



Commissioner Nominations 2024 Nominating Committee Process Report

May 13, 2024

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Letter from the Nominators

Dear readers,

As inaugural members of the District Council Nominating Committee, we are proud to present this report on our process to select the first-ever nominees to serve on Chicago’s permanent Community Commission for Public Safety and Accountability.

From our first Committee meeting on July 8, 2023, to our vote on nominees on March 8, 2024, our Committee worked meticulously to develop a serious process for finding, vetting, and selecting extraordinary Chicagoans to serve on the Community Commission. The Committee brought together twenty-two distinct voices, elected from each Police District in Chicago and representing the broad range of Chicagoans’ views on policing and public safety. We worked collaboratively and transparently, deliberating in public on every aspect of our process, from anonymizing applications to scoring procedures for interviews.

Nothing about this process was easy. We had never worked together before. We had no playbook or precedent to follow. The ordinance that created the Commission and District Councils set a tight thirty-day window to receive applications and an additional thirty-day window to review those applications, interview candidates, and make our selections. By the time the application period closed, we received more than one hundred applications to review. We had to meet an exacting set of requirements to ensure the Mayor would have enough youths, lawyers, community organizers, Southsiders, Westsiders, and Northsiders to consider for appointment. While future nomination rounds will typically require us to fill only three or four vacancies, for this inaugural process, we had all seven Commission seats to fill.

Through all this, we were constantly aware of our responsibility to get this right: to carry out a fair and equitable process that would instill confidence in the Mayor’s Office, City Council, CPD, COPA, the Police Board, and—most importantly—the people of Chicago that the right people would be placed on this important and powerful Commission.

All twenty-two Nominating Committee members understood that meeting these expectations would require us to focus not just on who to nominate, but how to nominate. For that reason, we first took care to establish our own set of norms and rules of order, with an emphasis on building consensus as much as possible. We crafted a rubric informed by community input from each of our districts. We practiced reviewing applications and grading interviews with simulated exercises to help us calibrate how we would evaluate candidates. We formulated a quantitative assessment process to minimize bias, maximize consistency, and ensure that we would select the best possible candidates for nomination.

In the end, by working together in an organized and respectful fashion, we succeeded in nominating a set of candidates that met every requirement of the ordinance. And we did it by our legally established deadline.

This report is a testament to our work on behalf of Chicagoans to select an exceptional group of passionate and thoughtful individuals who will advance police accountability and public safety. Our report details every step of the process, from our norms to our interview questions to the unedited results of our community surveys. We share this information not only to demonstrate our efforts, but also to provide the public with the opportunity to recommend ways we can improve in the future. We have worked to build a new democratic institution. That task requires holding ourselves accountable to the people we serve.

It has been our immense honor to serve on Chicago's first-ever Nominating Committee. Throughout, we have sought to fulfill the vision of a community-driven process for nominating highly qualified candidates to serve on our citywide Community Commission. We look forward to building on this process going forward, and to working alongside the first-ever permanent Commission to deliver community-centered policing and a safer city for all Chicagoans.

Sincerely,

The District Council Nominating Committee

Executive Summary

The purpose of this report is to document the steps taken by the District Council Nominating Committee to conduct the 2024 nomination process for the permanent Community Commission for Public Safety and Accountability.

By Chicago ordinance, whenever there is a vacancy on the Community Commission for Public Safety and Accountability, the Nominating Committee must conduct a search and nominate at least two candidates to fill each vacancy. The Mayor must select Commissioners from the Nominating Committee's list of candidates. Selected candidates are then subject to approval by the City Council. The Nominating Committee is made up of one member from each of the city's twenty-two District Councils, which are elected every four years in Chicago's municipal elections (pages 18-19).

This year, 2024, marked the first-ever nomination process to select candidates for the Commission. Beginning in July 2023, the Nominating Committee held regular public meetings to develop a detailed application, design a fair application review process, and attract a diverse pool of applicants with a strong reputation for integrity, leadership, and community involvement (pages 25-31). The Nominating Committee engaged in robust and intentional community outreach, organizing twenty-two public meetings, three webinars, and six informational sessions with various stakeholders, including youth, legal organizations, community activists, non-profits, economic development institutions, and affinity groups (page 34).

Committee members also surveyed constituents to gather input on the ideal attributes and experiences Commissioners should possess. Based on this input, the Committee developed a community-informed rubric to evaluate candidates that aligned with Commissioner qualifications listed in the ordinance. The rubric emphasized candidates' commitment to community engagement, police accountability, fairness, transparency, creativity, vision, subject-matter expertise, competency, capacity, collaboration, understanding of others, credibility, and professionalism (pages 41-43). The Nominating Committee ensured an unbiased review of applications, employing qualitative and quantitative methods alongside randomization techniques.

On January 8, 2024, the Committee launched its request for applications. The application period closed on February 7, 2024, resulting in 120 application submissions. After a careful and thorough assessment of the application materials, the Committee invited thirty-three candidates for interviews. To prepare for interviews, the Committee engaged in simulated exercises on mock applicants. Members of the Committee evaluated interviews using their established nine-category rubric (page 47-48).

On March 8, 2024, exactly sixty days after publishing the request for applications, the Committee held a public meeting to vote on nominations. The Committee voted to submit fifteen candidates for nomination to the Mayor. All fifteen candidates received an equal number of votes, each more than the fifteen-vote legal threshold established by ordinance for the Committee to nominate a candidate (page 49). The Committee then submitted all fifteen nominees to the Mayor for consideration for appointment to the Commission.

From its first public meeting on July 8, 2023 to its selection of nominees on March 8, 2024, each member of the Nominating Committee dedicated a significant amount of time, ranging from approximately 126-194 hours, to build, conduct, and oversee the nomination process. The total expenses incurred for this process amount to \$4,384.00 (pages 51-52).

In the spirit of transparency, the District Council Nominating Committee has documented all these measures in this report.

For information about this report or additional information about the 2024 nomination process, you can contact the Nominating Committee via email, CommissionNomination@cityofchicago.org, or via phone, (312) 742-8888.

Background

In July 2021, the Chicago City Council passed an ordinance creating a new model for police oversight, accountability, and public safety. The ordinance created the Community Commission for Public Safety and Accountability, a seven-member public body, appointed by the Mayor, with power to advance systemic reform. The ordinance also created District Councils, three-person public bodies elected in each of Chicago's twenty-two police districts, empowered to work to improve policing and public safety at the district level. The Commission and District Councils bring police officers and Chicago residents together to plan, prioritize, and build mutual trust; strengthen the police accountability system; give Chicagoans a meaningful new role in oversight; and explore and advance alternative effective approaches to public safety.

The ordinance sets out a process to select members of the Commission. Each District Council appoints one of its members to serve on a Nominating Committee. The Nominating Committee conducts an application process and nominates at least two candidates for each vacancy on the Commission. The Mayor then selects from the Nominating Committee's list of candidates, and the City Council votes on whether to confirm them. The Nominating Committee therefore carries out one critical function of the District Councils highlighted in the ordinance, "to ensure the independence and increase the legitimacy of the Commission by participating in the selection of its members." Municipal Code of Chicago (MCC) Section 2-80-070(a)(5).

Because the first District Council members did not take office until almost two years after passage of the ordinance, the ordinance established a process to create an interim Commission before District Councils were in place. In 2022, City Council had an open application process and nominated fourteen candidates. The Mayor appointed seven of the fourteen candidates to serve on the interim Commission in August 2022. Interim Commissioners will serve until the District Council nominates, the Mayor selects, and the City Council confirms a permanent Commission.

Once elected District Council members took office, the process for selecting a permanent Commission began. The 2024 Commissioner nomination process marked the first-ever nomination round for the permanent Commission. Because all seven seats on the permanent

Commission were vacant, the Nominating Committee was required to nominate at least fourteen candidates, and the Mayor would appoint seven of them. Moving forward, the Nominating Committee will be responsible for selecting candidates for all vacancies on the Commission.

After the first seven Commissioners are nominated, selected, and confirmed through this process, four of them will be randomly selected to serve four-year terms and three will be randomly selected to serve two-year terms. This is intended to ensure that there are always several people on the Commission who have experience serving on the Commission. After this first round of Commissioner appointments, all Commissioners will be appointed for four-year terms.

Powers and Duties of a Commissioner

Commissioners are expected to attend and participate in the Commission’s regular public meetings, which are held once per month. Commissioners are also expected to attend and participate in additional special public meetings which may be scheduled. Most Commission work happens outside of the public meetings, and includes a wide range of activities to prepare to carry out or to carry out the powers and duties of the Commission. Those powers and duties are described in the ordinance (MCC 2-80-050). The Commission’s powers and duties are to:

1. Respond to public safety-related community needs and concerns through means including, but not limited to, the following:
 - a. Engaging in community outreach to obtain the perspectives of community members and Chicago Police Department (CPD) employees on police-community relations, CPD policies and practices, and the police accountability system;
 - b. Maintaining connections with representatives of disenfranchised communities and with other community groups throughout the City; and
 - c. Providing CPD, the Police Board, the Civilian Office of Police Accountability (COPA), and the Public Safety Inspector General with community feedback relevant to their operations received as a result of the Commission's public outreach activities;
2. Oversee the District Councils and delegate powers and duties to the District Councils at its discretion and consistent with applicable law;
3. Publish reports as required by MCC Chapter 2-80 and report to the public about matters related to policing that concern all Chicago communities;
4. Have access to information, documents, data, and records in order to carry out the Commission's powers and duties, as provided in MCC Section 2-80-120;
5. Assess performance of and set goals for the Superintendent of CPD, the Chief Administrator of COPA, and the President of the Police Board;

6. Recommend to the Public Safety Inspector General to conduct research or audits on specific topics or issues, including emergent issues that, in the Commission's judgment, are needed to support public confidence in CPD and related criminal justice practices. If the Commission issues such a recommendation in writing, the Public Safety Inspector General shall respond in writing within ten business days;
7. Review and provide input to the Chief Administrator of COPA, the Public Safety Inspector General, the Superintendent of CPD, the Police Board, and other City departments and offices, including the Mayor, City Council Committee on Police and Fire, or its successor committee, and Corporation Counsel on the police accountability system, police services, and Department policies and practices of significance to the public;
8. Collaborate with CPD, COPA, and the Police Board in the development of new or amended CPD general order, COPA policy, or Police Board policy (except general orders and policies that are covered by or in the jurisdiction of the Consent Decree between the State of Illinois and City of Chicago, entered into on January 31, 2019) as provided in MCC Section 2-80-110;
9. Draft, review, and approve by majority vote any proposed new or amended Policy, as provided in MCC Section 2-80-110;
10. By majority vote and subject to applicable law and reasonable scheduling accommodation, require the attendance of the Superintendent of CPD, the Public Safety Inspector General, the Chief Administrator of COPA, and the President of the Police Board, or their designees, at any regular or special meeting of the Commission in order to provide updates on matters as requested by the Commission, and to answer questions from the Commission and hear public comments;
11. In the event of a vacancy, interview, assess the qualifications of, and recommend to the Mayor candidates having appropriate qualifications for the positions of CPD Superintendent and Police Board member, as provided in MCC Section 2-80-080;

12. Introduce and by two-thirds majority vote adopt a resolution of no confidence in the CPD Superintendent or a member of the Police Board, as provided in MCC Section 2-80-090;
13. Appoint the Chief Administrator of COPA with the advice and consent of the City Council, as provided in MCC Section 2-80-080;
14. Remove the Chief Administrator of COPA, as provided in MCC Section 2-80-090;
15. Before a City Council vote on the annual budget, review and, if warranted, recommend changes to the proposed CPD budget appropriation;
16. Identify and recommend to the City Council ways to increase effectiveness and efficiency in the use of public safety resources;
17. Identify and recommend to the City Council ways to ensure that CPD resources are used appropriately, taking into account issues that other professionals could adequately address;
18. Identify and recommend to the City Council preventative, proactive, community-based, and evidence-based solutions to violence;
19. Within sixty days after Commission members take office, appoint a Noncitizen Advisory Council, which shall include Chicago residents who are not United States citizens and Chicago residents who are undocumented, and may include people who work on behalf of Chicago residents who are not United States citizens; the Noncitizen Advisory Council shall advise the Commission to ensure that the perspectives and experiences of Chicago residents who are not United States citizens are reflected and incorporated in the Commission's work;
20. Collaborate with CPD regarding the Chicago Alternative Policing Strategies (CAPS) program and other existing or future CPD-led community policing programs;
21. Create operational policies and procedures for the Commission; and
22. Monitor CPD's compliance with its policies.

Qualifications for Becoming a Commissioner

The ordinance establishes qualifications to serve on the Commission (MCC 2-80-040(b)). To serve on the Commission, candidates must:

1. Be a resident of Chicago and have resided in Chicago for at least the five years immediately preceding appointment;
2. Have at least 5 years' combined experience in one or more of the following fields: law, public policy, social work, psychology, mental health, public safety, community organizing, civil rights, or advocacy on behalf of marginalized communities (not applicable to youth Commissioners);
3. Adequately disclose any personal, professional, or financial conflict of interest that could reasonably be thought to bear upon the person's performance as a Commissioner;
4. Have a reputation for integrity, professionalism, and sound judgment;
5. Have a history of leadership and community involvement;
6. Have a demonstrated ability to engage effectively with all who have a stake in policing, including, but not limited to, marginalized communities, police officers, and public officials;
7. Have a demonstrated ability to work in groups in a collaborative manner that reflects sound judgment, independence, fairness, and objectivity;
8. Not have been an employee of CPD, COPA, or the Police Board in any of the five years immediately preceding their appointment; and
9. Not be a member of the Nominating Committee.

