process at end of the day to reflect on action.
  - Have check in self-assessment about where you are.
  - Training-diffusing conflicts nonviolently.
  - Use cultural awareness and reorient their oppressive ways that have been place due to colonization.
  - Sensitivity training.
  - Change the way police/politicians perceive crime and help train the community.
  - Help people see each other as humans-love thy neighbors.
  - Set standards for patrolling the community. Unions need to enforce rules and if they cannot, the paper trail should justify letting bad officers go.
  - Oversight and power needs to transfer from police to community - needs to be collective, not just relying on institution.
  - Elected police (and school board) to have



- more accountability.
- Reform the Blue Gang- largest gang in the city.
- Stop making unnecessary arrests for small crimes (loitering).
- Add more mental care facilities on the south side- refer to clinics, not jail.
- Police need to respect citizens- esp. black men. Community needs to be able to have supports for people who are harassed continuously.
- More training about engaging police and a fair complaint process if one needs to be made.
- If the police is considered a part of the community they should know who the fools are and leave the law abiding citizens alone.
- Trained on how to de-escalate situations.
- More training, better training.
- Better communication.
- More humility and respect.
- No profanity.
- Hire more police. Stop culture of trying to do more with less. OT budgets are high and lead to over tired, over worked police who may make poor decisions. Budgeted for 13,000 P.O's but we only use 10,500.
- Hire more Chicago high school grads for the job instead of out sourcing people who are from other communities: from the community, know the community, will respect the community.
- Stop discriminatory requirements for hiring (ex. education/debt).
- Make sure there are actual consequences when there is a violation.
- Check equipment and ensure that things like cameras are functioning.
- More civilian control and accountability to communities.
- Transparency.
- Work for oversight within police unions.
- Dismantle the FOP/address misconduct.
- Police super intendent should be elected instead of being appointed: increases accountability to the public.
- Look for best practices.
- Chang hiring practices to be inclusive of elders in community, more women.
- Address the culture around code of silence.
- More fire able offences.
- Develop and adhere to a code of ethics as part of consent decree.
- Use of force and lying about use of force fire able offences.
- Violations investigated by internal affairs to be reviewed by independent civilian council.
- Training around serving citizens with mental health conditions.
- Demilitarize police culture and training.
- Greater accountability when violation occurs.
- Build more procedural accountability (i.e.- forms). Make info available to the public.
- Schedule P.O's like Fire Fighters and eliminate overtime.
- Institute mandatory mental health supports like therapy for P.O's
- Mandate that officers to engage de-escalation tactics with peers.
- P.O's go through social justice training. Engage in oppressions impacting communities and investigate their role.
- Address discriminatory shooting, e.g. shoot to kill with POC but non-lethal shootings or other forms of de-escalation in white communities.
- Commit to full cultural shift, not just basic trainings.
- CPD officers need to do what they were trained to do. Use of force is their last resort. They need to go through their escalation chart
- Problem is that CPD profiles people and CPD officers jump to the red zone.
- It's rare for officers to just shoot someone in the arm or leg vs. 20 shots, officers claiming their lives were in danger.
- Residents...there's an expectation. Since we don't have police officers getting ambushed...there's something missing.
- Psychologists may know more about this because there is something clearly missing. How to deal with trauma and anxiety? Better screening of officers who

- have issues
- Have police go through community service in their neighborhood. Get to know each other.
- Get to know understand each other. Community events for police to interact. Sit at the same table. Understanding is everyone trying.
- Lack of understanding by police.
- Media pushes fear.
- CPD in dire need of cultural and sensitivity training. Get familiar with neighborhood, won't have to react with excessive force, sensitivity training be a peace officer.
- Sensitivity and aggressiveness.
- Wolfing: our people may be wolfing but are not dangerous.
- You don't know what a person will do.
- How do CPD deescalate in White community but not in a Black community.
- We understand our cultural gestures.
- More community engagement. Community service hours before they start working.
- Problem: racist cops have no respect for Black people. They don't know how to...
- Police view as insurgents not citizens. They patrol out neighborhoods like...
- Can't compare use of force with military.
- They should get death penalty.
- They need liability insurance.
- Revoke their certification.
- Too many police in the area.
- Other agencies beyond CPD when you lose certification, can't work anywhere.
- Enforce consequences. No desk duty with pay, no salary.
- Need cameras everywhere, consequences for turning off
- Eliminate code of silence.
- They are taught "how we do it" when they get started.
- Training reform for new officer. Mandatory re-training for old officers throughout carrier.
- Police liability insurance.
- Need to follow rules in handbook. Do what's on the book.
- FOP not to enforce bad behavior.
- We need gun control because police are scared they are out gunned.
- Need to be fired.
- Need sanctions and a maximum number of sanctions.
- Eliminate chain of command review. Police are reviewing themselves.
- Stress of job causes knee jerk reaction trauma.
- Need counseling for officers whatever they ask for.
- Stigma if they ask for counseling
- Make counseling mandatory
- Need paid sabbatical.
- Pattern Fire Dept. schedule 1 on 2 off
- What happens after desk duty before back on the street. Need retraining. You can see officers not getting physical training shoot don't run.
- Need incentives for good policing. Sanction system also about reward.
- Need whistleblower protection, anonymous reporting. They are afraid to tell because officers won't have their back.
- Have community person review incidents. Citizen group review not just police reviewing police.
- Community should select their own citizens to sit on the board.
- Who is independent monitor- Have they been selected, if yes how were selected?
- Kick their ass
- If community is too involved may hand cuff police.
- Do more to educate youth how to have correct response when dealing with police.
- Sensitivity training on both parts. College did orientation for boys how to deal with police, families do this, can't expect respect from police, more Black cops can work both ways.
- Community service: 20-40 hrs. of college. Make it a requirement.
- Are they trained to disarm or shoot to kill?
- Can they shoot to harm?

- Use Taser instead of guns. Man in CA - he wasn't armed.
- Guy shot in back in Jackson Park. Police felt guy could turn around and shoot. Police need training to tap down anxiety.
- People are not against people. They need to know how to actualize the level of treat. Determine if you need Taser, stun gun.
- Need perception training. Study shows police are similar, personal connection with people on the other side of the law.
- Some police take cases personally, you shouldn't take it personal it's a job.
- Problem how they address people.
- Police are looking for justice.
- Skill set-most police are not mentally prepared to handle life or death situation. Their job is to put their life on the line.
- They are hiring cowards and bullies.
- Police have fear because they are not competent.
- Can't be scared.
- Your job is to be first responder.
- Evaluate each scenario
- Officers need specialties: domestic, child abuse, mental health, rape, fast chase.
- Every cop can't handle every case. They can make it worse. Need to do assessment.
- Accountability: Complaints against cops should make it impossible for them to work with.
- You can't police if you're scared.
- Life must be in danger before using a gun.
- We want high standard of expectation for cops like judges.
- Cops need increased training where we are in deficit.
- They have to shoot only if someone shoots.
- Police shoot first and ask questions later.
- We want to come home to our families. Like police say they want to go home to their families.
- Police will do anything to find a way to justify.
- If police does something wrong: the city should defend citizen not the cop.
- Police should separate from officer- fire. There should be an arbitration.
- Identify, isolate, distill- don't cover up. Don't move police officers to another job awaiting trial.
- Everyone not prepared to work with people.
- When citizen is wrong they are removed from public.
- If you make mistake in your career you have to deal with consequences, should be same with the cop.
- Police need culture perception, need sensitivity training. View blacks as insurgents. Suggest community service for police as part of trauma.
- Lack of understanding on police's part. Don't understand our ways, gestures, conversation.
- Officers need liability insurance. Sanctions for - and service
- Enforce consequences. Have citizens review in addition to police. Police are reviewing their own. Need camera everywhere.
- We need gun control - police are scared they are out gunned.
- Police need specialties. All police can't do everything, mental, health, rape, domestic.
- Give police more time off, stressful job.
- Police shoot 1st and ask questions. Show pattern of military. Use Tasers, stun guns. Don't shoot to kill. The city should defend citizens not defend police.
- Incorporate a mediator to deescalate the situation; if no mediator police need to be trained in this skill.
- Reinforced mental/spiritual training specifically being church led.
- Training around what is the appropriate use of force based on situation.
- Accountability - discipline by suspension, provide mandatory therapy/retraining before they are allowed back in service.
- Unnecessary force is used when someone is in custody/already handcuffed: circled back to training to prevent officers from doing so.

- Shoot to disable not to kill
- Learn/use martial arts
- Deescalate conversations
- Harassed by cops while jump starting his own car, exiting his garage.
- Tone of cops is confrontational ques her and not car criminal
- They profile Blacks
- Cops have no reason to carry guns... reserve guns for special squads
- Need Community Development team of officers.
- Cops are snotty.
- Treat you like 2nd rate citizen
- Do not know how to talk to young people, teens
- Automatically assume guilty.
- Community members be more engaged with cops
- Cops inability to deescalate
- Community compensates for cops to calm a situation
- Come out of cars screaming...need to work beat more and engage more
- Cops step over bounds in what they can do legally.
- CIT training for every cop
- More accountability
- Police don't come to keep peace, total agrees ion
- Cops use a militaristic approach
- Engage community
- Build relationships
- Deescalate situation
- Don't shoot to kill, kill less
- Cops need to ask questions first
- No guns or plastic bullets
- Don't shoot to kill, shoot in leg.
- More disclosure of a shooting event, transparency.
- Expedite review, info re: shooting
- Need tougher laws for bad cops behavior, stiffer penalties.
- Martial arts training and alternative use of force
- De-escalation training
- Story of hearing impaired man shot by cops
- Need mental health training
- Arrest records, audits on use of force- annually or bi-annually
- Citizen needs to know what to do when cops stops you.
- More engaged with people, business organizations in the community
- Cops should be more like a public servant to the people
- Story about police friend...mentor, church volunteer, speaker.
- Cops should go to schools and talk to kids, involve in community
- Discussion at quotas- more transparency, community needs to know more about what they do.
- Interact with community, not just when there's problem.
- Need a formal timeline to review cases of shooting, etc.
- Should be disciplined; suspended without pay, fired, imprisoned
- Why have to use excessive force/Need more training to reduce force.
- Psych testing/training.
- Need self-control, excessive tasing, beating, shooting.
- Take away the cop's guns depending on their role.
- Regular psych testing
- Mandatory counseling
- Cops need to be aware of situation before engaging
- Guns with rubber bullets
- Martial arts training
- Accountability - more supervisor to officer ratio
- Ethical training
- More value of human life
- More aware of their power for use of good and not abuse it
- Understand what is power
- Need to be peace makers
- Need to be public servants
- Rotate low/high crime community due to psych effects on the officer
- Community rep attend daily roll call
- More conversation, less interact with weapon
- More contact with community

- Measure training (data) on how de-escalation training works.
- Have social workers with police especially those with mental health issues
- More training for officers
- More social workers to be police rather than ex-military
- De-escalation training
- Change personality profile standards
- Intensively develop de-escalation training
- Those trained need to be on scene when mental health is an issue
- Need to know culture of community language knowledge
- Accountability - police who use too much force frequently need to be fired. They are protected.
- Those harmed are afraid
- Change state laws that give supra-constitutional rights to police
- Retraining/re-evaluation of police
- Identify when officers have coping issues/signs of violent behavior prior to incidents
- Address “wall of silence”
- Change language that protects officers, in contract
- Transparent recording from officers on duty
- Get immediate statement without delay
- Carry insurance
- Much have liability insurance or no job
- Independent review board with no police affiliations
- Review background each time there is an incident; mentally, ethics, performance
- Reward- good job of de-escalation, if ongoing history of abuse, needs monetary consequences - encourages behavior.
- Demote officers- less authority/responsibility
- Take them off street
- Must have camera that works; review, made public
- Intensive anti-racism training; from hiring process, aid employment
- De-escalation training
- Diverse force; more women, transgender
- Reassign to different districts
- Make accessible the training practices to public, in language that can be understood.
- Extended education/training term in Turkey it’s 8 years.
- Work on communication skills, training; study
- Criminal psychology
- New officers should “shadow” for 1 year
- Bigger problem in high crime areas is fear in high crime areas
- De-escalation training
- Police need to be less afraid, not just use force because of fear
- Deal with stress of officers
- More guns need to off street
- Role play situations of high stress encounters
- Social workers on staff
- Mental health teams/task force to deal with these issues
- Take officer off street, until discovery
- Break up the “team” of officers who cover for each other. Behavior will change if they can’t get away with lying.
- Burden of proof for use of force should be low for employment action, high for hiring
- Zero tolerance for excessive use of force
- Contract rights too strong
- Look at beatings not just shooting
- Police should be recorded by citizens
- In encounter the least amount of force should be used; violations get prosecuted
- No penalties for less force used.
- Liability insurance paid by officers
- If no demotion, lose years of seniority
- Clearly define “use of force” practices
- Cultural, sensitivity
- Look into language access plan, feds use it
- They are trained to be afraid of everyone
- Accountability - civilian elected oversight
- Not all officers should carry guns
- Alternatives to guns; flashes, water
- Use Labrador retrievers not just German shepherds
- After incident de-escalation training then

- shadow other officers
- Newer officers need more intervention
- All officers need mental health training significant
- Community control of cop academy
- Involve community in de-escalation training; role play, model
- Psych training to become officer
- Anger management training
- Mandatory extra house of training when excessive force is used
- Contract changed to address consequences
- Culture of CPD needs to change
- Go back to being beat cops not enforcers
- History of violence, current domestic charges or rape
- Accountability - allowing citizens to choose supt.
- Define use of force
- Better shape throughout their career (fat cop)
- Apply different degree depending upon gravity of situation
- Take martial arts classes
- Run interference when police officer is losing temper (de-escalation)
- Start indicting police officers for excessive force
- Pursuing excessive use of force through the court
- Increase review of complaints (look for patterns)
- PTSD screening (annual and in instances when someone is shot)
- Police officers must break two balloons between talking and action
- More fidget spinners or stress balls
- Address what are objects and what are not
- Change policy about emptying their guns/ weapons when discharged
- Wait before they shoot
- Shoot to kill is not necessary maybe never warranted
- Only police officers trained in the military can carry weapons
- Officers should be trained to de-escalate the situation first
- Be mandated to know CPR
- Change protocol about when to call medical services in shooting situations
- Make people in the community more comfortable to share what they seen without repercussions
- Armed different according to their roles (traffic cop may only need Taser) they play in the community
- CAPS police not having guns
- Police should have a program/dept. to help train care takers/guardians on how to help their youth who are in gangs.
- Explore this issue within the police contract
- Respect
- Listen
- Training; friendlier, educated, reduce violence
- Cooperate between communities
- Punishment when someone uses excessive force; without pay, don't let someone get to two or three complaints; given days off. Fire them after two or three complaints. After the first complaint send them to additional training, after three complaints arrest them.
- Training; on how to treat people, listen, learn to distinguish when someone uses excessive force and when someone does not, how to express themselves, morals, respect (the officers).
- Have them see psychologists to have them checked; archive
- Treat them like the community
- We all deserve respect
- Become more involved with the community so that the community knows them and they know the community
- Know the officers more and the workers
- Community tasks to know the community; know your rights, once a month, becoming familiar with the community
- Assure yourself of each situation; make sure you have the right information
- Investigate the 'background' of each officer in regards to abuse and aggression; give additional trainings



- Learn more about human relations-customer service
- Behave like everyone else
- Limit hours; don't give overtime
- Do not double fines in time limit
- Mental health checks every three to six months; evaluations - tolerance, emotional, stress. Give help (therapy)
- Free therapy for officer's families
- Each police officer should be taught to exercise his work instead of authority
- Learn how to separate their personal matters and their job
- Be fair
- Be conscious of their family problems - don't go out on the street, stay in the office
- Know how to communicate between the community and officer
- Have gatherings in schools and churches within the community
- The department should respect sick days
- Know how to leave personal issues at home
- Give officers more assistance
- Better training
- Share what they need from the community
- Have better customer service
- Survey the community
- Motivate treating people right; bonus
- Have rotation between hours and community
- Available data, talking to new candidates; what has the excessive force done? Look at the data. It has meaning
- That the academy values it
- Loaded it on the front end
- Know better - do better
- Not all is addressed in the training
- Very dated, old training; ex. Broken window
- Scared - CPD for their lives
- Not react/understand the situation
- Training
- Do better by assessing
- Officers have family/need to get back safely so the training should reflect that
- Records of excessive force can't be out there have history
- Training of CPD
- Need to be part of the community as officers - live there/from there
- If the police are scared, why go through the training and be an officer?
- They have the power
- 8 out of 10 police officers are not scared
- We think they just want to wipe us out
- They have the higher power, they are not law but they uphold the law
- Example. Construction worker on top of building (know what they are signing up for)
- We all are human beings
- We bleed the same
- Leave us alone, if they are not in the wrong
- Too much authority
- They don't know what's going on in our neighborhoods
- Police need to help the people who need help
- I feel more safe in the house. I'm more worried outside because the police
- If you're not black I don't want you to be a police officer...because I feel they don't know what the back story of the community is
- They don't let us say stop, don't shoot us/ me
- They don't need to send us right to jail
- Whatever it is when they police in white communities. Fear repercussions, not from community they policing, mental health screenings + resources for PTSD every 2 years
- Community control over police recruitment + hiring
- Community at table to make decisions
- P.O. take out insurance like Dr.'s due for malpractice - they pay out of their pocket-after 5 years w/ no infraction they can get a percentage back-city not paying for bad conduct.
- Personal liability. Personally charged or sued.
- Need to make some kind of example to demonstrate repercussions.

- Discipline those that use excessive force.
- No more shoot kill.
- Police don't see communities of color as humans/like people/residents - P.O.'s tend to dehumanize the people in comm.
- Officers are not from community they serve.
- Police don't have respect for residents (respect is a two way street) and young people in communities of color.
- If excessive force automatic suspension-30 day w/o pay.
- Independent arbitrator- elected civilian board-people from the community.
- Shifting power to community-community has a real seat at the table.
- Society dictates what happens in black and white communities.
- Change the mental framework at the top including judicial reform.
- Break the blue code and how the judicial system supports negative police behavior.
- Same repercussions city wide not related to race or socio-economics. Anyone shot unjustly no matter their race they have to serve punishment-judicial system to carry out
- Zero tolerance for excessive force and not make excuses.
- Prosecute to the fullest extent of the law, look at the crime and not the position. Choosing the right charge to fit the crime.
- Have to examine the whole scope of the police system and judicial system
- Training-diversity/implicit bias
- Hiring more women and people of color and pipeline for police leadership.
- Crisis intervention to reduce force.
- Police to have social worker on site or social worker training.
- Sensitivity training.
- Deadly force is the last resort.
- Hire people who want to be in the communities of color (impoverished communities).
- If repercussions are strictly enforce.
- Hire dist. Commander who cares about the community - could co-share position w/ someone from the community.
- Allocate funds to support training and mental health.
- Only shoot to injure; if they shoot to kill they should be held as same standard as public. They have to ask to use deadly force...clear characteristics for when.
- Mandatory 6 month suspension w/ no pay when you use excessive force while under investigation.
- If someone is killed that is unarmed should be jailed.
- There are various levels (punishments based on the levels) of categories of when to use excessive force.
- Lie detector test on initial recruitment on sensitivity-racism-bias
- Shift from authoritarian to one of servant.
- The community wants respect.
- Community "feels" like police are looking for excuse to do excessive force.
- Listen first, hear everyone out, more diversity (hire people familiar with the neighborhood), stop abuse of power, if not warranted take officer off the street, if history of excessive force retrained and pay taken (reduced), not just desk duty.
- Stop stereotyping, prejudice, stop negative talk about people they are supposed to protect, counseling.
- More sensitivity training. Not to be so afraid when they stop someone.
- Acquire more culture care about the community.
- More respectful of people. Assess the situation before the act. It not justified, loose job and prison time. Don't try to alter video to cover for other officers. Police should have 3-strike rule. More college classes dealing with humanity. Community members can be instructors. Think before they act.
- Diversity of CPD (top to bottom). Increase presence in the community (more beat officers, 1st time engagement should not be when there's a crime). Public should be involved when excessive force is used.
- Zero tolerance when excessive force is used. More severe consequences when excessive force is used. More integrity



- within the force.
- Seeing residents as humans. Build relationships with the community. Every officer should be a mentor to youth in the community. No profiling. Should not die just because “young and dumb”.
- Hiring practices need drastic changes (stop hiring the same “type” of people that have a tendency to cause problems).
- Value the people’s lives that they are supposed to protect.
- Need more training on how to diffuse and de-escalate situations before force is used. Force should not be their first option. Use other options, like a Taser. Eliminate code of silence. Make sure trainers are committed to the goals (academy and in the field).
- More policing programs in the community. Training for specific areas of the city (related to that particular community). Force is more blatant, even with the cameras.
- Get all the facts (evidence) to evaluate if excessive force was warranted. Go through court system. Process has to be more transparent. Clear consequences (potential suspension, firing from CPD, and/or prosecution). What can be done about un-reported cases of excessive force? Make sure cameras are working properly - always on, not a case by case situation. Legal system doesn’t support evidence (body cameras, dash camera, etc.). Seems like there are always in place that protect police.
- Automatic criminalization of young men.
- Socialization for white officers.
- Recognition of danger with police officers.
- Rules in place for police.
- The community needs to be aware of rules.
- The police officers use to engage with community.
- 3rd district police are receiving training on socialization with community.
- Sensitivity to young men, some youth are coming from homes with issues.
- Police officers identify based on dress and appearance.
- Young man was not knocking on doors. The police asked the young man what he was doing. The young man wanted help with his tie.
- Reduce the force with consequences.
- All cops are not bad.
- I don’t want our youth hurt or profiled.
- Training in nonlethal force. Don’t shot to kill.
- Police engage in criminal activities.
- Building relationship- involved in the community.
- Being human
- Training youth development.
- Accountability of community.
- Handle police with respect as an authority figure.
- We are human too.
- Youth see mistreatment.
- Don’t lose your peace get a peace maker.
- Respect for police.
- Weapons are not toys.
- Police jump to draw their gun.
- Policies and procedures.
- Training with youth.
- Core competencies.
- Identify drug abuse/mental illness.
- Learn how you treat people.
- Learn the community.
- Recruit qualified, select only the best.
- Ground rules.
- Training on community relationship.
- Police need to have officers mirror the community.
- New police officers should be from the community.
- Comparison for behavior of all.
- More cameras/and Tasers.
- Relationship
- Taser statistics according to crime.
- Restorative justice.
- Trust.
- Measured response (for) crime.
- Technology improvements.
- Tools are needed.
- Don’t use force for minor crimes.
- Body camera must be on.

- Make community aware of Dept. of Justice report.
- Engage in conversation and hire more qualified officers.
- Use of cameras and Tasers in neighborhood.
- Concern and interest about how this process is linked to the transformation of the problem.
- Concern to see how this will engage the community- how is this process accessible and transparent?
- Here as a community advocate- how can CPD improve safety and community relationships?
- How will this build relationships between youth and police?
- Concern about whether this will be enforce?
- See what this process will entail- show investment from community.
- Create pathways through CPS for youth to become police and get invested in their community.
- Hire more minority officers - improve hiring system, change hiring policies.
- More training for Black and Brown students.
- Proactive policing - more beat cops
- Police should know the average income of the communities they work in. Empathy and understanding on behalf of CPD for community members.
- More money for funding program reform.
- Have beat cops from the community they are working in. Goal of having police as part of the community.
- Changing attitudes about interaction/ confrontation.
- Looking at infrastructure - lighting, business places where seniors go. Make things more vibrant.
- Beat cops engaging in building relationships with the community - business owners and residents.
- More block clubs- reinvigorate block clubs
- More lighting
- Working w/ CTA
- Engaging the community about what they actually need.
- Less profiling and judgement.
- Supporting people who are homeless- connecting to figure out what they need.
- More public art.
- Better training for police officers.
- Hold functions for people to come to-meet and greet, social engagement.
- Talk to people in the community- hear people more
- Play sports w/ community members.
- No weapons/no uniform time.
- More training and education - get cops more cultured.
- More beat cops/foot patrol.
- More bike riding.
- Cops should like their jobs - CPD invest in making sure cops like their jobs.
- More people oriented.
- Teach police to respect citizens w/o judgment.
- Less intimidation, hostility, abuse of power, superiority.
- Sensitivity training- no one should be treated as "less than"
- Ideas about what "serve and protect" not in alignment with what community wants/needs.
- They constantly abuse their power.
- They make community less safe because of abuse of power.
- Stop treating people with contempt and disrespect.
- CPD needs to train all cops to treat each community the same.
- Stop discrimination against some people.
- Hold police officers accountable for their actions.
- Need to be able to rely on police- more community policing engagement if you could trust police.
- Police don't care or think people are important - so they take their time to show up in certain communities.
- Stop racial profiling!
- Respect and care about citizens!
- No tough guy.
- Think before they react.
- Follow up on complaints!

- Stop categorizing everything as gang related.
- Efforts for gun control.
- Train officers - more compassion, empathy, and understanding - stop abuse of power.
- More beat cops invested in community engagement - respect!
- Stop racial profiling
- Hold police accountable
- Who CPD uses force against: mental health
- Who CPD uses force against: race (African Americans, Black/Brown)
- Who CPD uses force against: media (presentation of young males, urban communities, rural, low income... criminalized as threats)
- Consider other big cities (LA/NYC): Segregation/institutional racism, lack of inclusion.
- Consider other big cities (LA/NYC): Gang populations
- Training: Who administers it?
- Training: How to teach someone to be human
- Training: disarming training
- Training: sensitivity training
- Training: cultural competency/education
- Training: build trust with community. How to interact with community/community engagement.
- Training: 0 deadly force, alternative techniques
- No police intervention for crisis
- Retreat requirement
- Mental evaluations: anger management monitoring
- Mental evaluations: full evaluation every 5 years
- Mental evaluations: on-the-job trauma counseling
- Complaint history: consider history of officer's relatives
- Complaint history: every 6/months if multiple
- Complaint history: set cap for number complaints before termination
- Complaint history: officers with high number of complaints and zero disciplinary action more likely to become shooters
- Require license and bonding: people who serve public
- Require license and bonding: community service
- Require license and bonding: recreation classes
- Require license and bonding: external checks and balances
- Require discipline for offenses: intimidation
- Require discipline for offenses: Poor responses to community complaints
- Require discipline for offenses: Arrest and dismissal
- Require discipline for offenses: No talking within department. Code of silence
- Require discipline for offenses: Community led police accountability
- Require discipline for offenses: Separate sexual assault violations investigations
- Require discipline for offenses: Fear for life excuse
- Require discipline for offenses: Body cams
- Disarm Police: examples in U.K.
- Disarm Police: no guns (keep batons, Tasers, etc.) Currently more restrictions on use of Tasers than guns.
- Hiring practices: create outline
- Hiring practices: reconsider former military preference, they are trained to kill
- Hiring practices: education requirement
- Hiring practices: increase salary
- Hiring practices: extensive background checks
- New department policies: create role for body cam checks (2x)
- Sensitivity Training: learning how to react to on a personal and professional level
- There's a tension when police are around, even when on public transit. They have a bravado that is abrupt. Reserve that when needed.
- In South Shore, the police is not respectful. They say shut up.
- All white cops in the black community.

- They told me “go home”
- CL #1 #5 “racism”
- How to have an accountability for “use of force.”
- The “code of silence” is real. They protect each other. Code of silence needs to be adjusted.
- Encourage CPD officers to LIVE in communities to develop better connections between people and police
- Police have too much power and the mindset. The mindsets shifts depending on race of individual
- Who do police value? They equate some people as an animal or cat in tree.
- Police set up a dynamic of force: They respond to one “call” and they don’t understand cultural differences.
- Difference of opinions: Northside = folks on street is fun, revelry. Southside = folks on street is a riot
- They systematically respond to different groups differently.
- CPD should be psychologically vetted
- CPD are cowboys
- A reminder card to reference: this type of action → this type of force.
- CPD need to see their jobs differently. They need to see job not a force mentality. CPD is known as baddest gang in Chicago. They can’t reconcile “life threatening” vs. negotiable and calm
- Shoot to kill? Why not shoot in arm or leg to stop them. But to kill a person?
- Told by officers - shoot to kill, it’s less expensive if you are sued
- Police culture needs adjustments - there are generations of cops .....
- What do cops say is their job description? To serve and protect? Who? Whom?
- What is the ethnicity of current CPD? Education helps adjust behavior, not training, education
- Do we realign training based on ethnicity of cop?
- Suppressing the rights in communities of color
- How about “shooting training” a black silhouette on a white background. How does this impact the psychological effect of the cops?
- Tough cop image is a mentality
- What if CPD were called ‘peace’ officers?
- If a cop saw his cousin on the street acting out, would he shoot to kill?
- Psychological testing on a regular basis
- Woodlawn should be policed by officers who know the community. Who can name an act as “he’s just drunk,” not a real danger
- Police are not above the law. They are the law, they need to be held accountable. They think they are superior to the neighborhood they are protecting
- Police force needs to be overseen by someone to do the right thing.
- Cultural training. They don’t understand the AA community because it’s been criminalized.
- Invisible lines of race.
- A culture orientation of who they are dealing with. Police don’t try to understand the community.
- All police officers need to understand.
- Despite training, they act like other cops. Is there a deficiency of knowledge or deficiency of education?
- Us vs. them mentality. CPD feel attacked and that drives them away from community.
- How do you do crime prevention if everyone has a gun.
- More proper training is needed.
- Penalized for use of excessive force.
- What is definition of force? Can be subjective.
- Sensitivity training
- Need cultural training. Must feel connected to community.
- Must treat everyone the same.
- Humanity is important.
- Requirement for officers to live in communities that they serve- should be enforced.
- May not be effective to live in community that they serve.
- They need “skin” in the game which is why they should live in the community

- that they serve.
- Must be vested in community. Example, alderman live in district.
  - Accountable for where they live.
  - Every few years officers should have a mental health checkup.
  - Self-defense class
  - Funds should be allocated to funding and educating communities.
  - Judges should have sensitivity training.
  - Was invited to attend and concerns about the issue.
  - Divert more funds to community policing.
  - Less adversarial relationships.
  - More resources to help community to lessen crime.
  - Create a space for open channel communication.
  - Lack medium to speak to police.
  - Informative and interesting, meal. Find out by finding out about things.
  - Experienced only good things with police, heard of negative interactions around the city. Read about bad things, know it's important, want to be part of change.
  - My city, my neighborhood - want to stay abreast of what's happening. Haven't experienced anything negative. District 24 different color maybe? Different acts? Police are friends. Protect and serve - good motto, many join to do that.
  - Better understand the people in the community
  - Interact with people in the community (e.g. play basketball, have conversations)
  - Get to know the people in the community
  - Facilitate structured meetings and activities between the police and community members to encourage dialogue.
  - Have community feedback app/portal with officers in the community reading that feedback (positive and negative)
  - Randomly stop at establishments and businesses in community to build relationships and learn the community.
  - Community junior police league organized by community not police department.
  - Community accept responsibility for its own wellness.
  - Resources: no employment center, community literacy, business development center (not known), sharing information to lowest person on totem pole, communication, job training.
  - Access to resources.
  - Young people have no place to go.
  - Lower fees for business license.
  - More sense of invested in community.
  - Homeownership.
  - Economics: young people need greater sense of investment in neighborhood

## IMPARTIAL POLICING – What can CPD do to ensure that officers treat all Chicagoans fairly and equally?

- Suspension without pay, if found to be biased.
- “Test” for biased, as social workers do.
- Mental health check in during one year probation period.
- Third-party complaint board, to hold officer/agent accountable, within the community.
- Sensitivity training, before/after.
- Former military who become police need retraining to adapt to nonmilitary youth.
- Training/simulations, based on possible situations.
- Body cameras: necessary for impartial policing.
- Area/counselor to “help”/assess police officers who know they are biased and tell them, “you can’t do that on the job” (Edgy)/change goal.
- Reprimand/disciplined if found biased.
- Random checks from management on police, for accountability.
- Sensitivity training, informed and aware of different people they would deal with.
- Intern/apprenticeship with the community they will serve.
- Live in the communities they serve.
- Tackle racism head on; lie detectors, essay writing, psychological test.
- Rookie/apprentice, work 6 months on different communities.
- Regular focus groups between the police and the community; quarterly or once a month, sitting down at the table.
- Know who is doing the work, who is in charge.
- Accountability on both community and police, addressing violence.
- Every year the training of a police officer, the assessment.
- Discipline: part of suspension/actions, face the people they harmed.
- Public records of police to the community.
- Sergeants should be held accountable for rookie cops who mess up. That’s both the higher ups and trainees been held accountable.
- Revise contracts with union in how they are held accountable to community.
- Interaction with community.
- Take anti-racism training for all of them (clerks included).
- “Brotherhood of police” is not helping.
- More training, not just race-wise. Sensitivity training, being empathetic.
- Deal with kids better. Appropriate ways to deal with situations, deescalate and try to help not just get you in trouble.
- Mental health training and substance abuse training for officers
- Don’t try to assert power and belittle people, be empathetic; people have a MH/substance abuse problems.
- Learn when to use gun and when not to
- How to talk to young people; Build relationship with youth so officer is more empathetic and students will respect them more.
- They need to be more involved in students life so they can see triggers and when some.
- Treat everyone with respect. It’s a problem with the individual if they don’t respect people.
- Better officer recruitment. People who will protect others and treat people fairly. Ensure safety.
- Cops do whatever they want and don’t follow the rules. Don’t blow red lights, just them asserting their power “can do what every I want.”
- Priority should be to help people.
- A tested way to approach people.
- Cops in schools is a disadvantage. Not supposed to be getting kids felonies. Prison is a business. School to prison pipeline. Need to look at this to reform the police department.
- Cops need to learn real history. Why is



the hood the hood in the 1st place? Need to understand poverty and racism. They are that way because of systemic racism.

