



The City of Chicago is currently engaged in one of the most prolific and historic public official searches in the country. For the second time since its inception, the Community Commission for Public Safety and Accountability (CCPSA) is tasked with vetting and selecting candidates for the next Chicago Police Department Superintendent. According to municipal law, the CCPSA has 120 days from the resignation of the former superintendent to produce three candidates for the mayor to select from. The Empowering Communities for Public Safety (ECPS) Coalition would like to commend the work of the CCPSA in using a substantial part of these 120 days to engage community members from across the city in this process.

Prior to the passage of the ECPS ordinance, the Mayor alone selected the superintendent—this limited the community's input and allowed the selection to shift based on City Hall politics rather than the needs of the community. In order to maintain the integrity of this process, we expect the Commission to continue providing opportunities for the community to remain a guiding partner in Chicago's search for a new superintendent. Additionally, we ask that District Councilors are given sufficient time to engage with their constituents and provide their perspectives to the Commission prior to the CCPSA making any critical decisions. As hyperlocal police accountability and public safety representatives, the Councilors are uniquely positioned to uplift the most important qualifications for the next superintendent to embody.

Our Coalition is composed of advocates and organizers, some of whom have been working for decades to systematically change how we create public safety and ensure police accountability in Chicago. With that, we have compiled several qualities we believe are critical for the superintendent candidates:

- A deep understanding of the Chicago Police Department's history of racism, torture, and other heinous crimes against Black and Latiné residents, along with a determination to end and address this continuous pattern and practice
- A long history of holding themselves and the people they work with accountable
- An extensive track record of working with and responding to community members, particularly with Black and Latiné communities, including examples of instances where they implemented policy or changed practices based on community input
- Experience seeking out and implementing data-driven solutions to public safety issues and a commitment to implementing measurable and transparent outcomes, including but not limited to reallocating staff and civilianizing resources in response to the findings of the recent workforce allocation study
- An understanding of the importance of quality and consistent leadership and supervision within a police department



- Knowledge of the Consent Decree, an eagerness to bring the Department into full compliance, and, in particular, a commitment to youth engagement in policing and public safety issues that primarily involve them
- Commitment to working with relevant stakeholders, including District Councilors and Crisis Assistance Response and Engagement (CARE) clinicians, and Community Violence Intervention workers to strategize and implement alternative response programs
- Commitment to protecting Chicagoans against further unlawful federal government intervention and violence
- Commitment to removing officers from the department who are found to be involved in or with extremist groups
- Commitment to ending the practice of pretextual traffic stops

We urge the Commission to closely examine each candidate's history and rule out any applicant who has:

- a history of causing any unnecessary serious bodily injury or death
- a record that demonstrates a pattern of racist or biased policing
- responded to organized movements/protests with repression or violence
- any history of collaboration with federal immigration enforcement.

The City of Chicago's Use of Force Community Working Group released a detailed [report](#) of its review of CPD's training program. This report found that officers are trained with an "us vs. them" perspective toward the community and are taught how to draft reports that minimize or cover up misconduct. It also found that new officers are not educated about the Department's history of discriminatory violence. The CCPSA should ask candidates how they would reform and improve not only the training program but the culture within the Department that allows a training program like this to exist.

Today, officers continue to target Black and Latiné communities with impunity resulting in lost lives, profound individual and community trauma, and, so far, nearly a billion Chicago tax dollars spent in court settlements to victims of police violence. With public safety data and dollars continuing to reinforce this historic precedent, it comes as no surprise that distrust between police and the communities they serve has continued, despite structural gains in police oversight. We urge the CCPSA to be bold and ask the hard questions of each candidate about how they plan to prevent and rectify the harm done to victims of police misconduct by the Department.

Signed,
The ECPS Coalition

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