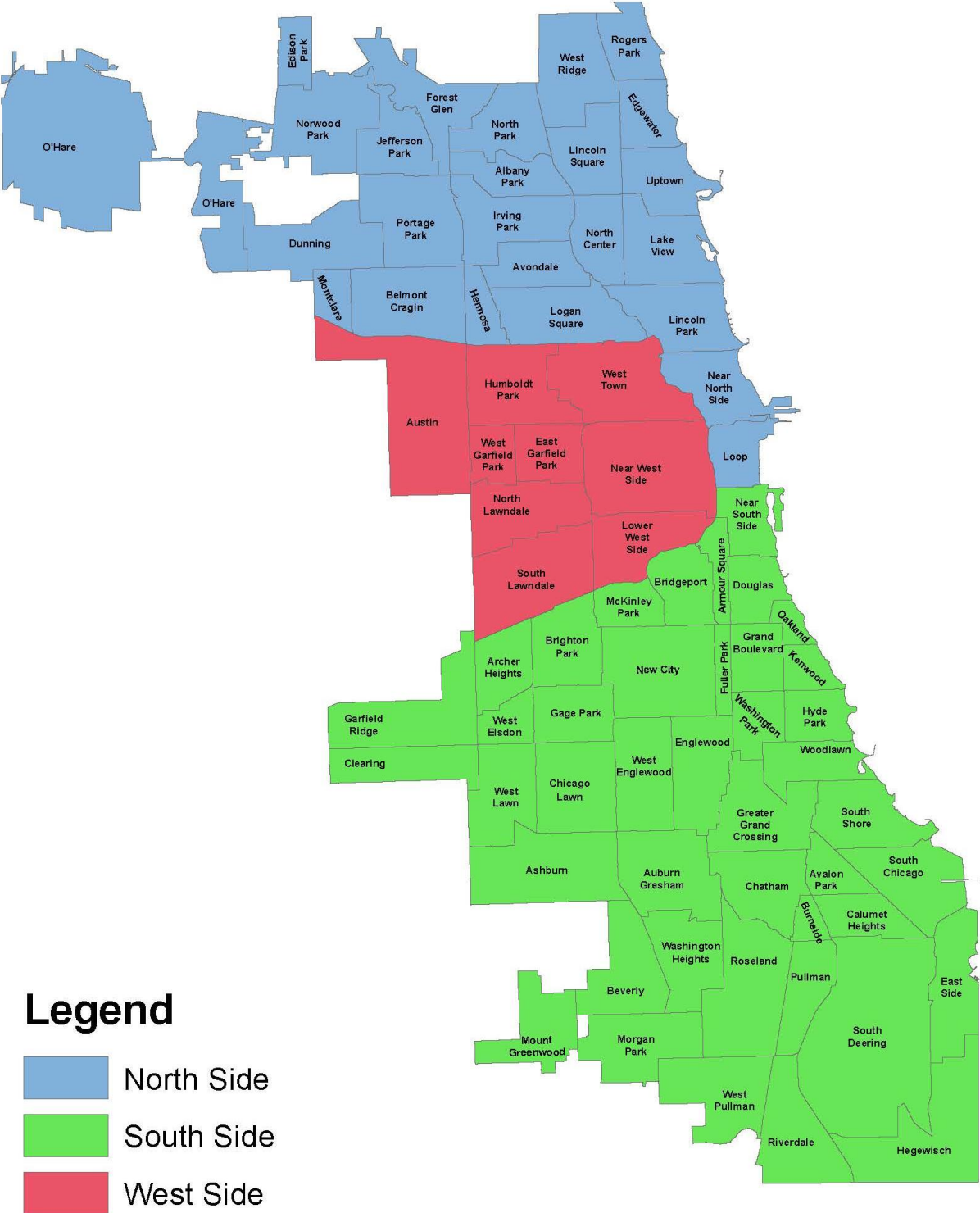
Composition Requirements for the Full Commission

The ordinance also includes provisions to ensure that Commissioners are drawn from across the city of Chicago and have specific skills or experiences that are relevant to the Commission’s work (MCC 2-80-040(b), (c)). These requirements are as follows:

1. At least 2 Commissioners must have at least 10 years’ experience as a practicing attorney, with significant experience in civil rights, civil liberties, or criminal defense or prosecution.
2. At least 1 Commissioner must have at least 10 years’ experience in community organizing with a formal affiliation with community-based organizations.
3. Two (2) Commissioners must be between the ages of 18 and 24 years old at the time of appointment. (Not subject to Commissioner qualification requirement #2, above.)
4. At least 2 Commissioners must reside on the North Side of Chicago and have resided on the North Side of Chicago for at least 365 days immediately preceding their appointment.*
5. At least 2 Commissioners must reside on the South Side of Chicago and have resided on the South Side of Chicago for at least 365 days immediately preceding their appointment.*
6. At least 2 Commissioners must reside on the West Side of Chicago and have resided on the West Side of Chicago for at least 365 days immediately preceding their appointment.*

*See page 15 for a map of the South, West, and North Sides of Chicago as defined by the ordinance.

Map of South, West, and North Sides of Chicago as defined by MCC 2-80-010.



Process for Selecting a Commissioner

Nominating Committee: Chicago Municipal Code (MCC) Section 2-80-040 and Section 2-80-070 outline the Commissioner selection process. Candidates for the permanent Commission submit applications to the Nominating Committee. The Nominating Committee is comprised of twenty-two members, with one member from each of the elected three-person District Councils. Each District Council selects a member to serve on the Committee.

Application Period: The Nominating Committee chose to officially open the application period on January 8, 2024. According to MCC Section 2-80-070(c)(2), the Nominating Committee was required to receive applications for thirty days after issuing the Request for Application for Commissioner. The application period therefore closed on February 7, 2024.

Application Review and Interviews: Members of the Nominating Committee were required by ordinance to review all applications based on qualifications to serve on the Commission that are described in the ordinance. The qualifications were listed earlier in this document, in the section “Qualifications for Becoming a Commissioner.” After reviewing all applications received, the Nominating Committee was required to offer interviews to no fewer than four qualified candidates for each existing vacancy. Because this application marks the first-ever nomination process for the permanent Commission, all seven seats on the permanent Commission were vacant, and the Nominating Committee was required to interview at least twenty-eight qualified candidates.

Nomination Decisions: Within sixty days after issuing this Request for Application for Commissioner, i.e. by March 8, 2024, the Nominating Committee was required to meet to select at least two applicants for each vacancy. Because all seven seats on the permanent Commission were vacant, the Nominating Committee was required to nominate at least fourteen candidates. According to MCC Section 2-80-040(c)(3), the Nominating Committee could only nominate candidates that received at least fifteen votes. The Nominating Committee was required to nominate the two candidates receiving the most votes for each vacancy. The Nominating Committee was then required to promptly transmit the list of nominees and each nominee’s application materials to the Mayor.

Mayor’s Appointment Decisions: Within thirty days after receiving the list of nominees, i.e. by April 7, 2024, the Mayor was required to appoint a candidate from the list of nominees for each vacancy or provide the Nominating Committee with a written explanation as to why the Mayor declined to fill a vacancy with a listed nominee. The Nominating Committee would be required to make this written explanation publicly available on the Commission’s website within three business days. Within thirty days of receiving a declination, the Nominating Committee would then submit to the Mayor a new list of two nominees for each remaining vacancy. The new list could not include any candidates from any prior list submitted to the Mayor to fill the current existing vacancies. The Mayor would then have thirty days after receiving the new list to appoint a candidate or decline to appoint a candidate. This process would continue until the Mayor appoints a candidate for all seven vacancies.

City Council Approval: The Mayor submits the list of appointees to the City Council Committee on Police and Fire for review. Appointments must be approved by City Council. According to MCC Section 2-80-040(c)(4), if City Council rejects any appointed candidates, within thirty days, the Mayor is required to appoint different candidates from the most recent list or request two new nominees for each remaining the vacancy. This process shall continue until City Council confirms appointees for all seven vacancies.

2024 Timeline for Commissioner Selection:

Monday, January 8, 2024, 12:00 PM	30-day application period opens.
Wednesday, February 7, 2024, 12:00 PM	30-day application period closes.
By Friday, March 8, 2024 (60 days after issuing the Request for Applications)	Nominating Committee must meet to select at least fourteen candidates.
By Sunday, April 7, 2024 (or 30 days after Mayor receives the list of nominees)	Mayor must appoint candidates for all seven seats on the permanent Commission or provide a written explanation for declining to fill a vacancy with the list of nominated candidates.
By Tuesday, May 7, 2024 (or 30 days after receiving the Mayor’s declination)	Nominating Committee must submit new candidates for any remaining vacancies.

Establishment of the Nominating Committee

Municipal Code of Chicago Section 2-80-070 establishes three-member District Councils elected in each of Chicago’s twenty-two police districts. Per Section 2-80-070(g), each District Council shall have a member of the Nominating Committee. MCC Section 2-80-010 defines the Nominating Committee as “the nominating committee that is comprised of one member from each District as determined pursuant to subsection (g) of Section 2-80-070, to fill existing and anticipated vacancies on the Commission.”

Each District Council was required to appoint one of its members to serve as a representative for the Nominating Committee. Within 30 days of taking office, each District Council was required to submit to the Commission a document identifying who had been selected to serve on the Nominating Committee.

On May 1, 2023, the first-ever District Councils took office. Each District Council held a public meeting to vote on positions, including which member would serve on the Nominating Committee. Most of the District Councils submitted their assigned positions to the Commission within 30 days. In a few cases, District Councils did not hold a public meeting until after 30 days had elapsed; these District Councils subsequently submitted their assigned positions to the Commission, and the Commission voted to affirm these assignments at its public meeting on June 29, 2023.

The Nominating Committee therefore has twenty-two members appointed by District Councils, with one representing each District Council and each police district.

Members of the First Nominating Committee

District No.	Name	District No.	Name
001	Jamie Brown	012	Michelle Page
002	Ephraim Lee	014	Ashley Vargas
003	Anthony Bryant	015	Karen Arewa Winters
004	Gloria Jenkins	016	Colleen Dillon
005	Tom McMahon	017	Beth Rochford
006	Aisha Humphries	018	Robert Johnson
007	Dion McGill	019	Sam Schoenburg
008	Al Cacciottolo	020	Darrell Dacres
009	Denise McBroom	022	Lee Bielecki
010	Elianne Bahena	024	Marilyn Pagán-Banks
011	Jocelyn Woodards	025	Angelica Green

Nominating Committee Meeting Norms

At the first meeting of the Nominating Committee, the members established norms to govern the conduct of members at its meetings. Before each Nominating Committee meeting, the meeting facilitators reviewed the norms and asked the Committee to renew its agreement to respect them. Facilitators, Nominators, and staff members continuously enforced the norms by reminding Committee members to follow them as meetings progressed. The norms are as follows:

1. Respect one another.
2. Step up, step back – be mindful of how often you speak in the meeting and push yourself to make space for others and to be part of the conversation.
3. Land the plane – be succinct with your comments.
4. Assume good intent and own the impact.
5. Use "I" statements.
6. One person speaks at a time, no sidebar conversations.
7. Keep your cellphones mute.
8. Be present and engaged.
9. Speak to the problem, not the person.
10. Avoid redundancy.
11. Revisit these norms during the meeting.
12. Don't yuck someone's yum – respect each other's different preferences.

Nominating Committee Rules of Order

The Nominating Committee developed its own rules of order to aid its work as a new public body comprised of District Council delegates from across the city. The goal of the rules of order was to provide the Nominating Committee with a process for discussions, debates, and decisions that emphasized productivity, efficiency, flexibility, inclusion, and consensus-building. For items requiring actions and votes, the Committee used a two-step process: (1) a time-limited Open Session to explore issues and seek consensus, and if consensus was not reached, (2) a structured Motions Session where each member spoke once before votes were called. Here are the rules of order.

Step 1: Open Session

Purpose: To fully explore an agenda item, identify and address concerns, improve overall understanding, and seek consensus as much as possible.

Time-limited: The time limit ensures productivity.

- During the allotted time, members work to reach as much agreement as possible.
- The Committee may extend time by a defined number of minutes with a two-thirds vote.
- If, at the end of the Open Session, the Committee has not reached consensus and does not vote for an extension, the Committee enters the Motions Session (see below).

Open, unstructured, free-thinking space: The only rules for Open Session are the time limit and group norms set by the Committee.

- The Committee may establish a time limit for speaking. Members follow norms focusing on brevity, landing the plane, and making space for others.

Consensus over votes: The Committee does not make formal motions or take formal votes during Open Session.

- Instead, the Committee works diligently to seek consensus and build as much agreement as possible.
- The Committee may use poll-taking, such as the fist-to-five method (see page 23), to assess the degree and strength of support behind a given proposal.

Step 2: Motions Session

Purpose: To reach decisions on matters efficiently by placing motions on the table and holding votes when the Committee cannot reach consensus on an issue.

- Motions Session takes place if an agenda item requires voting and the Committee does not reach consensus during Open Session.

Making motions: Motions session begins with Committee members making motions for different solutions to address an issue.

- Members may make as many motions as they wish to address an issue.
- Motions do not require seconding.

Speaker-limited: The individuals who made each motion have a designated amount of time to explain why their motion should pass.

- Then, each of the other members has one opportunity to give a statement.
- Speaking order may be randomized upon request and shared at the start so that each member knows when they will be speaking.

Avoid redundancy: Members work to offer only considerations and arguments for or against motions that have not been voiced by other members.

Voting: After statements, the Committee holds a single vote on all motions on the table.

- Two-thirds support of present members is required for passage pursuant to the bylaws of the Nominating Committee.
- If multiple motions are on the table and none of them reach two-thirds support, the Committee can hold additional run-off votes until two-thirds support is reached.

NOTE: These rules of order did not pertain to the vote on nominations; they only applied to Committee votes on non-nomination decisions. For the vote on nominations, the Committee complied with MCC Section 2-80-040(c)(3), which requires at least 15 votes for a candidate to be nominated.

Fist-to-Five Consensus Polling Procedure

At the inaugural meeting of the Nominating Committee, members opted for a consensus-building approach to decision-making. Employing the fist-to-five model, the Committee embraced a structured method to guide discussions, debates, and deliberations.

The fist-to-five method promotes transparency and encourages active participation in the decision-making process while empowering Nominators to provide input during discussions and deliberations. The fist-to-five model allowed Nominators to assess their level of agreement or disagreement in areas that may need further discussion or resolution. This approach informed decisions regarding procedural matters, timelines, scheduling, and other pertinent issues related to the nomination process.