- Don't see cops in white neighborhoods, they oversee Black and Latino communities. Keep us in check.
- Communities under resourced on purposed, it's intentional.
- Cops should be in schools to build relationships, youth focused forums and help humanize people on both ends.
- Equity training.
- Role playing workshops.
- In academy and throughout career.
- In schools as a teaching assistant, no uniform or weapons. Get to know each other without fear of arrest or consequences.
- Humanize, starts with kids- personal relationships so as kids grow up relationship continues.
- CPD is insular "code of silence"
- Post academy and with other officers "let me show you the ropes" is where it goes off course.
- Be transparent, depts. should be open. Not being transparent promotes bias by being closed and insular.
- What they're doing now is not working, difficult to force new ideas/thinking to come out.
- Started 100 years ago, must take this police, main mechanism for racism.
- Elected officers for terms, representation.
- Have to break and rebuild with community, diff accountability, give them tools, active discussions, accountability.
- Police know they can get away with it.
- People resist change - accountability, case by case? Cookie cutter.
- Representation is important.
- Unexperienced white officers in Englewood...what...don't know culture, culture clash and they can't deal.
- Insurmountable amount of training to help rookie cops.
- Officers in Englewood should mirror black population i.e. - 90% Black, 90% Black officer...but race isn't only qualification.
- Officers don't understand the district. Train them cultural understanding, officers from that community.
- Embed in community understanding and change people
- 100...racism, police instrument so starts with recruitment. Authoritarian personalities, predisposed to violence, dictatorial approach.
- Better screening to weed out.
- Need structures in place to evaluate, more metrics.
- We know it's happening, city monitors it!
- Cultural competency training.
- AA's can be loud and police take it as aggression but it's not a threat.
- Implicit association test at entrance to academy; do poorly they can't enter academy and can't re-apply.
- Accountability.
- Make them live in the neighborhood they serve.
- Police are hostile/rude from get go.
- Should deescalate! Scared when I get pulled over. They can calm the situation.
- Police encounters go somewhere they don't need to go
- Officer rude and don't care what's going on- sick kid in car, etc.- and they're not trying to figure out what is going on.
- Blue wall of silence, like the mafia.
- Cops are not always right, they need to follow the rules.
- Eliminate code of silence to improve culture for black officers on the force.
- More officers from communities in which they work.
- Enable deployment of most experienced officers to highest crime areas, incentivize this, make this more equal.
- Learn how to respect community, especially youth.
- Make them community partners- bring them into our schools and churches, etc. example officer friendly. (Can't trust you if I don't see you/know you and we need to go to beat meetings, require police to come to.)
- Better training: bias, discrimination.

- Better screening before hiring, psychological.
- Nothing can be done about how they police. They have a blue culture, only way to change culture is through better training with new officers.
- More involvement in community collaboration.
- Community should come out with police.
- Young men have been killed for minor incidents.
- Community has to be there.
- They are trained to shoot and kill/Should shoot to stop.
- Cops need to live in our community.
- They are not invested in our community. It's a job.
- If you live in neighborhood like alderman the approach would be different.
- It works in other countries, Denmark because they are homogeneous country.
- They deescalate in White communities.
- Racist cops.
- Should do a background on the cops- schools, parents.
- We never say anything. We feel disenfranchised.
- We have been silenced for so long.
- Where are the young men tonight?
- They know nothing is going to change so they don't come out.
- FOP right there to make sure police protected.
- Cops that are inexperienced should not be assigned night- high peak for crime and they should not only work at night.
- Should see people during the day.
- Increase in crime in our areas but the money go to more affluent neighborhoods.
- We are not treated with equal value, bigger problem than policing.
- Downtown they are going to get their own police force.
- Number of...seen as more valuable, we don't see police officers.
- Has to be a bigger shift.
- They focus on neighborhoods that are economically established and white.
- We don't call police because if they come someone will be dead. They come with hand on gun.
- Psychological testing or background check that includes family history, attitude assessment about races (what contact does s/he have with others).
- Sensitivity training about how to engage other races and ethnicities.
- Required to do so many hours in other racial/ethnic communities other than their own. Provide services in those communities without guns.
- Build relationships while you are in the academy.
- Adapt to the ways/habits that they are not used to.
- Give certain scenarios/role play to help them think about what you could do (Black man, baggy pants, dreads, running down the block...what would you do?)
- Picked up off the street charged and convicted.
- They stop me for no reason (bogus charges).
- My business partner was arrested just for asking about what was going on.
- CPS employees... Friends were leaving school and were profiled
- Change the mindset at the training level.
- Don't hire people who are unstable.
- Standard operating procedure when there is no eminent threat.
- There have been times that I have not been treated fairly (police reports).
- Get rid of the code of blue.
- Police should not police, it should be the community who police the police.
- Oversight body should be chosen and comprised by citizens.
- Witness testimony should be heard/taken to account before any arrest is made (2-3 people). Often times it is just the police.
- Dash camera and video must be working, or not allowed to cut them off. Officer should not be able to control.
- Consequences for failure to have camera/recorder on.
- Respond quickly to all police requests no



- matter where the call comes from.
- My father was a CPD, shot in the line of duty.
- Police has to do community services based on ethnic/cultural differences. We are a segregated city and each neighborhood has its differences.
- Police (some) can be real rude when they encounter you. When I am on the north side there was a bunch of police but they were not rude.
- They were not rude to Caucasians.
- We have to engage them early.
- 90-day neighborhood orientation in the neighborhoods.
- We watch how they react. More experienced officers provide guidance.
- Issues within the ranks. There are some internal matters that get expressed externally.
- Look at infrastructure of how they are treated as employees of the City.
- More new police ride along.
- Pick the right senior officer.
- Senior officer should have his cameras on.
- Two officers with an experienced officer in the back seat.
- Ask why people don't want to be a police officer (some reasons bad experience).
- Training who is terrible. The number of hours...short, the instructors are not as strong.
- They should not come to every situation with their guns drawn.
- A lot of it is training and their (police) expectations.
- Certain crimes should be addressed at the police station.
- Address unfair sentencing (don't clog up the system by having certain perpetrators pay for the cost of the crime).
- Something other than arrest
- Black people do not talk to the police.
- Pool of funds for solving crime.
- Sometimes senior officers are so judged.
- Civilians working with police officers (new police) and to better understand what the community
- CAPS has stopped in West Englewood, bring back CAPS. Civilians and police.
- Needs to be real commitment (not much action).
- Must learn the community (no situation is the same).
- Be fair with the people you are working with.
- Police should not block streets.
- Be part of the communities
- Talk to people in the community. Talk to people like family.
- Show us that you are there for us.
- How would they want their family to be treated.
- Don't treat like we are invading.
- Police came in my house, took my radios. Walked through my house like they owned it.
- Get rid of the police who enter my house improperly. Who stole from me.
- When they do things they are not disciplined. PROPERLY DISCIPLINED.
- Arrest the police who commit crimes while on duty.
- Anything that would be done to a citizen. Should be done to them.
- It should be a public accountability.
- I have seen police steal things.
- Go to the news to lift the issue.
- Who policies the police.
- Maybe complaints against the police could go to CAPS (demand disciplinary action in the meeting. We would get updates at CAPS).
- Reinstated CAPS, community has to grow it.
- If CAPS is not started, community forum weekly or monthly.
- Why are the police not addressing the people who are known criminals.
- Even when we call police, they do not show up. Why?
- Treat out community like their own. Integrate into the community. Go to the gas station. Talk to the people.
- Don't congregate on the streets. It needs to stop.
- They should stop socializing with each

- other and work.
- Do your jobs and solve crimes, instead of doing nothing.
- Act when crime is being done.
- Don't turn your back on the criminals/ crime.
- The community has to stay vigilant too.
- COPA should have community residents as part of board should be accountable to citizens.
- Problems start in academy- need sensitivity training.
- Must talk to people humanly.
- Police need bench marks in order to get mental health treatment.
- Look at yourself in mirror. Should be part of training.
- Children are looking/listening to bad music and videos.
- Need to have equal resources.
- Laws should be enforced equally.
- Judges don't give equal sentences. Should be the same. Accountability. Interpretation of laws are different. Policy issues are different.
- Judges records should be made public. Transparency.
- The laws are not equal.
- There is a difference in how people treat citizens in different communities.
- Racism is rampant.
- Improve anti-racist training and mental health training.
- De-escalation training
- Options other than shooting
- Increase officers' awareness of marginalized communities, their needs, and results/consequences of intergenerational trauma of police violence- sensitivity training.
- Hold police accountable like teachers are- cussing, n word, etc.
- Recruit diverse police force beginning in elementary school.
- A police force that reflects the community.
- Assessment of CPD state of mind during hiring and then ongoing- address de-sensitization, emotional intelligence.
- A framework that holds CPD accountable/a program for when officers commit infractions and/or are under too much stress/psychological distress.
- Liability insurance so CPD officers are sued rather than City of Chicago.
- Approach people with a more respectful tone; more calm.
- Don't react so quickly out of fear.
- Got pulled over driving- young cop yelled at me- I was worried because of his tone- older officer told him to calm down. I was able to not escalate the situation but someone else might not.
- Recently officers have chased people. People run not because they've done something but because they are afraid for their lives.
- Put black officers in black communities. If you're from the suburbs and white, you might not know how to talk to people in community.
- Understand black culture.
- Stop trumping-up charges.
- Starts with behavior of officer.
- Officers should have just cause.
- More police from community they're policing- not automatically set up as enemy.
- Recruit officers of color in African American communities.
- There is nothing CPD can do- it is bigger than CPD.
- Training in cultural sensitivity.
- Need to do more than C.I.T Training.
- Not enough officers trained to work with people with mental illness.
- Teach people by example.
- Root out corruption. Nothing will change until the corruption stops.
- No more police policing police- have lawyers, judges and civilians do that.
- CPD held accountable, financially= Police directly, not the tax payers.
- More transparency with complaints and follow up with the victim/or person that filed the complaints. Let the CPD consequence be PUBLIC RECORD.
- If there's a course of corrective action let

- it be known publicly.
- Police union should pay consequences.
  - CPD should be screened for hiring and not just come from three white communities.
  - US v. them mentality= we need to break that down. I see it on CPD faces/ demeanor/bodies= why? Cause cops see us as “them”.
  - Mandatory CPD lives in community where they work or attend high school basketball games then youth know them. People fear what they don’t know.
  - Culture change= Told to be a “good cop” where one officer can report coworker or stop another cop or be a whistleblower.
  - We need an outside force to recommend corrective action.
  - Police need to be monitored. Both within the force and outside too.
  - Body cameras= let’s go back and look at the tape, like a sports team, for good and bad. It shows us how we are acting.
  - Police need history and context for policing in communities of color. CPD don’t seem to have that context.
  - Communities can train police= tell them what works in our community.
  - At prom time, people were aggressive with kids taking pictures.
  - When friends were play fighting cops intervened aggressively. Partner did not go against partner.
  - Be out of car and walk the beat. Participate as a community member.
  - If they only connect in tumultuous situations, you miss the laughter and connections.
  - Put resources (money) into arrests with most crime. Policing newly defined= not just policing but engage CPD, ask them what constitutes safe and what does a healthy community look like.
  - Two times a month officer does community service.
  - CPD should get engaged in community, schools, church, library.
  - Give cops a community project they have to produce.
  - CPD needs community engagement quotas.
  - Get police stations to be welcoming with resources and activities = not just to put people in jail.
  - CPD shows up when folks are doing nothing = police show up, but when there is trouble there are no cops or they are slow.
  - Domestic violence - CPD still believes they should not be involved.
  - Elected officers should be part of this conversation.
  - Deconstruct the “othering” of the institution CPD is not of the community.
  - You cannot build trust with community if you kill community members.
  - CAPS should provide the data based on info from their community. Use CAPS to connect to community.
  - Official apology = CPD needs to come clean. A step in the right direction. These are the steps we are taking...acknowledge history. Why is this Austin Forum so empty? How could CPD have helped to fill the space and been present? Oak Park does it right. Racine, Wisc. = police chief serves as family members. How they relate, policing is incidental to their work and it’s a philosophy of their work.
  - We see cops everyday- there’s good cops and bad cops. Recently met a good one named Ms. King who gave cops a different light in my eyes.
  - I’m in ‘Increase the Peace’. People underestimate kids. I want them to know that we are powerful and have a voice.
  - I’m in ‘Increase the Peace’ and I want to say how I feel about everything going on and see how we can change it.
  - Seen changes in different neighborhoods. I want to see how I can help make change in areas
  - Want to learn more about solutions to police violence.
  - Be more open-minded.
  - Treat everybody the same.
  - Training is important - police come to these areas (urban areas) and are scared.

- I respect CPD and would love to see them leading more by example. How they drive, being on their phone, stopping people, treating people.
- Hold CAPS meetings in every community.
- More 1 on 1, more communication.
- Not enough funding for police to interact with youth.
- Kids get stopped just because of color of our skin, get picked on.
- CPD should stop judging people just because of neighborhood, a lot of neighborhoods.
- CPD enforces the law, they are not THE law (laws are already written).
- Can do better by having same background as community members, i.e. CPD from South Side policing South Side, greater understanding/less fear.
- If you have a connection to neighborhood it could be positive but could have negative perspective. Could be from anywhere and do good.
- Add criteria for community engagement. Evaluate community engagement.
- More thorough evaluation on person (CPD) before hired - mental state, background.
- Do unconscious bias testing (would need to take it seriously).
- Building relationships with public figures in community. If you don't have relationships with residents you are connected to someone who does.
- Approaching situations without violence/ weapons.
- Don't assume that you are in a gang.
- Don't put people int. in gang territories that are not safe.
- If gangs do something and cops know who it is they will tell rival gang and then endanger neighborhood.
- We call police and they show up an hour and a half later.
- Will come fast to tell us to turn music down but if we need them they take their time.
- CPD could go to elementary schools (genuinely interested) and talk to kids and build relationships on South Side and West Side.
- Don't be so tough - treat every kid like your own - teach CPD that in training- everyone is someone's kid.
- Policy that ensures that police are representative of community. (If community is 80 percent Mexican, officers should be).
- Replace school officers with old ladies- kids won't swing at grandma.
- Get rid of gang database - just because I got pulled over with my friends.
- Allow those who were on gang database to get off of it.
- Offer ethics class as part of training to address bias.
- Different treatment for same thing (white people get off, brown folks don't).
- Cops need to pay attention to detail.
- CPD reflect residents of community they are policing.
- Respect and understand different cultures to stop racial profiling (i.e. telling someone to take off head scarf who can't do that).
- Have dashcams on if they are stopping someone for more than 1 minute. Better standards for dash cam.
- Publish dash cam footage to make it available to the public.
- App to automatically upload recording of stops.
- Checks and balances for giving people a ride - documenting rides.
- When females are pulled over female cops should be searching.
- Change from the top - has to be embraced, has to be supported by supervisors.
- Culture change.
- Leadership has to be the example. If a cop violates law/policy then superior needs to be disciplined as well.
- Noticed in white community police were not as harsh. In my neighborhood more profiling.
- Embedded in police (not official training) what's passed on from older cops.

Poverty neighborhoods.

- CPD make false accusations, don't treat with respect.
- They assume we are with gangs based on how we are dressed.
- Stopped for no reason. Frisked for no reason.
- We're supposed to respect police because they have higher power.
- Lack of trust between community and police. When we see police it doesn't make us feel safe.
- Police see everyone in a neighborhood as criminal.
- Look at you based on neighborhood. It puts us on edge.
- Get nervous even if you aren't doing wrong.
- They can deliberately plant something on you.
- Cops searched my car for nothing. They want to find something.
- Police will pick you up and drop off in another neighborhood.
- Would help to have open discussion with police.
- Give you confidence when you know your rights.
- I am a cannabis user. So I know how much I can legally have.
- We don't know any cops that live near us.
- Having cops from our neighborhood would help.
- A CPD hiring process not open to communities of color. When Black/Brown apply they are turned away because of credit check.
- Don't trust police will follow up on complaints. Not likely they will follow up.
- We won't believe it until they see it. Start investigation 6-9 months - not timely.
- Have spaces where we can meet vs. the CPD District. My district is far from my house.
- Need police 'office' in our neighborhoods.
- Want to interact with police to humanize our community.
- CAPS meeting didn't have Spanish translation. Wasn't helpful. Felt like they

weren't concerned enough to needs.

- Needs to be more mental health options.
- Make laws equal for everyone (everyone should be treated the same, despite neighborhood or nationality)
- Ask specific questions before taking action(s).
- Improve training (updated and overhauled) including cultural diversity and constitutional policing (have a unit in charge of this).
- Better supervision (comprehensive database on officers- if sued, discharge of firearm, etc.) be available to all supervisors. Improve management.
- Complaints aren't properly investigated.
- Reform discipline system, make it more effective.
- Improve recruitment and hiring (more diverse).
- Better sensitive to the communities they serve, officers will get respect from those community residents.
- Respond to calls in a timely manner, regardless of severity of call/ neighborhood.
- Conduct audits of what they are doing in the community. Statistics data on investigatory stops (who, what, why). Lets districts be more effective.
- Anti-racism course in the training academy.
- Live in the area where they police (to better understand the community/ neighborhood).
- Retraining officers on their approach (eliminate profiling of appearances).
- Hire more Chaplains, etc. to work with police officers.
- Create different platforms for communities to express concerns/their voices about police issues.
- Treated fairly on every case.
- Have to build trust with the community (officer friendly, etc.).
- Have officers work in a variety of areas of the city so they don't get overwhelmed, balance the stress levels/rotation.
- Not to incentivize officers working in

- “certain” districts to get promoted.
- Should be a cool down session/time after a traumatic call/situation.
- Focus on their wellness more (mentally and physical).
- Diversity of teams of officers
- Accountability board not connected to CPD, unbiased/community based.
- Organic/genuine relationships with the community- take time to get to know people and community/vice versa.
- Personal connections between officers and community.
- Screening process to become an officer needs to be more detailed/specific.
- More respectful to all races.
- Should be required to watch the YouTube documentary titled “Human” by Yann Arthus-Bertrand.
- Deep value of differences and similarities. Given value to different forms of respect based on race. All importantly different.
- How different is an officer’s response to certain situations, including prosecution.
- Impartial laws- revisit this.
- More positive re-enforcement.
- Language, officers that speak various languages but specifically fluent in Spanish. Including people on phones.
- Understand this is Chicago, there’s a lot of pain in this city and people have histories, cultures in how they act and talk the way they do.
- Have officers that are from Chicago.
- De-escalation training.
- Give respect if you want respect.
- Balance crime statistics with success stories.
- Train in the strengths of the community, not just deficits.
- No stereotyping.
- Psychology class - learn how people “work”
- Be more accessible when we need them, not just when something bad/violent happens.
- Coffee talks “cafecitos” with community members. The more you know each other the less we want to hurt.
- Bikes, bike trails...bike with cops night.
- Participating in community events, play with the youth. “Sit at the tables” join block parties.
- Whole system needs to engage with the community.
- It’s frustrating to feel like they don’t care about what happens to us.
- Updates on cases shared with the community.
- Cut out the middle man to call officers in my community.
- The police should take classes about how to treat people
- Stop being racist
- Communicate with the community (get together, play, spend time)
- Work to gain the confidence of the community
- Activities with the youth (games, meetings), be involved with community
- Stress to officers that there are laws that they are supposed to treat everyone the same and with fairness or they will face the consequences
- All police officers should set an example (i.e. don’t drive and use their phones)
- Police should respect the rights of the people (civil rights)
- Investigate more into every call (equally)
- They should arrive when we call them (not wait a half hour), especially in emergencies
- Language - give us officers that speak our language (immediately, without waiting)
- Respect us and our community (i.e. an officer told me that’s what happens when you live in our neighborhood)
- Know how to respect the youth and do not view us all as gangsters. They catch and beat all our youth. Do not discriminate
- Get involved in the community, improve beat meetings
- Be more tolerant with everyone
- Listen to our community more (like this event)
- Give them behavior classes when there are complaints against them (do not wait



- until they do a lot to fire them)
- They should have the ability to deal with all types of people (i.e. disabled) (be tolerant)
- Take classes on not losing control
- Communicate with respect (don't yell)
- Demonstrate what you should not do (respect stop lights when there's no emergency)
- Make reports on every call (i.e. I reported a robbery and they did not make a report)
- Take every case seriously
- Don't be arbitrary (i.e. they give tickets when they shouldn't give tickets)
- Do not abuse their power
- Be more patient and understanding
- Do not be afraid of us
- More consequences when officers have violations (community service) and give incentives when they do something good
- There should be an easier way to identify officers (to give comments on one's experiences with officers)
- Do not cooperate with immigration/ICE (it makes the community scared to talk to the police)
- Fix streetlights, more patrols in the morning, they should matter to our community
- Return to block meetings, have more presence on the streets and in meetings
- Do not be arrogant (greet us in the streets)
- Do not pick up youth and drop them off in a neighborhood that could put them at risk
- More tolerance
- Walk in the streets and meet people in the community
- Do not be corrupt, do not wait when there have been many complaints against the community
- Do not steal from people
- Do not intimidate undocumented people (do not ask for "bites")
- Make it more easy to identify who is a police officer (i.e. don't respond with "it's not your problem")
- If they identify a youth who needs help, they give them the appropriate help (social services, advice)
- Bilingual line
- Do not be violent with us (i.e. violence with youth) → abuse of power
- A type of requesting investigations when we see or are witnesses to unjust acts (i.e. a number to make reports and request immediate investigations)
- Training: how to treat people not based on looks/not judge by their race
- People going to work early in the morning getting stopped for nothing. They are hardworking
- More dialogue, learn to talk to people
- They are not focusing on people who are doing wrong things, driving recklessly in the community
- Some police talk to community members: They are nice. Others scare you, you can't trust them
- Stopping people for no reason, pretext, just because of the way they look, their race
- Training to reduce bias/prejudice
- More friendly: when they are not, they create fear
- People are worried about speaking to the police because gangs notice, know how to look for information, gang members can find out who cooperated
- The community thinks that they have deals with the gangs
- They are scared to tell what happened.
- Police/ambulance take a long time to arrive, they think that everyone is a gangster "let them kill themselves"
- Good background checks to know what bias they have
- How they see people has to change. Comes from their own home, they come with baggage
- May need deeper training or even therapy to uncover/reduce deep bias
- They are public servants - their salaries are paid by residents, promote the public servant mentality
- Case studies in training to show different

- treatment of white v. minority residents
- Multicultural assessors, consultants during training and ongoing basis
- Assess where they are coming from, what cultural notions they bring
- Beliefs about certain cultures minimize protections, i. e. domestic violence - "that's just the way they are." No charges. They can't prevent a crime if they don't feel that residents deserve protection
- We are scared of them, but in white communities they are "friends"
- Even if they are Latino police officers, they don't speak Spanish - must know language well to communicate
- Know where police officers are needed in the community, at what times, at what hot spots
- They feel Latinos are ignorant and don't know anything, but they are afraid of police, not ignorant
- They are abusing their power, especially under this presidential administration
- They give Latinos more tickets because they know Latinos will pay them, they are afraid not to pay.
- We have to go around the block if we see a police for fear. Latinos avoid the police, we do not feel protected
- Need more opportunity to hold them accountable to the community. If we have information and can complain and they know it, they will change their behavior.
- More humanitarian, more sensitive to people's pain
- Thorough assessment regarding bias/discrimination
- Have a number to complain, tracked by community area
- More respect and dignity
- Improve community "know your rights"
- Badge # so they can demand better treatment
- Fear of holding accountable because of negative consequences, i.e. get arrested
- Community initiatives like CAPS have to have more follow-up and real impact, go to schools, parks, if people feel like getting involved doesn't produce any results. Or worse, means the police will strike back at the community, there will not be real community input
- That the police get involved in the community in order to understand the culture: -more shared ethnicity, more Latinos. -increased recruitment and selection of more Latino officers. At least 1 Latino in predominantly Latino community, the other non-Latino police officers to learn the culture.
- Come to events, not just in the squad car, be part of the community and activities
- Speak in the schools, children are scared now. Students can get to know them and what they are doing
- Increased sanctions - real consequences - for police who don't treat people with respect and dignity
- Abuse of power - we have to wait 5-10 minutes while two squad cars talk to each other, or go down one way streets, inconsiderate, no respect
- More respectful with more principles and better manners
- Don't complain because they will know the cell #, they can identify us and come after us
- Cameras - want them to be used. Was there an abuse of power? Once they are being taped, they will reduce their discrimination
- Psychological training and assessment, not just at academy, but ongoing. If stressed, they will explode and not treat people fairly
- Partners of different races - so they have more empathy
- Physical, mental and psychological exams on a regular basis, annually or twice a year
- Should have ongoing professional development like teachers
- Must understand culture and customs
- One participant talked at a picnic she attended at McKinley Park, with police parents and children. Why not have that in all communities?
- Police imposes (1) by language (2) no



- culture to raise complaints
- More police that understand the community and language.
- Fear and lack of trust.
- Racist police for being Latino.
- Police grab Latinos outside of “el guero”
- Instead of punishing the community do your jobs.
- They go to the wrong address and end up causing destruction
- They scare people.
- Before the license they just stopped Hispanics.
- The community is vulnerable.
- They abuse us because they know we don’t know our rights.
- We have problems during the immigration process.
- When we make reports they do not listen. They accuse us (domestic violence).
- Police don’t listen (lack of cultural knowledge). Domestic violence, too lack when they final act.
- Police give tickets for things that aren’t there.
- Police prefer us to be ignorant.
- Latino police are also part of the problem.
- Educate officers about all cultures during their training.
- Educate the community about their rights.
- Creation of a civil officer.
- Community participation- phone number where you can complain about officers.
- That officers walk more throughout the streets. Horseback, walking or on bike, have a schedule
- Only when it’s a Anglo-Saxon activity are there police in the community.
- More officers when the kids get out of school.
- Have officers at kid activities, like San Miguel.
- When we really need the police where are they?
- More officers in the summer time.
- Have officers go around the community.
- We need better officers not more officers.
- That the officers see us like humans.
- Get to know the community and that they community know them.
- Reciprocal trust.
- Some officers have links to gangs.
- Public units is our security, our neighborhood, our parks, our schools.
- That they become involved in community events. Not only Dunkin Donuts.
- Get to know the police, they will get to know the community more.
- Tour the police station and see what else it offers.
- Programs for youth and parents.
- More information about where the CAPS meetings are. Have meetings in churches, schools and other institutions.
- That the police integrate with the community.
- They need to be clear on what the mission is.
- That officers come to community events.
- That they police participate in community events
- See police in the community.
- Patrols at schools, during school hours.
- Safe community people feel are not scared.
- Not to be scared to leave our homes.
- More security within the parks.
- Ignorance on behalf of the police.
- There isn’t a follow up on reports or taking of details.
- They reports are lost cause.
- The police do not pay attention because we are Latinos.
- When you call the police they hang-up on you because we do not speak English.
- In neighborhoods where there are more Latinos have there be officers who speak Spanish.
- Respect the people.
- Don’t be racist.
- Morals
- That they be friendlier.
- They need to change their appearance.
- The police know where the gang members are.
- That the police listen to the community

because we know where crime happens and where the drugs are sold.

- Better training/education. Sometimes they do wrong and treat people badly. Respect- if you treat me right I will treat you right.
- Background checks for officers. What problems do they have in their personal lives, psychological evaluations/mental health, example...what if they suffered bullying or they have problems within their family, investigate their childhood. Sometimes they can act innocent.
- Racism - they stop people because of the color of their skin.
- Psychological training- treatment and respect for people. They need to want to work with people and that it is not for the money.
- That they don't intimidate people- they are proponents, people are scared of them. Feelings of lack of trust, we want to talk to them reasonably but they don't want someone to be questioning them. Afraid to report crimes due to immigration status.
- Lack of respect - they shouldn't abuse their power. Bilingual officers/that they speak a lot of languages. We Latinos don't speak Spanish because we came with what we had to work.
- They should determine how they are going to treat people/sometimes they have to be aggressive sometimes they don't.
- Capacity to recognize the mental status of people (victims).
- Police should try to become involved within the community - events. At this table there should be an officer to listen.
- As community members we have to be involved within the community in order to know the officers.
- Fire the racists
- Have policemen live in the community they're policing.
- Needs to be some kind of protection for the good police.
- 2 year education (higher ed) for police,

four would be better.

- Police should be trained on how to handle mental illness and other illnesses, i.e. on diabetic health related illnesses.
- Community should be informed on who to call.
- Multi-cultural training for police, including recruits, but also veterans.
- Sensitivity training.
- How do you teach someone to be fair?
- There should be people observing behavior in police academies: social media, background checks, who do you associate with, and everyday job.
- Don't train "shoot to kill"
- 5th complaint, they should be off the force.
- Give officers pre-counseling before they join the force (mandatory). Also counseling for veterans.
- Hire more African American cops.
- White police officers volunteering in Black organizations, schools or anywhere they can get to know someone different from themselves.
- Accountability from and by the community.
- Consent decree should cover/apply to those that work in the streets and inside.
- Police review board should be comprised of citizens.
- Bring back residency requirement, so you have to live where you're policing.
- Transparent data about demographics etc.
- Eliminate gang database.
- Diversity in hiring, hire more black and brown officers. Majority of force officers of colors.
- Change the bully culture (mindset)/power dynamic needs shifting.
- Change the mindset and culture of the police.
- Improve the screening process, application process.
- Bring back foot patrol to stay in touch with the community. This will also change the power dynamic, car vs. walking.
- No more assholery.

