

# Independent Monitoring Team

## Chicago Police Department Consent Decree

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## Our Teams

[Leadership](#)[Associate Monitors](#)[Community Engagement Team](#)

The Community Engagement Team is a critical part of the Independent Monitoring Team and embodies our collaborative approach to this monitoring work. The Community Engagement Team is comprised of experienced Chicago community members, experts in police-community relations, and academic scholars. These members work together to meaningfully engage Chicago's communities and ensure their participation throughout the monitoring process. The Community Engagement Team works closely with the Monitor, Deputy Monitors, and Associate Monitors to assess the community component of compliance with the [Consent Decree](#).



**Joe Hoereth, PhD**

Joe Hoereth, PhD, is an urban planner who regularly engages with Chicago communities through his position as Director of the Institute for Policy and Civic Engagement (IPCE) at the University of Illinois at Chicago (UIC). Dr. Hoereth creates opportunities for...

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**Norma Ramos, MSM**

Norma Ramos, MSM, is a civic engagement strategist who regularly engages with Chicago communities as the Associate Director for the Institute for Policy and Civic Engagement (IPCE) at the University of Illinois Chicago (UIC). As Associate Director, she is responsible...

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**Stephen Rickman, MA**

### Associate Monitor for Community Policing

Stephen Rickman, MA, is an expert in police-community relations. He has worked for over 20 years in high-level positions in public safety and community support. Mr. Rickman is currently an Associate Monitor on the Independent Monitoring Team for the Albuquerque...

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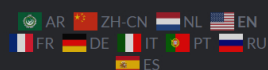


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We want to hear from you. By submitting our contact form, you are consenting to receive

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[Illinois Attorney General - Consent Decree](#)  
[CPD Transformation Site](#)  
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