The Nominating Committee’s fist-to-five model is outlined below.

Step 1: Ask each member to raise their hand with a number that represents their position on a given proposal.

5 = strong support
 4 = support
 3 = neutral
 2 = concerned but not opposing
 1 = opposition
 Fist/0 = strong opposition

Step 2: Identify the level of consensus reached. Anyone holding a 2 or above is considered to be in agreement. If there is a sign of strong agreement, move on to step 3.

Step 3: Ask each person who held a fist or a 1 to explain the reasons for their opposition and work to address their objections.

Step 4: Conduct another fist-to-five poll to assess if the level of consensus has changed. If objections remain, consider if there are any more ways to address those objections and whether other proposals would garner more support.

Nominating Committee Working Groups and Liaisons

At its first public meeting, the Nominating Committee decided to split into four regional working groups. The purpose of the groups was to continue to perform the work of developing a nomination process between public meetings. The groups complied with the Illinois Open Meetings Act by having no more than six Nominators in a group (i.e., less than a majority of the 12-member quorum) and reserving official Nomination decisions for the public meetings. Later, the Nominating Committee decided to have four liaisons, one from each working group, to serve as facilitators of public meetings and to function as a connection between support staff and each working group. Liaisons also helped develop recommendations for the rest of the Committee to review, weigh in on, and approve. Working groups met approximately once or twice per month. Liaisons met approximately once per week prior to the opening of Commissioner applications and approximately twice per week during January and February 2024.

Northwest Working Group

Jocelyn Woodards (DC011)

Ashley Vargas (DC014)

Karen Arewa Winters (DC015)

Colleen Dillon (DC016)

Beth Rochford (DC017)

Angelica Green (DC025) – Liaison

Southwest Working Group

Dion McGill (DC007)

Al Cacciottolo (DC008)

Denise McBroom (DC009)

Elianne Bahena (DC010) – Liaison

Michelle Page (DC012)

Lee Bielecki (DC022)

Northeast Working Group

Robert Johnson (DC018)

Sam Schoenburg (DC019) – Liaison

Darrell Dacres (DC020)

Marilyn Pagán-Banks (DC024)

Southeast Working Group

Jamie Brown (DC001)

Ephraim Lee (DC002)

Anthony Bryant (DC003) – Liaison

Gloria Jenkins (DC004)

Tom McMahan (DC005)

Aisha Humphries (DC006)

Summaries of Committee and Working Group Meetings

Below are summaries of the meetings of the Nominating Committee and the Committee's four working groups. The Committee held five regular public meetings, two special public meetings, and six closed sessions. Working groups typically convened at least once between full Committee meetings. Notices, agendas, and approved minutes from the public meetings of the Committee are posted on the Commission's website and are available for download by visiting www.chicago.gov/city/en/depts/ccpsa/supp_info/serving-on-a-community-commission.html.

July 8, 2023 – Regular Public Meeting

Golden Dome Fieldhouse, 100 N. Central Ave, Chicago, IL 60624

- Reviewed the Ordinance requirements for the nomination process.
- Authorized closed sessions.
- Approved bylaws.
- Established a two-thirds voting threshold for non-nomination votes.
- Developed norms to govern the work and meetings of the Committee.
- Adopted a Commission application form.
- Formed regional working groups.
- Scheduled next meeting.

July 2023 Working Group Meetings

- Reached consensus on setting January 2024 for the application launch.
- Began discussions about modified rules of order and a committee governing structure.
- Decided to have support staff facilitate the next public meeting.

August 19, 2023 – Regular Public Meeting

Malcom X College, 1900 W. Jackson Blvd, Chicago, IL 60612

- Developed and established rules of order.
- Selected January 8, 2024 as the posting date for the Commissioner application.
- Set tentative due dates for establishing a rubric and interview questions.
- Established a regular meeting calendar for 2023.

September 2023 Working Group Meetings

- Discussed having working group liaisons function as rotating Committee facilitators and outlined what roles the liaisons should play in the nominations process.
- Developed a plan for creating a rubric based on community input and working group meetings.

September 30, 2023 – Regular Public Meeting**Malcom X College, 1900 W. Jackson Blvd, Chicago, IL 60612**

- Approved minutes from the July 8, 2023 meeting.
- Developed initial application review procedures, including quantitative assessments, the process for interview invitations, the role of bias in selections, and different ways to anonymize and randomize applications.
- Established a rubric development plan.
- Adopted a rotating facilitator model using the liaisons of the four working groups.
- Discussed marketing and outreach.
- Discussed an application review simulation exercise using mock applications.
- Examined security and confidentiality considerations in the handling of applications, outlined expectations for staff, provided suggestions on background vetting of applications.

October 2023 Working Group Meetings

- Reviewed community input on what to look for in Commission applications and brainstormed draft rubric categories.

November 18, 2023 – Regular Public Meeting**Malcom X College, 1900 W. Jackson Blvd, Chicago, IL 60612**

- Approved minutes from the August 19, 2023 meeting.
- Authorized closed meetings.
- Developed a schedule of key dates for the nomination process, including dates for discussing applications, interviewing candidates, and reviewing finalists for nominations.
- Reviewed a proposal for the rubric for the nominations process and reviewed next steps for developing interview questions.

- Reviewed a proposal for the interview format.
- Discussed approaches to reviewing youth applications.
- Discussed whether to have a rolling application review.
- Conducted simulated application reviews.
- Provided input on preferences for anonymizing applications.
- Decided to seek input and reflections from current interim Commissioners via an anonymous survey on the nature of Commission work, the time commitment, and what is required to serve successfully on the Commission.

November-December 2023 Working Group Meetings

- Discussed whether to have rolling review of applications.
- Generated draft interview questions and evaluation guidelines for the rubric categories, with each working group assigned to a random subset of the categories.
- Proposed draft questions to include in a survey to the interim Commission for the liaisons to review in crafting a final survey.

December 16, 2023 – Special Public Meeting

Whitney Young High School, 211 S. Laflin St, Chicago, IL 60607

- Authorized closed meetings.
- Reviewed nomination plan and procedures.
- Established the nominations rubric and examined next steps for developing interview questions.
- Reviewed the survey for interim Commissioners as crafted by the liaisons based on proposed questions from the working groups.
- Decided to allow for rolling review of applications except with regard to youth applications in order to ensure side-by-side review of youth applications.
- Developed outreach strategies for the launch of the Commissioner application period.
- Discussed different options for the interview format.
- Established a regular meeting schedule for 2024.

January 20, 2024 – Regular Public Meeting
Malcom X College, 1900 W. Jackson Blvd, Chicago, IL 60612

- Approved minutes from the September 30, 2023 meeting.
- Reviewed and fine-tuned application review procedures.
- Examined the role of bias in the evaluation process and ways in which bias could impact nomination decisions.
- Reviewed and discussed different metrics for evaluating applications, including assessment guidelines for each application question and an independent measure of overall support for inviting an applicant to interview with the Nominating Committee.
- Reviewed and deliberated over multiple quantitative approaches to assessing applications based on the quality of their applications as well as how each applicant compared to their counterparts.
- Approved proposed techniques for randomizing applications to reduce bias.
- Reviewed procedures for background checks and vetting for applications.
- Discussed the interview format.
- Reviewed outreach updates and provided final requests to staff for conducting outreach and promoting the application opportunity.

January-February 2024 Working Group Meetings

- Reviewed draft list of interview questions.
- Discussed methodologies for application review.
- Generated suggestions for the deliberation process during closed meetings.

February 20, 2024 – Closed Meeting
2 N. LaSalle St, Chicago, IL 60602

- Reviewed applications, discussed which applicants to invite for interviews.

February 24, 2024 – Closed Meeting
MOPD Field Office, 2102 W. Ogden Ave, Chicago, IL 60612

- Conducted interviews.

February 25, 2024 – Closed Meeting

MOPD Field Office, 2102 W. Ogden Ave, Chicago, IL 60612

- Conducted interviews.

March 2, 2024 – Closed Meeting

MOPD Field Office, 2102 W. Ogden Ave, Chicago, IL 60612

- Conducted interviews.

March 3, 2024 – Closed Meeting

MOPD Field Office, 2102 W. Ogden Ave, Chicago, IL 60612

- Conducted interviews.

March 5, 2024 – Closed Meeting

2 N. LaSalle St, Chicago, IL 60602

- Reviewed finalists, discussed which candidates to nominate.

March 8, 2024 – Special Public Meeting

UCAN, 3605 W. Fillmore St, Chicago, IL 60624

- Voted to submit fifteen candidates to the Mayor for nomination for the Commission.
- Each candidate received an equal vote of 18-1.

Nominations Timeline

August 2022	Interim Commission Terms Begin
May 1, 2023	Inauguration of the District Councils
July 8, 2023	First Meeting of the Nominating Committee
January 8, 2024	Opening of the Commissioner Application Process
February 7, 2024	Close of the Commissioner Application Process
March 8, 2024	Selection of Candidates for Nomination
April 7, 2024	Due Date for the Mayor’s Appointments
April 25, 2024	Date Mayor Officially Appointed Commissioners
May 14, 2024	Hearing of the City Council Committee on Police and Fire
To Be Determined	City Council Vote
To Be Determined	New Commission Terms Begin, Interim Commission Terms End

Application Questions

The following represents the questions that appeared on the 2024 Commissioner application. The questions were designed to evaluate candidates based on the qualifications listed under MCC Section 2-80-040(b) and were based heavily on the application form that City Council used for the interim Commission application process. The Nominating Committee approved the application form at its first meeting on July 8, 2023.

1. Name:
2. Phone number:
3. Email address:
4. Current residential address:
5. To comply with age verification requirements, please share your birthdate:
6. Which of the following best describes you? (Mark only one)

Asian or Pacific Islander
 Black or African American
 Hispanic or Latino
 Native American or Alaskan Native
 White or Caucasian
 Multiracial or Biracial
 Other: _____
 Prefer not to say

7. To serve on the Commission, you must reside in Chicago and have resided in Chicago for at least the last five years immediately preceding appointment. The ordinance also requires that at least two Commissioners reside on the South Side of Chicago and have resided on the South Side for at least 365 days immediately preceding appointment; at least two Commissioners reside on the West Side of Chicago and have resided on the West Side for at least 365 days immediately preceding appointment; and at least two Commissioners reside on the North Side of Chicago and have resided on the North Side for at least 365 days immediately preceding appointment.

Please list each of your residential addresses since April 2019. If you changed your residential address at any point since April 2019, please provide the dates for each time you changed your residential address:



8. To serve on the Commission, you cannot have worked as an employee of the Chicago Police Department, the Civilian Office of Police Accountability (COPA), or the Police Board in any of the five years immediately preceding appointment (i.e., since approximately April or May of 2019). If you were appointed to the Commission this year, would you satisfy this requirement?

Yes
 No
 Unsure

If you marked “unsure”, please explain, and include the dates of your past employment.

9. Unless you are between the ages of 18 and 24, you must have a total of at least five years of combined experience in one or more of the following fields:

- Law
- Public policy
- Social work
- Psychology
- Mental health
- Public safety
- Community organizing
- Civil rights
- Advocacy on behalf of marginalized communities

To fulfill this requirement, you are allowed to combine your years of experience from multiple fields, as long as they amount to at least five years. Experience can be volunteer, academic, professional, etc. How do you meet this requirement? Please include the number of years for each experience. (Limit 500 words; applicants between the ages of 18 and 24 need not answer.)

10. Why do you want to become a Commissioner? (Limit 500 words)
11. Please describe your history of leadership and involvement in your community, through work or volunteer activities. (Limit 500 words)
12. Commissioners must be able to work in groups in a collaborative manner that reflects sound judgment, independence, fairness, and objectivity. Please share information about your experience working in groups when you demonstrated those qualities. (Limit 500 words)
13. Commissioners must be able to work well with a wide range of people. Please share information about your experience working with diverse populations. (Limit 500 words)
14. Describe your experience engaging with people who have a stake in policing, including, but not limited to, marginalized communities, police officers, and public officials. (Limit 500 words)

15. At least two Commissioners must have at least ten years of experience as a practicing attorney, with significant experience in civil rights, civil liberties, or criminal defense or prosecution. If applicable, please describe how you meet this requirement. (Limit 250 words)
16. At least one Commissioner must have at least ten years of experience in community organizing with a formal affiliation with community-based organizations. If applicable, please describe how you meet this requirement and list any formal affiliations with community-based organizations and the title(s) you hold or held with them. (Limit 250 words)

Application Opportunity Outreach and Marketing

Outreach Meetings

Community webinars on the Commission application and nomination process

1. Thursday, January 11th 6:00pm
2. Wednesday, January 17th 1:00pm
3. Saturday, January 27th 10:00am

Categories and Numbers of Groups Connected through Nominations Outreach

1. 46 youth groups
2. 52 legal groups and associations
3. 66 community-based organizations
4. 31 activist groups
5. 11 independent political organizations
6. 21 affinity groups
7. 47 business associations and economic development organizations
8. All members of City Council
9. All Illinois state representatives and senators based in Chicago
10. All members of the Cook County Board of Commissioners based in Chicago

Targeted informational sessions on the Commission application and nomination process

1. January 16 – Activist Groups
2. January 16 – Youth Organizations
3. January 17 – Community Groups
4. January 18 – Affinity Groups
5. January 18 – Legal/Law Associations
6. January 23 – Business/Economic Development Organizations

Email blasts & Outreach to Elected Officials, Community-Based Organizations, and other Groups for Publication in Newsletters and Distribution to Various Networks

1. October 5, 2023 – District Council Nominating Committee Announcement
2. December 18, 2023 – District Council Nominating Committee Commences Commissioner Selection Process
3. January 2, 2024 – Happy New Year & Upcoming Application Announcement
4. January 4, 2024 – Press Conference Announcement & Invitation
5. January 9, 2024 – Commissioner Applications Now Open & Webinar
6. January 11, 2024 – Save the Date CCPSA Application Webinar
7. January 16, 2024 – Reminder-CCPSA Application Lunch & Learn Webinar
8. January 23, 2024 – Final Webinar Reminder Outreach
9. January 31, 2024 – CCPSA Application Deadline Approaching
10. February 5, 2024 – CCPSA Application Deadline Reminder

Press Stories

1. *Push for permanent Chicago police oversight board begins*, PBS, Chicago Tonight, Jan. 8, 2024, <https://www.pbs.org/video/push-for-permanent-chicago-police-oversight-board-begins-txu/>.
2. Heather Cherone, *Push to Create Permanent Chicago Police Oversight Board Begins*, WTTW NEWS, Jan. 8, 2024, <https://news.wttw.com/2024/01/08/push-create-permanent-chicago-police-oversight-board-begins>.
3. Fran Spielman, *Applications now open to serve on civilian police oversight commission*, CHI. SUN-TIMES, Jan. 8, 2024, <https://chicago.suntimes.com/city-hall/2024/1/8/24030295/chicago-police-reform-oversight-community-commission-public-safety-applications-open>.
4. Fran Spielman, *Applications now open to serve on civilian police oversight commission in Chicago*, FOX32, Jan. 9, 2024, <https://www.fox32chicago.com/news/chicago-civilian-police-oversight-commission>.
5. *Applications Open for Positions on Citywide Police Oversight Commission*, WGN9, WGN-TV, Jan. 22, 2024, <https://www.youtube.com/watch?v=AkXXc4mxUB8>.
6. Heather Cherone, *Interim President Among 15 Chicagoans Nominated to Serve on Permanent CPD Oversight Board*, WTTW NEWS, Mar. 8, 2024,

<https://news.wttw.com/2024/03/08/interim-president-among-15-chicagoans-nominated-serve-permanent-cpd-oversight-board>.