- Hire police persons from the community/ neighborhood.
- Make there sure legislation proposes that police officers fill out a contact card about what happened and why they stopped them, etc.
- Fraternal Order of Police change the contract, change union contract. Consent decree reach out to them.
- Each police officer has to have own liability insurance. Three strikes and you're out, lose your insurance card and therefor off the force.
- Police board should be selected by people separate from the Mayor, instead should be voted on. There should be community people on the board.
- Go through yearly mental evaluation for officers, if "unfit" they have to be dismissed.
- Process/testing prior to hiring. Testing for racism using computerized tests.
- Sensitivity training
- Set tone from the top. Supervisors must hold people accountable to zero tolerance.
- Address systemic implicit bias, especially in CPD history. Be aware of ways this shows, e.g. body language and nonverbal communication.
- Training on how to approach people without intimidation and bullying.
- More Black and Latino and low income police officers
- Provide know your rights trainings and share legal resources.
- Work experience with people of color- Black and Hispanic. Minorities as a whole. Two to three years.
- Admit that when you didn't grow up around a different race, there are things you must learn.
- Self-control and training when to use gun and how to respond when feeling threatened.
- CPD supervisors must stop enforcing disproportionate quotas in neighborhoods of color.
- Breathalyze and drug test officers immediately after shooting.
- Provide social workers and psychological resources for officers at least once per quarter.
- Hold officers accountable for not telling the truth.
- Disrupt code of silence.
- Regular psychological evaluations.
- Training how to interact with people with mental illness.
- A mole to watch discrimination.
- Have CPD force reflect the community.
- Train CPD about nonprofit/social work resources and referrals.
- In addition to community policing, be trained on community, history, issues and known entities.
- Police committed to beat and doing good.
- Independent investigation entities and neutral people to gather info.
- Utilize outside attorneys and circuit clerks and address conflicts of interest.
- Make investigation info public ASAP.
- Don't brutalize before booking- judge and jury vs COP
- Treat people with respect; don't use profanity.
- Police must follow same laws as everyone else.
- Share same info (especially missing children) about cases regardless of race.
- Tell the officers to stop shooting people and just because people reach in their pocket doesn't mean they have a weapon.
- Address disproportionate pullovers and tickets to people of color.
- Diversity training
- Training to identify emotional and mental challenges; ability to treat them effectively
- officers should undergo mental and emotional evaluations as well
- Cultural humility/competency training related to the community they are serving- hopefully results in treating individuals with respect; empathy. More specifically have those officers trained by those living in the community.

- Diversity training- enter communities with an open mind and not enter with hostility. Feels police have a disposition/ mindset that everyone is “guilty”
- Treating residents fairly - don’t always need to approach someone with their gun drawn or request them to lay on ground (gender bias).
- Officers should reflect the community they are serving; if not ensure they receive cultural humility training.
- Officers should work with community organizations; speak to/interact with individuals at the senior building- creates level of comfort; develop a relationship.
- Would like to see more officers walk the beat; currently seeing less of this in the neighborhood. Brining this back would have officers to get to know the neighborhood; understand regular activity.
- Ensure you acknowledge and protect the good officers who are doing fair policing.
- Less overreacting by police because they have a negative perception of the resident; give individuals benefit of doubt. Assume best intent, treat everyone with respect.
- Training: power, privilege dynamics, need better understanding. Questions based approach with community residents.
- When a resident makes complaint they want to be taken seriously by the officer.
- Response time to resident cause; timely manner
- Consistent patrolling of the neighborhood to understand culture and community.
- Need to address systemic issues- starts with leadership
- Cultural competence/humility training; education.
- Engage in community dialogue between officers and residents.
- Accountability when officers cross the line; more often than not they are not properly disciplined in a way that has lasting impact.
- Have officers engage with the community at a younger age; perhaps this will lead to a trusting relationship earlier on (e.g. come talk to them in the school).
- CAPS funding decreased; without it they aren’t able to make a real difference.
- Talk about police brutality
- Want to see police reform
- Why do police have to shoot people for no reason
- CPD can learn to better recognize the different between who is up to something and who is not.
- CPD can practice not judging people by how they look.
- Stop making groups of girls who are walking together to make them break into small groups separately.
- Don’t automatically put your hand on your gun when you stop to talk to people.
- Provide training on impartial policing strategies and CPD needs to determine how frequently training needs to happen so it is always on their minds, just like gun safety routines.
- No more “slap on the hands,” multiple paid suspensions. Similar process to “zero tolerance” like kids in schools. Lives are at stake.
- Develop trainings that are up to date to the current culture. Especially, psychological trainings so that officers can’t know how to learn the “right” answers. Trainings should include real life scenarios that help officers see their biases are necessary.
- Officers must reflect neighborhood they work in.
- Partner white officers with officers of color to understand across cultures.
- Attend ten hours/month at community events- just attending or volunteering.
- Be present in community and get to know people and let them know the officers.
- GAPA should continue and include asking community for feedback about interactions with police.
- Good cops can mentor and have something like “take your kid to work today” but with young Black men who are disenfranchised, disadvantaged, get

in trouble.

- Make policies with teeth and consequences for discriminatory and biased acts.
- The CPD must destroy the “blue wall” itself.
- Stop stereotyping and racial profiling
- Focus on issues at hand, not color of skin
- Oversight committee, not chosen by police/city
- Overhaul unions, Foxes guarding henhouse
- Reporting misconduct without consequence
- When confronting misconduct, police spat in face
- Bad attitudes
- Historical patterns of abuse need to be addressed
- Police need to be aware of community they patrol, Police raised in community have more knowledge of community
- Classism from some officers
- More officers of color in community
- Eliminate BLUE CODE
- Psychological testing even when they are not involved in shooting - trauma-informed
- No shoot to kill training
- Dry runs of incidents
- Historical education of racism
- Reevaluate what police officers are put in certain communities
- Why in black community a person is shot and in white community a person is tased - why is there a difference?
- Training in sensitivity
- Police get numb to violence; address this issue
- Tinted windows of certain cars get stopped
- Lack of respect towards citizens
- Disrespectful attitudes - talk down to people
- More interaction with community organizations - block clubs
- Once out of academy they should be interns/mentored by other in community
- Provide extensive remedial training;

impartial, ongoing

- Change out of silo; same people get assigned to remedy problem, are assigned to make policy that are discriminatory
- Systemic change is needed
- According to policy - shootings are justified
- Police officers believe that Black people are more “animalistic”
- Address racialized belief system
- Deprogramming of race-based beliefs
- Empathy and compassion training
- Hold police accountable - no lies, coverups, suffer consequences, they should be held to a higher standard
- If officer breaks law, hold them accountable
- Has to be incorporated into new FOP contract (consequences for actions)
- Too much leeway
- Administrative leave after a shooting is like a vacation! Should be legal consequences
- Community policing by officers familiar with the culture of the area
- Culturally sensitive policing
- Training...some BS. They don’t act like that in white neighborhoods; they do know, don’t need training, they know not to act like that in white neighborhoods
- New officers should do scenarios/role playing around shooting response
- Clean it up on front end during hiring process - psychological tests to see if they’re police material
- Culturally sensible
- Police officers should be licensed and carry insurance; part of accountability
- Abuse of power starts with command and trickles down to rank and file officers
- Mayor should be more concerned with the people
- Fair is subjective, need more equitable prosecution
- Normal people commit crimes and are held accountable, police should be too
- Taxpayers should force city to stop paying out settlements; carry insurance!!

- AG charge CPD with Rico act
- Huge payouts - half billion - in payouts; no return on the \$, payouts to victims rewards bad behavior, lawsuits drive up taxes
- Serve and protect instead of intimidating people
- Elected officials fail us on this
- Officers trying to intentionally dominate parts of the population
- They ignore the problems
- Have officers that look like us police us
- Increased supervision for officers with complaints
- Incentives for officers to live in the area they work
- Merit pay - like CEOs are paid
- Hiring decisions/people making the decisions
- Fund actual neighborhood watch programs
- Police viewed as threats, don't trust them to protect
- Stop using \$ to cover up
- Incentives to report on illegal officer activities - more good cops needed, bad cops get people hurt
- More community engagement from officers
- Officers need to carry liability insurance
- ID bad officers
- FOP contract should be renegotiated to hold officers individually/personally accountable
- Too hard to get rid of bad officers - take em off street, can't get along with community; preference/choice to not deal with it
- Get the \$ out of payouts. Taxpayer
- Hold leadership more accountable
- Police lawsuits take too long
- Fire bad officers - no paid leave, mess with peoples \$/things will change
- Obtain camera footage as soon as a shooting happens
- After a shooting put em on probation with no pay - stay on probation until trial, send to prison if guilty, fire immediately if guilty, no questions asked!
- No central way to hold officers accountable
- Communication between districts re: complaints, overseen by independent authority, not associated with police or elected [officials]
- No bond for cops
- Not bring feelings to work; put on vest, they're working
- Anger management/therapists to talk to for officers
- Police need someone to talk to - therapist
- Feel safer with police around
- Need trust with cops
- Cops all over the city, not just Southside
- Police can respond to calls on Southside faster
- Anti-bias/sensitivity training that's offered regularly
- Police have power and treat young people differently
- Recruitment strategy - revisit psychological assessment
- Training - cultural sensitivity, add /revamp
- Instance of abuse - intimidation tactics, isolation/physical assault
- Issue must be addressed at city level
- Tackle systemic issues to enact reform at agency level
- Do community service hours in the places they work in to get to know the people
- Police should service areas they live in/ near
- Sign and commit to agreement that serves as a code of ethics
- Annually commit to code of ethics/ engage in training
- Engage in black history training and take exam to capture knowledge of discriminatory practices/policies
- One on one training and community development with black/brown male youth within schools
- Engage in diversity and sensitivity training
- Training on de-escalation practices
- Dept. to allocate funds for training
- Develop incentive program based on better engagement with community - bonuses for positives, deductions for



- violations
- Greater accountability with supervisors
- Penalize union whenever there are incidents of police misconduct (Ex. Death, lawsuit)
- Camera in every car that gets monitored after every shift
- Cultural sensitivity evaluations and training
- Overhaul training for officers and assessments for new recruits
- Hire P.O.'s from the area who understand community context
- Qualifications for CPD need to shift - get degree/complete program
- Stop rotation of officers and start officers working beats again
- Enforce humanization of citizens they engage with
- Stop practice of South Side communities being training grounds for police
- Police to be personally bonded for misconduct
- Assessment needed to identify bias. To detect impartiality
- Thorough training (some have power problems)
- Need behavioral science evaluation (personal trauma) - that involved a black person
- Continual evaluation (intensive) because they get traumatized
- If police spend time in prison to know the entire system
- Get cultural competence training
- Hire police from community they serve
- Trained by people from community
- Socialize with community
- You are here to serve - what does that mean? Ask us what we need!
- My child needs protection, not harassment. I fear for my professional male cousins' lives.
- All people are not regarded (not just males); black females are also being shot
- "I really fear for my life. I never used to." - A woman
- Bottom line - there's a lack of respect. It's not just the individual - it's the system.
- Not about black power, it's about justice
- EG. Johnson who came from our community is now victim to a racist system
- See my humanity first!
- 7th District Commander has tried to make change (you could see the change)
- Community doesn't see the good
- Treat youth how they treat their own kids. With respect, no cussing out, etc.
- Stop racism and stereotyping.
- Put a voice recorder on officers, not just video cameras.
- To understand what's really going on-cops can't make deals, etc.
- Voice recorder will save lives.
- Audio and video need to be monitored.
- Officers should get in trouble if camera, etc. goes off on duty.
- Provide more training and be professional.
- Put professional and rookie together on patrol.
- "We need more respectful cops"
- Support officers
- Training- to learn more about work
- More good cops to work on investigations
- Look at everybody the same - not treat them like criminals.
- Cuff people who are witnesses and miss out.
- Cops just grab you and put drugs on you
- Stop harassment and abuse of authority
- Stop extortion
- Stop cuffing our black brothers
- Black detectives are harder on black folks
- Have young men hold cold gates, cars, hoods in the cold
- Stop tasing the wrong people
- Had drugs put on me and held for two days and no blanket
- Don't let you use the phone till 2 a.m. - families worry.
- Let people call at least two people.
- Have to pay for calls at station, if no money, can't call
- Stop making people sit behind bars for 23 hours/day in jail
- Talk to me how you want to be talked to

- 1-2 officers in each neighborhood from 'hood'. Have them run officers in hood- have them direct policy.
- Every other week, new officers need to stay
- Need more good officers protecting our kids
- Everybody wants to be treated fairly
- Cops use past actions against them
- Cops ride by and throw against squad car for no reason.
- We just need better cops.
- Had one good cop in hood- wouldn't bother anyone, was respectful to people if they were respectful to him.
- Create a bond with youth- get involved with block club parties.
- Go to park district basketball tourneys
- Go into school career day and talk about what they see every day
- Talk to the kids on the regular when they go to the schools.
- Be more compassionate and understanding.
- Not approaching angry and loud tone.
- They try to scare us, put us on defense.
- Necessary force, etc. not all the time
- When come on scene, already know someone is going to jail.
- Never come and just leave
- De-escalate, not just put people in jail.
- Arrive on scene, escalate to rile people up
- Have people from hood be in hood- know people, aren't on defense mode.
- They probably more afraid of us than us of them
- Make a program where kids can tell their stories to police.
- Start at age 8 and up when kids start seeing this- traumatized, develop fear and distrust of police.
- Just stay in house to avoid trouble with cops
- Lot of patrols, looking for trouble, don't patrol like that in other areas.
- Cops should sit and wait for calls vs. patrol
- Want to see what training they have that has them act the way they do.
- Stop people for nothing, provoke fights.
- Cops cover for each other
- Cops should be held accountable.
- Officers should treat
- Do role play with kids to understand how to get treated
- Cops should be accountable for parties actions same way criminals are- guilty by association.
- Worry about crime.
- Do job
- Stop being judgmental that everyone sells drugs, threat to society just for walking in neighborhood.
- More police of same race in neighborhood.
- Other cops see stereotype first.
- Be in community with a more positive outlook.
- Take care of homeless.
- Mediator between police and community like churches.
- Walking, bikes, not show of force 15-20 verse 2-4 downtown.
- Address problems in community and police. Balance is needed. Both corrupt.
- Not trust among community members or police.
- Church or community organization should mediate relationship
- More police stations (Madison/Austin)
- More patrols.
- More public relation events (CPD) exclusively.
- Less undercover cops and more marked cars.
- Less harassment.
- More officers from area who are familiar with area.
- Learn culture of area, different cliques.
- Police should patrol same area.
- Comfort level with community
- Community centers funded by police speak to youth
- Know new faces but don't harass community.
- Not to discriminate a person for how they carry themselves.
- Assess a situation fully--it's lacking, based



- on personal experience.
- How police handle situations, change depending on neighborhoods.
- For police, not to assume too fast on a person (not to profile).
- Training on how to deal/assess different communities, communities of color.
- Be held accountable for their training, if they didn't act upon it.
- "Who look over/reviews reports after been filed?"
- Independent/third-party over-seeing reports filed.
- Conflict-resolution training.
- Bridging the divide-getting to know the police and the community. (Mandatory)
- Work with non-profits/neighborhood associations in/for working in events of Bridging the Divide
- First assessments, should not be "he's dangerous"
- "What is the mission statement?" (of police, that they say themselves in the morning)
- CPD has "blind eye" not judging people on the way they are dressed, appearance - think about approaching people as human and overcoming prejudices
- Is it possible to safeguard against implicit bias?
- CPD consider impact of residential segregation on policing
- More intentional about who is serving community
- Police should live in precinct that they serve; should be mandatory; opportunity to hold officers accountable as neighbors
- Concerns about "protecting and serving" - Maybe should be removed from media/cars; community doesn't have faith in relationship to protect and serve
- CAPS office needs more community centric vs. police centric; community groups controls CAPS funded by Dept. of Justice ex. citizens can have more oversight of police recordings
- Compare and contrast oppressor view vs. oppressed
- Interact more with community; have
- some officers stay in same area for extended amount of time
- Does training empower officers to see people through a more humanized lens?
- Officers should learn to shoot to stop as opposed to kill?
- Train new pipeline of officers who are black
- Build relationships with community leaders /pastors for new officers
- CPD developing better relationships and broadening definition of police officers
- Is this possible?
- Training to understand personal biases and how it impacts policing
- Longer training period for officers - certain # of hours of training, increase educational requirement for admission, 90+ credit hours, embed continuous training within culture, enforcing physical training to improve physical health of officers
- Continue to have community conversations in geographical communities where relationships are positive; tie into promotion standards
- Portion of training should be residential (kind of like Basic training)
- Continued education should be required for advancing in dept. and possible gaining tenure
- Physical training everyday
- Resiliency training; similar to army
- Field Training Officer need more power to hold officers accountable
- Better etiquettes training around conversation in decorum for example saying "sir or ma'am"; asking how to address people
- Stereotypes not equal to ethnic groups, black with dreads not equal to gangs; not everyone in a particular community is the same
- Stricter rules for CPD officers
- CPD officers need X to patrol their actions - they should be helping not making the problems worse
- Be comfortable doing the job - they should be...not be paranoid, can't just use

- force because they're scared
- Stop using shield as a guard
- CPD aren't professional at their jobs
- There should be valid reasons behind their actions - pulling people over for no reason
- Remove all corrupt officers/officers related/connected to gangs
- Protocol/disciplinary actions for CPD officers when they shoot someone, kill someone
- Guide (training), telling CPD officers what they can/can't do
- Constantly being pulled over for no reason - unnecessary policing
- CPD cameras are not effective - body cameras, if the cameras record something incriminating, they control that
- We shouldn't have to wait to go to court for footage to be released
- More familiar officers in the area - know the community, understand the context, know residents = this can lead to less harassment; constant turnover doesn't help build relationships
- Officer familiar with beat should live in the area
- Excessive use of force
- Why are police officers quick to draw their guns?
- CPD officers behaviors are out of control; there's no one to hold them accountable
- Trainings - police academy, sensitivity training, being able to distinguish who is in the community and the makeup of the community
- Chicago we have hot spots
- Community involved in their training
- Officers should be required to live in the beat they work in
- We need somebody we can go to complain about CPD officer actions and actually get results
- CPD officer culture
- CPD officer should reflect the community they work in, commonality = understanding, shared experiences
- White police officers can't relate to black people - when they see us, they see us a threat
- Police officers are there to keep us in check - not to serve - Ex. Laquan McDonald video is clear and it sends a message
- Laquan M. video - nobody was outraged but black people
- We need to clean house
- How can we change their minds beyond training if they already see us as a threat
- CPD officers would need some level of experiences to relate to us
- Civilian watch group - members of the community elect people to the board... committee would hold CPD accountable
- Culture of CPD - cultural representation...I couldn't be an officer with my hair like this because I'm seen as a threat. I have to show up as something I'm not.
- Be transparent about current non-bias trainings
- Ongoing non-bias training and training on determining how to respond to mental health crises
- Establish funding sources for trainings. Meaningful trainings
- Incorporate impartiality into the culture of the institution of police
- Closer analysis of data collected on the race of individuals stopped by police - annual reports
- Democratization of data - make it transparent, accessible; audit the data
- Highlight specific problem areas based on the collected data
- Encourage cultural competency and understanding
- Hire officers that reflect community
- Create consequences for biased/partial policing
- Union contracts content and the way they impact accountability measures
- Training with police and citizens together and create dialogue - heritages, likes, dislikes, past experiences
- Neutral places to meet that aren't police stations
- Cultural competency training - history and details of when the divide between

- police and people began long ago
- Recruit officers from the community who know the community and the issues and are invested in the community
- Require police to be in the streets and create employment for civilians at desks
- Maintain community members as officers at the desks to keep accountability
- Monthly/regular meeting where police/perpetrator/victims/community come together
- Hold individual officers accountable - will send a message that you can trust police, look at models that HR uses
- Build relationships in elementary schools
- New shift system, perhaps similar to CFD
- System of self-care/well-being for CPD - options and encouragement to do it
- Include regulation to take vacations after X amount of hours worked
- Cognitive exam during hiring process
- Test for implicit bias/prejudice during training/hiring
- Self-evaluation for prejudice
- Incentivize a manner for officers to break code of silence
- Create incentives for early retirement because of high stress
- Partnerships with fitness clubs - physical health affects mental health
- Create support groups among themselves
- Address quota requirements
- Address and monitor who is involved with code of silence and incentivize/create a way/accountability if CPD is involved in code of silence
- Training CPD about how to handle first 15 seconds of interactions and take a pause
- Hiring CPD and assigning them to areas they understand culturally
- Requirement to participate in community events to learn culture and barriers
- Discuss resident concerns of that beat/district during roll call
- Pro-active community-building before issues arise
- Hold supervisors accountable to uphold details of the consent decree and model a shift in CPD culture
- A consistent framework (standards/procedures) on what is said and asked when approaching a community member
- Investment in helping people vs. "there's nothing I can do" - know resources and referrals, address root problems and do more to help
- The monitor must have independent power and must be present at key moments the same way first responders are present - must be on the scene and go on calls with same power as police
- Continue working on human relations like respecting people
- Mutual respect
- Training on cultural sensitives, for example generalizing people and blaming them for something.
- Don't judge people by the color of their skin (racial profiling)
- Changes at a higher level: federal/state/local governmental
- Become more involved in the community; examples, schools/sports. Summer programming for youth.
- Social services for officers after they get out of the Academy.
- Mental health and psychological assessment to determine if the officer is racist.
- Much more severe fines and punishments in regards to excessive use of force
- Return the death penalty
- Harsher laws and punishments for criminals
- Better treatment of allies
- Learn to respect people.
- Listen respectfully and let people explain.
- Respect women.
- Don't have quotas (eliminate)
- Based on the population have the same people working in the community.
- Rotate police between communities.
- Get to know other communities.
- They are harsher on minority communities compared to White communities.
- Equality between people
- Be more human; training

- Get to know the communities customs
  - Communicate with the community
  - Diversity within the police force
  - Better practices
  - Eliminate favoritism
  - More community meetings with a lot of announcements.
  - Friendships
  - development of more intimate relationships
  - create more security through friendship
  - Have police live in community.
  - “I grew up w/ 3 officers in my neighborhood. We all knew them.”- take on the culture.
  - Police surprised that White people live “in this hell hole.”
  - “I have tenant. I asked her input. She had an incident where cop asked her to put her hands up.”- White land lord. (0 in Lincoln PK)
  - Have more regular team- I.e. long-term assignments to this neighborhood.
  - E.g.: Bridgeport, IL- 30% of the officers police their own community (and it works!) Knowing neighborhoods is good.
  - Change the language, the frame of reference.
  - Serve and protect vs. policing.
  - Body camera- is good but can be improved. Can be disengaged. Accountability or consequences. Check it when you start your shift or make sure it’s not turned on.
  - AG should pursue infrastructure and consequences (bigger risk of losing their jobs) all the way to the top (superiors).
  - Zero buying that they feel “afraid” (officers)
  - Control issues...deal with those. They also abuse power.
  - Already come into their job with bias.
  - Bias is a personal choice- it comes from the crib.
  - We are all perceived as criminals.
  - These deaths are casualties of war. This perception is bad.
  - Psychological evaluations.
  - Officers have military approaches. PTSD
- as well is not being addressed.
- Assumption/prejudged. TV/history/kids of haters.
  - Police should reflect our culture composition. Culturally competency (beyond 2 hours...ongoing!)
  - Train our own children- i.e. new pipeline to police department.
  - Stop “cussing”- talk with respect (not just swearing). Don’t treat youth like animals.
  - Discrimination is class, race, age
  - I’m a college grad and police questioning about why I live here.
  - “Miranda Rights don’t mean anything,” said to me by a cop.
  - Get good officers to educate people what their rights are (plus AG office) because can’t trust CPD to tell us the truth.
  - “I was driving. My passenger was a black young man. Officer asked him for his ID.”
  - If you crack your window (instead of all the way) they get upset.
  - Police doing things nots opposed to 9violating your rights) look at your phone, trunk, glove compartment, etc.
  - People should be able to sue individual police officer. (Not only the department).
  - Police don’t use Taser- why do they have it. (Know when to use them).
  - People (community) should be EDUCATED on what’s excessive force.
  - When exercising our rights cops don’t like that and talk violently.
  - City needs to do a better job of teaching community. Where to complain and processes and what they should expect.
  - Police stalk you even if your case was dismissed. They hate losing.
  - People get profiled (at airports, for e.g.) but they used a “randomizer”...gets more perpetrators this way. Technology that eliminates personal bias.
  - Some bias is not intentional (train on implicit bias) There’s cutting edge curriculum available! To minimize profiling (these are constitutional violations). Being aware of it yourself is the only way to change it!
  - Condition the change (pavlovian) (i.e.

- with negative reinforcement)
- Call out implicit bias in a way that takes the demonization out of individuals- instead of condemning it, use awareness to change.
- If identified tailor the officer's job- extra supervision, check-in, limit their work.
- There's also explicit abuse.
- Catch this at the academy! (Assess level of bias) to dismiss vs. supervising.
- If individual not worthy of change.
- Do random video reviews- how are officers interacting with community- don't wait to review when there's a charge.
- Legal standards are just not being followed. System is a mess. Changes have to come institutionally.
- Black and Latino cops are also behaving discriminatory. (but need different training).
- Militarization of police department! (Reinforces the negative view- community is the enemy).
- CONTACT CARDS - officers should be required to provide proof that they've disseminated the "receipts" to the folks they've stopped. That way community can track patterns.
- Need checks and balances among CPD and supervisors.
- Re-train. How to deal with the public.
- Hire more minorities, specifically Hispanic and African Americans (especially who are part of the community).
- More promotional opportunities for minorities.
- Transparency about what CPD training currently is.
- Training on human tendencies (psychology, contradicting behavior) and familiarity and implicit bias in crisis situations
- Improved customer service. You serve community; aren't against.
- Confidentiality when you call cops; don't go to that house.
- Shadow personal/lived experiences of what it is like to be incarcerated and get to know folks there.
- Evaluation - transparency about what weeds out candidates.
- Performance review regularly (6 mo. or year). Look at number of shootings and other early warning signs.
- Analyze patterns of shootings and CPD violence.
- Back to checks and balances of supervisors to hold CPD accountable.
- Disrupt CPD code of silence.
- Polygraph tests.
- 1st aid training for 911 responders.
- Thorough reference checks for people applying to CPD.
- Second-chance program to become CPD.
- People who automatically treat all others with respect should be the ones hired to CPD.
- Rotate experienced police around city so they don't get stuck in a mindset and one-size fits all approach to residents.
- Officers feel untouchable no matter what they do. Who is going to act accountably to residents?
- Follow training and protocols. Must write contact ticket when you stop someone so there is paper trail for accountability for how police are interacting and using their power.
- Address favoritism at all levels- perhaps have trails of CPD officers happen outside of Chicago/Cook for fresh perspectives of Judges/Juries.
- Body cameras on 24/7 - no turning off/on at will.
- Hire officers from the district. They understand the residents.
- Test/screen applicants for bias during int. process.
- Provide training to understand neighborhood.
- Provide training to understand psychology of people/residents.
- Develop accountability framework for cops who have lots of complaints against them.
- Culture that allows CPD to break code of silence and rewards/incentives officers

- who speak up.
- Don't allow FOP contract to include opportunity to change their statements.
- More independent investigators not tied to city.
- Laws and legislation by AG Lisa Madigan that address police accountability IN ADDITION to the consent decree.
- More diversity training, including neighborhood trainings.
- More respect.
- Actually respond to calls and promptly.
- Better triage for calls (loud music vs. shooting)
- Develop ways to minimize CPD fear. Address causes of fear, understand how adrenaline works.
- Eval training across CPD districts to see if equal.
- Policing needs to be culturally sensitive, personalized, police need to know people and language of community.
- Community oversight for districts as well as for internal and city hall oversight. Annual community review of police by community.
- Casual disregard for laws by police and it disrupts neighborhood. Abuse of power.
- CPD should use data and info (historical background) they have to determine a customized approach to situation. Ability to better assess situation before going in aggressively. If you know neighborhood- you may know more about family situation.
- Police don't have same respect for some communities as they do for affluent areas. Police have bias and perception of communities that make them act different when it comes to their specific actions.
- Police should take sensitivity/cultural competency classes on a regular basis.
- Feel police pull over/interact with on basis of color alone, even when person is "victim". People are stereotypes when color and nice car. Should be a standard way to approach people across city of Chicago.
- Need more transparency into individual police complaint history; need regular access to that info
- Follow the law. Arrest are illegal, illegal search.
- Address culture within department. Some neighborhoods are 'starting' ground. Stop peer pressure. Accountability.
- Common respect.
- Some kids get stopped for no reason.
- Police come on private property- treat people with respect.
- Assume innocent vs. guilty.
- Police stop with guns drawn.
- Don't stereotype. Unfairly stopped by police in underserved communities. Police draw guns unfairly.
- Need to know community leadership, groups, organizations. Police harassment.
- Police should let community organizations help with residents.
- Training; how do you approach community de-escalation.
- Conscious bias training.
- Trauma training. Should be fully aware. Understand mental health.
- Must learn mental health evaluations.
- Secondary trauma. What resources are provided to police officers.
- Use of force training, people of color are treated differently. Must be aware.
- Accountability.
- Cameras. Must be on with sound. Consequences if not on.
- Difference between equal and equitable treatment.
- Police are in positions of power. Everyone should be equitable.
- Ethics are important.
- Police are not experts about community.
- Should have understanding of communities. Should understand various biases.
- "Lazy policing"= relying on gang database. Stop/search if three or more are gathered. May turn into illegal immigration.
- Provide "know your rights" training to community. Police should lead discussion.



- Implicit bias training. Police need to understand what's going on.
- Must see community in positive light.
- Must be involved in "non-policing" ways.
- White police officers have biased training.
- Training should be done for various communities.
- Recruiting the right people. Getting ex. Military and former KKK, Nazis recruits. There is a division between white/black officers.
- Mental testing for recruits.
- Warning shots or don't shoot to kill. Daley driving DNC convention shoot to kill order.
- Enforcement must come from top.
- What are requirements to be officers? Training is important.
- Transparency: what are policies? Biases? Advocate for policy.
- Need more structures for community feedback.
- Fire officers who don't do job well; prosecute, fire, take away paychecks, accountability. (Laquan McDonald case)
- (Laquan McDonald case) Depends on before or after mayor election if things will change. Ex. Homan Square Community; trust of community, accountability starts from top.
- Civil litigations cost are tax payer funded. Large financial payouts.
- Police officers should pay from personal funds for criminal activity.
- Police contracts. Unions are untouchable, contracts should be revised; monthly pay, benefits. Contract process should be transparent.
- Review origins of policing; off shoot of slavery, whites were threatened.
- Civil settlements should be reviewed.
- Police are responsible for community; should know community residents, would be able to apply "restorative" principles, how you see people and sometime it is biased.
- Must be stakeholders; may need to live/work, must know community. Example was handcuffed at work officer was biased.
- Don't stereotype.
- The police act better in the Beverly Community.
- Should get bonus for living in community.
- If they lived in community they would know children.
- Too many racial divides within community.
- Do not redline communities.
- Must know culture in communities.
- All officers should be certified in diversity training.
- Police has a fraternity and stay loyal to each other; police have a "gang" mentality, it is about control.
- Share stories of what it is like to be officers- training is important.
- Mental health training; don't label people.
- What is mental stability of officers- are there red flags?
- This process should be completed before 5-10 years.
- Most pay attention; community may be labeled by mental health.
- How do you balance out bias among police vs. community.
- Police should be responsible for community, police should walk communities.
- Cultural training.
- At what point should police provide input: safety, jobs, speak up for more resources on behalf of community.
- If they are already in the community they could serve as ambassadors; too political.
- Know the community!
- Need personal involvement.
- Put financial resources in community.
- Use acronyms about how to be reminded in dealing with folks. That acronym will help in the rules of engagement
- Not the predisposed assumption of individuals of color (profiling)
- Some folks are not allowed to file police reports, because the police does not consider the situation a crime.
- Workshops for police when dealing with



folks of color/immigrants (sensitivity training)

- Checking the language police use when dealing with folks of color
- Workshops with communities to know their rights
- Demand data of cases where police were biased/impartial
- Hiring more minority police officers
- Hiring/assigning police to the neighborhood they are natives
- Psychological analysis of police officers, before hiring them
- Transparent/database record complaints made against police
- Third-party database/independent agency to review complaints made against police
- Working with communities, with community organizations
- Better training of police on the use of their weapons. It will be less likely they pull their gun
- Experienced leadership on the top
- More experienced police officers mentoring younger generation (but officers of quality)
- To be conscious of their unconscious bias (the police). Emotional intelligence training.
- Change the 'crappy customer service' at police stations
- What would unarmed police officers on the streets look like?
- Relatable, empathetic to the community, bilingual officers
- Diverse police force. Moving color/ minority officers up the ranks (leadership)
- Pipeline' hiring of police to reflect the communities they'll serve
- Top down practices... get rid of quotas for tickets/violations
- Biases: Racism, mental health, special needs, intellectual disabilities, domestic violence, citizenship status. Need training around these special cases.
- Implicit bias training on how to avoid stereotypes
- Implicit bias training on how to know

your community- who has special needs (i.e. autism). Get to know who has special needs in your area, especially the people that are going to run/react.

