



July 31, 2019

VIA EMAIL

Max Caproni
Executive Director
Chicago Police Board
30 N. LaSalle Street, Suite 1220
Chicago, IL 60602
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Re: Comments on the Draft Police Board Hearing Officer Selection Criteria and Draft Training Policy for Police Board Members and Hearing Officers

Dear Director Caproni:

Thank you for the opportunity to provide comments on the Police Board's draft selection criteria and training policy. I write on behalf of my clients, Communities United, Community Renewal Society, Next Steps, ONE Northside, and the ACLU of Illinois to provide feedback.

These policies must include additional requirements in order to comply with the consent decree between the State of Illinois and the City of Chicago, and ensure that Police Board members and hearing officers are adequately prepared for their roles. As the entity responsible for deciding disciplinary matters of police officers accused of serious misconduct, Police Board members must be impartial and thoroughly understand the perspectives of the various community groups with whom police officers interact.

First, the draft selection criteria does not include sufficient restrictions to ensure that hearing officers will be impartial. In addition to the general requirement of impartiality, the criteria should also exclude people with current or past jobs that call their impartiality into question. We ask that you include a prohibition on: current or former employees of the Police Department, the Cook County State's Attorney's office, or the City of Chicago's Law Department. Because prosecutors and City attorneys must work closely with the Chicago Police Department, those individuals are likely to have biases or existing relationships with police officers that prevent them from making impartial decisions. There is a similar prohibition in the ordinance that sets criteria for the head of the Civilian Office of Police accountability, included to address community concerns about bias. *See* CHI., ILL. MUN. CODE § 2-78-115.

Second, the draft training policy does not meet the minimum requirements outlined in the consent decree. Paragraph 540 requires that Police Board members and hearing officers receive training within 180 days of the "Effective Date" of the consent decree, which is September 1,

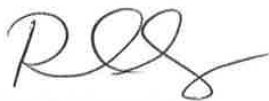
2019. The draft policy only requires the training be completed in 2019. Please amend the policy to meet this deadline. If the Police Board is not planning to meet its required deadline, it must provide more transparency to the public about its progress and expected timeline. Changing the deadline with no explanation will further damage public confidence.

Additionally, Paragraph 541 of the Consent Decree requires that trainings be provided by “sources both inside and outside of CPD.” The policy fails to mention this vital requirement. In order for the Police Board to be truly fair and effective, its members and hearing officers must learn about these issues directly from impacted groups. This includes groups with various lived experiences, from formerly incarcerated individuals, to people with disabilities (including but not limited to those who have experienced a behavioral health crisis), to victims of police misconduct and their families, to youth, to the LGBTQI community. The process for selecting these groups must be transparent and public.

Finally, the training topics should be expanded to also include trauma-informed strategies and cultural sensitivity and competency. While not required by the consent decree, this additional training would demonstrate its commitment to the integrity of these hearings.

Our clients would like a response to our above comments and an explanation of how all public comments will be incorporated. We look forward to receiving such a reply.

Sincerely,

A handwritten signature in black ink, appearing to read 'RM', with a long, sweeping underline.

Rachel Murphy
Staff Attorney
ACLU of Illinois

cc:

Shareese Pryor, Chief, Civil Rights Bureau, Illinois Office of the Attorney General (*via email*)
Maggie Hickey, Independent Monitor, Chicago Police Department Consent Decree (*via email*)