7. Shawn Mulcahy, *Shelter evictions, CCPSA nominees, state lawmakers challenge CPS changes*, THE READER, Mar. 14, 2024, <https://chicagoreader.com/news-politics/make-it-make-sense/evictions-ccpsa-cps/>.

Press Releases

All press releases of the Nominating Committee are posted on the Commission’s website at www.chicago.gov/city/en/depts/ccpsa/supp_info/serving-on-a-community-commission.html.

December 18, 2024	<u>District Council Nominating Committee Commences Commissioner Selection Process</u>
January 4, 2024	<u>District Council Nominating Committee to Launch Nomination Process for CCPSA</u>
February 16, 2024	<u>District Council Nominating Committee Announces Application Count</u>
March 7, 2024	<u>District Council Nominating Committee Convene to Select CCPSA Nominees</u>
March 8, 2024	<u>District Council Nominating Committee Select 15 Nominees for the CCPSA</u>
April 30, 2024	<u>Mayor Johnson Appoints Seven to Permanent Community Commission for Public Safety and Accountability</u>

Screening, Processing, and Initial Review of Applications

Nominating Committee Staff Screening and Processing Steps:

- Checked for completeness of application materials:
 - Completed application forms.
 - Resumes.
 - At least three letters of support.
- Checked for technical eligibility based on Questions 7-9:
 - Q7: Five-year residency
 - Q8: Five years without employment at CPD, COPA, or Police Board.
 - Q9: Five years relevant field experience (not applicable to youth applicants).
- Classified applicants based on composition requirements:
 - 1-year residency on South Side, West Side, or North Side.
 - Youth category: between ages 18-24 at time of appointment.
 - Lawyer category: at least ten years of experience as a practicing attorney, with significant experience in civil rights, civil liberties, or criminal defense or prosecution.
 - Organizer category: at least ten years of experience in community organizing with a formal affiliation with community-based organizations.
- Anonymization of applications – redaction of applicant names, photos, contact information, and social media handles.
- Assignment of a random ID number to reduce bias based on order of submission.
- Variation to the order in which applications were distributed to Nominators to reduce bias based on order of review.

Nominators reviewed the following materials:

- Completed application forms.
- Resumes.
- At least three letters of support.
- Optional written statements/cover letters from the applicant.

Data Analytics for Evaluating Scores on Applications

Scores and Scoring Metrics:

Materials	Scored Evaluations	Scoring Metrics
Application Form	Nominators evaluated the quality of each response for Questions 10-14 (see below) using a guide for allocating points based on the contents and quality of each response.	Prior to the review period, Nominators established a point allocation guide specific to each question. Nominators used the guide to determine how many points a response earned based on the contents and quality of the response.
Additional Materials	Nominators gave a score of 0-5 to rate the applicant’s level of qualification for service on the Commission based on resume, letters of support, and optional written statement/cover letter.	5 = Highly qualified 4 = Mostly qualified 3 = Somewhat qualified 2 = Mostly unqualified 1 = Very unqualified 0 = Not enough information or missing
Entirety of Application	Nominators gave a score of 0-5 to rate how strongly the Nominator supports inviting the applicant for an interview.	5 = Strong support 4 = Support 3 = Neutral 2 = Concern without opposition 1 = Opposition 0 = Strong opposition

Open-ended Questions on the Application Form Scored by Nominators:

Question 10: Why do you want to become a Commissioner?
Question 11: Please describe your history of leadership and involvement in your community, through work or volunteer activities.
Question 12: Commissioners must be able to work in groups in a collaborative manner that reflects sound judgment, independence, fairness, and objectivity. Please share information about your experience working in groups when you demonstrated those qualities.
Question 13: Commissioners must be able to work well with a wide range of people. Please share information about your experience working with diverse populations.
Question 14: Describe your experience engaging with people who have a stake in policing, including, but not limited to, marginalized communities, police officers, and public officials.

Data Analysis:

The analysis of the data from the initial application review yielded a variety of simple summary and descriptive statistics about each applicant:

- Mean score per application form question across all reviewers
- Sum of mean scores from each application form question
- Mean score on additional materials across all reviewers
- Mean score on the overall support for interview across all reviewers
- Sum of mean scores from the application form plus mean score on additional materials
- Sum of mean scores from the application form, additional materials, and overall support

Nominators also were able to review each applicant's performance on each application question based on how the overall applicant pool performed. For example, scoring a 3/5 could mean the applicant showed a relatively high performance or low performance depending on how many other applicants scored lower or higher than a 3/5. By assessing how an applicant compared to the rest of the pool across all application questions, Nominators could identify applicants that performed relatively well on all application questions compared to the rest of the applicants, as supposed to applicants who may have performed highly on some questions but low on others.

Vetting and Background Checks

After completing the initial application review, the Nominating Committee selected thirty-three candidates to invite for interviews. Prior to each interview, the Committee reviewed background information on each of the interviewing candidates. Background checks conducted by the Nominating Committee staff involved reviewing each candidate's online and social media footprint for concerns and controversies and reviewing each candidate's Cook County court records for criminal convictions.

In addition, the Committee distributed the candidate questionnaire form from the Mayor's Office to each interviewing candidate. The function of the form is to provide the Mayor's Office with a wide range of information about candidates seeking appointments to boards and commissions. The form covers a candidate's educational background, employment activities, government and military service, awards and affiliations, social media activity, conflicts of interest, ethical and disciplinary matters, illegal activity, criminal and civil litigation history, and financial matters. Interviewed candidates were instructed to return completed questionnaire forms within a few days of receiving the forms. The Committee had an opportunity to review all completed forms prior discussing which candidates to nominate.

When the Committee submitted nominees and accompanying application materials to the Mayor, the Committee also submitted the completed candidate questionnaire forms and any notable findings from the social media and criminal record vetting process for the Mayor's Office to review, investigate, and consider.

Development of the Nominations Rubric

The Nominating Committee decided to develop a community-driven rubric to guide its evaluation of candidates invited for interviews. The work of developing the rubric began in September 2023 and culminated in December 2023 with the establishment of a final nine-category rubric. The development process proceeded as follows:

Step 1: Community Input

Starting in September 2023, Nominators conducted community outreach and surveyed constituents to gather input on the ideal attributes and experiences of a Commissioner and what Nominators should look for when assessing applicants. Outreach included discussions at District Council public meetings and the distribution of a survey.

NOTE: To review the responses to the survey, please go to Appendix A. The responses have not been edited and appear exactly as they were submitted.

Step 2: Working Group Proposals

Working groups convened meetings in October 2023 to discuss findings from community outreach and identify trends and shared interests across the police districts. Each working group then produced a draft list of potential rubric categories. The lists of proposed rubric categories from each working group are on the next page.

Step 3: Formation of a Draft Rubric by the Liaisons

In November 2023, the four working group liaisons reviewed the draft lists of rubric categories to develop a proposed rubric for the Nominating Committee. The liaisons identified common recommendations, merged categories, and arrived at a nine-category rubric.

Step 4: Presentation to the Committee and Establishment of the Rubric

In November 2023, the liaisons presented the proposed rubric to the rest of the Committee for feedback and input. Committee members accepted the rubric.

Proposed Rubric Categories from the Working Groups

Southwest Group:

1. Public safety/policing expertise
2. Good listener, soft skills, empathy
3. History of community involvement, lived community experience
4. Passion, motivation, based on sense of mission, intentions, driven by good, genuine
5. Communication skills, on all levels, transparency-focused
6. Driven to learn, open-minded
7. Credibility, legitimacy
8. Capacity, ability to do the work

Northwest Group:

1. Strong community engagement
2. Vision for public safety and safe neighborhoods
3. Ability to hold elected officials and community leaders accountable
4. Balanced
5. Transparency-focused
6. Capacity to do the work

Southeast Group:

1. Competent
2. Unbiased, open-minded, balanced, fair, eyes wide open, listen before judging, discernment
3. Knowledge of Chicago
4. Creative thinker, resourceful to find solutions that think through alternative responses for policing
5. Experience with coalitions
6. Strong commitment to CCPSA's purpose

Northeast Group:

1. Professionalism/competence
2. Community connectedness
3. Experience with policing
4. Fair, exercises good judgment, unbiased, equitable
5. Collaborative
6. Vision and creativity
7. Commitment to collective compassion for communities
8. Commitment to mission of accountability
9. Transparency-focused and proactive communication

Final Nominations Rubric for Assessing Interviewees

The Nominating Committee arrived at the following set of nine rubric categories to guide its search for the best Commissioner candidates from a pool of thirty-three interviewees. The Committee reached this set after conducting intensive community outreach throughout the city. The categories also cover Commissioner qualifications listed under MCC Section 2-80-040(b): a reputation for integrity, professionalism, and sound judgment; a history of leadership and community involvement; a demonstrated ability to engage effectively with all who have a stake in policing, including, but not limited to, marginalized communities, police officers, and public officials; and a demonstrated ability to work in groups in a collaborative manner that reflects sound judgment, independence, fairness, and objectivity.

The rubric categories were as follows:

1. Commitment to and history of community engagement
2. Commitment to police accountability
3. Ability to be fair, open-minded, and equitable
4. Transparency-focused
5. Creativity and vision
6. Subject-matter expertise and competency
7. Capacity (i.e., availability to perform the work of a Commissioner)
8. Collaborative, good listener, understanding
9. Credibility and professionalism

Interview Format

The Nominating Committee interviewed thirty-three applicants over the course of two full weekends at the Field Office for the Mayor’s Office for People with Disabilities. The Committee conducted the interviews in the form of closed sessions in compliance with the Illinois Open Meetings Act. All Nominators had the opportunity to attend the interviews. A quorum of the Committee was physically present for all interviews. For each day of interviews, a different Nominating Committee liaison served as facilitator.

The Nominating Committee allotted 50 minutes for each interview. At the beginning of each interview, the liaison facilitating the closed sessions provided the interviewee with instructions. Interviewees had the opportunity to provide a brief opening statement. Then, the Nominators asked nine core interview questions, one for each of the rubric categories. After listening to a response to a core interview question, each Nominator scored the interviewee from 0-5 for the corresponding rubric category. The Committee used a rotation of geographically diverse Nominators to determine which Nominators asked the core rubric questions. Nominators were also allowed to ask clarifying follow-up questions.

After completion of the core rubric questions, Nominators could submit their name to ask an additional question. Staff collected requests for additional questions and randomly selected Nominators to ask questions until time elapsed. The Committee also invited each interviewee to address and explain any issues that the Committee or the Mayor’s Office might uncover during the vetting process. At the end, if time remained, the Committee gave each interviewee the chance to deliver a final closing statement and share anything the interviewee wished to share that they did not have a chance to convey in response to interview questions.

Core Rubric Interview Questions

The Nominating Committee began developing the core rubric interview questions via working group brainstorms three months before the interviews. Each working group was responsible for a random subset of the nine rubric categories to draft matching interview questions. The Committee then had a chance to review the full list of brainstormed questions and provide feedback. The liaisons used the feedback to arrive at a list of nine questions, one for each rubric category. The Committee reviewed the full list to provide final suggestions and approved the final list.

Below is a list of the core rubric interview questions.

1. **Commitment to and history of community engagement:** How have you demonstrated success in engaging your community, and how would you incorporate community engagement in your work as a Commissioner?
2. **Commitment to police accountability:** Define what police accountability means to you and what makes you well positioned to promote accountability as a Commissioner.
3. **Ability to be fair, open-minded, and equitable:** Describe a time when you made an unpopular decision. What was the reasoning behind your decision, and how did you handle the response?
4. **Transparency-focused:** How do you think Commissioners can improve transparency around policing and public safety, and what makes you well-suited to make those improvements?
5. **Creativity and vision:** Provide an example of a time when you demonstrated vision and creativity in serving others. What would your vision be for the service on the Commission?
6. **Subject-matter expertise and competency:** What knowledge, expertise, and lived or professional experiences informed your decision to apply to be a Commissioner, and how will they aid you in your approach to police accountability and public safety?