- Keep protecting those without documents "Sanctuary City"
- There are also positive instances with police and they should give the community a way to share the good with the police. Community groups can help with this through either training and facilitation of conversations
- There are also positive instances with police and they should give the community a way to share the good with the police. Community groups can help with this through either training and facilitation of conversations
- We have to change the culture where police protect "their own". They need to clean house.
- We have to first heal this trauma.
- System is so deep rooted...so much distrust. There is no trust.
- "Entrapment" - needs to stop (on the part of police)
- More programs like Bridging the Divide
- Less profiling and stereotyping
- Police needs more hands-on training (internship with the community) - build relationship with ALL organizations - help community know their face
- See our humanity
- Our parents experienced a holistic \_ factor (intimate relationship with police and vice versa)
- Stereotypes exist because you (police) think you know what WE want
- You can't say who we are or what we need based on stereotypes or unchecked privilege
- Increase familiarity with neighborhood
- Come to other events (other than CAP meetings) - block parties - "see us" - don't show up late
- People even care about pets better (don't treat us like wild animals)
- Police need to make time to talk to US!!
- It all goes back to the academy. Train

- better - NOT using stereotypes
- Understand that certain criminal behavior is due to SURVIVAL (selling drugs, prostitution); understand that media plays a role in creating this stereotype
- Let people tell their own stories; Ex. Donald Trump dominates the narrative. Let people tell theirs.
- Police only see part of the story.
- Trained to be reactive instead of proactive - one way to be proactive is know community and its needs AND don't only "know" but be invested in it!!
- Don't rely on stats (read between the lines)
- Language is important. What is a crime? What happened before? What are the before stories?
- Understand OUR narratives!
- Take time to figure out the issue
- They react first. What if I have a disability; training to identify "disabilities"
- "I knew someone who got shot who was deaf."
- Stop judging book by its cover
- "Young man was stuttering. Police thought he was being smart. He had a cigarillo. He was choked."
- Why are they using force? No consequences, not culturally sensitive; they don't know how to control themselves.
- Screen abuse
- Calm down - take a break
- Police that come from community should police community
- Know the community
- Very few black police
- Northsiders are working on the Southside (police was nice guy but didn't know the community)
- Self-defense (meet force with force necessary to do the job)
- It's ok to use violence (not excessive) to protect a life
- Hold police accountable. If guilty, have them really pay for it - not just suspension. Equity in accountability.
- Independent investigators (outside of CPD)
- L McDonald was excessive
- Understand mental illness!
- Violations are being met with desk duties for full salaries
- "When I got arrested, I was mad and they said they were gonna drag me outside the car."
- Excessive force could be mental, emotional, psychological
- Excessive numbers of police show up for 1 incident
- Officers that are familiar with perpetrator; know your community (personal)
- Need an officer that is an expert at negotiations
- All need mental health training
- All need better psych evaluations
- Know various disabilities
- Police (large #) get off on an adrenaline high
- Police we probably bullied
- Community is saturated by white (non-blacks)
- Trained to kill NOT resolve issues
- "We are not your target practice!"
- To change the culture of police, change culture of law makers
- Higher up jobs should be on the line if their supervisees are found guilty
- Police should be liable for misconduct NOT citizens (have police take out their own personal insurance like doctors and lawyers); \* all [table attendees] liked this!
- Gun owners need their own insurance too (liable)
- Excessive justified? No, not excessive. Not shoot to kill, shoot in the back is murder.
- It's a dangerous job so quality of life needs to be high (you need to be healthy)
- Maintain a standard (like nurses or doctors) - police don't seem to have standards
- People don't collaborate w/ police because of fear of retribution from perpetrators. "We cannot be afraid!"
- Counter argument - police will tell on the whistle blower! (Have a healthy suspicion

- of police officers)
- Support community moving forward and keeping informed
- Interested in topic and conversations
- Love my community and police dept. but there is disconnect
- Concerned about DOJ findings and want to contribute
- Improve impartial policing classes; academy - better content, more/longer session, take it seriously
- Maybe screening before being accepted into Academy
- Offer experiences that can decrease bias toward some
- Offer opportunities for officers to have more positive interactions with community - CAPS engagement
- Engage with youth so positive relationships have a chance to develop
- Create a continuing and robust cultural diversity program that is conducted in local precincts; not centralized. Ongoing.
- Figure out how to decrease fear on both sides that are informed by negative perceptions.
- Example: son was often stopped by officers while out and about, seems like some officers are always looking around them to find “bad” even when it’s not there
- Communities need to make CPD understand boundaries and consequences for their behavior - like a child
- CPD needs to really come down on officers who profile and act from bias. Make a really tough code and enforce it, not allow a code of silence.
- CPD should offer annual trainings to help people recognize and decrease their bias.
- CPD and its officers should constantly put up info for each other to see anti-bias info; posters, guest speakers, officers come into community spaces to get to know residents (schools, community centers)
- Examples - tried to arrest brother on false charges. Said he looked like someone and had drugs on him. He was walking to his car to get his backpack.
- It’s a moral issue - no amount of training will help people with deep bias and prejudice
- CPD needs to make “code of silence” illegal/unconstitutional
- Nothing happens when bias happens. COPA and other oversight bodies have no impact/teeth
- City of Chicago needs to be sick of settlements! Why do we pay for this? What about schools? Divesting of positive to pay for being abused
- Get back to community police stations. Most officers at station lived nearby, not commuting from far away.
- Commands need to commit to at least 2+ years
- Get rid of police state. It’s lazy policing. It targets communities based on bias and reinforces prejudice because then those are the people more often targeted for negative interactions
- Life experience, smaller groups in community more interaction with community, youth and others process will take time
- Deal with recruits psychological background check. Need right people employed in community. To know how to deal with impoverished communities.
- Need to have morals. Believe in people you police.
- Safety and security, not to judge
- They need to care and value for people you serve
- More CAPS meetings. One on one with community
- More in-depth background checks
- Employ officers who want to serve/help community without fear base
- Diversity is needed in officers; must look like people they serve
- Bring back walk/talk - 1 hr walking community - find out needs, other engagement, not just confrontational
- Know neighbors and neighborhoods - give a thug a hug sometimes

- Diversity training is needed more
- Police should police one another in conduct that is bias, without fear
- No code of silence
- Officer friendly, know people in community
- CAPS liaison promote respect and nonjudgment of youth
- Listen to people first
- What are consequences of arrest and what is the impact on the life of youth
- Be more engaged with families who experience crime/trauma
- Commune with community, not just overseers
- Mental evaluations ongoing
- Running doesn't make one guilty
- Training needed to de-escalate
- Community informed about what to expect from police when stopped
- More community interaction
- Role playing and critique on situations of bias and proper response
- Diversity, cultural, and sensitivity training
- Be a part of community activities without uniform
- Magically erase racism
- Discuss and handle racial discussions
- Address trauma of community - tension with community
- Discuss public image of police - humanize police image, they are seen as hunters or predators
- Training on identifying bias and work on it
- Identify what bias officers have
- Root out bullies v. those who want to serve and protect
- Revamp protocol, modernize training
- Identify bias as it comes up in training - ongoing, every other year
- Check on developing bias that come up in the course of working as an officer
- Have more connection with community
- Officers need to become comfortable with the neighborhoods they police
- Walking the community, not in cars, be more personable, boots on the ground, be more accessible, build trust
- Consistency with leadership
- Good cops v. bad cops
- Have the trust factor - everyone is not a criminal, it's ok to say hello, reciprocate courtesy
- Racial sensitivity training
- Teach rookie cops - psychological training
- Keep authority check
- Understanding officer friendly - play ball at the park, got to the schools; change the narrative from negative to positive
- College graduate tassel was a reason to pull over and run a check on her - 22nd district
- False arrest (June 2011) - 20 squad cars for one person
- See each person as a human being - think about the value of every life, see the humanity
- Mistreatment is a systemic issue - the whole system of policing is racist
- More training - racial, cultural, historical
- Psychological assessments/evaluations - weed out racists, keep off of force
- Survey CPD - stereotypes, assign communities based on preconceived notions
- How do you stop racial profiling when it's a part of America? - it's unseen and abstract
- Work with a community of a different race for one month under observation; if they fail the observation they can't be a cop
- How many black cops are in white community?
- Traits of a good cop - love the lord/ humanity, integrity, discipline, listens, not judgmental, self-control, compassion, patient, psychologically sound
- Negative experiences with cops - assaulted by police in police station, mistreatment by AA police as well, treat young people better, handcuffing too tight, being abusive
- Stop hiring racist police - morality test, round table discussions ("it starts at the table"), personality audit quarterly
- Journalism - media will keep CPD honest by efficient reporting in each community,

- small community media outlets, truthful reporting
- Community policing through media
    - transparency, open discussion, commitment to better the community
  - Negative experience - being accused of stealing a bike in Beverly at 13
  - Traits of a good cop - integrity
  - Race and equality training for officers
  - Need ethics training for police
  - We have an “inhumane” problem
  - White offenders treated differently (better) than black offenders
  - More body cams
  - Pair up black with white officers
  - Partner beat officer with a community volunteer to walk the neighborhood
  - More training
  - Investigate “best practices” used in other law enforcement such as State Police and incorporate into CPD
  - More alert by more police in neighborhood
  - More body cams and that they are on
  - Free the people who are innocent from jail
  - Don’t judge a book by its cover
  - Train police to see people differently than they do now
  - Talk to people in a calm way
  - The police should be more respectful
  - Give respect, and give up
  - Put on desk duty if reported
  - Provide them counseling
  - Remind them that we are all the same
  - Rethink some of the behavior
  - Don’t criminalize us
  - Publicly embarrass CPD who treat people unjustly
  - They pulled me over for no reason
  - Stop making trumped up charges
  - Don’t harm people physically
  - Stop calling me derogatory names
  - There needs to be consequences for illegal police behavior
  - We are running out of fear
  - Hire people who live in our community to police our community
  - Get to know people in the community
  - Stop changing police in the neighborhood
  - Make police accountable for their actions
  - Hold them accountable. Disciplined and fired.
  - Change the big dogs way of sick(sp) on little dog
  - Put a camera on them
  - Walk the beat
  - Watch the police group of individuals who are neutral and cannot be chosen by the Mayor
  - Every police has to submit a monthly report
  - Improve GAPA/COBA/COPRA
  - Every police must be told to treat everyone the same
  - Stop training police to occupy communities
  - Demilitarize CPD /public safety officials
  - Recruit different kind of police officers
  - Prior military experience should not be a consideration
  - Build community policing
  - Put the most seasoned police in toughest communities
  - More training for police on handling mental health issues
  - Raise the age of police
  - Stop profiling (racial)
  - Admitting police officer errors (mistakes)
  - Youth help with police training - teach how to interact, youth tell how they feel about police
  - Be more polite - how they greet residents
  - Have a positive attitude - make small talk, smile
  - Cameras in neighborhood - too many, intrusive
  - Understand their role in escalating
  - Be more encouraging to the young people in the community
  - Approach with respect instead of full force
  - Police should not use authority to be above the law
  - Not pull out weapon unless necessary - too quick to pull out their gun and react
  - Try to talk and reason with the person
  - They shouldn’t be prejudiced; interact

- with the residents - get to know them before they judge them
- Training - diversity, sensitivity; won't change an officer's attitude, they need to be shown different
  - Create programs that get teens and police to interact on a regular basis
  - Do need training on how to act positively in communities they don't live in
  - Police should be more involved, come out play with youth, play basketball, interact with youth groups, volunteering at community organizations
  - Block parties hosted by the CPD and residents together
  - Legitimate cause to stop, getting all the information
  - Mutual respect
  - Morality training
  - Live feed/video recording
  - Rigorous, reliable references that can vouch for the police officer trainee before being a cop
  - Understanding cultural diversity (training)
  - Understand the district/community they will serve (everyone district is different)
  - Have them be in the community they will serve, schools and parks. Walking.
  - Sergeants/people in the top been out and about on the community
  - All these points are to be used and applied to the higher-ups
  - Education probation period (being objective)
  - Being objective training
  - Regular training, even after graduation
  - Evaluation (constant, periodically)
  - Advanced, more familiar cops with the neighborhoods. Someone with leadership.
  - Getting the officer familiar with people, and people familiar with officer
  - "Community" policing - know the community
  - Periodic training, in dealing with different cases (domestic dispute, mental health, teenagers, etc.)
  - Partnership with courts
  - Analyze/evaluate people on top
  - Legislation will affect/should affect leadership
  - Theory of Accountability (Legislation), looked into because it's corrupt, unjust
  - Culture of how to see people equally
  - Not judge a book by its cover
  - Eliminate external influence i.e. the union, nationally and locally.
  - The contract between CPD and union creates and reinforces.
  - 21st CPD District had CAPS it was successful but they dissolved that CAPS group.
  - Systemic change.
  - How do we get officers to see themselves as part of us.
  - If police were part of us...our neighbors.
  - Need for private citizens to help CPD to be held accountable- external body for police accountability- hire/fire superintendent
  - GAPA - grassroots alliance for police accountability. CPAC
  - Pulled over last week with car tinted windows. Get out for...
  - Pulled over- police pumping their muscle to show who's'
  - Lots of personal examples of misconduct
  - Family experience. Police detain people for no reason. Racial profiling- racism, police have opinions without valid reasons, police look for reasons that aren't valid.
  - Racism- detaining people and making up reasons. "They stopped me because I ran a red light and it's not true."
  - Because the police don't detain people/ or stop cars what have...
  - People becoming alarmed from what they heard on the news- how they talk about the police on the news
  - Racist and corrupt police. Before police were respectful.
  - Officer friendly
  - We have to do something soon- what will our kids think of the police
  - Called the police when people got in my home to rob me- the police never came.
  - Better communication between police



and residents. Example: a mother/resident went house to house with the police and that reduced the violence in the community.

- Educate the community...and educate the police.
- What do the weapons do the police have
- “probable cause”
- Cultural sensitivity trainings
- Apply trainings in the community
- Don’t accept racist views
- Develop a psychological profile in order to find racist people.
- Avoid racist/have therapies in order to identify/process and understand emotions that produce prejudices.
- If we monitor police better we reduce use of force.
- Impose in a way not so top down
- Examine moral objectives
- Help them with the trauma/stress they see daily
- Help them with their morals and the problems that they have.
- Evaluate the corruption/why? Control the internal corruption.
- Treat everyone fairly and don’t use tactics that pressure people into giving false confessions/declaration of guilt
- Equality within society not only with police but also within schools/media
- Work better with the legal system, including the judges, lawyers.
- When you are involved in the community there is less use of force.
- Don’t need to ask about immigration status.
- Have more empathy and cultural competency
- Cultural understanding will take time.
- Personality test/quizzes for officers.
- Diversity reflected in policemen.
- Different training-no more “shoot to kill”
- More de-escalation tactics.
- Communication.
- Use Tasers or other weapons besides guns.
- Regular therapy for police officers.
- Training. Role play. Looking at the make-

up of your team and how you might interact with different types of people.

- Having a diverse police force and the pairs are diverse.
- Diversity in leadership positions.
- Understand, recognize biases. Acquiring expertise from others organizations that are doing this work.
- Background checks
- Zero tolerance for a history of domestic violence.
- Paying more attention to sexual harassment caused by police.
- Systems to collect data. Making sure collection is un-biased.
- Take a scientific approach.
- Affirmative outreach to help diverse populations to become police.
- TFA for police. Strategy for teacher recruitment.
- From my experience, the police and fire department respond quickly and take care of the problem. They seem to take our situations seriously.
- In Chicago, they are happy when we report problems to them.
- Police should be friends to the community. People should not have reasons to fear police.
- Having help for language access to communicate with police will help with understanding. Especially for immigrant populations.
- Be visible!
- Change of heart and mind. How officers grew up or who they were influenced by might need to change.
- Figure out how to undo prejudices.
- The only way to break down prejudices is to be together. People need to spend time together to get to know each other as people.
- How are people chosen for admittance to Academy? What is diversity like in CPD?
- Is there any strategy to having officers with similar identities work in districts with those demographics?
- Serious discipline and consequences need to be implemented and enforced if



- officers are acting unfairly.
- Officers of varying backgrounds should spend time together outside of time “on the job”. Maybe retreats together focused on getting to more deeply know each other- family life, hobbies, etc.
  - In a past job, a boss did a lot to encourage staff socializing. It brought us together. People who worked there before that boss said it made a BIG change. It is a slow process.
  - It’s bigger than just CPD. Chicago, in general, has problems with impartiality.
  - “Good cop” visibility is important. How can officers see other officers “being good” and be mentored by them?
  - Be around. Don’t only show up because a crime has happened.
  - Diversity training. Get to know other people’s cultures. See people as people, not just an aspect of the job you interact with.
  - Help people understand what is happening! People don’t understand their rights. Help community members understand what is going on and why are you asking them questions. Includes language access issues and process.
  - CPD should provide language interpretation. Maybe also give bonuses to officers for learning new languages and dialects.
  - CPD should get training on being welcoming and friendly to residents.
  - Partner with community organizations on events for people to learn: Know your rights, who to call at CPD for what, who to call instead of CPD (311, etc.).
  - Diversity trainings, like sexual harassment trainings, need to happen each year (not one-and-done is Academy). Look at what businesses do for diversity training.
  - Learning to communicate well and respectfully-MOST IMPORTANT!
  - Teach more cultural topics. Civilians can help teach the above topics if there is a bias person teaching in the academy, the cycle will repeat.
  - Change starts in the academy. Districts should be run according to guidelines set forth by CPD, punished if something wrong is done. Supervisors need to be supervisors not “friends” to the officers. Backed up by their supervisors.
  - Understand their job better (CPD) wouldn’t treat people unfairly if they understood the job more.
  - Definition of impartial policing needs to be clearly defined in the academy. How many communities are represented to help with this discussion in the academy?
  - Back to where the bias mentality comes from to get people to hopefully change their views of people that’s not like them (stop segregating).
  - No tolerance for racism or sexism (depending on the severity of the offense).
  - Educating youth at the elementary level on diversity CPD can go into schools and educate the public.
  - Incentive for police officers if they go a certain amount of time without an infraction (maybe 1 year) i.e. no complaints, on time for shifts.
  - Punishments for offenses needs to be quicker. If officers know there will be some type of punishment for doing something wrong, then maybe they will do jobs more efficiently.
  - Trainings need to be required not optional.
  - Break the chain of bias thoughts about certain communities.
  - Avoid hiring racist people at all cost. What is the motivation for officers to want to police in neighborhoods that they aren’t familiar with.
  - Better job of screening potential new officers.
  - Diversify officers while patrolling certain neighborhoods.
  - Have a “buddy” from someone that lives in the community.
  - Close the gap between the authority figures and the community.
  - Earn community service credits for volunteering in the community (positive

response to community needs) where they serve, should be mandatory whatever the needs of the community are. Nature of the engagement determines how long the community serves.

- Apply the same procedures to everyone.
- Do not prejudge based on skin color and dress, hoodie/attire.
- Officers should have culturally relevant training, around race and implicit bias
- Change policy so that officer conducting the chase cannot be the officer who makes the arrest (best practice from another city, maybe Minneapolis).
- Own the fact that they have made some mistakes.
- Structures in place to ensure police are assigned to communities they are connected to
- Follow up with experience survey (face to face) or phone call
- Police need more CIT (crisis intervention training) - this needs to be mandatory, not optional.
- Need more mental health first aid training.
- Certain procedures need to be created/ updated/ revised to engage different populations.
- Get the proper training on the front end.
- Community oversight and follow-up like customer service from stores and other companies.
- Real-life training should have rookie-veteran partnerships in the community; not rookies with no experience.
- Police officers need to wear regular clothes to blend in with the community more.
- Have more dialogues as Chicagoans- not civilians vs. police.
- Community needs to help police bridge the gap-socially, culturally and intergenerational. Use CAPS as a resource.
- More transparency-employment history, complaints filed against them; etc. all records on officers.
- Body cams should be on at all times or there should be severe consequences if they cut them off.
- Administration of CPD needs to evolve and be held accountable (and the rank and file).
- Mandatory mental health care for officers to combat PTSD.
- Police need to engage communities outside of policing-come to block clubs, festivals, churches, and schools and require it or they cannot patrol the community. Partner with safe haven spaces.
- Work with business and build relationships with community.
- Model police districts that are doing good work - best practices and honor good programs and good police officers.
- Engage youth as people not troublemakers.
- Community and respect - LGBT community. Prep and healthcare citywide
- Teaching nonviolence, faith communities, schools, detention center
- Sociology-bridge
- Training and awareness of diversity within community. LGBTQ community knowledge - bring in organizations in response to bigotry and hatred.
- Group founded after incidence 2006 - gay family in Woodlawn house attacked during a New Years party, 3 guys shooting and anti-gay epithets. Most offensive to community was the city response - "We don't have hate crimes in that area, just crimes." "We tried to tell those people this was not the right neighborhood for them." Perpetuating bigotry, police didn't acknowledge it as a hate crime within black community - "repulsive."
- Police do training and awareness well on N. side, but as you get further south there's a different attitude.
- Change practices and change attitudes-takes different sorts of work - self-examination, encountering different people, dialogue, takes challenging people.

- Different people have different skill sets- emotional, academic, etc. If there's a circumstance like domestic violence there should be someone trained for that. Bring a police officer who is suited- training, questions, knowledge.
- Unprofessional police bring their own cultural habits and miss deeds.
- Police would say they're not social workers.
- What created the situation where black guy harassed by black guy? Unprofessionalism and system wide.
- Set a high standard for law enforcement- each person has the ability to enact the harshest penalties up to death so the expectation of quality must be higher than a sanitation worker or other profession- life and death.
- Recently lowered standards for college education required.
- Union has a role- blue wall is unique, doctors don't defend others who mess up like police do.
- Black police in black neighborhood? They don't want to do it. Someone returning from service, stressed life already higher pay alternatives available.
- Police should have to report back w/ community members they engage with. Community should be asked about their interactions with police and listened and believed.
- Community should not be dismissed. They often base the charge on info that's discovered after the arrest- unfair.
- It's hard to prove when people have bias in their heart, we have to follow the data- a minority at 30 percent shouldn't be 90 percent of arrests or shootings.
- Stronger ramifications for police who step out of bounds.
- New policy under CPD- if a police officer sees another officer doing something wrong, he can get in trouble for not speaking up too.
- Independent police board in Boston (Youth active in the community) who review police.
- Inherent racism needs to be dealt with- respectful engagement- measure predisposition to racism.
- I want to be 5 fifths of a person.
- Who is training these new officers? People who have been stripped of their duty, people who have lied, etc.
- Trainees should have to learn history of the community, racial sensitivity, awareness.
- Generational racism in policing is hard to root out- politics, deep rooted
- Have more black officers in positions of power, not just Eddie Johnson.
- Moratorium on white officers, "moratorium hiring all police".
- In London they don't have guns.
- People get defensive about someone from the outside coming in.
- Testing and requirements to apply for police test- economic bad credit is a limitation, culturally-shaped perception affects psychological exam- people think it's threatening.
- Predatory lending- affects credit.
- Training- diversity training with teeth, not just from a book but also with life examples.
- Hiring should match the racial makeup of Chicago, if we didn't go to church/school together then bias is grown.
- Orientations should occur before assignment in a community, experience culture and community, closely monitored so it can be evaluated how they report.
- Number of hours required in their police districts that isn't policing- block clubs/ other. The people you're policing are people.
- They're trainings, it's not the right training. They're not hitting white people.
- Personal liability insurance - officers should carry it no consequences - paid desk leave, 30/40 complaints yet nothing will change it, gradual scale, start low or paid partly by police department like auto insurance, eventually more expensive or license revoked if you mess up.

- Continual retraining
- Time off for police- look at fire department and other units for example to rejuvenate, esp. those in high crime areas.
- Responsibility on citizen's side - talk respectfully with police too. Bring back officer friendly.
- How do we reward good behavior? To reinforce what we want? Incentives for sharing when a fellow officer messed up or highlighting when someone needs more training. Inspire other officers to do better as well.
- Training: Making sure officers go through training/culture of policing- how to treat Chicagoans fairly.
- Academy: their approach...anti-bias training.
- Recruitment: diversity...more concerted effort, promotions lead to choice- communities they want to work in, etc.
- Exchange program- rotate officers through various community...understand the differences in Chicago cultures.
- Understanding of all processes...biases/ understanding we have of each other: interaction we can get on the positive level the better we understand.
- Not too many positive places (POC) Chicagoans can be in Chicago.
- There has to be some type of response when something happens: accountability, wrongful settlements, police officers penalized for their actions.
- What if the police officer responsible for X paid out of their own pocket or pension or wages are garnished.
- Burn-out of the job/what are the interventions - help hem (CPD officers) get better or get out the door.
- Prejudice/learned from one officer to another.
- Experience of children being pulled over by police. CPD officers refuse to own up to their mistakes/errors, pulling parents in the position of telling children/kids police officers are the enemy.
- Sensitivity training.
- People getting stopped for running- this is wild.
- CPD exchanges in other districts
- Tools are at their disposal
- Cultural sensitivity is key
- Live in neighborhood that they serve
- Develop a relationship with neighbors.
- Training: hours in community that they serve. Not enough hours spent interacting with community, i.e. youth-school age "officer friendly"
- Officers used to be friendly.
- Officers knew young youth and were influential.
- Know in social context
- Know your officer
- Build relationships
- More emphasis on "knowing" the community.
- Sensitivity training is not important, i.e. lip service.
- How do you connect police with community. Must immerse in community.
- Relationship to community, connection to community.
- People disconnected with community, people want to be connected.
- More black police officers don't equal fair treatment
- "We need police officer that treat people humanely"
- Police need more training to stop assuming bias
- Police acting on racist stereotypes
- Training is needed to address the problem directly
- "Stop covering up their crime" need for transparency. Community control of policing.
- "My husband, my son, most black men treated unequally...pull out the car and sit on the curb...stop me in my car for a traffic stop...why I have to sit on the curb..."
- My husband, 60, with group of friends, they were arrested then...and ask officer.
- "Black officers aren't sympathetic toward black people"
- "Incidents I have called police and they

- have not shown up”
- Police showed up four hours later
- At my church we have to teach young boys how to respond to the police.
- Training young black boys as a result of implicit bias
- They need to “go out of their way” to teach officers to see folks humanity. Society went out their way to point those people to be inhuman. Beyond taking a video.
- Feeling that as a police officer you can get away with it. This idea that I am in this community and make assumption you can act with impunity.
- Accountability and the need for metrics.
- Declining return on allocating more police in community
- Capped resources for a particular neighborhood
- NYC and the strike on policing and stop
- Police should have mandatory cool down time, police should not be allowed to work overtime at all like fire fighters.
- Stopping them from being in: three days on four days off, get out that part of their brain, mandatory therapy once a month
- Acknowledge the fact there is burn-out, major concern.
- When a complaint is filed against police it needs to be taken seriously: investigated, follow through, feedback, disciplinary action taken.
- CPD knows the 100-200 officers are problematic, what they are going to do about it.” I bet you his background tell you this was coming” referring to L.M. murder.
- Better job keeping track of the dirty: files should never be erased, “if we do something wrong it stays with us”
- All issues be “found” and “unfound” still document.
- If CPD see one officer with multiple complaint, see a pattern
- YP report that police officer call him a “nigger” that be a complaint: Call me a “n”, some guys you see every complaint they see, it starts off with it.
- Police don’t even know the power that word has (n).
- The use of the word (n) and a power dynamic. They are an agent of the state and shouldn’t use language to demean its citizens.
- “My experience was in my car with a friend at the beach when an officer approached with a gun at the window. My friend told me to get up slowly. When I got up an officer had a gun to the window. I was told to get up and the officer stuck their gun against my body, asking what I was doing. I had a button down on, like a jump suit. I felt like they could have raped or killed me. They searched my car and purse. Nothing came of it.”
- Importance of integration of church- “everyone in God’s eyes are equal”. Humanize individuals, innocent until proven guilty, show love of god; empathy, teaching of the commandments.
- Continue to wear cameras, beneficial for community members and police- show what takes place in an altercation.
- Change guidelines for recruitment. Testing for unconscious bias to see how they interact with different communities/ individuals.
- Emotional/mental evaluation; therapy if necessary to ensure they are fit to police and interact appropriately.
- Continuous training/Education
- Programs with youth- building trust; change perception of how they community views the police. So when they come around here is a healthy fear/ respect on both sides.
- Add training; cultural training, discrimination, cultural sensitivity
- More present in community; satellite office
- Live in city or constant contact with residents
- Better communication; de-escalation
- Evaluation includes body camera; if not doc, escalation
- Community service hours to build

familiarity and cultural competence; visit HS/elementary, mentorship program. Provide more connections between youth and police through CSH