7. **Capacity:** Current Interim Commissioners estimate that they work on Commission business an average of approximately 20 hours per week, at various times including weekdays, evenings, and weekends. What time commitments will you have to other obligations outside of being a Commissioner, your job, and your personal life? How many hours per week do you expect you'll be able to devote to your work as a Commissioner?
8. **Collaborative, good listener, understanding:** Describe a time when you truly had to learn to see a situation through the eyes of another person who came from a different background and saw things differently.
9. **Credibility and professionalism:** What makes you stand out as especially ready to become a public official for the City of Chicago and to handle all the powers and responsibilities of serving on the Commission?

Evaluation of Interviewed Candidates

Members of the Nominating Committee scored interviews using their established nine-category rubric. The interviews were recorded, so if a Nominator missed an interview, they still had the opportunity to review the interview and submit scores. Nominators received scoresheets and application materials for each interviewee. The scoresheets included a place to enter notes and scores for each rubric category and corresponding core interview question. The scoresheets also had a final question at the end asking the Nominator how much they support nominating the interviewee. In total, Nominators submitted ten scores for every interviewee: one score for each rubric category, and one score for overall support for nomination.

Nominators provided a score between 0-5 for each rubric category. The scores corresponded to the following descriptors:

- 5 = Completely qualified
- 4 = Mostly qualified
- 3 = Somewhat qualified
- 2 = Mostly unqualified
- 1 = Completely unqualified
- 0 = Not enough information/no answer

Nominators also responded to the following “overall support” question: “Based on this interview, how strongly do you support nominating this candidate for the Commission?” Nominators provided a score between 0-5. The scores corresponded to the following descriptors:

- 5 = Strong support
- 4 = Support
- 3 = Neutral
- 2 = Concern but no opposition
- 1 = Opposition
- 0 = Strong opposition

Using these assessments, the Committee reviewed quantitative assessments of the candidates that included their average performance on each rubric category, how each candidate performed across the entire rubric relative to the rest of the interviewed candidates, the average level of support for nomination, and distributions of scores submitted by the members of the Committee. The Committee reviewed each interviewed candidate in comparison to the other candidates in the same regional category (South, West, North) and, where applicable, to those in the same special category (lawyer, youth, organizer).

Results of the Nomination Process

Number of Applications:	120
Number of Complete Applications:	117
Number of Eligible Applications:	112
Number of Applicants Interviewed:	33
Number of Candidates Nominated:	15

Nominees for the First Permanent Commission from the 2024 Nominations Process:

Name	Region	Category	Final Vote
José Abonce	South	Organizer	18-1
Anthony Driver, Jr.	South	Organizer	18-1
Bernardo Gomez	North	Youth	18-1
Aaron Gottlieb	North	N/A	18-1
Nakiyah Matthews	West	Youth	18-1
Art Mitchell	North	N/A	18-1
Abierre Minor	South	Youth	18-1
Angel Rubi Navarajo	North	Youth	18-1
Kelly Presley	West	Lawyer	18-1
Deondre’ Rutues	West	N/A	18-1
Nyshana Sumner	South	Lawyer	18-1
Remel Terry	West	Organizer	18-1
Sandra Wortham	South	Lawyer, Organizer	18-1
La’Mont Williams	South	N/A	18-1
Hon. Edward Washington II	South	Lawyer	18-1

Breakdown of Votes

Nominee/DC#	1	2	3	4	5	6	7	8	9	10	11	12	14	15	16	17	18	19	20	22	24	25
Abonce	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y
Driver	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y
Gomez	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y
Gottlieb	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y
Matthews	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y
Mitchell	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y
Minor	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y
Navarijo	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y
Presley	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y
Rutues	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y
Sumner	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y
Terry	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y
Wortham	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y
Williams	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y
Washington	Y	Y	Y	Y	Y		N	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y

Legend: Y = yes vote, N = no vote, blank = absent.

Expenditures for the Nomination Process

Contract/Vendor Name	Date of Event/Service	Description	Amount
AIS-Graphics	7-Jul-23	Nominating Committee Table Tents	\$208.90
Garfield Park	8-Jul-23	Nominating Committee Meeting	N/A
Malcolm X College	19-Aug-23	Rental Fee, Nominating Committee Meeting	N/A
Malcolm X College	30-Sep-23	Rental Fee, Nominating Committee Meeting	\$428
AIS-Graphics	1-Nov-23	Large Format Print 24x36 Signage-way finding signage	\$295.03
AIS-Graphics	1-Nov-23	Public Meeting Posters	\$24.31
AIS-Graphics	1-Nov-23	Public Meeting Posters 24x36	\$41.88
Malcolm X College	18-Nov-23	Nominating Committee Meeting	\$428
Whitney Young High School	16-Dec-23	Rental Fee, Nominating Committee Meeting	\$1,715
AIS-Graphics	12-Jan-24	Apply To Be A Commissioner Flyer	\$565.67
AIS-Graphics	12-Jan-24	Apply To Be A Commissioner Flyer	\$141.01
Malcolm X College	20-Jan-24	Rental Fee, Nominating Committee Meeting	\$536
Total Expenses			\$4,384*

*The Commission has pending charges for costs related to the closed meetings on February 24, February 25, March 2, and March 3, which were the dates the Committee hosted interviews at the MOPD Field Office.

Hours Spent on the Nomination Process

The following table demonstrates the approximate average hours spent by each member of the Nominating Committee on the nomination process.

General Nominating Committee Members	Hours
Public Meetings (7)	15 hours
Preparations for Public Meetings	5 hours
Working Group Meetings (5)	8 hours
Preparations for Working Group Meetings	3 hours
General Outreach and Promotion of the Application Opportunity	6 hours
Practice Simulations for Application Review and Interviews	2 hours
Review of Applications	40 hours
Closed Meeting to Select Candidates to Interview	8 hours
Interviews	33 hours
Closed Meeting to Review Finalists for Nominations	6 hours
Total Approximate Hours Spent per Nominator	126 hours
Nominating Committee Liaisons	Hours
Liaison Meetings (36)	55 hours
Webinars, Media Appearances, Additional Promotional Work	5 hours
General Coordination and Outreach to Working Group Members	4 hours
Preparation for Facilitation of Committee Meetings	4 hours
Total Approximate Additional Hours Spent per Liaison	68 hours
Total Approximate Hours Spent per Liaison	194 hours

Legal Compliance with the Open Meetings Act

Municipal Code of Chicago Sections 2-80-010, 2-80-040, and 2-80-070 establish a Nominating Committee. The Committee has a defined membership and manner of appointment as well as a distinguished power and authority to nominate candidates for the Commission. The Committee is therefore a “public body” under the Illinois Open Meetings Act (OMA), as defined under 5 ILCS 120/1.02.

Section 2.01 of the OMA requires a quorum of members of a public body to be present for the public body to conduct public business. Unless otherwise defined, a quorum is a majority of the members of a public body. With twenty-two members, the Nominating Committee adhered to this requirement by ensuring a quorum of twelve members were present before conducting public business. Section 1.02 of the OMA prohibits a majority or more of the quorum from meeting for the purpose of discussing public business outside of a properly noticed public meeting. The Nominating Committee complied with this requirement by ensuring that outside of public meetings of the Committee, no more than six members of the Committee were ever gathered in discussions of public business. For that reason, when the Committee decided to establish working groups to meet between public meetings, none of the working groups had more than six members.

In compliance with Sections 2.02 and 2.06 of the OMA, the Nominating Committee posted a notice and agenda of each Committee meeting at least 48 hours in advance, approved minutes from past meetings within two subsequent regular meetings, and posted the approved minutes within ten days following the approval. The Nominating Committee also approved and posted a calendar of regular meetings for 2023 and 2024, as required by Section 2.03 of the OMA. All open meetings were publicly accessible and included an opportunity for public comment.

To hold closed meetings for interviews and deliberations, the Nominating Committee voted to authorize closed meetings for a period of not more than three months, in accordance with Section 2a of the OMA and citing the exception listed under Paragraph 2(c)(3). This provision provides an exception to the public meetings requirement by allowing a public body to meet in closed session to consider the “selection of a person to fill a public office, as defined in this Act, including a

vacancy in a public office, when the public body is given power to appoint under law or ordinance.” In accordance with Section 2.06 of the OMA, the Nominating Committee audio-recorded all closed meetings.

All notices, agendas, meeting calendars, and minutes are publicly available on the webpage for the Nominating Committee on the website for the Community Commission for Public Safety and Accountability, https://www.chicago.gov/city/en/depts/ccpsa/supp_info/serving-on-a-community-commission.html.

Appendix A: Survey Responses for Rubric Development

Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
002	Inexperience, political affiliations, anti-police attitude or feelings, inability to compromise or pivot, inability to apologize for poor decisions.	Stronger DC and police commander connections, stronger advocacy for stricter convictions relating to illegal firearm possession, stronger advocacy for public safety and civilian rights, stronger support for police interactions by foot with the communities they serve.	Strong communication skills, well-read in terms of knowing how to lead, well-read in terms of Chicago history, including police misconduct, strong backbone with regards to resisting political pressures and influence, ability to stand ground on important community issues.	City of Chicago resident.	Why do you want to be a Commissioner? What experience do you possess that makes you believe that you would be able to make a difference in changing the thoughts and actions of police officers and citizens alike?	None at this time.
009	I would not like to see bias in any Commissioner. We need Commissioners with an open mind and someone not looking to abolish police altogether.	They should advocate and work towards building relationships between the community and the police. They should listen to the community's concerns, the entire community, as well as the concerns of the police department.	I would like the next Commissioners to have experience in working with the the police and the community towards public safety. I would like them to be honest and open-minded people with a genuine concern for the direction of our city and people.	I think it's always helpful when a Commissioner, as well as district council members, have been born and raised in the city of Chicago.	What motivates you to apply for this position?	

NOMINATING COMMITTEE PROCESS REPORT – COMMISSIONER NOMINATIONS 2024

Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
010	An individual that has no formal education, activists/organizers, someone that is using the Commissioner position as a tool to promote themselves, nonprofit employees double dipping, individuals laid off from a public or private institution for inappropriate misconduct, elected officials, individuals who aspire to elected office, individuals with jobs that do business with the City.	Policies to combat the sale of drugs in Chicago, and the consumption of alcohol in public.	A long term job for less than 3-5 years; at least an associates degree, but preferably a bachelor degree should be the minimum.	Personal experience in a low-income household or a mixed race household, involvement in an ERG, volunteer experience.	What does systemic reform look like to you?	Commissioners and council members should be drug tested and thoroughly vetted to ensure they can uphold their respective positions.
005	Works well with the police and community	Law and order. Too much crime in city	Law background	Violence survivor		
005	High school diploma or GED	Foot pursuits, vehicle chases, increased hiring, better training, improving quality of service and report taking, and performance evaluations of officers.	Someone fluent with law enforcement case law, Supreme Court rulings, constitutional law, legal processes, and public policy.	Dumb question	What would you change, grow, or eliminate in the three agencies under the commission's jurisdiction umbrella	We need critical thinkers and doers, not protesters, lobbyists, special interest minded or "social justice" focused individuals.
005	Lack of empathy, personal & professional nepotism, and people pleaser (some issues may not be easy for everyone involved - police union).	1. Systemic Racism in the police force 2. Crime (all over the city) 3. Accountability for all actions	1. Problem solving/result oriented 2. Good people skills (how to talk/listen to) 3. Soft skills (empathy, patience, kindness) 4. Understand and know how to work within the police culture for tangible results.	The commissions do not have to have one or any of the these examples; just have integrity, be honest and consistent.	What do you "bring to the table/committee?" How do you plan to make a positive measurable impact?	Most of my experiences with police have been positive even when they were writing a ticket. But I know there are rotten apples in every barrel. It is important to "weed out" the bad ones so the rest can continue to do good work, serving&protecting our city.

NOMINATING COMMITTEE PROCESS REPORT – COMMISSIONER NOMINATIONS 2024

Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
Unsure	A lack of objectivity. Remain free of biases or allowing past experience to affect decisions.	Use of force Consent Decree Training and counseling for CPD	Community Involved. Effective communication skills Collaborative Fair and unbiased as possible.	I believe many lived experiences can allow the commissioners to be very effective in understanding their true role and responsibilities		
005	Not connected; just experienced	Higher police presence all over, and not just driving by	Legal expertise, understanding of various economic, financial, and cultural backgrounds. It makes a difference	Empathy for people from all walks of life	Do you have any real suggestions on how to combat crime? A perfect storm between lax laws and the rise of face masks and gloves during the pandemic has created a paradise for the criminal	
005	I would like the next Commissioners to have strong community roots and be able to prioritize concerns of the community. The Commissioner should work to develop restorative justice in the police district and garner the respect of the community, councils and CPD.	I believe community safety is the key issue for which the Commissioners should advocate. Policies that center around the community and CPD taking the initiative to advocate for mutual respect and involvement so that the community and CPD are familiar with each other.	I would like my next Commissioners to have a sense of community and life experiences that developed character and common sense.	The next Commissioners should have enough life experiences that would allow them to be able to make rational, concrete and sound decisions. Their status in life is irrelevant to me.	I would like the council member to ask the next Commissioner what that person perceives to be the top three community concerns in the 5th district	
018	Candidate has to be pro enforcing the law and committed to restoring police ability to catch criminals (ie the “no chase” rule must end).	Enforcing the laws. Commitment to restoring ability of police to catch criminals.		Low priority.	Will you commit to ending the absurd policy to not chase dangerous criminals.	

NOMINATING COMMITTEE PROCESS REPORT – COMMISSIONER NOMINATIONS 2024

Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
009	Inexperience, side picking	Community safety programming	Neutrality, experience in public engagement, experience in policy making,	Education, witness to violence, experience working with police, experience with community block clubs	Can you remain fair ? Neutral? Committed to engagement with community and police? Be willing to sit and listen to community concerns? Listen to police concerns? Youth and senior concerns? Be willing to address city council and mayor and remain committed to addressing the needs of the community, not any political agendas	
016	Nobody that automatically assumes police are wrong or right in a situation.	Treating police well so we can recruit more police officers.	Be objective.	None	?	
022	Hired based on race	Getting tough on crime. Considering changing the law that protects the names of juvenile offenders				
003	Passing judgment with little or no Facts	More neighborhood activities for teens and young adults	Ability to listen prior to judging	Ability to have compassion when needed while insuring the punishment is strong enough to make the person regret committing crimes	Have you ever been arrested	
017	Membership in an extreme right group, e.g. Proud Bous	Equity in treatment between the rich and those less advantaged	Good communication skills, good writing skills, experience/education in public policy	The 7 commissioners should reflect Chicago’s population	I don’t have any questions at this point. As we all gain more experience with this new endeavor, I am sure questions will come up.	No additional comments

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Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
014	One who is not focused on demonizing the police	Civil Rights for ALL of Chicago		Some degree of Criminal Justice background	What will you do to support the Police District Councils in their efforts.	
005	Personally, someone who is not from an establishment background for example military, theology or police	More engagement in communities for youth and teens (Rec centers or assistant aid centers) Police accountability The guns	Multi cultural / bilingual Humanitarian volunteer work or experience Leadership skills/ compassion A willingness to go above and beyond, admit wrongdoing Aggressiveness to hold people accountable or make the hard decisions (esp when it comes to policing or investigating police incidents)	someone who has overcome hardship and is able to communicate and articulate this (in an interview with you). It doesn't have to be a specific struggle but if the person is able to show a vulnerability that they chose themselves and the betterment of themselves and their worth over that ailment and are able to articulate this to you then they in my opinion would possess the leadership skills and willingness to ensure everyone is able to achieve success	What values do you possess and how do you think they align with this position? How can you use your past experience both personal and professional to help build a better safer Chicago? (Give examples) Tell me about a time in a previous role where things didn't work out or go how you anticipated, how did you respond? If you were in that position now, would you do anything different, if so why? How will you learn to build community trust and what tools and resources may you use to communicate (as everyone prefers to receive or communicate differently)? Where do you see yourself in 10yrs? How do you think this position will help you achieve that goal?	

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Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
012				Not applicable, in my opinion. We all have "lived" experiences that are valuable and relevant to this commission, regardless of someone's race, color or creed.	I'm seeing a lot of political infighting between CCPSA councilors, which is both disheartening and distracting from the issues they were elected to help address. I'd like to hear from perspective candidates: How do you handle conflict? Are you willing to work "across the aisle?"	
019						Focus on safety for young people.
022	Demonstrated anti-police tendencies	More police officers, and anti-criminal violence strategies		None of the above		
005	Listening to community concerns regarding police conduct and police reform	Adherence to the consent decree	Compassion, integrity, accountability, oversight by people who are the ones who are most affected by police abuses and police crimes... and by Black and brown people in this city.	Experience from all marginalized communities.		
004		Public Safety and increase police presence.				
020		Predictive policing/use of AI				

NOMINATING COMMITTEE PROCESS REPORT – COMMISSIONER NOMINATIONS 2024

Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
024	I would NOT like to see him LIE at all. But especially to cover cpd. ACCOUNTABILITY NOW	For district counselors to be involved no matter who likes it or not. To LISTEN & ADVOCATE for communities instead of taking care of cpd only. Showing accountability for their actions. Allow & help treatment not trauma, as CIT trained or not, they do not need to be showing up to mental health calls.	HONESTY & ACCOUNTABILITY		Will the commissioner allow all district councils to be actively involved?	
020				Low income, mental health crisis experience/witness		
003	Hiding	Fair Housing	People skills	Unhoused veterans violence	What ever they feel is important at the time.	Jobs fair housing violence
006	Nepotism -decisions made based of Faternity and sorority affiliations, clout, etc Fear -of standing up for what is in the best interest of the community	Restoring the integrity back into the Bureau of Internal Division and getting rid of BIA Chief, Yolanda Talley, who has betrayed the public's trust on more than one occasion. The commission should've requested that Talley be re-assigned to another position after learning that her vehicle was caught up in a large drug deal and her having PPP Loans. She's corrupt. The commission dropped the ball on this. How can we trust her judgment? The current commission dropped the ball on this.	Experience with police policies. Experience with working with a block club or CAPS.		How committed are you to seeing transparency in the CPD? Why do you want this role? What do you plan to do about the fact that the Chicago Police Department has an Internal Affairs Chief who's vehicle was caught up in heavy drug trafficking? Do you think that the Internal Affairs Chief can may sound judgements when her vehicle was used to traffick a large amount of drugs?	It's known that Chief Talley resides on the westside of Chicago where Mayor Brandy Johnson lives, and they have some of the same pastors and politic friends. What is the commission doing about the elephant in the room? Why does the Chicago Police Department have a Internal Affair Chief that vehicle was caught up in heavy narcotic trafficking?

NOMINATING COMMITTEE PROCESS REPORT – COMMISSIONER NOMINATIONS 2024

Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
011	Someone that solely connected to beholding to elected officials.	Open hearings for Police and its members when questions arise about unlawful acts	Community organizing, committed to working with and for the community.	Living in and with disenfranchised people.	What’s your vision for working with CPD, community, VP orgs and community stakeholders.	How long have you lived in the community you are desiring to serve? What is your body of work in the community.
004	Lack of familiarity with parliamentary procedure and Robert’s Rules of Order	Parliamentary Boot Camps for Block Club leaders and members, and other community leaders, fraternal organizations, churches, etc	Familiarity with parliamentary procedure or Expertise in Robert’s Rules of Order, Experience in volunteerism and community organizing, Ability to communicate with diverse groups (educational level, religion, nationality, socioeconomic level, race, etc	Small town life, inner city life, raising a child in a high crime, low performing schools attendance area,	How confident are you in using parliamentary procedure or Robert’s Rules of Order? Would you be willing to take a class in the use of Robert’s Rules of Order in meeting Management at your own expense? Have you ever helped to develop bylaws for an organization?	I think the District Council Office should hire a Professional Registered Parliamentarian as a consultant. The Council should have bylaws that’s circulated to the public and not guidelines that can be changed any minute. Community organizers who work with Community Policing, formerly CAPS should be required to meet with block club leaders and train them on how to work with District Councils, so questions and suggestions by citizens at District Councils Community Meetings can be more involved than complaints on where the meeting is being held, the acoustics, role of community engagement staff, etc.
014	Political decisions not reality based	Elimination of crime for the common city citizen -	Alternative programs for teenagers	Successful application of proposals and programs - they do not have to be victims of examples above	Why do you want this position ?	Chicago is a complex city - sometime there are no right answers, Alternative-constructive programs for youth are just one example of creation of positive living and instilling goals.

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Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
019	Less talk, more walk, on the violent crime and violent theft	Less violent crime	More Seal Team 6 and ex military commando types and less unaccountable PowerPoint bureaucratic bubbletalk	Aggressive stance on lawlessness	How many criminals have you put away and for how long	I'm concerned that absent a significant reduction in violent crime, that the risk of citizen vigilants may form to address violent crime ex-judicially - This is a grave concern and a real risk - The 19th District Council mitigates this risk by creating a meaningful platform for discussion - I would be concerned if you notice a drop off in attendance and participation - It's just an awful situation for which there appears to be no immediate resolution - Good luck with everything - Keep us posted -

NOMINATING COMMITTEE PROCESS REPORT – COMMISSIONER NOMINATIONS 2024

Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
019	Total belief in what both the Alderperson and Police say. The 46th alderperson tells blatant falsehoods.	Create a policy for dealing with the non-migrant homeless. The police can not take care of the mentally ill and homeless . The city and park district and current alderpersons of the 46th and now 47th have created a problem that is out of control. In 90 days they have rolled back 14 years of hard work on safety and homeless issues.	How about people who want to hear from the community about what is happening. The recent meetings basically were to tell us what the alderperson wants us to hear . We all know a homeless person, we know about unhoused people and why. We have more services for homeless than any ward, we do not need more.	How about actually walking through a homeless camp: so you can see the mental illness, drug sales and that many of the individuals have made being homeless a "Life Choice".		I applaud your innocence. I think you need to listen to "all 'residents of the wards. It appears that the only voices being heard are from the unhoused and homeless and the Uptown homeless coalition. . When I asked the 19th District why no homeless camps are in the miles of park between Oak Street and Belmont. The answer was ask your alderperson. Very interesting. Most wards appear to follow the Park District rules : can not live in the park.etc. A city that loses its middle class tax base becomes Detroit and Cleveland. The environment being created is starting to assure that will happen. My neighbor pays over 100K in real estate taxes. She has four homeless tents on Park property less than 300 feet away. She cleans up human feces daily in her gang way. In addition who ever keeps reiterating that crime is down must think we have no brains. It gives one little faith in the system.

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Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
019	<p>I do not want someone who professes an agenda specific to one group or people, be that according to social economics, race, neighborhood, or some other identifiable group attribute. Either you're for everyone or you're for no one. I also do not want someone who thinks solving homelessness is the key to reducing crime. This is such a recent agenda and it does not touch every neighborhood equally. The people committing crime in my neighborhood are not homeless, so I'd really like to stop pretending that this is our primary agenda when that's not the reason why crime has increased in recent years. Social unrest particularly post-pandemic and a general sense of unease and mistrust throughout society is the reason why crime has increased. Lastly, I do not want someone who thinks our police are the problem. This person should not be looking to defund police and increase social workers. Social workers are great on a case-by-case basis for specifics after the crimes at hand have been assuaged by the police. They are not a substitute for</p>	<p>Reestablishing the ability to actually pursue criminals and to prosecute them to the greatest extent of the law. Currently our criminals are getting away with everything because there is absolutely no accountability nor are there consequences. That MUST change! And I'm definitely not alone in thinking this. I'm tired of all of these supposed inequalities within our minority or disadvantaged communities seemingly being the reason why we've gone the route we have in terms of police not really being able to do their jobs and prosecution of criminals essentially taking a back seat. It's ridiculous. If you're committing crime, you need to be stopped. If there are social justices that need to help keep people from becoming criminals, please don't confuse that with law enforcement's responsibility to uphold the law and keep citizens safe. They are NOT the same thing!</p>	<p>I want someone who has experience dealing with the public, who has been on boards or commissions. I don't want someone without any experience whatsoever. This is not a position for cutting teeth. It is also not a stepping stone for becoming more politically connected or a way for someone to become an alderperson or the mayor or some other higher ranking official. This is a position for someone who wants it for the right reasons.</p>	<p>I think it is irresponsible to think that just because someone has some or all of these qualities that this makes them the proper candidate. So, if someone thankfully hasn't experienced any of these attributes, they're unqualified or less qualified? That seems like a really limited viewpoint in my opinion.</p>	<ol style="list-style-type: none"> 1. How do you plan to increase accountability of not only police officers but of the general public? 2. What do you think the current administration is doing wrong, and how would you go about fixing it? 3. What do you think are the most important factors for supporting police, increasing their morale, increasing their compliance and proper behavior, and bolstering our police force? 4. At the prosecution level for criminals who have been apprehended, what do you think needs to change and how can you implement strategies to ensure criminals have an incentive to stop crime and aren't simply slapped on the wrist and turned loose to further commit crimes? 5. What do you feel are the primary actions and responsibilities of the citizens of Chicago to help support your efforts, support the CPD, and overall reduce/discourage crime throughout the city? 6. How do you plan to deal with the varying needs of the cities neighborhoods within the district, since there are 	

NOMINATING COMMITTEE PROCESS REPORT – COMMISSIONER NOMINATIONS 2024

Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
	effective policing. Social work is a supplemental and complementary service that should be one tool in the toolbox for reducing crime and positively mitigating social issues that may lead to crime in the long term.				different needs, preferences, and desires depending on where you live in Chicago?	
019	Those who do not have any history in community involvement	return of beat police on the streets and increased bicycle patrol	previous membership in grassroots organizations	working with the gay, lesbian and transexual community	How does he plan to end profiling by the CPD in the city?	Any candidate should be selected from inside Chicago and not one engaged in its political system.
019	Tough on crime at the expense of addressing root causes of crime. Lack of evidence-based solutions. Lack of accountability to rogue cops. Lack of diversity. Lack of ability to engage community leaders.	Evidence-based solutions. Diversity. Accountability for rogue cops.	Treatment over trauma temperament Collaborative consensus builder Crime intervention skills	All of the above.	Whether his or her skill set matches the above with expamples.	
019	Lack of education and knowledge of CPD etc	Safety	Lawyer	Wealthy background to meet the needs of this district. Firm policy to stop crime and public disturbances. Increased police presence.	Plan to improve the safety of the city and accountability of the judges and Mayor receiving kickbacks from the gangs.	
019	Advocating for criminals and making excuses for them	Pushing the States Attorney and Judges to put criminals in jail.	Some type of law enforcement or prosecutorial experience. But not Kim Foxx prosecutorial experience	Crime victim	How will they keep the public safe in the short term and end the crime wave sweeping the city.	

NOMINATING COMMITTEE PROCESS REPORT – COMMISSIONER NOMINATIONS 2024

Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
004	Influenced by political views and affiliations	Gun control and more police on a regular beat patrol	A willingness to work in collaboration with the district councils and CPD to resolve conflicts, and to provide support for local communities.	It doesn't matter, as long as you can relate to the community and District Council Members. Be a good communicator who is open-minded, diligent and fair, willing to work hard to implement policies that will be effective.	What is your vision for the role of Commissioner? How do you plan to implement your vision?	Mental health concerns, especially involving our youth needs to be addressed. Gun violence has to stop!!! For our youth, we need programs to keep them off the streets. ie, recreational, mentoring and work programs!
019	Lack of knowledge about the Consent Decree, and evidence of indifference to its implementation.	Effective compliance with the Consent Decrees, improved recruiting and training of CPD officers, and a commitment to the reduction of crime that does not jeopardize people's rights or lives.	See responses to Question 2	Lived experience is relevant, but does not substitute for professional experiences and the qualities noted in Question 2.	Questions about the candidates' willingness to comply with the Consent Decree.	Thanks for asking these questions. Chicagoans need effective oversight of the CPD.
019	Endorsing a culture where criminals are not held accountable. Focusing on petty crime over violent crime. Racist attitudes.	Accountability for gun trafficking and illegal gun ownership.	The Commissioner needs to be able to work across all constituencies but lead in the efforts to protect communities from rising crime.	This question is too broad. Ideally, the Commissioner would be a person of color who understands the fear that ALL communities feel in the face of violent crime.	What are your plans to improve police/community relations? How will you handle rogue officers who have racist ideologies? How will you get neighbors involved to be the eyes and ears of their communities?	The next Commissioner has a tough job in a city where some people want to show compassion to young men who come from difficult circumstances and think "police are bad" and others who worry about getting robbed on the subway, in cars, or on their doorsteps. I also think police should be able to confiscate guns in any circumstances they deem appropriate. A kid with a gun and cocaine was shot in front of our house, suffered no consequences, and then was shot down a year later in Albany Park. Who does this serve?