- Creating spacing for interaction- youth, parents, police - lunch
- More publicity around meetings CAPS
- leverage local leadership; Alderman, church
- Tap in social media to reach community members
- Organize recreational events by city in most fractured community
- Ethics class; rapport-budding, cultural diversity
- Volunteering in community; summer programs, weekend activities, sports, agency vs agency acts
- Collection of data; feedback on interaction with police (survey)
- Neighborhood watch once a month
- Employ social workers; liaisons- family, police. Independent contractor (3rd party)
- Expand community service officers; interdisciplinary team
- CPD host cultural fairs
- Cameras; mandate they remain on, if turned off reported-fired, use in training to improve policing.
- Training; cultural sensitivity, same training as social workers
- Screening; at beginning when applying
- Ensure officers understand laws they are enforcing; training
- Concerted effort to collect and maintain record of grievances
- Integration of police in everyday activities; Officer friendly, physical act.- cadet simulation with youth
- CPD lead initiative of which is shaped by individual community
- Apply all laws regardless of sex, race and creed and all protected classes
- Guidelines/checklist of accountability so CPD can verbally hold each other accountable in the moment
- Mandatory training for diversity inclusion and implicit-bias
- De-escalation training implemented across all neighborhoods the same
- Interact with communities aside from incidents; humanize everyone
- During hiring ban tattoos and symbols of hate groups/racist groups and membership of white supremacy groups. Example on application have, have you ever been a member of a Nazi group?
- Address code of silence
- Background checks during hiring; pre-screening childhood, knowledge of community; biases
- Self-reflection in addition to community and CPD bias accountability
- Body cams/audio on 24/7
- Two officers of different ethnicities riding together
- Real time A.I mechanism for CPS to record their thoughts and hear them repeated
- Diversity in recruitment and hiring that reflects Chicago's demographics
- Tiered system to have tier 1 (trainees) and tier 2 so more folks have the opportunity to join CPD
- Host public forums for community feedback
- Pre-screen for biases/beliefs
- Intentional placement in beats that are a good fit based on pre-screening
- Add social workers and teachers to be part of CPD
- Therapy resources for CPD; mandatory
- CPD get a sense of the communities to get cooperation; the people, the violence
- Intensive implicit bias training repeatedly
- Learn to check own snap judgements
- Foreign consulate: inform consulate; CPD should know the rights of foreign nationals
- Relationships matter- connect repeatedly
- Community needs to trust police- two way street
- Police need to understand the community
- Shit union rules to concentrate police where they live- incentives for policing close to home
- Mixed-race partnerships, black/white,



- Hispanic/white, black/Hispanic
- How to desensitize police? Cynicism?
- Service- is about welcoming others, duty is about love
- Hard to regulate respect
- Test call translation services on phone
- CPD are on the defensive all the time
- Keep records for data management
- Need 3rd party for translation, translation must be mandatory
- Provide trauma reduction information for CPD
- Provide Dei training
- CPD need interpreters of all languages- not just Spanish. No acknowledgment of need of other languages
- Access to many languages
- CPD could view each person as a family member. Shift from "other" to loved one
- Screen police psychology
- Cultural sensitivity training- bring different scenarios
- Continued education of policing
- Professional development mandatory. One example, neighbor threatened called CPD, they couldn't do anything because nothing happened yet.
- Teach compassion, empathy, sympathy; not serve and protect. Respectful and care taking of all
- Work with youth of incarcerated adults- show, demonstrate a different way
- Proper training
- Acknowledge and address bias to talk about it and deal with it
- Every shift the other officers share how the others are doing
- Community events; YMCA, Churches, mandated community participation
- Exposure leads to desensitization with strategic guidance
- Antiracism training
- Common activity like CircEsteem to connect and deflect bias
- Cultural exchange; training based on demographics of area
- Intersectional nature of 'isms'- create a universal feeling of humanity
- Engagement
- Introduce each other - less separatism
- Training- how to work with people
- D.V. resources and thoughtful recommendations that leads to results
- Placement rotation for visible variety- exposure
- address the structural issues of race and class
- Mixed partners of different races
- Connect aspiration with action = accountability
- Generational education, start young, bring youth to CPD. One summer Chicago- youth employed in CPD
- Restorative justice perspective throughout society
- CPD conducting racial violations, once they see someone is Latino they use excessive force vs Caucasian people
- Block together - get rid of gangs in the area- commit to residents. Benefits are a better relations with police. Strategies: involve home owner - warning if they have a gang member in their house, warning/fine if they do not kick them out of the unit, warn that house will be closed
- What can someone do if the police stops them?
- Racial profiling - police look for reasons to stop people
- Racism - psych study on police. We are all equal and there should not be different
- Abuse of authority; this is wrong because they are supposed to be taking care of the people
- More training on human relations- how to treat and how to speak with people. They are very rude and don't treat people well.
- Create small groups in communities in order to establish better relationships with police. Example, block clubs.
- Abuse of poor and authority; CPD needs to know their officers, we all deserve respect, protect, don't imitate people, have higher authority
- "Officer friendly campaign"- the officer is our friend, advertising that the police are



- our friends and not enemy (campaign).
- Connection between police and immigration; what does one have to do with the other? That is why people are scared of them.
- Diversity training- cultural understanding
- Cultural sensitivity
- Police should reflect the diversity of the community
- They need to be sensitive to the people
- “serve and protect”- have them truly do this
- More bilingual police - if they don’t speak the language that is intimidating
- Use keywords, correct words- they are here to help.
- Study psychology- more studies
- That they follow a decree to be able to exercise with wisdom.
- Police need to obey the laws - why do they get to pass red lights when there is not an emergency?
- Assign officers who speak Spanish to areas with Latinos/Hispanos. These are the more vulnerable communities.
- Respect one another because we are human
- What is the police department doing to protect kids in schools?
- Police, a majority women officers, don’t treat people well and abuse their authority. Need more education, they need to be fair to communities, not only because someone does something wrong do they have the right to offend the individual
- Abuse of authority
- We don’t need more officers, we need to educate the officers we currently have
- More round tables in our communities in order to talk about the problems and the needs of our community.
- fear of god- people instead of stopping crime and calling the police
- We are all equal- they should treat everyone well no matter the race of the individual. Stop racism; trainings. Lots of discrimination, treat people better in Latino and Black communities.
- Activities in the communities- youth- so that the community doesn’t fear them
- A mental health check before entering CPD. Sometimes they arrive to the department already violent. Investigate their lives...who are they. Police officer background checks.
- Positive presence of officers/beat walks. You only see officers when something bad happens/they should be present in the community.
- The same officers make people nervous, they think we have something or we are up to no good but it is them that don’t treat us well, they don’t even let us speak.
- The south side of Chicago is where they stop and detain more Latinos
- The laws here in Chicago should be the same as in the country and state, they should be just laws
- Surveillance to see/know what is happening in the city. We all need to collaborate.
- Training, deprogrammed and retrained to treat our community equally
- Training from Watch Commander; sensitively/mindset, more familiar with area, more adapted to community members
- Video of behavior that highlight differences in behaviors of treatment of races
- Selection/screening of police should mirror population
- Uniform procedure of police conduct; do they “know” the law
- Some precincts operate in different ways than others
- Measured response to crimes; bat v. guns, knife v. guns
- Change heart needed - not seen as humans due to racism, do black police shoot people in back?
- Recruitment procedures improved demographics
- Psychological fitness to carry gun
- Restorative justice practices
- History lesson on relationship between

- policy and racial/ethnic groups (religious groups) - say it's unacceptable
- Fairness is possible not equality; know your own bias
  - Cultural exchange/work on cultural isolation/work on innate biases
  - Work towards dispelling biases/undo bias with facts
  - Training on culture/video examples of bias in action
  - Do they know what policing without bias looks like?
  - Work against cultural isolation
  - CAP meetings: what is the mindset of white officers in meeting when they go home to their own communities?
  - Break barriers racially/culturally
  - Repetitive training/exposure, not just after incident
  - Deprogramming cultural bias formulated as cultural norms in upbringing
  - Police not interacting with criminal activities, i.e.: drug dealers, prostitutes
  - Police should live in neighborhoods, outsiders/spy, no harassment
  - Focus is on ALL the people, not the situations in community; not addressing the "what" but "who"
  - Policing people "young adults", not crimes
  - How police approach groups of young people
  - Training in evaluating situations
  - Approach groups of young people differently
  - Don't parade youth when they are cooperative to display "power"
  - Internally CPD should go back to basic sensitivity and diversity training so that they will know and understand the people, to help them understand the people they serve, because people are different
  - Basically don't profile
  - The Anti-Defamation League (ADL)'s A World of Difference training should be used as a resource - prejudice bias --> leads to stereotyping (1991-1995) CPD + CFD
  - Police should lead by example, respect each person
  - Not cookie cutter solution. This should be tailored to fit each officer individually
  - Conduct a needs analysis
  - They have to understand each generation...elder, teen, etc. in order to do it efficiently and effectively
  - Reset environment and culture
  - Acknowledge problems (all departments) then address training moving forward
  - Mentorship programs to support and guide officers
  - "Snitches get stitches" - same code within CPD
  - When they look the other way to cover up officers; you can't expect a code of conduct they have to tell on fellow officers when they do bad; protect each other more than protect the community
  - You can't expect change without being a change agent yourself
  - CPD has to get involved in the community; sensors community, be part of the community; basic speak good conversation, say "hello"
  - They are not invested in our community, it's just not policing it's a community
  - You have to pay people well. You can't expect people to put their lives on the line for a little amount of pay
  - Policing is hard
  - It takes a village
  - They need to bond with the community
  - Police officers can do extra courses to earn financial bonus
  - Needs to incorporate psychological evaluations on a regular basis, all of CPD
  - Do more of a background check
  - Some activities outside the force that may lead to excessive force that is sometimes displayed
  - No more lazy cops. No 30016 cop who shoot instead of chase - physically fit
  - Health and mental checks
  - Station by station score cards to track behavior; comparing stations with their peer groups - calling out unacceptable; "behavioral demerits"

- Think CAPS does this? - go deeper!
- Old behaviors and ways, maybe these officers need early retirement packages
- “Weeding” system, dealing with old mentality; has to be standard, if standard is not met then five cultural benchmark
- Ongoing, constant culture and diversity training is critical
- Hire more officers that live in our area
- Teach how to respect police- they need to live and experience our community
- You cannot judge a person by the way they look
- Stop profiling; stopping young men for nothing
- Crime happens all over the city, when it happens downtown, it’s taken care of, but when it happens here in our community - people need to demand the same treatment (expectations) to stop crime
- If unions protect bad behavior, how do we change that? They condone/cover it up. This is large part of the problem
- Needs to be a middle man between police and community that holds police accountable
- Community needs to hold police accountability - no middle man needed
- The top is not doing that → report
- We have to have community control over police (hire, fire, SOP, excessive force vs. necessary force, community engagement)
- DOJ said CPD is a racist institution/ examples from the top down
- Discipline officers who mistreat people in our community - community has to set the standards
- A CPD applicant shouldn’t apply to be a CPD if they are fearful; fear should not be used as an excuse for his/her actions
- Police are people too
- If there is a pattern of misconduct, disciplined and removal - next steps
- Hiring practices that psychological evaluation of their character
- Training and psych evaluation throughout their careers - they see things that other people do not see and you need to process that
- Police need to understand what implicit bias is and what traumatic stress is
- Implicit bias affects how we react - receiving training to be aware of them, understand them, and then react appropriately
- Understanding - extremely tough job, how their experiences affect how they react, their trauma effects how they respond, they will over react because of their trauma
- Diversity and inclusion - we’re hearing these terms a lot these days. These phrases are occurring a lot because of the killings. They need a CPD program that expands diversity and inclusion
- Training that police officers understand that everyone has implicit bias, accept that you have it, it doesn’t make you bad, don’t get defensive, accept, having training that’s sensitive to that
- Psych evals should be mandatory 1x a year. Constantly retooled.
- Same accountability for police officers as for civilians, if the police officer does something wrong they should be held accountable, no more code of silence
- Officers should have to sit down with community members to hear what people say
- Classes on diversity and cultural competency to interact with different cultures
- Need to be culturally accountable
- Trained in trauma informed practices, so they understand how to interact with people
- Probationary period for hiring (6 months to 1 year) to see if you can handle the job, so that there is accountability, so you can see if they are racist or aggressive, can they handle the stress?
- Treat everyone fairly - so make sure they can identify people with mental health issues
- When officers have complaints about discrimination, racism, or force because of this they should have a time-out
- Officers should be paired - but should be

black with a white officer, not two white officers together never

I was pulled over by an officer for no reason, when I told him I was an attorney he was enraged. I went to reach for my wallet, and he pulled a gun and put it in my face. I had to tell him that my father was a cop.

- I went to the Bridgeview Billiards and there was a noose. When I asked the manager about it he told me I was making up stories.
- Better tracking mechanisms to capture data on pulling people over for small traffic infractions, minor tickets, by demographics
- Officers should have no gun during the probationary period
- Not sure about psychological evaluation - depends on who administers that
- Stanford experiment - originally thought it was all about power and then they looked at the recruiting posters - it starts with recruiting - recruit right then you type it right with the community
- Then create a psychological test based on good officer that been "typed"
- Police officers used to know people in the community
- It has to be incentivized for officers to be non-biased and you have to look at the whole criminal justice system
- Conflict resolution, crisis intervention needs to be incentivized
- Restorative justice - needs to be incentivized
- Get out of the cars and walk on the street and walk the whole community, beat
- This is a difficult question because African people have been de-humanized and we are not dealing with this at that root. If all of your life you have been indoctrinated to believe, it has to start in white peoples' homes, schools, and at the top.
- You need to respect that everything started in Africa and it started with us. And you need to teach evolution
- It needs to be directed at institutional

racism

- Abolish the police
- Chicago Police needs a turnaround team
- They need to release some of the police
- It is an old boys club - they gotta be gone
- Be trained on how to treat people equally
- Remember the purpose/mission of/in each interaction: To serve and protect the community at all times
- Police have lost the meaning of protect
- Officers have become nonchalant re. training, i.e. you don't shoot a man just because he's running
- Police have become too lackadaisical
- Things police should enforce, they do: run lights, etc.
- Police act like they are above the law
- Obvious that police in McDonald shooting were being biased
- Cops need to be corrected by their own
- We don't need to hold police accountable, we need to hold administration accountable
- 1st experience with being aware of police misconduct - police killed young man, brother came from Vietnam for funeral and police shot him too
- Teach black history in schools - need recognition
- When you call police, someone should call and follow up: how were you treated?
- CPD should follow up
- Police are bullies
- McDonald cop had 20+ complaints
- Dept. needs to hold officers accountable and ensure community that their voice is being heard
- There is no correction
- Survey and follow-up with action
- Lack of respect
- Need to work on code of silence
- If cops publicly get away with misbehaviors, what message does that send? That he's boss
- I have very little trust
- What's the protocol for interacting with people?
- P asked question, cop told her to go in her house, very disrespectful

- There's no repercussions
- No follow-up on calls, no word on what happened
- People aren't notified of what's happening
- If officer lives in community, kids know they'll see officer again, attitude changes, respect
- Cops are moved from schools too often, build trust then to move on
- Used to offer incentive to cops to move to hoods they don't live in, inner city
- Offer incentives to encourage cops to stay in hoods where they work
- Great for kids in schools
- Cops have their own world/community
- Less likely to abuse power if they live in these hoods
- Don't have picture of what non-abuse is; show people how they should be treated during stops, etc.
- Basketball game between cops and firefighters - kids play
- Knowledge is power
- Fun trip between police and young people
- More money for community patrols
- Want racial mix in communities - black cops and white cops in different hoods
- Attend community meetings, etc. to know people, become sensitive, churches, service hours
- [Illinois] State Police became active in community organizations - made all the difference
- Know families
- After shooting, body left in street for hours, doesn't make sense - disrespectful - needs to stop
- Need sensitivity training in A.M. meeting, especially if there's an incident, need psych training
- Norm seems to be aggression across the board, police need more sensitivity, not just react with violence
- Code of silence of police is now in communities - people don't talk
- Police is gang, too - black, etc.
- Need cultural sensitivity
- Diversity in police cars
- Psych training
- Anti-racism train
- Real-time Sgt. arrives to review what's going on automatically, not on request
- Violent situation - next chain up, immediately \_ as next level of observation
- Should be a captain - next level may be too close and biased
- Levels of police - in Philly this is done
- If firearm is discharged, you need a captain there
- Shots fired detection
- Cultural sensitivity training; i.e., language barrier
- No cultural training
- Make review of sensitivity part of their evaluation, to get the job; conducted by outside agency
- Outside agency should vet candidates
- Police need to see their jobs differently - not \_, should be serving and protecting
- How many officers come from the military? Trained to kill in combat - can use gun but shouldn't necessarily transition to police - have issues
- Vets are 1st to get hired
- Vets can't dial down
- Trained with weapon
- Vets - need to go from war to peace
- Transition is not easy - get in society
- Vets need help making transition to police force
- Psych vetting
- Need to know military history - background and whether they had psych issues in military, people know but don't say anything
- Need to police themselves from within
- Proper mental services aren't provided for vets before they're hired
- Military doesn't report
- Review policy on domestic situations - so many different dynamics - contain people should be trained for domestics - don't send trigger happy guy - can talk people down
- Train cops how to de-escalate



- 1968 - used to be true - cops sent to city colleges to take sociology classes - to commune with hippies - diffused tensions in community
- Richard J Daley said shoot to kill in 1968 - attitude gets ingrained - that black lives are worthless
- 1919 - Race Riot in Chicago, National Guard brought in because cops were involved
- Require CPD to be mentors in the communities they serve: baseball, tutoring, etc. for 1 shift per week
- Social justice issues
- Citizens demand change, improve process
- Observe - listen, learn, participate
- Why A.G. in Woodlawn
- Hear others - learn culture of community
- Sometimes mental issues with community and may have issue with police
- Community doesn't respect community - mental health training
- Community people are not afraid to be incarcerated
- Mental health specialty training for police department
- Have mental health team or specialist on staff
- How many complaints (times) does it take to create a profile
- Aggressive police officers may need training due to complaints
- Complaints are not effectively recorded or disciplined
- Officers need accountability
- The officers' job is hard and under paid
- Stressed without funding
- They work in life-threatening situations - should not quickly accuse/report officers
- No consequences if there is provable offense
- Difficulty in implementing change: starts with training, skills, oversight, understand how to interact with hostile community
- May be in adversarial situations with community
- Need specialized training for various communities
- Specialized programs are needed
- Need money for programs
- Government took away funding
- New Warden Cook County is a psychiatrist; has new program, medication
- Most crimes - sometimes people want to go to jail because they get services
- Officers can get training in social settings
- Must be acclimated to communities
- Should attend community meeting - get to know neighbors
- Officers should be assigned to communities based on race
- Should understand culture/background of community
- Must know what's going on
- Need multicultural training
- Must be aware of cultural traditions
- Need diversity training
- More black police in black community
- Must be broadly educated
- Need communication skills training
- Should not stereotype
- Don't pre-judge
- Community should not be judged by what they wear or look like
- Need to be more respectful
- Community sometimes "fears" the police
- More required courses and training
- Chicago is a segregated city
- Proper training - if they don't know, then they don't do
- How is training done?
- Schools are still segregated; sometimes "white" have no interaction with "blacks"
- Legalize marijuana - people are getting arrested, whites don't get arrested, black/brown gets arrested for small amounts
- Same offense should be treated equally
- Police should not harass; i.e. anti-loiter ordinance
- No political to change disparities
- Black/brown people are dying from gun violence, i.e. Florida High School shooting and now laws are being changed
- Police can address "our" causes to gun violence, no one is addressing racism
- CPD should implement review to

- monitor officers individually, i.e. they act differently in different communities
- Pay attention to red flags to officers' actions
  - People (communities) are no longer being silent
  - Need a paradigm shift
  - Should be a law against "code of silence"
  - Policing for profit should stop - traffic tickets, biking tickets, traffic stops - happens in low income communities
  - Cannot legislate morality, police should treat fairly
  - Need new code of conduct to the profession/badge
  - It should not be personal
  - More transparency and severe penalties
  - Deadly force should not be first choice for people of color!
  - Need more communications
  - Need diversity training
  - Way they talk to each other, more respectful
  - How do we keep them accountable?
  - Misconduct - consequences for their actions
  - Mental health training
  - Does not know how to respond to us
  - Public servant jobs
  - Stop instant criminalizing black and brown, ex. FL shooting
  - Unconscious bias training
  - Stop the automatic profile, targeting
  - Do not like talking to officers
- D boys - worse ones
  - More police in community that look like them
  - Stop the home invasions with no search warrants
  - Talk to us like normal people - their tone
  - See us as humans, like their sons, daughters, nephews
  - Citizens panel - accountability; include youth
  - Impact needs to impact them personally
  - Training - Qs in assessment, ex. Do black lives matter?
  - Training - on the assessment position on the test before they hire/ask them about psychological
  - They need to do community service (the police); add an incentive
  - Police officers reflecting the community and context in which they serve
  - Perceptions...community and CPD officers
  - Hiring practices
  - Common understanding of "force" and "excessive force"
  - Training...transparency...as it related to use of force
  - Overall common theme: training for CPD and community
  - Police accountability, have them pay for their own legal fees.
  - Rethink/ask ourselves why are we so willing to accept the use of force?



## COMMUNITY POLICING – What can CPD do work with your community to improve public safety?

- Officers should live in communities they serve
- See more police walking beat
- Show more respect to community.
- Before becoming police officer, community service/in community apprentice in community.
- 18th District coffee chats, commanders and officers. Get to know officer in department on a personal level. Not in stations/community centers.
- Involve young people, allow them to have talks with police outside of conflict situations (high schools/grad schools).
- Officer friendly, to know police more personally.
- Help children to not be afraid of police.
- Combat fear factor that children have
- Disarmed, rubber bullets.
- Union issue - should teach to serve and protect. What are the tools the officers need to do this?
- Write essay on what is racism and why it should not be in police department. Lie detector test on racism.
- Teach protect and service in training. They are not above the law, uniform doesn't give unjust power over community, wrong-doers should be fired.
- Policy needs to change with regard to actions sanctioned as being in accordance and justified actions.
- Officers need to be more physically fit.
- Address stenotype attitudes.
- Mentor youth in detention center.
- Ongoing training in human relations.
- Need more engagement with community, community is not the enemy.
- More diverse officers
- Police should reflect community
- Some white officers have no sensitivity to community.
- Remove Ed Johnson - over ruling COPA. Bad public relations.
- Rookies in CAPS meetings
- Restore trust
- Listen to advice of community when they give them information about trouble makers.
- Movie "First Blood" should be seen. Example of bad policy and actions city wide.
- Assign officer to schools so that kids are more familiar with officers.
- No police in schools - school to prison pipeline.
- Train them to deal with children/ community that is marginalized.
- Get to know people in neighborhood.
- Community is over policed.
- Those officers with seniority get assigned to "nice" neighborhoods.
- Have pilot program to have officers who look like community on watch to see if there are changes in incidents/crime.
- Stop intimidation.
- Officers who have fear should not be on force.
- Generational police have bias.
- Recognize police who do what works.
- More training to recognize mental health problems.
- Help victims on the spot with support services. Cultural training.
- Crisis team dispatched to incidents.
- There is more respect when police and community interact.
- Be more respectful of community.
- Get clergy more involved.
- Community service for officers two times a year/paid time.
- More than CAPS meeting.
- Community cleaning projects not in uniform with community members.
- Work with churches and clergy in districts.
- Police in schools, work more with principals.
- Commanders hold community meetings

- to assess what community needs are.
- Commanders need to be more involved. Hear from “top dogs” of districts.
- CPD should have block club parties.
- CAPS address gun ownership and their responsibility (gun in home) safety practices.
- Discuss how to keep your home safe.
- Include support services at CAPS meetings.
- What to do when you can't call 911.
- Be interested in community safety.
- CPD visit community centers.
- CPD should build relationships, with “kid on block.”
- Present factual information.
- Local TV program: inside look at CPD weekly, station to station.
- Use social media with relevant info, currently boring, more relevant.
- Police should live in communities they serve.
- Their heart needs to be in it.
- Be nicer to the people they police.
- Police should build relationships with community members and be less judgmental.
- Use CAPS meetings to build more trust between police and community.
- Police should respect community members more.
- More positive interactions with police and community (outside of CAPS meetings).
- Need to happen/have the same officers in the same communities (prevent high turn-over).
- Convict and sentence officers that commit crimes to build more trust with the community.
- Maintain communication between police in the field to prevent deaths.
- South Side Task Force should not be made up of police officers in community-should be independent.
- Have an independent place to file complaints (outside of police dept./city/county areas) because they all talk to one another (not confidential).
- Convicts and sentences will lead to more trust; financial investments in communities that have been adversely impacted.
- Hold meetings to let police hear what the community wants - not assume they know the community.
- More empathy between police and community. Have more humanity; learn the real history of the U.S.
- Stop marginalizing the communities they serve - policing is a profitable business, so it is hard to reform - perform radical change.
- More security does not mean more safe- school with no detectors have no problems, while school with more security/metal detectors have more problems.
- Align community and police values to improve community relations - be more engaging with each other to create a unified strategy.
- Beat officers should use radios not cell phones (transparency).
- Body cameras should never be turned off.
- Mix black/white/Hispanic officers at all times.
- Stop lotteries to win bets on number of people they charge or convict people (even falsely).
- Merit pay should be based on community feedback and preventing crimes; not number of arrests and convictions.
- Serve and protect; not serve and arrest
- Community needs to create policing strategy; not only be told about the strategy CPD proposes.
- Accountability has to be independent of CPD/IA/COPA - remove veto power of CPD superintendent.
- Go back and learn history and make it right (reparations, MONEY from FOP).
- Police officers should be liable for damages- not City of Chicago- make the union pay for damages, not taxpayers (put financial burden on officers - house/ debt, etc.).
- Pressure aldermen to pass laws to

- enforce damages paid by FOP.
- Stop offering paid leave; make officers payback money if they are convicted of wrong doing!
- Racial sensitivity training - Type? Effective? Need for healing work, focus on anti-black racism.
- Reform overtime policy/work on the side (implications for how community is treated and their families)
- Trauma-informed training/mental health of officers
- Improve screening for hiring/prioritize this not training. Need to understand and know about issues in our communities, periodic psychological assessments, forced retirements of current force.
- Pay lawsuit settlements out of pension funds, not out taxes.
- Change the mindset -they come with preconceived notions - assumed that everyone is from gangs (thugs).
- Police needs to be familiar with community.
- Socializing - e.g. Light the Night Project
- In Englewood 3 events/work, once a month volunteer- police involved.
- Barbeques, movies, block parties (we need to know more about these).
- Anyone in the street in the evening is being stopped (especially young people). Stop targeting them. I have witnessed this. There's a lack of communication. We should report this to the commander.
- Community should step up, I witnessed theft from a school. It took 15 calls before CPD came.
- I think it's a lot of lack of communication. Parents threatened kids with calling police as a form of discipline.
- Lack of respect on both sides.
- Profiling based on media bias.
- Lack of knowledge of community. Police need to learn to earn trust. If I get injured/abused then I spread the story. It take a long time for us to come back and community to come back.
- You can't even assist- because you're viewed as not knowing your place (if you socialize then you'd recognize allies).
- Allies
- Not approached with respect
- Lack of training on sensitivity.
- Can't train a bad person to do good.
- Teach community to complain- they complain to each other. Police should train. If police are not trusted then co-facilitate with...
- Seniors (adults and elders) should bring youth to these conversations.
- Adults need to step up with youth - connect public \_\_\_\_ (but we are afraid of youth).
- Lack of youth dealing with seniors.
- Partner with community organizations.
- CPD has to be present in community when not policing- businesses, parks... take part and get to know.
- Get to know the "ways" of a community (e.g. socio-economic backgrounds).
- Has to do with ethnicity/different education/backgrounds.
- Internships (mandated) without the gun, badge or Taser.
- They are afraid of community (and community afraid of them).
- Militarization (with military equipment) and military behavior.
- Trust is built in relationships
- Ride along with citizens (for a shift); activists, teachers, barbers, advocates for community (bridges).
- Bike and foot patrols (get out of their cars just because not as a response to a call).
- Relationship building allows you not to be on the defensive.
- Woodlawn - I've heard of some.
- Tie police to places/organizations that work with youth - partnerships.
- Police should patronize the community.
- Psych testing - do police have biases? Were they exposed to other people?
- Police may be brought up by biased parents/communities.
- Informed story sharing among CPD and community.
- Police should be required to be mentors (throughout their life). A new youth

- periodically - cross racial!
- Pair police with different ethnic or socio-economic backgrounds.
  - Set aside fund for police to fund needs in the community. Forces them to research the community. E.g. gym equipment, adopt an elementary neighborhood project.
  - Foot patrol, engage people.
  - Ex-offenders are similar to police (they know how to create crimes).
  - Use ex-offender as partners. Use violence prevention money (AG money). Ex., offender-CPD-potential offender. Key untapped source. Long term plan.
  - Sports programs exists already... Washington Park, Back of the Yards, Englewood, Woodlawn
  - Police should go in schools more, "officer friendly". Kids won't grow up hating.
  - Professional mentoring of youth.
  - Leave desks and be in the field- clerks need to be civilian. Police should be out! Misusing their training!
  - Police are not physically fit. Community workout centers for CPD and community - use the park districts.
  - "Work out, work up together!" Let's get mind and body in sync with each other.
  - Separate police officers by ethnicity. So folks speak truth from an ethnic perspective.
  - Teach officers how to have restraints.
  - Have police talk about what happens with their own colleges (i.e. discrimination within own CPD). Rotate police in different precincts.
  - Put more women in CPD leadership positions (women have different approaches).
  - CPD should live in community
  - They don't want to live in city, even if they live in community they may not be engaged.
  - Get out of the cars and walk the beat so they can interact.
  - Why are they intimidating? They abuse authority.
  - South Shore incident, person training dog in park, police told her to leave. He said he got a call from neighbors.
  - We don't complain, nothing they will do.
  - Don't feel safe in my neighborhood. I feel more safe in Englewood than Bonneville.
  - I tell young people to stay away from CPD. We don't trust them. They don't like us. They don't come when you call.
  - Cops arrive for accidents two hours after it happened.
  - CPD doesn't come out anymore for car accidents.
  - In domestic violence incident they didn't come.
  - Do your job. Come out when you call.
  - If you come out for small things I don't see them doing their job.
  - If I go to work and not do my job my colleagues would not trust me.
  - Different methodology to engage.
  - They think everyone in our community is a criminal.
  - You keep causing harm, I can't trust you.
  - Trust can never be rebuilt.
  - If I call I'm not the criminal.
  - White police wanted Black lady to give him her phone but she didn't give it to him. She knew her rights.
  - Get to know people. Know how to deescalate. Police escalate situations.
  - We need to know our rights. The community should do that.
  - I think they could violate your rights even if you knew your rights.
  - What are we paying taxes for?
  - CPD should have liability insurance. Need to up it.
  - They should be licensed; like lawyers lose license they should lose theirs.
  - FOP has in contract they get to change stories, it's in their contracts. They are negotiating contract they do it in the dark and it should be open to us.
  - FOP contract should not address police miss conduct. Contract should focus on sick days, days off. FOP is their union. Union should have no bargaining rights. Should have power over police board contract.

- Police walking the beat; interaction/w communities are different, must be more involved and sincere, build trust.
- Transparency
- CPD is resistant to work directly with public
- CPD has to earn respect of community.
- CPD should be open to Chicago residents.
- CPD should share information with the public.
- Security monitors in schools or public places.
- CPD should have open forum (monthly) regarding dangers of carrying “play” guns.
- Hard for CPD to distinguish “real” vs. “play” guns.
- Trainings for children to learn how to deal with police when stopped. What do you do?
- Expungement seminars.
- Community should know their rights; enforce curfew (make parents accountable).
- Community should be educated.
- Funding for legal representation.
- Be available after school.
- Educate community.
- More officers in the community
- “Officer friendly”
- Open communication lines for genuine-felt community presence - partner with other segments of the community.
- Peace circles with CPD and community members.
- Decrease police hostility
- Strong relationship with beat officers
- Programming with youth to build trust at a young age; in schools
- Do officers actually like the community they’re in?
- Training to understand the community
- Address CPD attitude and motivation for pulling over black people; understanding for how that affects their reputation with other children and trauma responses.
- Respect people regardless of past behavior; understanding that people with background have difficulties accessing jobs and housing.
- Create employment training and opportunities.
- Address CPD judgement and bias without understanding people’s intentions and goals.
- Invest in youth and education.
- Psychological evaluations for CPD every 6 months.
- Officers committed to the school who want to build a rapport and stay there.
- Community members dedicated to helping must be part of COPA; committees in each district.
- Community events like sports.
- Consistent and recognizable presence- not staying in one place; walking.
- Public postings of officers’ names, photos and also the complaints against them.
- Collaborate with local institutions to build trust- don’t walk in silos.
- Don’t forget kids on the corner- mentor them.
- Understand circumstances of people’s lives. Don’t make assumptions about who people are. Know what is happening in kid’s homes.
- Police culture is not going to change.
- Hold police accountable - external review (COPA).
- Change needs to come from the top down.
- Remove bad cops from the force.
- CAPS meetings could be helpful if done right - opportunity for communication.
- What information community members share needs to be said in confidence- fear that police will tell gangs that someone said something.
- Police called my son a name and spoke in a hostile way to him. Told him to get a gun.
- Treat people like they’re human- no matter what! Police need to understand that.
- Be more involved in community. Don’t just be spectators.
- Improve gang database process. Not inaccurately logging stereotypes and families.