NOMINATING COMMITTEE PROCESS REPORT – COMMISSIONER NOMINATIONS 2024

Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
024	NO activists and woke progressives. A common sense, logical, and middle of the road train thought is needed.	Stop punishing the police	See #3	Ability to listen to people because th oh se lived experiences are not the end all.		
019	Soft on crime and criminals	strict law enforcement, e.g., broken windrows policy	Experience working a a large police department	Totally irrelevant	what will you do to support the average policeman? what will you do to decrease robberies and physical violence?	
024	All white men. Former cops .	Finding better responses to mental health crisis.	Any. A wide range would be the best.	Low income, disability, unhoused, and previous contract with the criminal justice system.		
006	Someone who is absent and not engaged with the community or someone who is condescending when speaking to the public.		I want the commissioners to have some business experience and knowledge of how to lead and delegate to get things done.		Why should we hire you for this role? What are your top 5 characteristics that would make you an excellent choice.	
017	Ability to resist bullying by cops & cop friendly media	Stop police killing people, including chases	A history of standing up to power, a history of being whistleblower	Opposing police as an activist, organizer	Should police spending be cut? What is good policing? How is it different from what CPD does?	The policy disregard policy, so it's hard to imagine that policing can be fixed by better policy.

NOMINATING COMMITTEE PROCESS REPORT – COMMISSIONER NOMINATIONS 2024

Police District	Undesirable Attributes	Policy Priorities	Desirable Skills and Experiences	Important Lived Experiences	Proposed Interview Questions	Additional Comments
024	A bias against law enforcement.	Required work with both the community and the police. A policy to insure the safety of our citizens as it's primary goal. Treatment with equity of both CPD and the community.	Willingness to listen. No preconceived ideas or opinions Knowledge of the law	Diversity of members. Retired law enforcement and lawyers, homeowners and renters, middle and upper income, tradespeople ,highschool and college graduates, as well as retirees and seniors.	What is your experience of life in Chicago? How long have you lived here and in what neighborhoods? What has been your experience or interaction with police?	We need to stop demonizing the police. They are our children, parents, friends and neighbors also.
008	Progressive, socialist agendas	Advocate for what the taxpayers actually want not what they personally want. Advocate for crime victims not criminals.	Knowledge of what a police officer actually dies. Perhaps put them thru a citizen academy. Show them the hood, bad and ugly of police work. Put them thru a shoot don't shoot scenario; traffic stop Scenarios	Why do you only list negative life experiences for examples? Biased a bit?	How much of the progressive, socialist ideals do you have toward policing in today's environment?	
019	Woke SJW	Enforcing laws and improving public safety for all communities	Experience in law enforcement	They should have had boots on the ground. Meaning they have lived and/or worked in varying environments and therefore have the ability to be objective instead of biased	Is improving public safety for all Chicago citizens important to them? Will criminals, especially violent criminals, be held accountable for their actions?	Bring common sense and safety back to our once great city
022	Ability to work with outside agencies. We have Cook County as well as State and federal agencies that live in 22 district.	Traffic control west of Western.	Ability to work with alderman.	crime prevention West of Western.	can you work with outside agencies to help with crime precention.	worked on several tasks forces with City and county. crime prevention can work on many different directions.
022	Someone who thinks we need less police officers or less involvement of police	More police and better policy's allowing officers to do their job. Do away with no chase policy's and taking officers out of our area.	Former police of prosecutor. Someone familiar with the law	No identity politics. Someone is looking to make it a safer place to live		

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022	I do want the next commissioners to be on the extreme left or extreme right in terms of politics.	Hire enough police officers so that officers get time off to de stress. Emphasize trauma counseling and mental health services for the officers.	I want an honest commissioner who is objective and will work to help citizens be safe in the community.	Bilingual Spanish background would be an asset.	What is your motivation for being a candidate? What community groups or non-profits are you affiliated with?	Good luck.
022	All black democrats	Fairness for all not just black neighborhoods.	Former criminal justice knowledge	Former police officers	Can you be fair unlike the picking that was fine for police superintendent candidates	Why, it will be ignored anyway
022	Dismissive attitudes , the unwillingness to help the community.	Public executions	The ability to take sexual assaults seriously	What the heck kind of question is that! Seriously!	Support law abiding citizens and help get our guns back, how dare the criminal governor take our guns and magazines with more than 15 rounds. He is a criminal and needs to be arrested for treason and contributing to delinquency of children	We need our police to stand up for our rights and get our guns back!
004	Alignment with the Mayor's agenda to turn this city over to the criminals and gangs as well as any plans to align with CPS' agenda.	Safety for all everywhere, keeping criminals behind bars, stiffer sentences, consequences!	Success turning around a violent big city, loyalty to the rank/file, not a yes man/woman, someone who will stand up to the Mayor.	None of that matters. Right is right. Wrong is wrong.	How do you plan to fill the 1,500 vacancies within CPD quickly?	
022	Anything that aligns with the race baiting left and their ability to play the race card instead of prosecuting the criminals to the letter of the law. This city is failing because of the whoa me agenda by the left.	Let the police do their jobs and arrest the criminals. Take off their kiddie gloves and let them protect the law abiding citizens of Chicago.	See above	That doesn't matter as long as they stay objective. It's a fallacy that you must be from one of the "disenfranchised" groups to care about their interests.	How will you work to curb the crime that is plaguing our city? Will the police be allowed to do their jobs and get tough on the criminals? Do you support aggressive policing?	

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006	A commissioner that does not have the ability to critically think through circumstances and situations	Advocate for fair treatment of police , wrong is wrong and right is right and apply those same standards to one claiming to be abused by the police	Policy implementation, one who has not only developed policy but also applied the policies established	Has had experience in the communities of the disenfranchised and under served better yet a person that still lives in one of the disinvested communities. Be a critical thinker that has made policy or experience in policy development	Are you open to being fair to the police and being fair to the communities without inserting biases, but sticking to facts and circumstance with common sense application of policies	Please find Commissioners that are not a recycling of the same old names, but people dedicated to fairness.
022	Having balls to do the job	Putting people in jail	Old fashion policing	Dumb question	R u going to b tuff on crime	
022	Bias	Rule of law followed	Integrity	Law enforcement experience	Do you think the rule of law should be 100% followed at all time?	Thank existing commissioners for their service
019	someone coming in with an agenda and a pre-meditated plan, aggressive firebrand	a wholistic approach to public safety	deal making, empathy, law/policy experience, social work, faith base background	deal closing experience, media experience	what will you do contribute to a positive and respectful dialogue, geared toward making Chicago a safe community for all	
019		dealing with mentally ill	fair, thoughtful, solution oriented, balanced experience, broad knowledge, works well with others	all of them	Are you open to immigrants and refugees? Tell us about your training and professional experiences	
019				senior citizen		
019	in ability to learn	equity	experience in different communities, communicating different groups of people, eager to learn	compassion and understanding of issues	How would you deal with reasonable but conflicting demands of groups of people, such as.....	

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019	political connections that would interfere with honesty and decision making		independent, people skills and courage		empathy for these categories but limiting to say they must have these lived experiences, a factor but not over riding	
018	Being a one-sided champion of the police department	Alternative to force, incarceration, and traditional policing, methods	creativity, expansive thinking, willingness to challenge authority and accept practices of security and safety	live in the area (required) not rich- although many wealthy people live around here. experience with hard times or empathy with people who experience hard times	what is your concept for community policing (walking beat, police live in areas they patrol) "treatment not trauma" movement and how police can be better trusted	would like commission website to display easy to read stats - by district and by community area. with some text to explain how the numbers are collected
019		Next commissioners should ensure that perpetrators of violent crimes be held accountable, advocate for civil rights				"Please ask prosecutors to speak to us (the people) about the process of dealing with offenders, particularly the 'catch and release' policy that allows offenders to continue committing crimes"
018	tyrannical, autocratic, and dictatorial	community policing, policies for migrants staying at police stations	collaboration with a variety of community groups and departments in the city	experience in detective work	how would they plan on collaborating with the police council about community concerns	

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018	focus on hand wringing related to safety act	revoke "no chase" beat cop - beat accountability	communication, knowledge of laws, empathy, honesty	understand the criminal system as it is now court advocacy and engagement of the prosecution	how will you connect to beat cop to the neighborhood? how will you address recidivism? How will you contribute to breaking the "cycling" of repeat offenders?	It is time to connect community groups with expectations and line them up and be accountable
019		bridge the gap, build up trust, go back to policeman speaking at at schools, have events	you build a team if you don't have all the experience			I am a parent that lost my son to violence. I built a foundation to to help children overcome experiences with trauma. My co-partner and I hold events for youth and young people. Also, my son was robbed in the early morning and I never see police patrol early in the am. I am not afraid to use my voice. I believe you will allow a survivor mom with major concerns to work with you guys.
018	political bias	effective consequences for crime	knowledge of criminal justice, prosecution and legal system	doesn't matter		
018	can't just want their way	safety for community	community service knowledge of laws and policies, teamwork	live in nearby community, volunteer work	tell me when you have used your negotiations skills were your successful - provide examples	

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018	ppl w/ political objectives, those who have been outspoken on issues that are supposed to be addressed by the Commission. ppl w/ pre-disposed beliefs	more recruiting. particularly among military, community police officers	objective, leadership skills	diversity of life experiences, diversity of socio - economic status	How do you plan to increase recruiting and integrate police into the communities that they have	
018	bias and lack of objectivity	public safety policies that are laser focused on the 18th District and particularly Lincoln Park	Experience getting stuff accomplished. Don't need to hear more philosophy and theoretical povs		What are specific initiatives underway that are targeting reduction in crime - particularly the arme robberies and sexual assaults	
018	bias towards either left or right	someway to mitigate or divorce the aspects of the justice system vs policing problem in Chicago. maybe this will abate when Foxx leaves, nut we will never have a working system when its courts vs police "social justice vs society."	analytical skills!!! thinking outside the box	problem solver. domain not as important as how one operates with in it		
018	totally pro police or totally pro community		balanced and objective, community youth experience and also policy and law enforcement experience	a mix of experimces where you understand the neighborhood		
022	Anti-police bias or rhetoric.	Accountability of corrupt and over promoted CPD brass.	Ability to think clearly and calmly under duress.	Former law enforcement or public safety officers.	Do you believe the CPD is inherently racist? An answer in the affirmative is an immediate disqualification.	
022	Pandering to special interest groups.	More officers on the street. More beat cars in ALL neighborhoods		Experienced officer.		

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014			<p>Public policy or government experience (e.g. mayors office, aldermanic office) is ideal since it provides perspective and experience in pragmatic problem-solving. If the problems facing the police and community were easy they wouldn't still be with us. There are trade-offs with everything so I'd like to see commissioners who understand that and show a history of balancing trade-offs.</p>	<p>All are great but I don't think strictly necessary to be able to advocate for these populations.</p>		<p>Please remember that, as horrific as violence is in all its forms, that's not the sum total of crime in Chicago. We lose people to lots more than homicide - drug overdoses, traffic deaths especially people NOT in cars, suicide, accidents. The visible and rampant law-breaking with lower offenses - smoking on the subway, yelling at bus operators, parking in bike lanes, running red lights - degrades everyone's expectation of public safety and makes it seem like the police are never around. Since so many people carry guns we can't even risk asking nicely for people to not do these things and we need the police to be more active. I'm not advocating for a broken windows approach by any means, please don't throw these people in jail, but there is a lot that financial penalties or just a conversation can do. In the 14th District we're blessed to have homicide be rarer than elsewhere in the city, but I wish the discussion about crime would go further than homicide and violent crime more often.</p>

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022	Criminal friendly	INCARCERATION, TOUGH ON CRIME, BACK CPD, RESUME CHASES ON VIOLENT AND THEFT	CRIMINAL JUSTICE EXPERIENCE	Violent survivor	Why are our leaders and justice system in the city county and state in Illinois have given their blessings to criminals While the hard working residents and businesses owners suffer great loss and death	I back the Blue I believe in conceal & carry I believe in JUSTICE even when there is none
017	Someone who does not listen. Too closely aligned with CPD.	Advocating better relationships with those in disenfranchised communities.	Deep knowledge of the city. Ability to effectively communicate community's needs.	Low income and immigrant		

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014	Implicit, explicit & complicit bias, preconceived notions of who a person is or what they are capable of.	Health policies & management that assist those coming out of the incarcerated sector and those youth caught up in crime. Don't reinvent the wheel contact: Violence Intervention Program 2040 4th street, New Mexico 87107 Tel. 505-573-6410 More info- https://www.CABQ.Gov/VIP Angel Garcia- GarciaAngel@CABQ.Gov The core involves: 1-Direct Communication 2-Social Services Support 3-Focused Deterrence by the law 4-Data Analysis-violent crime trends 5-System Shooting Review 6-MOST IMPORTANT: MEDIATION TRAUMA RECOVERY INTERVENTION!	A knowledgeable qualified Commissioner with credentials in mental health & youth (investment in ending violence, gang, & youth support) with a sound base of knowledge in Social service delivery and the targeted focused deterrence by the law. Ability to communicate but most importantly, to 'LISTEN'.	All that you have mentioned above and most importantly Violence Prevention Program involvement with successful outcomes.	Do you commit yourself to be open to learn about Violence Intervention Programs that work in other cities? Do you commit to help initiatives to support youth (especially high risk youth) and providing them 1 on 1 with a Certified Peer Support Worker? Will you review https://www.CABQ.Gov/VIP Contact GarciaAngel@CABQ.GOV Do you commit to facilitating: MEDIATION TRAUMA RECOVERY INTERVENTION & Working with local culturally relevant and proficient Mental Health or Behavioral Health organizations? Do you commit to keeping an open mind on both sides, victims and predators, when working with those in law enforcement and attorneys and legislators? Can you review and commit to 'Every Town for Gun Safety'? Do you commit to initiating effective Health Policies & Management? Do you have a system of stress relief at the end of the day?	Please review and include in your resources: NLBHA (National Latino Behavioral Health Association); AACAP (America Academy Child & Adolescent Psychiatry) Facts for Families; Review what is working, what is successful- https://www.CABQ.Gov/VIP Contact and invite Angel Garcia, Social Service Coordinator and Deputy Director for Health Programs Gilbert Ramirez MSW, LCSW, LSSW VIOLENCE INTERVENTION PROGRAM 2040 4th street, New Mexico 87107 505-573-6410 Signed, Mercedes Martinez MD psychiatrist Board member of NLBHA, member of AACAP (American Academy of Community Psychiatry)