- Sensitivity/empathy class. Re: racism, rudeness.
- Rehabilitation; prioritizing resources/ jobs other than gangs (don't just preach, practice it!)
- Try to hire police officers who live in/ are from that community or have trust investment in that community.
- Reallocate or donate to success of kids, money to after school programming that is accessible (tutoring, sports, Big Bros Big Sis, etc.).
- Formalized method on how to approach people with pre-written questions that don't attack people, e.g. "are you okay?"
- Build relationships with community and alderman's office, e.g. sports.
- CPD engage with community leaders like teachers and religious leaders.
- Much address institutional racism.
- Reform CPD training esp. re: implicit bias and how to work in diverse communities.
- Provide mental health evaluations alongside physical tests, esp. in hiring
- CPD must get to know community members, including panhandlers and gang members.
- Employ officers who live in the community
- Meet and greet with local beat cops, not just CAPS officer.
- Holding giveaways and other ways to give back to community.
- Advocate for us instead of fighting us
- Improve training and culture to have courage to address "bad apple".
- Don't include shoot to kill in training.
- 90-day probation before carrying gun.
- Community vote to choose neighborhood watch police.
- Training to address racism.
- Address laziness and lack of motivation to do their job of serving and protecting. Call over to window; unwilling to get out of car, dispersing groups even while acknowledging "you're doing good"
- Use community events rather than CAPS meetings for outreach and to share info and stats.
- Recruitment and retention for POC, analyze increase in white CPD.
- Look at who is involved in hiring process.
- Recruit POC ex-military and work with ROTC.
- Don't discriminate against people with family members in gangs or jail and see benefit in hiring them as CPD.
- Police partner with Guardian Angels.
- Use Guardian Angels as bridge between the community and police.
- Training to interact with mental illness, differentiate between medicated and not.
- Independent review board for hiring process.
- Evaluate interactions for racial bias and violence.
- Practice confidentiality and don't "out" who called police.
- CPD must give people second chances. Just because you did something once doesn't mean you are again.
- Understand that if you treat people badly and or violently, they won't call you for help.
- Stop profiling!
- Do your job; don't forget why you became a cop.
- Participate in community events.
- Train community members to act as liaison between cops and community, esp. for events, e.g. police explorers and traffic control (under 18 training).
- More funding for police and activities, community programs- reallocate for something like community service hours.
- We see something harmful, gang members, vacant houses, we tell.
- Taking communities back is up to us.
- People scared to file complaint because of police retaliation. It becomes record that police can see.
- Real cause of crime is poverty. Out of necessity they commit crimes.
- Help people with skill building. Help them with resources.
- Don't feel safe in neighborhood. Scared of gang members. Police are usually on main streets.



- Afraid of gangs, sometimes afraid of cops.
- Feel that gang bangers would protect us. I knew who didn't belong in our neighborhood. Not afraid of gangs, more afraid of police.
- Cops just sit back, they are scared. They let us shoot each other.
- Wish police would pull over and talk to me when they slow down.
- More trusting of gangs than police.
- Young Latino cop was able to have conversation, it helped.
- They should be out knocking on doors when something happens.
- They should come to these events. They need to hear this.
- Police should listen to community. Police shouldn't feel threatened. We have to let them know what's wrong so they can correct it.
- What's the date for the consent decree, we need to know so we can hold the process accountable.
- These same questions have been asked for past three years.
- They have enough info to make decree. Gets disgusting because nothing changes.
- We are hopeful that's why we are here. This turnout shows you this is important to us.
- Translation is important, police force should be 40 percent to 50 percent/ police should reflect community.
- Back of Yards has high youth population. Need more young cops.
- They won't have the old style training. Once they are in squad old cops (who are more adversarial) pass on their 'them vs us' mentality.
- Unless we talk about it, nothing changes.
- Legalization of cannabis will bring on new issue. Cannabis users have been viewed as criminals.
- Not stereotyping, generalizing.
- Step back, let people step forward.
- Don't just come from a position of power.
- Take anger management classes before get the job. Work on way they approach.
- Build relationships.
- Stop rapid change in personnel and commanders. They don't know the people, relate to us all the same.
- Mental health checks before get the job.
- Police more involved in setting agendas like CAPS, so it is a joint effort.
- Officers don't participate with the community, bad optics.
- Organizing more events where the cops can play.
- Various races in one car/unit/partnership.
- Join the open nights at St. Michael, on open gym nights.
- Walk the streets, hard to talk to them in cars.
- More bikes.
- Give a more friendly vibe, not use power to intimidate.
- Community members are #1.
- Police should come into schools and interact in classrooms.
- Make sure one of the partners speaks Spanish, fluent or some phrases.
- Palm cards for the police to hang out/ begin in friendly way. Also something for community members to give police.
- Don't assume people are gang bangers because of how they look.
- CPD has tried to implement a lot of changes but none have worked
- Creating relationships is key, that's what creates change → officer friendly walked around, knew everybody and that created a relationship. Relationships create trust
- People sometimes don't trust police because it's not transparent if they work with ICE → lack of transparency about gang database, who is on it, why. → lack of transparency creates fear
- Have more officer friendly → no trust, no safety
- It was us against them, the more we got to meet officers (friendly) became less of 'them' and built trust
- Don't trust enough to report crimes, need to be able to be anonymous when reporting
- Worry about corruption, can't trust police because cops would work with group to



- get info
- If officers were a community resource, that would build trust
- More transparency about crime activity in community and also unsolved cases of crime
- More resources, social services, resources for people committing their first crime, esp. petty crimes → if police could be positive influence
- In regards to quotas, feels like they are trying to get you, it's monetized. End of the month → feel targeted. Should not be incentives to ticket
- Dialogue
- Sometimes the hostility police approach situation that escalates, need to work to deescalate/police should set the tone
- Cops should be held to professional standards, be empathetic, don't have quotas. Dignity and respect
- Build things and projects together, working side-by-side: what ideally community policing could be, will affect relationship for better when issues arise, ideas for projects should come from community, community gardens and murals, service holidays with CPD
- More restorative justice courts for people who commit crimes, different repercussions for crimes, something more collaborative, esp. for 1st time offense (one person thinks separate issues at the court)
- Police should set the example; should be patient: training for how to stay calm, use military as example. Currently feel cops approach with aggression and provoking. Tone starts at the top
- CAPS officers are often at the office; not in the community. Change who they report to.
- More contact
- More community get together
- Spread the word about existing meetings
- More involvement from people.
- More communication about get together.
- Have dates on calendars (in regards to events).
- Signs outside of halls where events are taking place.
- More vigilance at parks.
- More police.
- More lights.
- Block club meetings and getting kids involved.
- Have more interaction between officers and police, soccer basketball.
- Police do not arrive on time.
- On occasions they do not want to write the reports.
- When there are fights the police do not show up.
- They are late to respond.
- More attention when we call the police.
- More police in the neighborhood.
- Treat people well.
- That they SPEAK SPANISH.
- DON'T BE RACIST.
- There is discrimination between officers of the same race.
- Do not intimidate people.
- Schools, churches.
- Better attitude.
- That they walk around the neighborhood or be on bikes.
- That they give the opportunity to get to know people.
- That they bring back block parties.
- Don't have meetings at libraries or in schools but on the BLOCK.
- That they be honest.
- That when they call, don't give names.
- Keep confidentiality.
- That they show interest in the communities.
- That they don't take long (to arrive).
- Do not generalize youth.
- Respect for their jobs so they are more honest and human.
- More surveillance; investigations.
- Commit more to the situation.
- More training to learn how to handle the situation.
- The police sometimes arrest youth of one part of the community and then they leave them in another part of the neighborhood on purpose because there

- are opposite gangs.
- Police crashed into my son and unjustly arrested him.
- That officers have more cultural training.
- That when they make a mistake they know how to recognize it.
- Diversity among personal.
- That they walk more.
- That they go into the neighborhood and not just on the avenues.
- That they respond quicker.
- That they interact with people from the neighborhood.
- That they respect the privacy of anonymous calls.
- Don't be racist.
- That they be present even if they are not needed.
- That they love their profession and they don't be proponents.
- That they respond to calls.
- That they take more time to analyze situations.
- More training for the officers so they aren't proponents.
- That they do not abuse their authority.
- That they participate in social events.
- That they participate in events over the summer.
- More information: schools, online media, church, between us, strategic flyers.
- Events with officers, CAPS and having officers present at community events.
- For new officers they use to give them a gang training in order to tell them apart. We have to bring this back.
- Before officers were more involved with the churches- this creates better relations.
- People are scared to speak up at CAPS meetings due to "retaliation"
- Parents need to be more involved in their children's lives.
- Police should have a meeting with the community to create better relationships/ interact with residents and inform them of what is happening in the community.
- The community needs to organize themselves better and work with the police. "Block Clubs"
- Police need to be accessible.
- We also have to give them their place. If we want respect, we have to also give respect.
- "Block parties"/engagement activities.
- Have more communication with them/ police.
- Police let us know that we can contact them. If my neighbors don't let me sleep because they are making noise until early morning hours...what can we do if our neighborhoods are an issue?
- Have a guide - when you call 311 and when you call 911.
- When we call you have to answer. One time I was robbed and it took them five hours to arrive.
- Get involved in community activities during the summer. Our community has a basketball league it would be good if the police was a part of this.
- Show up, Speak up, Step Up
- Go around and meet people. Foot patrol.
- Community policing is very strong in District #2 (Wentworth/51st). We have beat meetings- they are well attended.
- Reach out more, door to door (trust-building). I have been attending beat meetings for over 20 years.
- Need more community reps., an advocate trusted by community. Example, Ald. [] used to come to us - how we go to CAPS.
- Walk the streets! Meet people; good and bad. There is a reason for bad behavior.
- Be respectful.
- Don't profile everybody!
- Have enough officers in the area.
- Police that look like the community that they police. (They have recruiting for CPD in our church- good!)
- Proper training; to respect, psych training (not just physical), taught to shoot vs. deescalating. Knowing the citizen will tailor your behavior.
- CPD doesn't stay long in 1 neighborhood. Make mandatory terms- at least three years.
- Talk to gang members. Get to know them.

- CPD doesn't know us! How could they trust.
- We don't trust each other to watch each other's kids (police can't do it all).
- People tend to come out (to beat meetings) when there's issues.
- Have events like these to talk about= consolidating to solve the problem.
- Why tell the neighbors to report on each other.
- Ask police to tell on each other! (If I turn my son in- there's really no reform). System is broken!
- CPD is broken- why is there no internal reform there? Fix this then I'll collaborate.
- Officers have stress (lots) - they can't vent on the citizens!
- Get the crooked people; take money under the table, shaking down drug dealers (and keeping their drugs), don't abide by the laws they're supposed to be upholding.
- Can't be judge and jury - your job is to protect and detain - not judge and administer punishment (beat detainees). Know your place.
- Get out of cars. In a friendly manner ask people what's going on - nicely, they'll tell you.
- Serve and protect - live up to your mission! Like Varney Fife! (Andy kept him in check). Superiors are not acting wisely and in the best interest. Superiors need to go out and observe their people in action and reprimand them accordingly.
- In some social meetings they are still throwing around their power. Don't expect free donuts (be humble).
- Move to neighborhoods that will help them grow professionally.
- Engagement with community and communication.
- Police should be from the community.
- Build relationships.
- Three to four hours walking the beat! (Rotate them after three to four hours if cold).
- Youth especially have a terrible relationship (officer friendly). Have them see cops in a different light!
- Don't always attack - build them up, teach kids criminal justice (early on), mentor!
- Basketball/baseball games (make it so youth have options when making choices- won't want to disappoint officers).
- Bring kids to jail - in a creative way - explain what happens when you have a record. (kids live in the here and now).
- Mandate that prior to academy, have two to three years interacting with minority communities.
- Assess cultural and community competency. This is as serious as a doctors jobs - you're dealing with people's lives! Mandate internship hours like doctors, social workers.
- Give out rewards for identifying drug homes, etc.
- Concealed weapon carriers (licensed), train CPD how to deal with those folks.
- Police should reflect ethnic make-up of the neighborhood. (a majority).
- Mental health screeners weed out potential candidates of colors (more culturally sensitive screen tools).
- Have neutral people doing the hiring - no nepotism!
- Police cars parked on the block - in park area, shooting, police able to catch them. Having them present provides me with safety.
- On news, brutality.
- They're doing their job out there protecting.
- Parked here at night, coming in, makes me feel safe to building.
- Hope this takes place in other communities.
- Females - less targeted to abuse (unknown cause: lack of respect). Resisting when you did something wrong?
- Have trust issues with police officers.
- They interact, if I see them, I feel better
- Building management may have a relationship with them. Surveillance after

- shootings (presence stayed).
- Children out playing, drive by, at a fence-dangerous, police were there at the corner and caught them.
- Some areas with loitering had more policing and that changed it.
- You know it's their job, but important that they are not just sitting there. Some things happen with a shift change.
- Police don't live here.
- They don't represent the people that live in our community, and they don't know us.
- They should have a certain percentage of people on the force that live in our community. Should be our neighbors, know our names.
- Should be personable, kids are threatened when they don't know them- need to build relationships.
- They come here just to work, nothing else.
- Other neighborhoods have tons of them- should be visible.
- Officers were always Caucasian in the past, Chicago is so segregated - police should be partnered with someone in our community (would diffuse what happens).
- Don't give us respect (language: "boy"), disrespect.
- Sensitivity training, get minorities involved to let them know what it's really like.
- Technology
- Rarely see Black officers unless something happens, no relationship if nothing's going on.
- Community events should take place to get to know us Black men might be intimidated to come.
- Like quota rule: requirement to spend time in community (e.g. bball game, events). Set percentage of time.
- Pro GAPA (?) ordinance
- Should be community input with PD (not watered down advisory boards- doesn't work).
- Regroup, we want a say/voice.
- Follow through, power sharing.
- Don't promote bad cops (cycle).
- Want accountability not "trigger happy"
- If you're scared, get off the force - don't shoot every time.
- Chicago phenomenon: high murder rate.
- Other states may have more oversight.
- Media/technology with misinformation.
- Systemic racism ignores some factors in black communities (ignored).
- When white folks want it, crime goes down and change happens.
- Gentrification - not for it.
- Combat racism in PD: need people to speak up, when people see oppression, speak up and work together.
- Work in a community = multiple factors.
- Vibrant, active community
- Allow community ownership.
- Need role models of color, investment in our community and diversity.
- Visibility to be a help, here for us, not a threat.
- Fundraiser, more jobs and services 1:1 working with the community, be a part of it.
- Work together
- Disinvestment in some community puts people in isolation.
- Go to Springfield together, accountability for money.
- Good rapport with PD in my community - I see them at all times of day (they have to be because of drugs).
- Shoot but don't kill when committing a crime.
- Don't see how they can get better when problems are in a community - they also have toughest constraints.
- The city could be doing something but won't (bias).
- Parents should be held accountable.
- Have more communication (one time a week, month). Talk about what's going on- have a meeting to hear both sides CPD/Community.
- Pants sagging - how can PD have respect?
- Low income, families stick together with lower accountability of community

- members in taking ownership of issues.
- Need to reach the trouble makers to lead to change.
- If police take the teeth of these issues, could see change.
- Address gangs and get them to be held accountable.
- CAPS doesn't foster truth
- "Talk to the people" to earn trust.
- Understand the community and culture
- "Give up some of the power," the police for the community to trust them.
- Police should pay for their own lawsuits, it shouldn't be covered by tax money.
- The second pastor's opinion, not in agreement with the table. It led to a bad start.
- Police should come from the community. Hire from the community.
- Guardian Angels (org) should be part or involved in investigations.
- More African Americans into the Police Academy.
- Management/higher ups, should be diverse, Black and Brown folks.
- Weed out corruption, it's on the system.
- Stop criminalizing the community, petty crimes.
- More Black police officers.
- Sensitivity training.
- Know the history of the community, each community.
- Re-instruct/re-construct social engineering of policing.
- Officers should live in the community.
- Bring back "officer friendly" ("151" squad car)
- Partner with orgs that are already in the communities.
- What is the root of "I feared for my life?" How it started?
- Test/do psychological exam to find if/when there is racism in the trainee/officer.
- Town hall meeting/introduce themselves.
- Live in the community they serve.
- Help with employment in low income communities.
- Higher visibility, more foot patrol.
- Know people in the community who can help with members of the same community, if there's a mental health issue, for example.
- Better education to deal with folk with mental health issues as well as other health issues like diabetics.
- Community meetings with police.
- Police to go to the community, not the community to them (go to church events, etc.).
- Community should have ownership.
- Go back to the days of "officer friendly" as in going to school, attending assembly.
- Police's job shouldn't be so hard if mental health clinics/funding for mental health services were available.
- Address different needs from different communities. Not all communities are the same.
- Get to know residents in communities - spark up conversation
- Officers need to be from community
- Being held accountable for misconduct - bring back trust in judicial system
- Community cooperation - barrier: no snitchin from history of mistrust
- Leverage ethic officer to bridge communication gap
- Other systems to keep officers accountable
- More police - crime deterrent
- Community events to bridge - movie night, BBQ, back to school event
- Address need within community through an event, forum
- Reinvest funds in community events - CAPS, Officer Friendly
- Re-educate community through integrated approach
- Officers living in neighborhood - find local talent, targeted recruitment
- Attend block club meetings
- Beat officers
- Meet and greet (semi-annual) - maybe more frequent
- Visit schools in neighborhood - change mindset of youth
- Host events - sports, chess, video games,

- exercising
- Officer required to collect service learning hours
- Dept. retreat for officers (quarterly)
- Nice acts for officers in district - baking, "community day" at precinct
- Officers supporting community gardens in communities
- Good police officers making it known of bad officers without any retribution
- More of a presence, not of intimidation - officer friendly
- Clear up distrust
- Police escalate the situation negative
- Educate about the difference in the communities (Autism, learning disability, death)
- In black/brown communities there are people with disabilities
- They need trauma-informed care
- Education, training about unique aspects of our youth
- A protocol for engagement - officer friendly
- Get to know the community and its residents
- Sensitivity and racial equity training
- There needs a police defense fund
- Small interactions affect relationship
- Officers do not need be big weapons
- No need for occupying force - we have seen tanks it does not make us any better Iraq/Iran (chemical weapons)
- They are deporting immigrants out here. We need to stand with them
- When they kill one us they should be fired and jailed
- No gray areas in police shooting
- Get rid of desk/desk duty
- Not get paid when they have done wrong
- Should be a transparent in contract negotiation
- Community oversight
- Proper time to withdraw weapons
- Mindful of what police officers in what community (police who can relate to the community)
- Come out to community meetings
- Get to know the block club presidents
- Walk the beat
- Police officer should be known not just when is occurring
- Crisis intervention before things jump off
- Bicycle, walk around
- Officer friendly
- Police maturation is important. Take a younger person as an understudy. Pair a seasoned officer with a new officer.
- Recruit police officers from their own communities
- Engage with residents
- Listen to resident concerns
- Maybe if we can come together to solve a problem
- Don't come in blindsided
- Be more involved with people/ community
- The shift in the morning should have a report for the next shift
- What happens in my community, effects in other community
- There is a political consequence when people work
- Citizen watchdog
- Get rid of the stereotypes of people outside of police
- Put the police and community together
- Both parties are trying to prove whose territory it is. STOP IT, it does not solve the problem.
- Talk to people
- Participate with youth more
- No beat cops - limited interaction, bicycle?
- Not residents of community, lack of investment
- Lack of integrity, not doing work so they can stay
- Create events to interact with residents - basketball league, forums
- Increase diversity of interactions
- Come to events in community - included in credit hours (community service)
- Make apart of evaluation process - create measures to assess community engagement, certain number of events and community reports as measures
- Stop harassing African-American people



- Hang out place for police and youth to play basketball, play video games, etc.
- Stop being aggressive and demanding
- Police to get rid of guns and knives off the street
- Not have officers present inside of the schools - have a different way to keep schools safer
- Don't always use excessive force
- Figure out ways to get to know community members
- Advertise community events more
- Have more African-American police officers in urban areas
- Have an afterschool program for youth - performing arts
- Group talks with youth - youth that have lost family members to police shootings
- If police are having a bad day, find a way to leave negative attitude "at the door"
- "Taste of CPD" - food cookout between police and community members
- Mood check-in/check-out
- Certain amount of community service hours before graduating from the academy
- Stop talking to people like they are beneath the police
- Culturally diverse/sensitive - introduce this through training in the academy
- Be involved in community activities that's not connected to the job/social involvement
- Walk the beat/get out of their cars more; help community to feel safe/what can they do to help/helps to build bonds with the community
- Has to be community based
- License and insurance policy to hold police accountable
- Engage the community/build trust
- Fraternal Order of Police - How can we change the dynamics?
- Change has to start within the department
- Holding police officers accountable to help weed out the police. Must being to suffer consequences when something unjustified happens
- Have a "true" civilian accountability board - Independent organization with "policing powers" (arresting power) - level the playing field
- More beat police/walk and engage the community more
- Restorative Justice vs. Criminal Justice System practices
- Have community boot camps that police can bring non-violent people to get help vs. going into the system
- More positive interactions between police and community members
- Police officers to teach and talk to students in the schools
- Having officers in the school in full uniform can be frightening, intimidating - should be in plain clothes
- Engage the youth more
- Police have to stop criminalizing what black youth do, especially protesting
- Is this done on purpose? Lack of police accountability, reason why police act the way they do in certain neighborhoods
- Get back to presence on the street in neighborhoods
- Invest in relationships by attending community meetings; also host meetings at the district building
- Invest in having consistency in officers assigned to particular beats - less rotation of trainees
- Develop a social media strategy for alerting and communicating within districts
- Improve communication between shifts - after an incident, officers on the next shift seem to not know what happened
- Hold roll call trainings out in community
- Be more present regularly, not just during intense, escalated situations
- CPD should not identify/point out when a business reports folks loitering (or other reports). It can decrease safety due to retaliation.
- Partner with community business associations to provide a layer of protection/anonymity
- "Coffee with a cop" - host in community,



- supports community businesses, shows visibility of working together
- Develop continuity with officers on beats; stop using specific communities for training only
  - Sponsor community activities to get to know community
  - De-escalation is a MUST - don't come into every situation at max force
  - Develop a "volunteer police officers" program. Flint, MI did it.
  - Officers should police the neighborhoods they live in
  - Increase the # of African-American detectives
  - Young people do not trust police - develop ride-along program for young people, interact with young people
  - Solve more crimes and public safety will improve; people will trust better if more are solved
  - Offer early retirement to all current CPD and start over to make a new CPD culture
  - Have police come out of their cars and interact with people
  - Know people by names. Interact.
  - Check their attitudes; they don't want to talk to you. Interaction.
  - Trained on how to talk to people - communication skills
  - They are afraid. Mutual fearful
  - Carry rifles - they say they're afraid (image of fear)
  - Racial composition - most are white
  - Don't live in community. Training at Dr Sable - ~ 20 block faces
  - Black people tend to be effusive. Culturally sensitive
  - Integrate with community. Know non-profits. More CAPS meetings
  - Go into the schools - "officer friendly" - police could change image
  - Develop mentorship
  - See police when there's no crime
  - Attend community meetings
  - See me as neighbor vs. a criminal
  - Have a system when police speak with caller. No accountability because police never show
  - Double-edged sword - you can also jeopardize caller's safety - this a problem to be figured out (3rd party call)
  - Time to use technology
  - What doesn't happen is new recruits are not assigned to business/organizations/ bus stops intro self. (2 weeks at least) - should be ongoing
  - Social events
  - Expectations from above
  - Don't get out of car to greet each
  - Cluster in a group
  - Afraid in business district!
  - Taught to be aggressive
  - Continue community outings like baseball outings, crime nights, etc. - Helps communication with the community
  - Officers should live in the districts they work in, at least a high percent
  - Police need to rotate district assignments every 2-3 years; no whole careers in one district
  - More accountability when an officer abuses residents. There should be a system for tracking no matter the assignment.
  - Fellow officers must be held accountable for reporting bad behavior
  - More diversity officers in CPD that represent all the areas of the city, including gender diversity
  - Provide ongoing training/continuing education once/week that supports them in understanding the cultures of Chicago communities
  - To build trust, host regular community events: community days/open houses
  - Study what works in businesses for keeping employees invested in their co-workers and reporting bad behaviors - 360s?
  - Train specifically on: mental health, cultural competence
  - Don't be so quick to draw your gun or come up to people with your hand on your gun
  - At least one officer in a car/on a beat needs to be from the community
  - Test applicants to see what their biases

- are and if that will interfere with their ability to be a good officer in Chicago
- Program in Palo Alto, CA where officers ...
  - Be in the community at times when they are not on patrol. Get to know people.
  - Do site visits at community orgs in their districts to see what the org does, who they serve, and how the orgs would like to interact with law enforcement
  - Hiring within the community is critical. No outsider policing.
  - Host open houses at stations to get to know community. Same with block parties.
  - Some people had officers they knew from school while growing up and that helped when feeling they were trusted for help with problems
  - Study what NYPD is doing in relation to decreasing violence in NYC. They have more people and less cops.
  - CPD should NOT share info to ICE to build trust
  - Prevention > reaction
  - Relationship building - familiarity with one another, address language barrier (speak in Spanish)
  - Establish trust
  - Pay officers for Spanish. Compensation for translation and engagement in Spanish
  - Foot patrol officers - integration into communities
  - Be more responsive to concerns of community agencies
  - Police should prioritize issues brought to the attention of officers especially when it affects vulnerable populations (schools, community agencies)
  - Active CAPS programs - encourage residents to attend
  - Partner with Mexican Consulate and Alderman's offices to bridge relationship with undocumented individuals
  - Specific events hosted by Police, with schools, soccer matches, with the youth, raffles
  - Youth spend a day with Police working, showing a human side
  - Expose pre-teens to what it is like to be a Police Officer
  - Help create work experience, work as mentors, 8th graders and HS students
  - Get to know the community, not everyone with tattoos is a gangbanger
  - Get to know the youth, see potential in the youth/those who can change paths
  - Help gang members reform, help clean misdemeanors in criminal records
  - Go to communities of low income families and help/invite youth to register in extra curricular
  - Community leaders and police should meet, create workshop, help create respect amongst each other
  - Approach people with humility, be kind
  - Manners, dialogue training to police trainees
  - Sergeants, captains, lead by example
  - Police should approach people with education, respect, not intimidating
  - Offer rewards for information in investigations
  - Get to know the community. You won't know them when you only come to do a job/investigation
  - Report Card Pick Up Day: Police should go to school and know the youth, create relationships with youth and their parents
  - Patrol all areas, not just 'hot spots'
  - Foot Patrol, foster trust with community
  - Stronger neighbors, united, help create the bases of a community
  - Communities who already work together help create
  - Why is there a cost to call 911? 311?
  - Police on bikes, where are they now?
  - Now they just come to look at the security cameras
  - A police officer on a corner helps create safety
  - Monitor if police/squad cars are covering all of the neighborhood
  - Distribution of police officers, they should not be huddled up in one single area or hot spots
  - Make sure police officers like doing their job

- What happened to “officer friendly”?
- Current relationships is fear and no trust
- CPD connected with us back in the day - knew my name, knew who my parents were. I run from the police today. Rapport building is two-way, also.
- Have police in district be assigned to specific blocks to get to know people on those blocks. Start smaller.
- CPD used to come connect at block parties.
- Stop profiling.
- Stop letting the bad cops define who CPD is. This is part of the job of protecting citizens.
- CPD and residents should meet regularly to build trust. Show up.
- Be more involved with community, especially with young kids (5-6 years old). Schools, churches, community organizations, start with kids who do not already have bad perception of CPD.
- Make opportunities for kids and others to see officers as people - interactions out of uniforms, badges, etc.
- Police need to improve attitudes about residents. CPD generally just order people around0 no conversations.
- Role model for kids. Be accountable for your actions and the actions of people on your team/unit/district.
- Get out of cars and be in the neighborhood. What does “serve” in “serve and protect” mean?
- Lead by example.
- Be present. Interact. Don’t just show up and order people around.
- CPD needs to figure out how to support/ cultivate emotional intelligence of officers, not just physical intelligence.
- Have this conversation with others. Those who are most negatively impacted by police.
- Have more CPD reflect the race of the communities.
- Build relationships. Schools, High schools, Middle Schools, Meetings, Park District.
- Target specific generations with different strategies.
- Lift bias of CPD.
- See residents as people.
- To see police as human.
- In community.
- CPD on bikes- should talk to people. Get a....
- Build dialogue. Build relationships.
- Have conversations = Talk
- Relationship building in the schools.
- Parents held accountable.
- Restorative justice
- Parenting supports, child support.
- Incorporate, “nonprofit mental health” assistance.
- Peace circle with kids, discuss what makes us good citizens to build trust.
- 1980s - 19 public health centers, now only 5 today- strip that away and Cook County Jail is largest mental health facility in the County. Take a full look at current situation.
- Holistic view = respond to all the issues.
- AG should hold youth focused forms.
- App non-violent. Communications kids/ youth can be heard.
- Evaluate CAPS p-m. Why did it stop? Tax payers should have a say in programs.
- Eliminate racial profiling- CPD accountability.
- CPD need to have their public records shown- captains can look at the report and address the community.
- Build relationships: make contact human to human.
- Events hosted by community police or police for community. To talk- have conversations.
- Police live in community they serve to establish relationships.
- Block parties where fire fighters come. Why not bring in cops?
- Serve people, proactive meetings with youth, relationships are human.
- How am I driving 800#...how am I policing?
- A report card/phone #
- Start young... officer friendly to talk to kids.
- CPD needs to change what is means to be

- a cop.
- Social worker = mental health worker
  - The police need to respond to calls.
  - All cases should be treated seriously.
  - Police have a stake in building trust.
  - Cultivate dialogue- familiarity
  - CPD to receive a report card from community: to better themselves.
  - Officers in schools is questionable?
  - Get to know the community, will make community and police feel safer. Know where people live.
  - Needs to be a two way street to build trust.
  - Engage the youth, officer involved activities.
  - The make-up of your district should reflect your community racially - some percentage.
  - Recruit youth to motivate them to become officers.
  - Have a beat cop walk the beat.
  - Police should attend meetings developed for communities to have transparent communication.
  - At CAPS meetings have people who are from the community attend, give those meetings more empowerment. AREN'T WORKING NOW.
  - Police should actually arrive in a timely manner, we can't trust the police force if they can't get there in a timely manner.
  - Start with the youth, sporting activities- use over time money for things like this; art, music, other entertainment.
  - Intervention is key.
  - Require volunteer hours for CPD in the community- could be paid, would have to consult union contract.
  - Open houses at houses of community members, attend block club meetings so not a one-sided dialogue. Not everyone can go to the police officers.
  - Getting to know officers on the beat; pictures with names, event annually to come together (community meetings for interactions), how many have complaints (accountability) in some way we treat sex offenders/pedophiles.
  - CAPS meetings, internet for each district, calendar. Special safety meetings (send officers the orientation). Rotating location for roll call - in a place that's visible to community.
  - have officers start show up at youth programs
  - Having a pipe line from schools to motivate them toward that- police, law enforcement. Accurately reflect the community. Recruit from community.
  - Growing com ex-offenders- coming back into the neighborhoods (revolving door). Elected officials are not focusing on this issue.
  - Mental health resources; addressing stress around work/to address mental health.
  - Psychological evaluations for officers, bias training.
  - Mentally stable.
  - Taser - why nee them
  - Program to get youth and police (new recruits from the start). 3-day to build empathy, athletic events, "police explorer".
  - Clarify expectation to community on body cameras for tactical officers and other CPD officials - ensure police officer always wearing cameras.
  - Address the legacy of slavery, therapeutic. Discuss/background. What happen discipline/without discipline.
  - Incentive for police officers to live in the community where they are assigned.
  - Hiring efforts, ensuring that the people in law enforcement actually reflect the makers of our diverse community. Residency requirement is not enough. Recruit directly from the communities.
  - Show of military force- not approachable- when responding to incidents in community. Is there a repeat focus on the same individual by the same officers? Comparing...the response of officers on the street by management.
  - Are prosecutors properly prosecuting the police? Or do we have the same officer using the same monologue in every

situation regardless of the player. Less focus on prosecuting vs. getting to the truth.

- Police should be filling out contact cards about why they stopped someone and when they stopped them- having community know that they should ask for them, many supervisors demand this.
- Community education.
- Money spend in lawsuits-
- Is community policing being taught in the academy?
- CAPS assignments are addressed as a disciplinary response to officer misconduct- incentivize officers to attend these, choosing officers who love outreach/serve.
- Change language from “policing” to “serving”. Don’t want to pay you to harass me.
- Addressing fear of police and lack of trust. Interaction with adults- not just at CAPS meetings. Social events (athletic events), ensuring that there are genuine interaction opportunities with community. Not where cluster of police hang - be in middle shake hands.
- Required to attend community events- interactions outside of events run by police- events run by community groups.
- Bridge the divide to increase contact with police presence.
- Increase the officers’ awareness of the community they serve.
- Requirement of certain level of walking the beat/bike patrol to encourage interaction.
- Customizing the approach of the situation in an appropriate manner- not showing hostility from the start.
- Ensuring that the academy tests for racial prejudices/bias before being assigned to community. Ensuring that refresher, include sensitivity training test.
- Make opportunities for community members to get to know officers working in their areas
- When a community has a certain “reputation” from view of CPD, they treat

everyone in the community based on that reputation

- CPD does not know how to engage with community members. They need training for developing relationships - ongoing training
- Collaborate with community organizations who can support CPD knowledge of referrals and to build relationships
- CPD does not always wait for language access support for Spanish speakers or ASL so they do not understand what is happening in terms of outcome of talking with CPD
- CPD needs extra training: domestic violence
- CPD needs extra training: de-escalation during interactions with young black and brown people to avoid excessive force
- CPD needs extra training: responding to folks with issues of mental illness
- CPD needs to feel like part of “the village,” not just patrollers of the village. Be part of the village.
- Work to decrease fear and increase trust with folks in the community who are undocumented. Relationship building is important for this
- Relationship building/exposure for students in primary school. What does “officer friendly” mean these days?
- So many young people only know about “bad encounters” with CPD and need to be exposed to positive interactions. Interactions are only adversarial: story telling groups, ask to participate in community events, talent shows, sports interactions.
- One-time positive interactions do not have staying power. Must be ongoing.
- If CPD was serious about having good relationships, they need to support it and put money into it. One CPD officer cannot cover all the schools in the 12th and 13th districts.
- CAPS used to be very effective.
- CPD leadership needs to support relationship building in local areas - can’t

- move officers to other duties that take them away from relationship/interactions with the community
- Have officers volunteer a certain number of days per year at activities in the communities they patrol.
  - Community engagement needs to be a basic component of an officer's job description. (Consider this when interviewing applicants.)
  - Assign a certain amount of activities per month for officers to engage in community activities that are positive to outweigh the negative things CPD are exposed to every day.
  - Hire the right people from the beginning
  - Walk in the shoes of community members
  - More outreach to community organizations. New orgs open, staff changes, so continual outreach and relationship building needs to happen. Know the organizations/agencies on your beat.
  - Past relationships with officers who gave contact information to community members in unsafe situations brought comfort and increased feelings of safety for those community members
  - CPD should have more officers with identities that represent the community members they are serving
  - Help make open spaces feel more safe by being present.
  - Not all residents feel more safe when interacting with police. People need to know their rights. People need to know what they can expect if they call police, including how police will keep their reports confidential in dangerous situations.
  - CPD needs to be kind.
  - More interaction/personal. Beat walks... not just in their cars
  - Before police were on the street and this helps. Treat youth/model of "mentorship"
  - More resources in our neighborhoods (programs that officers can offer)
  - More relationships with youth
  - Police should be a resource. They should know all of the activities in the neighborhood.
  - Give them training about the resources in the community
  - Too many "groups"/task forces that have fragmented. They have lost contact with the people.
  - Beat walking police is down- separation between the community and police.
  - Routine...where police know the organizations of the community
  - CAPS...too formal and negative. Agenda is too strict/short/rehearsed without advice from the community. There is no tradition- it is extremely short
  - With CAPS instead do an event "block party"/open space.
  - Block party...police can give information, resources, our culture.
  - Police should also participate in community events (boy scouts, car wash)
  - "Officer friendly" program- go to the schools to give presentation to the kids ... read to the kids
  - Humanization - community to police and police to community
  - Conversations between each other (community and police) are so important
  - Police need to know the job they are signing up for. If you sign up to be a fireman you know you'll be running into burning buildings → don't sign up to be a policeman and say you are scared to go into the community
  - Police need to be properly vetted and psychologically assessed for their jobs - if they are not fit they should not be police
  - Police need to remember that they can only enforce the law - they do not have the right to rough people up or be rude just because they want to be - they are here to protect and serve that's a key part of their job
  - Be a human being, not just a cop
  - Training for officers should offer alternatives to lethal force
  - There needs to be more publicity about CPD community-related programs



- We need programs that help acclimate officers unfamiliar to their assigned communities
- Lack of support - programs need more support from community organizations
- Lack of community engagement - officers need to have an understanding of residents, e.g. community leaders; have mentors (senior officers) train officers to help introduce them to the community
- Should an organization be responsible for helping bridge the police with the community?
- Police dept. doesn't "like being told what to do"
- More efforts to bring diversity to CAPS
- Place senior officers from the community in their native communities
- More individual contact with the residents; "sharing is caring"
- Community policing requires an investment from the department and officers
- Ex. 5th District - Community Tree Lighting "Hop w/ the cop" - community investment
- Bridg[ing the] Divide: cops play basketball with youth in Altgeld Gardens
- Community should provide information to police; e.g. community code of silence
- Community should help the police, too
- Community policing requires the youth and community without living in fear
- Officers have to know what resources are available in the community
- More training for officers dealing with residents having mental illnesses
- Registry for residents with disabilities
- "Meet and greet" with officers during town hall meetings
- If you are in the community and "off-duty," take your uniform off
- Keep the community informed with informational meetings
- Officers should get involved with the life of the community
- Police departments should hold community events at local police stations. "Let us come to your house, instead of our when there's trouble."
- More talk between black and white
- Job training skills - adequate training for police
- Sad how wealthy America treats its citizens
- Education needed from ground up; children not treated well, parents too
- Mental health also important, we don't want to admit - so much pain
- Got to change culture up top before the bottom
- Accept people and let them live
- How can we have righteousness if 14th amendment infringed upon? Not equal protection, prejudice
- Leave attitude at home - don't pull people over because you had a bad night
- People treated differently when pulled over (white) didn't get believed for living on West Side, shopping or lost?
- Police should solve crimes - murder clearance rate @ 17% - worst in US cities
- People go to jail for running stop sings not murder
- Problems of narrative
- What profits law enforcement not community? Reform isn't addressing real problems, but \$ to police
- New Police Center - funds them to watch us more closely - why spend all that \$ and they still don't respect?
- Goes back to slavery/constitution - voter suppression, mass incarceration, poor education
- Get out of the station and introduce
- Emphasize serve human life, not protect property
- Consent decree is public ask for 14th amendment
- Stereotyping - people shouldn't be pulled over just for walking down the street
- Police could be more in the community on bikes or on foot to get to know what's going on
- Stereotyping in schools - school to prison pipeline - refuse to bring in complex literature, students mostly studying white saviors



- Violence - looks like us, people who protect - don't look like us
- Administrators - lack of understanding of trauma
- At a young age - automatic assumption and connection with gangs
- Schools could help improve things - stakeholder within the community, can attest for kids they know; schools should have more role of setting up kids with the resources they need, not criminalizing
- Language - problematic "attitude" "sassy" - stems from internalized trauma; kids are overly criminalized, stressors not being addressed
- Some communities - people aren't afraid to walk around Winnetka, but here afraid not of own people but police
- Public transit doesn't exist because they don't want people from other neighborhoods in Winnetka
- Greater Chicago area - how do they prioritize what police should be?
- Teachers are policed all the time
- Assumption of authority you don't have - asserting your arrogance - forgot knife, immediately guns and harassed, assumption of violence
- Accountability - when police don't treat people fair
- Should come to the scene right away when they're called; fair response time
- Accountable for their actions
- Police should get out of cars - get to walk community, would make it harder for criminals
- Culturally sensitive
- Black police - higher percentage in black community
- Should be about serve and protect, not control
- Shift away property to protect people
- Attend community meetings
- Take away guns - also if you can't just get them at Walmart
- Think before they react
- Make them live in communities they serve
- Gun control in US would help internationally too
- Folks are leaving Chicago - policing contributes
- Gun control - connect Florida to Chicago too
- Volunteer with residents to enhance and improve community
- Police, parole officers, community leaders have discussion panel, re: proper response to police
- Get parents involved (with community, police, organizations); need whole community to come out to meetings
- Certain aggression in police, therefore, understand why a parent won't come out or be involved
- Do not trust CPD to self-police
- No respect for human life, a disregard
- Be more forthright/honest in how they operate and with info. Give community more info
- We need explanation of police policy
- Fear to give evidence to police because of retaliation
- Be more discrete, use tips the community provides
- Be more receptive to person giving tips
- Develop relationship with community
- More police walking the beats
- Drive by (throughout) the community when not on a call
- Meet the community
- Have a trust with the community
- Boots on the ground, not just sitting in cars
- Need to learn how to trust the community more to work together better
- Doesn't feel community policing is viable
- Presence is important
- Needs to be visible
- Officers should serve in the communities they come from (can earn respect and trust)
- Close the revolving door with officers and commanders always leaving
- Should be required to stay a minimum of 2 years
- More minority officers in non-minority communities

- Equal distribution between nationalities amongst the districts
- Segregation laws that are not enforced depending on race
- Stop profiling
- Weed out law enforcement that behave with segregated thoughts/actions
- Actually make a realistic commitment to community policing. Add the resources to support these efforts.
- Be committed to the process.
- Support from Headquarters and the city
- Create a budget to fill the needs of community policing
- Need more officers to be effective
- A community effort, starts with community block by block, block clubs, etc.
- Public officials to be more involved to help with this movement
- How to engage a disengaged community? Communication is key, trust
- Get to know the community better. Getting out of cars (walk and talk program), talking to residents, specifically the youth
- Talking to community, police can learn things about the neighborhood
- Visibility
- Community to be sensitive to police officers' fears and help them overcome them
- Should not work in district where they live initially
- Take the blinders off
- Interacting with youth more (playing basketball, hopscotch, double dutch, etc.)
- Community has to be their own police (like black panthers), offer protection
- Community needs to work together to protect themselves
- More united home front
- Block parties in different neighborhoods throughout the entire year; calmer through these activities
- Older age officers and youth need to communicate more
- More police in the schools talking about their experiences
- Youth help with police training - teach how to interact, youth tell how they feel about police
- Come to local school events to show interest and not just as security
- Being there and being present at positive times not just when sometime pops off
- Act like they care; don't be snappy and nonchalant
- Don't see police until something happens - need to have more visibility - positive
- Participate at the career days in their beat
- Police presence consistently at the schools not only when something happens
- Make time to be present
- Ex: National walk out day, stereotypes of the school and who is attending
- Look at every person as an individual and not judge
- Respect - for us as men/citizens, we will respect the police for their authority
- Incidents where both sides of the story were not investigated properly
- The Golden Rule - human beings live here; also want to understand what police officers face
- Teach police how to use other disabling forces - tasing; talking/negotiation - before using deadly force; or not "shooting to kill"
- More frequent training (once every 14 months)
- Make them take lie detector tests - "are you afraid to go into this community..."
- Take lie detector tests for investigations for claims that are deemed "unsubstantiated"
- Police should go under psychiatric evaluation if people are killed or shot
- Trained officers with experience should come into the neighborhoods with rookies
- Use cameras more often - enforce usage (since it is mandatory)
- Keep educating residents on how to engage the police - do not provoke each other
- Teach officers to not come with attitudes

and self-evaluate themselves - work on people skills

- Police should engage communities more and build relationships with residents so they know who is in charge (authority figures)
- Using surveillance cameras in the communities to connect to CPD feed (or vice versa)
- Connect with people by walking on the streets and checking in on businesses to build relationships with people
- Stop killing people
- Question first.
- Culture shift needed
- Train to deescalate situation
- Listen and act accordingly
- Abuse/neglect of those with mental illness
- First responders not allowed to do their job
- How to be held accountable
- Lack of respect for poor people and [people of color]
- Consent decree
- Use of force policy - what is the contract agreement between police and union
- Police need to work on force
- Start from scratch
- Hire from within the community
- Police are scared of those they patrol, so they don't care what
- Tax payers are paying the settlements but police department and/or unions should pay
- CPD gets 40% of city budget, but it's not working. It's not improving the quality of the police officers.
- Residents working one with another- helping each other
- The work of the police is not easy- they need training...in order to detect different types of victims...how to better treat victims. Police are under stress, they are acting like robots - they (police) also are passing the trauma.
- We judge all police the same.
- Mad- police knocking on the door to my house, at 1-2am...relating to the arrest

of a truck with people connected to the house. However one time they entered my house without just cause.

- Sometimes I see something but I keep my mouth shut because then that problem becomes my own. I don't believe in unanimity
- On occasions police are not where they should be
- The police have to give the example. One time they pulled me over because I didn't let them go when it was my turn... they pulled me over and handcuffed me. Experience...they pulled over a friend and she had her kid.
- Notification that they had killed a guy- the police were looking for details and information. They do this in Evanston and why not in Chicago? When something happens in the community they should notify the residents.
- Have more police on bikes instead of in their cars
- The administration's policies/they should be friendlier with the community so that the police can work better
- The police enforce the laws so the laws should be kinder towards community members.
- Do more "round tables" with police and community
- Avoid that police become involved with ICE so that the community can trust the police.
- That they don't reported undocumented persons to ICE
- Avoid a deportations with CPD
- Help increase the community participation
- Have events in the language of the community
- Have social workers that work for CPD outside of the police
- Increase social workers in communities
- Create a system survey so that the community can openly speak out
- Listen to the community even if they are not grave problems
- Humanize the intuition

- Try harder to integrate the community even if it's just on Facebook or other platforms
- More training in working with kids and youth in order to systematically create more trust and relationships with officers
- They need to be seen in the communities, starting with the youth in order to create a positive image of the police.
- Define clearly that it is about public safety and not only about imposing rules.
- It's not only about making money
- That the police don't have a certain number of reports they have to do or tickets.
- Show effectiveness in other ways and not just through giving tickets.
- Have a leader within the community
- Create a community movement.
- Don't humiliate minorities/avoid prejudices
- Attitude of CPD officials needs improvement. Display of lack of concern for residents.
- Language barrier between cops and inhabitants of community.
- Police should have frequent contact with community.
- They should place translators in the police department.
- Police should patrol the area at night.
- Police should work more closely with community leaders.
- Police should learn the language of the community.
- There should be friendly relations between CPD and community.
- More oversight from superior officers to monitor community interactions.
- Police should patrol the Devon-area more frequently due to crime; robberies.
- Police response time takes 10-15 min.
- Install more surveillance cameras in the community.
- More police officers on foot patrol/walking the beat. "Car is a barrier to communication."
- "Presence" of the officers is important.
- Plan for an officer to have contact with one person on a block.
- Implement programs to introduce police to school-age children and adolescence.
- Police should be present in block activities and peace walks. Be present at neighborhood and community events.
- Police should live in a district that they work in; work in a community that doesn't require long-distance travel.
- Expansion of CAPS Program, every block should have a representative at CAPS meetings. Problem-solving block clubs.
- Utilize CAPS old method of block captains.
- Can police stations have open houses?
- More police visibility/cars. Increases safety for woman walking alone at night.
- Less police visibility. Presence of guns creates feeling of unsafety. If police present, something is assumed to be wrong.
- CAPS officers must be open to all feedback.
- CAPS shouldn't be run by police; needs third party.
- Police engagement with students to improve trust. Teaching about their job. Teaching what to do in an emergency.
- Employ CPD employees who aren't cops and don't carry guns.
- Don't have cops with guns in schools and do not arrest children at school.
- Use intermediary or unarmed police to survey communities.
- Designated community officers who are known and can be called on a cell phone and emailed.
- Fire police for beats they are from/live in
- More police training to teach all humans are equal.
- Build relationships and reward positive behavior and softer, more long-term interactions.
- Online map to show locations of cops in the area who can help.
- Have community members knock on doors with CPD to handle calls. Also on corners or in buildings squatting.
- GPS police like CTA app. could increase

- response time.
- Police should always be in uniform and full gear for their own protection.
  - Visible police to greet community members; engagement outside of safety and punishment. Uniform, radio, no gun.
  - Engage youth. Teach youth Know Your Rights. Teach DARE program/invest money. Incorporate DARE with CAPS.
  - Have people present at CAPS meetings who will hold group accountable to what is discussed.
  - Engage pre-k youth so they build trust between CPD and youth. Go into school. Will build interest in police as a career in marginalized communities.
  - More beat cops/known faces. Community outreach. Assigned cops to walk the beat.
  - Aldermanic outreach to disseminate info to community about cops assignments, what's happening, what they do in cars/ why and where they sit.
  - Police have not relinquished authority to community. Community hasn't had power to direct police. Police department has kept its hold on community.
  - Communities are different, some issues: crime, parking.
  - Ask what is community problem in neighborhood. Community should tell police what is the problem.
  - CAPS determined the agenda program
  - Social services/resources in community
  - Get out of the car, crime prevention, intervention.
  - Community policing/not CAPS. 95 percent police didn't buy in - university study.
  - CAPS used one/two agencies. We don't need to be policed/but served.
  - Police didn't buy into Community Policing.
  - Militarization of police is a problem
  - Police as part of community not separate
  - Occupy force not servants. No one wants to interact with police.
  - Change in culture
  - True community policing was not a part of agenda
  - Occupying force. Them against us. Some districts considered war zone. Police that think this way should not be on force
  - Not an occupying force. Community is not enemy. Protect not suppress.
  - Training is important.
  - Push arrests, not service, no awards for common service.
  - Evaluation process, emphasis on punitive things.
  - Re-orientate police on basic calls for domestic services- baseline services.
  - No stats on helping people every day.
  - Influence youth to respect police.
  - Police athletic league/coaches, arts, chess
  - More community input/demands from community.
  - Walk more, get out of car "beat cop"
  - It would help if they lived in neighborhood.
  - Change philosophy and mindset of police, shoot first mentality
  - Training of kill first, ask questions later.
  - More community invoice.
  - Monthly neighborhood meeting
  - Churches, alderman involved in community policing.
  - Encourage organization.
  - Neighborhoods getting to know one another
  - Invite police in
  - Students field trip to station
  - More interactive practices and solutions
  - We should see more accountability from police who do wrong to build trust.
  - More black police officers in our community.
  - More frequent engagement with people with disabilities. Mislabeled as being drunk. More education for officers to recognize disabilities. Training can't fix this, it's about relationships.
  - Key is relationships
  - Are officers required to do volunteer work off duty?
  - Should be less about quotas
  - Should become regulation that officers volunteer to get more involved with communities. Might help officers who are

- more jaded in their mindsight.
- CPD is currently investigated more heavily in technology, which is a poor substitute for person to person interaction. Dehumanizing, relying on algorithms/ predictive analytics- should be transparent.
- Gang database- labeling people off of indicators that aren't accurate.
- In many cases, can't tell the difference between perpetrator and victim.
- Trust is earned
- More transparency around police misconduct investigations.
- More policing in communities of poverty and not solving crime. Harassing for money issues.
- Feel like being hunted down whether you're committed crime or not.
- Can police without flexing power.
- Trust is about accountability.
- Laquan McDonald cover up validated mistrust.
- Police union gets to set the story. City and CPD need to play a more proactive role in putting union in its place. Union dictates the narrative/framing.
- Need civilian police accountability board.
- Law enforcement deflection/diversion. Rolling Meadows (see as an example), social workers in police cars with officers.
- CAPS - make a real investment in this. These positions should be given to folks who really want to make an effort and not assigned to friends/etc.
- Need to hire more people.
- More money for agencies working with communities, partner with agency/ stakeholder.
- Need real buy-in from CPD, not just checking boxes, real investment.
- Bring all stakeholders together (churches, businesses, etc.). Help focus funding to connect with community.
- But in some communities, gang members and teens are stakeholders- need to bring these to the table. Selecting church as stakeholder is easy, we really need to bring in the entire community.
- Shouldn't be only city government (park district, etc.) (seen as stakeholders).
- Need to go grassroots, door to door.
- CPD needs to get more entities/ community to the table.
- CPD should be doing less, and we should be doing more. We need to be respectful to our own communities, we pay taxes and this isn't coming back to us.
- CPD should know our children.
- We used to have officer friendly. CPD no longer involved.
- Kids aren't being taught how to properly interact with kids.
- How do we improve these relationships?
- Best policing is patrolling- presence alone can help stop crime.
- Need more programs for kids. Connect these kids to social service agencies. We don't have any resources in South Shore.
- Bring back officer friendly - like a mascot that got kids' attention.
- More training for kids- policing 101- as part of driver's ed training (how to interact with police during traffic stops).
- If you want to have good results in community then be a friend.
- Our community needs money. South Shore doesn't have resources.
- All elected community police accountability council.
- CPAC = more community control over things.
- CPAC can review the complaints. Neutral party, help improve trust.
- Each ward would have its own member (or police district). Someone would really listen.
- Current system is appointed by Mayor and no one trusts.
- All criminal sexual assault by CPD officers are still investigated by CPD.
- Union and prosecutors are corrupt.
- Need to investigate and prosecute misconduct by CPD.
- Need to change culture.
- Need to respect people.
- People are getting killed b/c being stopped by police.



- Humanity can't be taught
- Tell the truth
- Zero tolerance for abusive behavior.
- Require a stronger psych exam
- Best practices in human resources- customer satisfaction survey.
- Officers should live in communities they serve.
- Need to be accountability. Self-investigation doesn't work.
- Give officers vacant homes and help them rehab homes and live in communities.
- They have total impunity.
- Need to know the people they police.
- Officers eating at local restaurants doesn't help
- Zero tolerance for lying and cover up.
- Hire older women- we would keep them honest (too male-oriented)
- Multi-cultural training.
- Work with churches, schools, and leaders of the community. Meetings to discuss challenges, solutions/strategies.
- More patrol on smaller streets; currently less visible.
- Sport league between community and officers to build trust/create an ongoing relationship/should be done in collaboration.
- Job/cultural fairs in community (e.g. provide tips to residents - self-defense class, how to avoid being burglarized).
- Assign officer to walk with community leaders to identify areas of concern.
- Officer should learn Spanish especially if they are assigned to a Spanish speaking community - this should happen in training- hopefully decreases miscommunication.
- Training (ethical, moral) led by church- better understanding of cultural nuances.
- Car = stigma ominous
- More police in high crime areas; on foot/ bikes, engage with community, division of power when they are in cars, get to know people better, volunteer in the communities they serve.
- Come to more community events; block parties, year-round presence, interest on both sides to get to know each other.
- Communicate with community members; hi/good morning, human connection/ relationships, break down the fear, community ride along, power dynamics- sense of humor, generalize.
- Cultural competency; understanding different cultures, respect the people they serve, understand the impact of their behaviors.
- Listen to community members; interact, have conversations, positive community gatherings, build relationships with community, come around the community without gun, connect with the community, be helpful/not punitive
- Respect
- Non-negative/integrative setting; police come to the community, engage with youth in non-neg environments, structured in to their job, bike cops/meet neighbors/learn names.
- A yelp for cops/a place to leave "cop reviews"; use technology.
- Community events (Christmas, Halloween).
- Cultural training.
- Notify community of CAPS meetings
- Visibility; be present, get to know people, block parties, kids and parents, visit schools, learn the community, not just bad guys.
- No trust
- Work with colleges and social media strategy
- Work with young people; career day
- Communication; get an understanding of community needs, consistency.
- Be friends/not enemy; interact before infraction or criminal event.
- Better marketing for CPD
- Volunteer with community; respect/ cultural/sensitivity training
- Work with young people on how to interact with the police.
- Mutual positive interactions with police and young people.
- Police explaining their job and consequences of certain actions.



- Police need to respond to community members when they report patterns- i.e. traffic concerns
- People misbehaving know police won't do anything and won't stop.
- Police aren't responsive
- People say safest time is after incident
- Police come but don't help, i.e.- DV situations
- Police don't tell you re: right to a police report and follow-up etc.
- No proof of report given
- Sense of apathy in Dept.- police don't go above and beyond
- Need to improve morale in dept. (CPD)
- Hire people from the community they serve
- Recruit people from communities- they used to do it, seemed to have stopped.
- Police who know communities, beat-from hoods
- Be nicer and more respectful overall
- People don't have pleasant interactions with cops
- It's about respect not just race, etc.
- Training is key - re-ups in training
- Building intentional relationships- just policing. Not trying to connect.
- Police need to work on customer service.
- Cops treat everyone as suspects
- If it's about trust, don't trust someone who's looking for what you're doing
- Learn to deal with different ethnic groups- need interpreters, cops on scene
- Cultural sensitivity training needed
- Expect a certain level of help, even if speak another language
- Police need to be role models to build trust- need to follow laws themselves.
- Show up when we don't need you
- Come inside to cheer for high school sports not just to watch
- What happened to beat cops walking the streets. Just seem to drive now.
- Proactivity- don't want to wait until someone is injured to respond.
- Cultural sensitivity training
- Police need to be walking on the street, esp. youth
- Police basketball games with youth- more of these interactions
- Youth interactions now and into the future
- Get out of the cars
- Engage with residents, say hello, communicate
- Incentivize cops to live within the community
- Community volunteers - leaders in hood
- Mandate that police volunteer
- Hire more cops
- Maybe we don't need police, need more social workers
- Relationships with natural leaders in cultural communities and high rises
- Cultural humility vs. competence
- Police involved in mentorship- ride-alongs for youth, etc.
- Externships for youth
- Training for cops to be open
- Alter requirements to be a cop- world has changed
- Build trust, not fear
- Definition of being a cop has changed, but resistance within department
- Masculinity re: law enforcement, needs to change. Need to be open- minded
- Look at other countries for de-escalation techniques
- Look at feminine traits for strength, not so masculine.
- Disarm the police- camera, Tasers, no guns- arrive after incident
- Police need to be problem solvers vs. just "jumping the gun"
- Training shouldn't teach escalation
- More women in police leadership
- Training should be transparent- focus on where they go wrong.
- Analysis of where this went wrong- more of that
- Sensitivity training for cops
- Event at CAPS meeting - police become defensive
- Recruit right people for community liaisons
- Internships for youth before become cops
- Community should have a say in

- qualifications
- Profiles of cops in communities in media to humanize them
- Cops get desensitized to violence, horror, need to connect with being human again
- Mandatory therapy
- Social workers in department
- Mandatory self-care plan for each officer
- Cops are overworked
- Cops on bikes/bikes more.
- Get out of cars
- Bikes are great alternative to cars
- Mopeds maybe, too
- Community support policing - don't give tickets, just listen to people - encourage people to interact with police (in Turkey) - prevent crime, based in communities.
- Image is important- feel like part of community
- Police in schools to build relationships, kids will trust police, report- uniforms special for schools
- Turkey - Special 911 line for kids
- Start with youth interaction in schools. Youth center, sports.
- Block party- invite police but have them interact
- Cop - let kids play with car and turn on siren.
- Sports, music (police band, i.e.), arts- capture hearts of kids.
- Community sports vs. police - competition, etc.
- Relationships are what matter
- Have people of different cultures serve area where that culture lives
- Why always lethal force? Why not shoot in the leg?
- Use Tasers more
- Put people to sleep?
- Cops chase people down and maybe shouldn't
- People get shot running away
- Restorative justice circles where they talk re: fear
- Never see same cops in communities- need longer rotations
- Need to change way response is structured- send people familiar with beats to incidents- assign cops to certain blocks to build relationships
- CAPS - CAPS should come to us, not the other way around
- Engage community leaders - take community organizing approach - Block Clubs, neighborhood watch, send them into community
- Don't fire arms too soon
- Don't use gun if person doesn't have a weapon
- Don't use violence against non-violent people
- Don't discriminate against and kill black youth
- CPD should be in the neighborhood aside from incidents/walk; not drive
- Body cams and mics on 24/7
- Spread CPD out; too many in certain neighborhoods
- Don't stop someone right away; observe
- Pants sagging doesn't equal criminal
- More CIT (Crisis Intervention Training)
- Pay for crimes just like every else; punishment; jail; fired; etc.
- Create consistent way to handle all crimes and arrests regardless of neighborhood, race, etc.
- Teach CPS students know your rights.
- Show more respect
- Don't shoot to kill
- Understand history of police violence
- Talk to long-time CPD who never used guns
- Address racial profiling
- Speak to people like they're humans; speak to everyone like they're your mom
- Don't overreact
- Ask questions before using weapons
- Limit guns to certain officers
- Don't shoot people in their back
- Prioritize non-lethal force
- Use feet or Tasers before guns
- Stop participating in gang database
- CAPS more accessible all over the city
- Provide childcare for people who participation (in CAPS)
- Conduct regular 24/7 police action
- Change what they are wearing (clown

- suits)
- I am conditioned to respond to what they are wearing
- Militarization, like the vest, like we are being occupied.
- Commander should introduce its officers to our social service agencies. Build a relationship with us just in case something happens we can contact immediately
- Helping people access services creates long-term stability for the community
- So instead of breaking up “negative loitering” have a discussion with those people
- Introduce yourself to the community (especially to the kids)
- Introductions should take place outside of formal setting
- Discontinue working/sharing information with ICE. It is to use profile (expectations would be like murder). Some parameters/ stricter parameters so this would not happen
- They can have street karaoke and double Dutch. The energy between the police and the policed needs to change (for the positive).
- Police should be part of the community
- Actual show of a demonstrated commitment to be in the community (like maybe the face painting, basketball, etc.)
- Play , interact, get to know
- Ban on any law enforcement participation in any white nationalist/supremacist/anti-Semitic
- Anti-bias training ongoing (independent, mandatory)
- Re-occurring mental training
- Let the community choose or give feedback about the police who will serve in the community
- Follow-up on complaints
- Hangout at bus stops at the time people are getting off work at night (when people are working walking home)
- Police cook night out (Marquette Park example with hot dogs being served by police officers) see police officers from different perspectives
- Racial profiling is a real problem
- Really think about the attire of both those apprehending and those apprehended
- More free conversations with the passerby’s
- Change from German Shepard’s to Poodles for k-9 patrol
- Mindset change from helping instead of punishment
- Be a peace officer instead of law officer
- Communication with the community
- Communication on both sides; polite, specific
- Become involved as a parent in events like these
- Patrol the community
- Eyes set
- Contact with neighbors
- Meetings at the schools, monitor the schools.
- The police do not do enough surveillance. Police should assist as soon as possible; police are late.
- Surveillance/security is a good idea. More officers, cameras/boxes (blue light).
- Open forums with the police; issues in the community, give complaints.
- Making decisions together between the police and the community; block clubs preventing violence, block parties.
- Getting to know one another more
- Include churches, schools, social services, owners of buildings
- Gangsters
- kids
- Race
- Religion
- Example: Someone complained about a house where drugs were being sold and the police said, “That side does not belong to me.” The police should have at least given a suggestion, give a solution, called another District, or taken responsibility. The police do not want issues with gang members. Police cooperate with drug dealers.
- To improve: more cameras, act as appropriate when there is evidence.