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018	Impatience, apathy	Transparency, police training, culture enhancements, deescalation improvement	Not relevant. Ability to perform in the role will bear out.	Not necessary to excel in the position.	Describe how you see your role and expound on how you intend to fill the position.	Try to select an effective leader. Everyone deserves a chance. Find a difference maker.
020	No law enforcement, former law enforcement, or relatives of law enforcement.	Reduction of the CPD budget and personnel should be the number one priority of the Commission, in order to invest in communities Passage of the Peace Book Ordinance Expanded transparency of CPD, including a public, dynamic, regularly updated dashboard of CPD officer personnel files, especially highlighting officer misconduct Expanded CPD compliance with FOIA requests Ending the ShotSpotter contract and broader investigation into CPD's surveillance network, including but not limited to Cell Site Simulators, ALPRs, Surveillance Cameras, etc. Clarification of CPD's Foot Chase Policy, ending ambiguity, disallowing foot chases entirely Investigation into and action on CPD's discriminatory traffic stops Termination of CPD officers with ties to SPLC-designated hate groups and those who have lied under oath Ending CAPS, which CCPSA and PDCs should be replacing	Creativity: an ability to imagine a better world and the policies required Politically savvy: Ability to navigate bureaucracy and politics to create action, even amidst pressure, scrutiny, and obstruction Action-oriented: strive to follow through and get work done	Undocumented immigrants, formerly incarcerated individuals, unhoused	What budget recommendations would you have for public safety broadly and CPD specifically, as a future commissioner?	

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017	Prior experience or close association with the police or law enforcement.	The recommendations of the Consent Decree Use of Force Task Force should be implemented.	Police accountability experience or advocacy. Social work or mental health involvement.	Having lived or witnessed unequal treatment by the criminal justice system because of race, gender, sexual orientation, etc.	Describe an experience they have had or witnessed of unacceptable behavior by the police and how their work on this commission will correct that for others in the future.	
019	Open minded , ability to listen and learn honestly	Community Policing and interaction	Willingness to listen and learn objectively	Not important to me, as long as he/she has an open mind and is willing to deal with facts not emotions	What can you do to raise your officers moral? When will Chicago Brass start understanding the reality of what the average patrol officer deals with on a daily basis , and work to fix the problem	Hold all officers accountable for their actions on and off duty, but also make it crystal clear to all officers that if they do their job you will have their backs, not cut and run. Restore respect in the CPD .
009		Let the police do their job	The ability to use tear gas or water cannons on looters, criminals, drag racers to hold criminal responsible for their actions	I want them to be educated, get their job on experience as opposed to being appointed or being appointed due to their race	Absolutely nothing, the district council means nothing	
022			Be willing to work for the best solution; be a good listener, be respectful of others, be respected by others		What will be the qualifications of 911 operators if they need to determine resources that will be sent to a crisis situation? Mental Health worker vs police officer? How much time will it add to the call?	How will the effectiveness of Community Commissioners be measured? If someone becomes a detriment to the organization, how long will it be tolerated?

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017	I do not want to see someone that is "tough on crime". I do not want to see someone that is cozy with the Fraternal Order of Police. I do not want to see someone that is antagonistic toward Mayor Johnson. I do not want to see someone that is antagonistic towards programs like Treatment Not Trauma and other policing alternatives.	I want to see someone that IS open to programs like Treatment Not Trauma. I want to see someone that IS open to working with the community on policing alternatives so that cops are less busy with things that don't require their attention, like mental health crises, wellness checks, etc. I want someone that prioritizes preventative measures and views public safety as an issue of public health.	Ideally, the next commissioner would have experience as a teacher and/or social worker. They would come from a political organizing background with the skills to collaborate with various groups both inside and outside of government. Someone who desires to be transparent and has a history of providing detailed reports and/or press conferences to explain what problems they are figuring out and how they are trying to solve them.	Ideally, the next commissioner would be someone that has experienced what it is like to grow up working-class, as a person of color in Chicago. They would have the experience of having been arrested before by CPD, going through our criminal system, and would know first-hand what is broken and what needs to be changed. If this isn't possible, then hopefully the commissioner would be someone that has experience organizing with working-class organizations or at least has good relationships with various groups that try to support the incarcerated.		
017		I would like to see commissioners who are actively working to eliminate the gang database, who are working to ensure public safety is funded not only through the CPD budget, but through violence intervention programs, alternative crisis response, TNT, etc. I would also like them to be committed to the full removal of law enforcement from schools.	I would like to see folks who have done grassroots organizing, liberation, and movement based work. Those connected to our community schools. Folks with experience working and advocating in racial justice spaces, with specific experiences explicitly addressing anti-Blackness. People who have worked in public service and for the city of Chicago.	Returning residents and justice involved families. Domestic and gender based violence survivors. Unhoused and housing-insecure individuals. Muslim community leaders. Single mothers.	Do you support Black Lives Matter? Do you believe in liberation and abolition? Have you or any of your close friends or family members ever worked as members of law enforcement? If you have kids, do you send them to your local CPS school?	

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017	Someone who allows white supremacists to continue to serve on CPD. A lack of transparency regarding records of officers with histories of misconduct. Refusal to acknowledge the power of prevention and empathy in favor of the same, endless cycle of punishment.	Treatment Not Trauma, a TRUE civilian oversight body with the power to dismiss problematic officers BEFORE they simply just "retire" and keep their pensions.	Transparency, empathy, some background in social science rather than just criminal justice.	Empathy doesn't necessarily require a shared experience, but a new leader should be able to empathize with and *BELIEVE* the experiences of marginalized groups, particularly regarding their interactions with law enforcement and the criminal justice system.	Do you support policies such as Treatment Not Trauma that seek alternative emergency response for nonviolent emergencies?	
017	Inexperience		Solid background in urban life and criminal justice			
024	Someone that uses the same old playbook. Innovation is key. It's not working. People are frustrated. Listen to what is needed.	Need a more robust training for cops. We don't just need more, we need better trained. How can the partner with members in the community?	Integrity. The ability to not fall into the same ideology.	All of the above either from their own experience or the work they do in the community. They need to be knowledgeable of these areas. Care about resources and research in these areas. If you don't know, learn and develop a team who can support you.	Where can they improve? Where have they failed that has made them better? What do you value in the partnerships you wish to create? What is your first 100 days goal? Have you ever gone against the grain and how did it strengthen your resolve?	
017	Allowing, encouraging, or defending cops in right wing extremist organizations like the proud boys, three percenters, oath keepers, etc.	Treatment not trauma. Eliminating law enforcements from schools. Fully fund broader public safety approach to address the root causes of crime.		unhoused and housing-insecure, movement and community organizers, Muslim community members		
017	being 'closed minded'	if 'push comes to shove' USA citizens FIRST	take this job 'seriously' / be honest / nOt '2-faced'	omit your bias if U have any	have plan 'A' and then plan 'B'	do NOT be '2-faced'

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017	No one from CPD, has represented CPD as an attorney, or worked closely within or alongside any institution that police or incarcerate (unless that experience pushed them to publicly and critically re-evaluate those institutions)	End the gang database, redirect CPD funding to fully fund a broader public safety approach including Treatment Not Trauma, provide alternate crisis responses, violence intervention programs, fully eliminate law enforcement from schools.	Movement and community organizers	Formerly incarcerated returning residents or someone from a justice-involved family, unhoused and housing-insecure individuals, Muslim community members, immigrant community members, low-income individuals.		
016	Negative comments towards a certain group/rave/religion. The one in our district has made negative comments on public pages towards a different race	I feel like the commissioner hasn't done anything. All I see are just community post. I don't see what good she is doing being the middle person between us and the police	Be open minded to other race/backgrounds. Be more professional towards others			
022	Personal agendas	Collaboration	Sound, fair thinking	Street smarts	Why are you interested?	
017	Someone who is obviously biased and anti police. Many of the police council members show zero interest in fostering a good relationship between the police and community. We don't need any more individuals with that mindset.	Abolishing the community council. It is a huge boondoggle and waste of money that could be used to help with mental health responders and other programs	Experience working with the police department and the community.	None of these should be a criteria. Many people are very private and don't necessarily want to share this.	Can you really work with the police and encourage positive interactions?	
015	Small minded, an dogmatic in their beliefs.	Transparency in police investigation and claim of abuse of power	People skills and some psychological assessment to insure competence.	Compassionate and empathetic fine with me. Some understanding of systematic issues than plague marginalized communities.		

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006	Someone who puts their objective before the community, I have seen it recently in CAPS meeting where they invited other Beat members to bombard the meeting	More community involvement besides the grid they live in	Actively involved in the community	Community advocate	What they would do to create a bond with police officers and community members	How can they create a community patrol for this area
020	Affiliation with CPD	Youth programming, job & opportunities training	Mediation, mental health, youth development	All above plus mental healthcare provider	Are some people inherently bad and/or irrecoverable? How much resources should be attributed to recovery of one person?	Thank you for your work on this super important task.
024	I don't want advocates for the old, racist status quo! I don't want police discipline to be hidden from the public behind closed doors. BUT - police often face split-second decisions, so we need objectivity.	Support for violence interrupters, treatment not trauma, and other alternatives to force. Respect for, and ability to listen to and discuss with, communities. Commitment to Constitutional policing, fairness toward minorities.	I'd like to see people with experience in alternatives to force, anti-racism work, working with youths, mental health. I'd also love to see dissident police officers who have the law enforcement experience, but also oppose so many racist police practices that still are way too widespread.	It would be great to have commissioners with relevant lived experience listed above.		HOW would you implement violence interruption? What is your definition of Constitutional policing and how would you implement it? What experience have you had working with diverse communities?
017	Some one who views things as only being one possible way. The ability to compromise and see many different view points is important	Peer jury and better enforcement of laws. Better mental health care for officers	Proven ability to work with a diverse group of people.	I think many people have these experiences in their backgrounds and may not be willing to share them.	Can you foster a middle ground between those that want to see laws enforced and those that want the police department defunded.	We need to find middle ground. Veering too far to the left or right doesn't truly represent the population and leads to disenfranchising too many people.

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017	Bias and political ambitions	Treating criminals as criminals, meaning both accountability for typical offenders committing crimes and police officers committing crimes. Also, greater public transparency into complaints against officers, easier access to bodycam footage, and better police-community outreach.	Background in law, law enforcement/criminal justice, or public advocacy.	Experience with the courts, police, and criminals	How will you advocate for all parts of public safety, ensuring citizens freedom from abuse of officers while still empowering officers to confidently enforce the laws?	
017	Unwillingness to listen to diverse voices across the city. A history of questionable arrests or covering up for others.	Civilian-elected oversight board.	Background in social services	Coming from a disenfranchised community within Chicago	How will you protect ALL Chicago residents, including those suspected of a crime?	Our police system needs a lot of changes. I would like to see someone who is willing to consider out of the box or unusual solutions.
Unsure	Measurable impact in community during past 12 - 18 months	Policies that have worked in other jurisdictions to decrease violence, as testified by the attorney, impacted community	Attorney or CPA or CFO or Executive Director w measurable success in project management (reached project goal), respectful of everyone, chooses battles, speaks for voiceless and authentic person highly regarded by others (who are not racists).	Served the under-served directly. Led community organization like condo board, sorority, fraternity, PTA, nonprofit impacting hundreds of families	Please describe your specific solution to crime in Chicago. Stop them when it sounds like campaign slogan and ask again for specific solution. If needed member should be clear, if specific solution was not given by the candidate (i.e. he/she did not answer the Q)	We need public servants who will be paid big \$\$ from resident resources that are brave and committed to putting their lives on the line to save a million resident lives. We can no longer afford polished or unseasoned politicians in these positions. Thanks for the opportunity to share my thoughts. Much appreciated

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017	Anger management problems. Not able to admit when they are wrong.	Police accountability, policing without racial bias, advocacy for safe policing or community alternates in mental health crisis situations with community members	Any kind of professional or non-professional experience. Should be regular people.	A range of experience across the Commissioners would be best.	Give me an example of a time when you have balanced competing interests when in a conflict situation.	
017	They shouldn't be bigoted, they should not have deep seated prejudices, they should not be rigid to change:	Increased public safety, tough on violent crime, improved community relations (like go to the schools, come to community events, know our children), better relationship with people outside of law enforcement	Build community and great culture within the police force, experience in a large city, progressive mindset, tough on violent crimes, ability to work with differing perspectives, someone who is strategic and thinking ahead for the needs of the city beyond today		How will you build community within your force? How will you collaborate with city leaders? How will you work and learn from leaders from other cities? How will you continuously improve your skills? How will you train and provide opportunities for your police force? How will you ensure community relations are high and collaborative? How will you make sure bigotry is swiftly and justly addressed in your ranks? How will you work to change the perception of police?	
017	NOT Race focused. Not Anti capital punishment. Doesn't blame society for lack of parental involvement and discipline	Real justice for criminals.	Communication skills	Born and raised in Chicago	Do you believe in personal responsibility for crimes committed.	