- Community security: speak up when we have to speak, when there are shootings or acts of violence and we are parents don't take action...sometimes its due to fear that people do not speak up. Police do not protect the people, there is so trust, security and instead fear.
- When people get out too soon from jail
- The laws aren't strong enough
- The penalties they give to criminals are not enough
- Bring back capital punishment.
- Racism in our systems laws.
- How do we trust the police? Work more with the communities, be fair, serve and protect
- Work together with the community; get involved in meetings/events, at least once a month (churches, libraries, schools, parks)
- The police need to be present within the community. Union makes a strong force/groups linked to the police.
- Civilian groups can put themselves at risk, they could receive training from the police.
- Violence cannot be beat with violence. A team between the police and the church working together, churches from different dominations. Churches can work with young gang members...counseling...work with single moms. The city and the police training church leaders.
- How to great trust between the police and community. There is fear that the police are working with immigration... the police need to be clear about their policies around immigration...campaign.
- Declare their policy on discrimination based on race or color.
- Meeting with the police in the communities
- If the police really want a relationship with the community, there should be one.
- An official and formal presentation between the police and the community
- More forums between the police and the community; and work with the churches
- in regards to gangs.
- Follow your own motto "serve to protect" because people don't feel safe or protected.
- Explore what would be better/good relationship w/ police in Woodlawn
- Lifelong Chicago resident. As a black man, have seen police relationships go from "officer friendly" to today. Also, father of black sons and patriarch of family. Want to be part of identifying solutions.
- CPD 3rd district is excellent. We go to meetings regularly. They hold special meetings when needed. "Keep It Real" program with offenders teaching residents how they committed crime. 3rd dist. outreach staff know us by name. Should be a model.
- CAPS Block Club are across the city. Some are more active than others.
- Would like to see officers walk beats again and partner with residents. That is important for young people and parents-need relationships w/officers.
- Been saying for several years CPD need to be back on the beat to know people in community. Not being out there causes problems.
- Need to also deal w/guns.
- Don't assume there are not issues in some areas that have less overall crime. Sometimes false sense of security. Some seasonal crime. Officers can help us understand how to help improve our safety.
- Community policing should be a trust-building vehicle. Trust is a big problem to address
- Gang members/drug dealers get away with everything. CPD says they are present but the guy get away because they know CPD moves and can plan for it. Police can be sitting right there.
- Police need to work by how they are trained instead of just shooting.
- Unless it's life threatening, CPD should let community take care of it. Support restorative justice.
- CPD I have encountered do not respect

- community elders.
- Police are supposed to serve the needs of the community.
- Devise a psychological profile of who is suited for service. Only allow people who should be serving to hold that job.
- Community-oriented policing is an art that cannot be taught in 8 months at Academy. Not everyone is fit to walk and build relationships w/ comm.
- CPD Academy needs to watch documentary "13".
- As a former patrol officer, I am proud that I served my community.
- CPD sometimes act the same as the "riff-raff" in having a code of silence. They protect their own.
- After "officer friendly" stopped and truancy officers stopped going to houses to get kids (and no precinct captains), kids acting out got away with more. Nobody helping keep kids accountable.
- CPD+CAPS should support classic social centers where people gather.
- Block-to-block mini-gangs need to be disrupted.
- As resources ("officer friendly", arts, truancy officers) were taken away, including staff and materials, things went south.
- CPD presence on boards of different organizations in communities.
- CPD is not getting out of their cars to build relationships.
- CPD should host "know your rights events" in their districts.
- Only promote commanders who can build good relationships.
- Enforce internal controls in CPD.
- CPD doing a fantastic job (Woodlawn).
- Residents more engaged.
- Engage youth at younger age (child lead by example).
- Police living w/in proximity (familiarity w/ residents (approachable)).
- Add solutions/interactions w/ community members (variety of interactions).
- Issues w/ trainings and political forces
- Create community relations specialist (person from community).
- Participate in CAPS. Officers need to be "at the table". Abuse authority- mend community communication
- Top-down approach (senior officers guiding interactions)
- Apply uniform standards of interactions.
- Need to have "examples" of justice being served.
- Community-oriented policing. SOP driven by community.
- Interactions outside of policing.
- Revamp training.
- Need to bring diversity of voice into spaces.
- Believe consent decree is a joke (failed in other states).
- CPD needs to be revamped in order to work effectively with community.
- Through documentation of abuse to bring transparency.
- Top-down intervention.
- Account for all parties involved w/ community policing to change perceptions (mayors, judicial system).
- Officer convicted of wrong doing brought to justice
- Watch every episode of "Mister Rogers Neighborhood" (communicate, conflict resolution, empathy/compassion).
- Officer that serve impoverished communities donate towards development.
- Back "on the beat" (recreational activity).
- Using non-profits as "bridge" to mend community relations.
- This process based on flawed premise (definition). Lots of assumptions. Framework is flawed.
- So many police officers are criminal. How can criminals fight crime?
- Police officers have low rates of response. Send youth city program instead of cells. Juvenile intervention Services Center (JIST). Station adjustment determine what to do w/ kids. Make it mandatory under 21 don't go to cell. Under 18 call parent.
- Police don't care about children.

- Police shouldn't question young person <21.
- Have adult present when youth are questioned.
- Dynamic of power has to shift. Police should answer to public.
- Police's function is not for public safety.
- Police should be held accountable to make public safety the mission.
- Programming can fix public safety. Take money from CPD budget.
- Less interaction police has with mental health cases, young people hanging out racial profiling...creates problems.
- Can't restore trust, trust has to be established.
- CPD must be willing to sit with impacted community to hear out stories.
- Transparency and data. Want to see what they are doing. Want them to use independent data for CPD behavior and community behavior. Data should be easily accessible to community.
- CPD keeps using transparency. What does that mean?
- Family has to do a lot of research to get the story.
- Support advocate org. build a bridge.
- Officers should get same process when committing a crime as civilians.
- Police should be aware of and trained to deal w/ homeless, mental patient community
- CAPS meetings. See something say something. Not well attended.
- Need community involvement.
- Cops and community need to get know each other
- Mistrust - police are biggest "no snitch".
- Need to see good police to hold bad police accountable.
- People feel CAPS meeting don't make change.
- In the past neighbors/block clubs to hold us accountable.
- Commanders need to reprimand bad police.
- Laquan's murderer should have been locked up.
- Police are criminals in blue
- 7th district coffee w/ cops in school setting. Good starting point, they established relationships w/ police. Has to be a starting point.
- Cops have to be a part of community to build trust.
- Their responsibility to be engaged.
- Accountability - police not exempt
- Family structure is damaged. Proactive programs for single moms.
- 1st hand experience - dirty officers. Personal encounters w/ force, false evidence. All have a story.
- Police don't hold each other accountable.
- Kids need to have positive relationships w/ officers.
- CPD has track record of exonerating bad police.
- Still don't hear what is happening w/ officer who killed Laquan Mc.
- Others disagree
- Have officers participate in community meetings so they will know how we feel.
- Police should do community service especially w/ kids
- Come to block club and bring family
- Coach youth teams, participate as mentors. Sponsor a team.
- Make our neighborhood safe.
- Level of investment.
- Walk the beat. Get out of the car ride park bikes.
- Know the community.
- Block club works w/ CAPS
- Deter vs punish - there's a difference
- Communication is key.
- Officers should be at the table.
- More support from CPD to show you are involved.
- Invested.
- Sponsor workshop w/ community and police to learn how to work together.
- Have police in right setting to have "the talk" w/ police in addition to w/ family when arrested.
- Only 1 police at CAPS meetings, should have hosted CAPS meeting here.
- More involvement builds relationships,



- builds trust.
- Working w/ CAPS helps.
- CAPS police officers have relationships w/ youth.
- Police should engage w/ school mentorship programs.
- A 5 minute conversation w/ child means a lot.
- Community has lack of trust of CPD based on personal experiences and family/ friend experiences.
- Police are not held accountable for their crimes.
- Police viewed as criminals.
- Should be different responses to deal w/ youth. Don't just lock them up. Police shouldn't question them. Refer to programs i.e. JIST
- Community engagement is key. Police can attend block clubs, sponsor youth teams, come to sporting events, coffee w/ cops in 7th district, walk the beat-get out of the car, level of investment from police, cops should be part of the community
- Give budget money for programming.
- Police know people they are interacting with and have relationship.
- About more than just enforcing the law.
- Take time to listen to people and be mindful of people's feelings.
- Don't make assumptions.
- Training to know how to deal with other people (age, race, ethnicity, culture, home life, emotional state, mentally ill).
- Include youth voice and participation.
- Police presence in community outside of being a cop and demonstrate behavior they want to see. Recreation activities.
- More police presence when crime happens.
- Recruitment reform: ethnic sensitivity, psychological screening.
- Police should be on foot and bikes to build relationships. Car windows open.
- Use restorative justice principles.
- Use technology to use body cameras that officers can't manipulate to gain community trust.
- Taser training to gain trust - taser grows as deadly force declines.
- Use community best practices.
- Stability with officers when relationships exist (5 commanders in - 5 years).
- Community outreach by community members to assist community members (help police out).
- Establish a real partnership.
- Do right by the community
- Show the same respect
- Serve and protect - "what happened to that?"
- Educated, and aware of those who made the call (speaking to the parties on the real issue)
- What happened to them driving in the community
- Talking to us with no guns
- They think the community knows the law
- Engagement (need)
- Mentor - have a conversation with them
- Be more empathetic
- Stop being hostile
- More hosting community activities, i.e. block parties
- De-escalate the situation/better train
- Be required to live in community
- Get to know community. Understand community is important. Don't assume knowledge. Personal relationship.
- Harassment needs to be reported.
- Camera evidence in neighborhoods.
- More foot patrols. Family contact and conversations. Know families in neighborhood.
- Community activities where everyone is invited.
- Stop by park in casual clothes, relate to people in different way.
- Relationship, contact, engagement.
- Don't target minorities.
- Racial profiling is a problem
- Address police sealing and planting drugs is a problem.
- Community meetings where police, neighborhoods and gang bangers are all there together. Need to improve safety/ communication.
- Residence are paralyzed when police



condone conflict between gangs and community.

- Police treat everyone in community as if they are a gang member. Where is the protection and safety?
- Relationship building is key.
- Distinguishing between criminals and citizens.
- Get involved with community, namely the youth
- CPD get involved with community sports
- Communicate with people aside from punishment interactions
- Greet community members; don't just investigate and interrogate.
- Improve communication skills of CPD and social skills
- Mandated anger management training
- Hold CPD accountable to crimes the same way every else is held accountable.
- Attend court dates of people CPD arrested and testify at same court dates each time.
- Regular evaluation of CPD officers work
- Mental health evaluations, including childhood history
- Community BBQs with CPD, sports etc.
- Warning shots and or rubber bullets
- Police involvement with park district; interaction with kids to create relationships
- CPD community service/volunteering
- Change treatment of inmates; listen to them when they ask for help
- Leadership programming for CPD.
- Sports with community
- Everyone treated fairly.
- Tasers as option vs. guns
- Stop violence
- Accountability for police harassment; termination if necessary.
- CPD trained to actually listen and act as public servants.
- CPD respond when folks ask for help
- Address police who swear at people, flash gang signs, break your phones, drop you off across town, take your money, etc.
- Change hiring process to include officers interested in actually serving and

protecting

- Less strip searches, especially publically and in the cold.
- Exam or undercover test to test for racism (like a secret shopper)
- Better prosecutors who are on clients side not police
- CPD must show they sincerely care about the community.
- CPD need to be self-aware if they are having a bad day.
- Better supervisors (lieutenant, commanders) checking in on work and officers' well-being
- More police cameras and voice recorders that remain on 24/7
- Zero tolerance for racism.
- Less excessive force- don't handcuff to door in cars with hard seats.
- Come around my area more often, something happened today; only come when something real bad happens and then leave, we need them every day. More than I know, something happens everyday
- Safety; get to know businesses - stop in and be in the neighborhood, greet people, see their face, "regular presence," businesses in community
- Officer Friendly - we know who officers were in our community
- Safety to know they were here
- Dynamics changed with community
- In school - talking to kids
- I don't want to go to police station - nieces in school on south side, mother didn't pick up, 71st and Cottage Grove - no one greeted me, went over to my nieces, no one came over, sat 30 min, rolled their eyes, so rude, just walked out. I felt like a criminal. Didn't know who the girls went with. Elementary age children. I don't like that police station, can't trust to help. Perception stays with people. Nieces - happy to see her, Terrified. Scared. I was told no one checked on them. School dropped the girls off. Preschool teacher. All of us felt bad.
- Wouldn't have treated like that if we

- dealt with bridging divide
- Happens every day - detectives “play with them” - young boys; police don’t do anything, you can see this every day, shouldn’t do that, should protect the neighborhood. By not playing with the boys. Draw a line.
  - Black guy crashed his car. Guy in the house (help) shot and killed him. Same thing happened with a woman. Called police. Police shot and killed her. Perception. How are we perceived?
  - Perception. How are we perceived?
  - Negative images on TV - Scandal, How to get away with murder. What does that put into society? If I saw a skinhead - I would get nervous. They would have to prove that they wouldn’t harm me. It shouldn’t be that way.
  - D.W. Griffith - Birth of a Nation, South end of slavery
  - KKK protect society - all perception
  - Music videos - depict/promote “f the police.” “all black women are bs.” “money over everything” - cops growing up seeing this
  - Build trust - police laughing and ignoring what the young men are doing (bad) - could be tutors/mentors, get to deal with teenagers in a different level
  - Laugh/joke and then pick the boys up on a drug charge - detectives in blue cars. Another woman agrees (neighbor)
  - Boys always on her property - playing dice. Always call. Go to police station - they say “dial 911”
  - They need to do better
  - Police playing and not enforcing the law
  - How can they enforce without abusing? Good questions.
  - If someone would talk to them - it would be a different thing
  - Better relationships with people
  - Assign beat officers - unless it’s a situation where they have to be reassigned - needs to be stabled. Don’t flip flop. Stability/cohesiveness
  - Train on “ill issues” - adapt to culture
  - Predominantly black neighborhood - officer who grew up in predominantly white - is he the best? Or is he learning the community?
  - Triggers - maybe he doesn’t like seeing trash.
  - How to build relationships.
  - If my kids were in different group homes - what does that do for them? It’s the same thing.
  - End of our block is a school - used to be drugs and people standing on the corner - even when school was getting out - police drive by and don’t do nothing, police sitting down the block - see homeless people and don’t do nothing about it, police should do something
  - Should improve relationships; interact with them more, officer used to come by a lot.
  - We felt comfortable - he left. Made us feel safe.
  - Shouldn’t assassinate black people.
  - Black people get their feelings hurt - police say something rude
  - People park in our spot - the police
  - Hard to say how to mend the situation - need more class, more training
  - Have to understand - I’m a black man - how can they trust me? How can I trust them?
  - Communication - learn how to talk
  - De-escalate a situation
  - It’s not just here - it’s everywhere
  - Training is the key
  - Need to be able to accept and listen / communicate
  - Don’t give me a chance to express myself
  - Respect
  - “Knock out punch” - shut up and listen
  - When police approach - you pull ID, they think it’s a gun
  - Police have their job. Have role. Don’t exceed. Fear.
  - Lack of respect.
  - Issue is lots of training needs to be updated, needed every 2 years, constantly kept abreast of changes, communicate changes to entire team/ dept, keep it going

- Police dept know? None showed up
- Police see kids my age (15) instead of driving by or staring, get out and be friendly, staring is rude - intimidation
- I be curious but I don't want to ask a question
- People driving around, also get out of the cars walking around experience the community
- Also highlight trash, physical garbage; police should report and help clean up community concerns
- Report street lights out, work with different departments to get things fixed
- Community need to work heavily with police so they can do their job and solve crimes and determine what happened
- If someone sees something, they're shutting the door and don't want to get involved
- Police shouldn't identify who called the police to the people who've had the police called on them; anonymity would build feeling of trust to report
- Pizza man comes before police when they're called
- Neighbors should have a responsibility to be good neighbors and talk to folks about what's inappropriate
- Culturally insensitive police officers
- Police are heavily present, but for different reasons; in South Loop there to protect, out here to arrest
- Trainings - culturally sensitive, police should live in the neighborhood, trauma training
- Police should live in community - leaders said it'd be unsafe, depends on how you're policing - shouldn't be unsafe
- Community should know how many police are in the neighborhood; get their names and photos, then neighbors can build relationships with them, attend community events, dances together
- Develop a new pipeline (other than school to prison) to guarantee a certain % of people who look like us in police system and school system too
- We know what culturally insensitive policing does - shoot first
- Police walking the beat - making themselves known
- Community should be of all kinds of people
- To recruit people from neighborhoods where people are afraid of police - start at young age and build trust and positive associations (like young explorers program) - officer friendly
- Even beyond that to become police themselves
- Change the name "police" to "public safety" or "constable" or "department of public safety"
- Police is loaded - law and order, Elliott Ness, rockem sockem, militarized
- State police - treat people more like a human being, professionalism shaped by continual training
- Officer Friendly - engaged me as a kid
- Restorative Justice - help bring people in Justice of the peace (like in the south), could help engage with issues, stop police from being "revenue-ers"
- Re: different policing in different communities - we're like 2 cities, 1 Chicago vs. the other. People who live in Edison Park/Galewood, working in Gage Park/Englewood and it gives a sense - consistent - of being occupied like an occupied force
- This other Chicago doesn't understand that- that they would be anything but helpful is a foreign concept. Beyond CPD's power to totally change, CPD needs to take this seriously. 50+ years.
- Senior leadership here is from CPD, so they especially should be aware of this, they're not going city to city and shouldn't be to be part of community
- CPD rejects leadership from outside - if they're not going to take kind advice then the leaders that rise up need to not just be held accountable and hold others accountable
- Technology - not just new cameras, phones now too, have a set group of police officers and divide them to a

certain # of people or addresses. Those people who have personal cellphone # of that officer so they could contact directly

- Resident beat officer - assigned for your community, could build a relationship with that person so you don't have knuckleheads who think they're military
- New folks coming in need to learn neighborhood, walk the beat and learn people are people
- Participant experience with police - experienced disrespectful language to me and wasn't disciplined by someone who witnessed it
- Army has an institutionalized creed - formalized manner and mechanism of communicating with the public. Should be professional.
- "Don't want to turn CPD into Army", response: it's too late
- If it's as simple as saying "sir" or "ma'am" at every interaction, that should be standard
- Creed not rule - accepting a certain ideal or standard needs to be believed or accepted by the individuals; though that can't be enforced, so police need law
- Has to be top-down with leadership buy-in; elected leaders must be held accountable other way (Alderman and mayor), not just within police
- Live in the community where you're policing!
- Not on the same block; the calmest, nicest block shouldn't be separated
- Can't work from institution at, it has to be community in
- Most organizations are working from persistent bias
- If CAPS meeting would be held elsewhere, change the money flow, run by State, not CPD
- Community jury or peer jury - restorative justice
- Police tell shooters family who's coming to court - unsafe
- Police were doing shootings themselves - stop violence
- Police training academy - where was

community input on that? We want proven evidence community asked for it

- "Whether real or fabricated, there's an opportunity" - Milton Freedman; God create Katrina or war in Iraq and corporations can benefit from the chaos
- We gotta go vote
- Transparency - Chicago 20/40, 20/50
- Police body cameras - shouldn't ever go off, where's the integrity? It qualifies them
- Having police and firemen training together - not a good idea, more Anglo-Saxon/Irish combining should be racially equitable, bias and racism in what they're doing in policing in CPS common core
- That young man was shot 16 times and we didn't know about it
- The police won't stop if there's no response, if they escape into their utopia. They transform into supremacy/ domination at work, separate
- Living in community would be accountability and familiarity with people as people to know they have mannerisms like talking while pointing cell phones
- They shouldn't shoot without KNOWING it's a gun; shooting in the back, running away, up the stairs
- Bicycling while black too is overly arrested
- Kids walking out to protest - arrested at school 90% black, unlike Lakeview, Oak Park
- Do community service, other than policing - go feed people, go listen (duct tape on mouth), go sit in churches, houses
- They only send one breed of police to community events now, should be sending all kinds to learn. They won't disrespect people and talk bad about people if they were face to face with them next Sunday
- Cowards with guns
- Young person - when I was younger I wanted to be a police officer, I don't know if I want to be now. I'd be like a traitor to my friends. We stay away from

- police because we fear for our lives.
- The only way to make it right is to even the playing field
- Black man to son - put your hands up when comes come. I don't want you to die, but I don't want you to look at me like a coward - problem being a Black parent in US in police state
- Hotline at Attorney General's office - give police name by community and something can actually be done
- We feel defenseless
- You got a badge, you got power
- We need something beyond the body cameras to protect our community. We need cameras that never go off. CPD officers - they need surveillance 24/7
- The irony of talking about protective ourselves from police.
- Police don't protect us...so who are they serving
- Accountability - hotline, giving residents an avenue to call out the police and hold them accountable
- Percentage of officers who live in the area they serve
- More face time with officers, beat cops. Better system than CAPS for old people, not seen as safe for residents - Kings go to see who tallies. Get cops out of cars not related to a stop, should be part of regular routine.
- Don't see cops when I need to (e.g. drug transaction). Need to talk and interact or being present in cars.
- See open illegal activity, no police presence till after it occurred.
- Generational areas of illegal activity that police "give up on"
- Lots of people with mental health issues, crisis intervention training should be mandatory.
- Police could divert...arrest but need to know what resources available.
- "50 and 50" in jail but he has mental problems. Alt meds so need mental hospital, not jail
- Increased trust and accountability IPRA -COPA, COPA appointed members elected
- ...
- CPAC (or others) some system people have faith in
- Problem with officers not necessarily with whole system; address problems seriously.
- Terrified of cops- this should not be the case. See lights no idea what will happen.
- More police respect for life.
- Larger community respects police, but don't have that belief. "Occupy force" department/mayor respect for life.
- Why stopped and cops pull gun? Treated like a criminal immediately.
- Policy of how police see us, they're supposed to protect and serve but not us (black) they are/have to protect you (white).
- Lack of respect for black people, talk to white people much nicer.
- Cops get away with whatever look to justify it; close ranks against community they save.
- Why protect themselves?
- Blue line- don't talk. Expect us (black) to snitch.
- Help for police to walk community; helps humanize.
- Community does what they can (call) police needs to do more, go to community agencies and serve community.
- See them solve crimes! Solve some murders! And solve crimes they want to.
- Trust!
- Mayor's son beat up- school
- "anyone see anything" - no one says anything
- Have them walk around, coffee at local place.
- Stop
- Stop shooting people
- Something changes between hiring and streets.
- Not trying to communicate; de-escalate, disarm - doesn't happen with black people, does happen with white people.
- Schools across from 10th district and never see police till a shooting. Great

platform for officers to reach out to students and missed opportunities.

- Not event cars out.
- Interaction is good!
- Church beings in officers to after school programs, starts dialogue and this is a police initiated program.
- Can go into places
- Bureaucracy is a mess, don't need invite to walk across street- play basketball!
- "Lets walk across street to meet them where they at"
- We are human being and want to be treated as such.
- Do like they do in Lincoln Park.
- No more excuses.
- Mayor and Spt. should ask us how they want their community policed.
- Beat 10-14 implemented stuff that works so spread it to other beats "we demand they do things"
- Police doesn't respect community and community doesn't trust police, change perception on both ends.
- Kids need to see police in good light. Starts young! 5-6 yr. olds. Bridge gap.
- Works here, spread
- 5 yr. olds have negative perception of police.
- Kids traumatized and police bring more
- "be a police man so I can shoot people" .... NO
- Why do have to demand they do their job? "We used to it" no we don't like this!
- How do we tell bad from good?
- Body cameras must work and all units should wear, gang unit doesn't have cameras.
- Hard to get info to ID officers without body cameras; badge number.
- Only certain officers but all need to (body cameras)
- "Blackmail" violates civil rights. You must not want us to police, either we protect civil rights- fight crime. No false choice.
- Not against police but please don't bash my head in.
- BLM does not mean we have police.
- People have bad times that doesn't mean

to shoot people!

- Whether we call cops or did a crime we're treated the same.
- More community policing could deter "bad seeds"
- Incorporate community service to beat cops job with purpose of building relationships. Certain number, part of daily job.
- CAPS are engaging, not beat cops
- CAPS training for all officers.
- Tone of culture starts at top.
- Read and de-escalate without use of force and keeping body cameras on.
- Body cameras can create false sense of protection, security. Slice of time "didn't see what happened before." could be less impactful. Not always source of justice. Can do more harm. Haven't been around long.
- Build trust, training.
- Healthy fiscally? Mentally?
- Cultural change
- Cops impacted by trauma. Need support that's not stigmatized.
- Leadership issue! Tone set from top "one hand clapping w/ alt leadership."
- Work with community to improve community.
- Investment.
- Live in community, incentive to support community. Are there people in the area from the community who can leverage those relationships.
- Cultural/organizational peer pressure.
- Officer churn w/in black or brown communities then can level up to white districts.
- Cops attend meeting like this round table.
- Police presentations on "know your rights"
- We want officers at these conversations.
- Everyone needs to be at the table to have regular conversations with community members and police- join discussions.
- Perpetuating cycles; community change takes time and effort from everyone.
- Show of good faith in consent decree. Something "painful", quick wins.



- Community oversight
- How is community involved in consequences included in consent decree?
- Participate in clean ups and community events in regular clothes- not uniforms.
- Follow up with people more.
- Stop criminalizing small crimes and minimizing larger crimes for their “numbers”.
- Citizens need to know the rules and regulations/language of the police- police should inform residents of crimes and how they are described and certain crimes are given as fines and ruin peoples’ lives- change petty theft to community service hours.
- Police procedures should be open to community online or accessible at public places.
- Go back to beat cop. Understand who lives there. Understand issues. Be proactive rather than reactive. Interact with community members.
- Required to do non-policing activities with young people, sports, homework help.
- Expand interaction beyond CAPS officers and CAPS meetings.
- Training: mental health issues, interaction with young people, diversity, racial profiling/unconscious bias.
- Incorporate training understanding in recruitment.
- Retrain police to new understanding
- Unconscious bias/cultural competency training and demonstrations. Not manual.
- Monitor trainings: are individual officers following trainings? If not, retrain.
- Monitor trainings, invite community members to participate and facilitate/be trained.
- A means for community members to hold CPD accountable to trainings.
- Personal liability insurance after numerous infractions (create threshold) CPD will be up for review and City won’t cover insurance of CPD pays increase. Take misconduct expenses off of tax payers.
- Make sure union agreements with CPD don’t supersede the consent decree. Make sure new union agreement doesn’t contradict consent decree. Accountability from alder people.
- Simplicity in consent decree so it’s not just another piece of paper.
- Ensure state laws don’t contradict consent decree. E.g. how long to wait before interviewing police? How long to keep documents?
- CPD needs to take community members’ opinions into account and treat them as experts
- CPD don’t take voices seriously and cherry pick what they want to address.
- CPD and citizens alike need to address no snitch policy and code of silence. Truth and reconciliation process.
- City of Chicago should take on truth and reconciliation process
- Don’t shoot kids in the back.
- Level of professional code of conduct.
- Truth and Reconciliation with various groups. Not just for show, no impunity, acknowledge we’re all people; no saints and no devils. How can we avoid making same mistakes?
- Spend more time solving crimes and address clearance rate.
- Accurate weekly crime from data- not just the weekend, true data.
- Protect witnesses and people/their families who report crime.
- Address the overworked public defenders.
- Equal funding for public defenders and prosecutors (with tax payer money)
- Remove community policing process from elected officials (and control of funding).
- Community policing autonomous from political and electoral issues.
- When police officers have misconduct or suspicion/complains from community, keep them in filing room/desk/etc. away from people.
- Address violence among homogenous groups (racially, money, etc.).



- Address the monolith of FOP contract + culture + unions.
- Understand lack of community's faith in addressing violence + over policing
- If CPD expresses regularly fear, do not police on the block.
- De-escalation training.
- Less agencies dealing with same case; de-centralize gov't involvement.
- Higher standards/requirements for hiring and training, e.g. don't let officers with pending misconduct cases train new CPD.
- Evaluate CPD: what they've done, complaints, compliments.
- Mental health resources for CPD like First Responders.
- Serve and protect
- Commanders pay attention to officers exposure to death, violence and implement evaluations for mental health.
- CPD to work with your community to improve public safety?
- CPD has to engage with the community.
- They have to be more responsible to resident calls...people don't want to hear nothing can be done.
- Expectations...no responsiveness-people begin to think this is a norm-this is not good.
- Community policing good philosophy but has to be done well.
- Beat meetings/CAPS: five step process... where solutions were created by CPD and residents/partnerships. Today the meetings are just about venting/officers are not collaborating.
- We have to create the conditions to work with police versus working against the police. Meet and greets with officers. What if Beat meetings were like cocktail hours or coffee sessions. We don't have enough positive interactions.
- More police presence at gatherings where people are open to dialogues.
- We need more positive interactions.
- Even the consent decree seems like we're forcing them (CPD) to do something rather than us build together. It would've been nice to have uniform/non-uniform

officers at the table...would be nice to hear their perspective. There may be things we want officers to do but they may just not be able to do for varying reasons.

- Community Cafes, officers live in the community.
- "Normal" everyday interactions
- "What can the community do to improve community policing?" Question should be posed to officers as well. We need to build an understanding. It's a two-way street.
- In the community we have to get comfortable working with police and police has to be comfortable with us.
- We don't get the interactions.
- CAPS has lost its allure...we have lost what it was set out to be.
- Come to meetings and actively engage.
- Beat officers should come to meetings.
- Beat meeting model does not work.
- To be effective: engage people when there is not a problem.
- Officer should check on seniors.
- Must know community
- Police may have preconceived notions.
- Police dept. is under staffed based on population. Interaction is important.
- Training is not effective.
- How will more police officers improve public safety?
- Recommend citizens police academy for residents.
- Different rules for different communities. Chicago police are understaffed and overworked.
- Get to know people in community.
- Personal engagement.
- Work with: community partners, clergy (will keep youth off streets), social service agencies, local parks.
- More access to alderman in South Shore. More than one office in community. For neighborhood folks that maybe intimidated...satellite offices/precincts.
- Who reports to whom?
- Change dynamic of community being empowered to make decisions.

- Specialized organizations used as resources in community. Empower community to make decisions.
- Intuitions provide support and partnership with community
- Instead of police believing “they” are in charge, the community need to be in charge. Flip power dynamic.
- Communication through community center.

