

# NACOLE Review

NATIONAL ASSOCIATION FOR CIVILIAN OVERSIGHT OF LAW ENFORCEMENT

www.nacole.org

Spring 2007

## Transparency, Accountability and Integrity

Themes for the 13th Annual NACOLE Conference  
in San Jose, California - September 25 - 28, 2007



▲ A bird's eye view of San Jose that includes the downtown conference site.

Ombudsman for Northern Ireland and Joseph McNamara, former San Jose Police Chief and research fellow at Stanford University's Hoover Institution.

Over the past 12 years, NACOLE has worked to offer professional development conferences that provide oversight professionals, members of the community, elected

**P**LANNING IS WELL UNDERWAY for THE 13<sup>th</sup> Annual NACOLE Conference to be held in San Jose, California, September 25 through 28, 2007. We are pleased to announce that this year's luncheon keynote speaker will be Anthony D. Romero, executive director of the National American Civil Liberties Union. Mr. Romero's leadership role in advancing civil rights, public education and racial justice is a compelling story that is sure to inspire police oversight practitioners at the conference.

We are also pleased to announce acceptance of keynote and plenary invitations from Nuala O'Loan, Police

**Please turn to  
"San Jose,"  
page 4**



▲ Sunny skies and palms in San Jose

## Atlanta and Boston Take Big Steps Toward Establishing Citizen Oversight Agencies

NACOLE provides technical assistance to both cities

**T**HE CITIES OF Boston and Atlanta have recently made important strides towards the establishment of new citizen oversight agencies. Officials in both cities have reached out to NACOLE for guidance and assistance.

"We're very happy to see these two major U.S. cities take significant steps to put in place more meaningful citizen oversight of the police," said

NACOLE President Pierce Murphy. "Our organization intends to offer assistance to Atlanta and Boston and to communities all over the country as the police oversight field continues to expand."

In Boston, a three-member panel was appointed in January by Mayor Thomas M. Menino, as part of the city's new Community Ombudsmen Oversight Program, to review

allegations of misconduct involving Boston Police Department officers. Meanwhile, the Atlanta City Council voted in March to create a new Citizen Oversight Board with subpoena power to investigate complaints against Atlanta police and corrections officers.

**Please turn to  
"Boston/Atlanta,"  
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# NACOLE's Year in Review

## Major plans underway to grow organization's capabilities

By Pierce Murphy

**N**ACOLE HAD A GREAT YEAR IN 2006! This success builds on the strong foundation of the past several years. In particular, NACOLE is strong in three areas: the annual conference, financial stability and contributions to the field of police oversight.

Following our successful, hurricane-delayed conference in Miami in December 2005, NACOLE's September 2006 conference in Boise was, by all accounts, a rousing success. More than 180 participants came from throughout the United States and six other countries. We were very excited to have visitors from South Africa, as well as two commissioners from the newly-formed police ombudsman's office for the Republic of Ireland.

In addition to great speakers, excellent networking opportunities and a beautiful setting (Please excuse this burst of civic pride!), the Boise conference was a fiscal success. Thanks to generous cash and in-kind donations from Boise State University, Hewlett-Packard, and the City of Boise, along with registration fees, the conference generated an after expenses bottom-line of

just over \$10,000. These funds, along with membership dues, allow NACOLE to cover its minimal administrative expenses and its outreach activities to cities considering the creation of new oversight entities.

The members of NACOLE have consistently elected committed and active board members to guide the organization's activities. The current board is no exception. It has been my privilege to serve alongside such a distinguished group. In addition to planning the annual conference, board members have donated their time to advise existing and emerging oversight agencies, published this member newsletter, submitted op-ed pieces to major newspapers, granted interviews to the media, established a code of ethics for those involved in the field of police oversight and managed the administration and finances of the organization.

In the last six months, the board has focused a great deal of energy on planning for the future of NACOLE. Based on input from members, academics and experts in the field, we believe that NACOLE is uniquely qualified and well positioned to become a leading advocate for thoughtful oversight throughout the country. Our shared vision is for NACOLE to become recognized as the

preferred source of information, support and advocacy in the field of law enforcement oversight.

At our mid-winter board meeting, the board ratified a business plan that, over a five-year period, would raise NACOLE's national profile and create the capability for the organization to have a full-time staff and to provide training and consulting services to existing and emerging oversight bodies. Making this a reality will require a significant investment beyond the current funding sources available to NACOLE (membership dues and conference revenue). We are actively engaged in searching for grants or other funding sources. If you have any leads or connections with foundations that would be interested in advancing our mission, please contact me or another board member. ■

I hope to see all of you at NACOLE's 13<sup>th</sup> Annual Conference in San Jose, California, September 25 – 28. Do you know the way? Register today!

*Pierce Murphy is the president of NACOLE's board of directors. He is also the ombudsman for the City of Boise.*



### Board of Directors

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### The NACOLE Review

**T**HE NACOLE REVIEW is produced under the supervision of NACOLE's board of directors. The board thanks those individuals who contributed to this edition of the newsletter. In addition, the board is grateful for the assistance of John Parker, who recently retired as executive officer of the Citizens' Law Enforcement Review Board in San Diego County, and Cameron Smith, who provides independent contracting services for NACOLE. We would also like to extend our gratitude to Matthew Brooks of Brooks Publications, Inc., [www.brookspublications.com](http://www.brookspublications.com), for providing layout and publication services to the NACOLE Review.

# The Oversight Practitioner's Bookshelf

## Offerings for those who want to learn more about best practices in the field of citizen review

WHETHER YOU'RE NEW TO police oversight or a knowledgeable veteran, there is always more to learn about this rapidly evolving field. As a new feature, we'll be presenting short descriptions or reviews of books, articles and other resources of interest in the NACOLE Review. Please e-mail suggestions for future inclusions to [Jayson.wechter@sfgov.org](mailto:Jayson.wechter@sfgov.org).

***Citizen Oversight of Law Enforcement***, Justina Cintron Perino, Editor. ABA Books ([www.ababooks.org](http://www.ababooks.org)), 2006. 277 pages. \$84.95

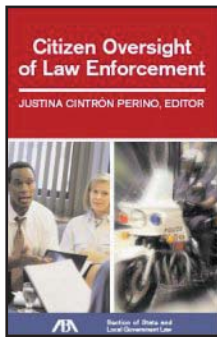
FOR THE NEWCOMER, trying to comprehend this thing called "citizen oversight" is a little like the proverbial blind man trying to visualize an elephant by touch. Our field has tremendous variation, and until *Citizen Oversight of Law Enforcement* was published in 2006, there was no single tome providing elected officials, community activists or emerging oversight agencies with anything close to a how-to guide to getting off the ground.

Thirteen chapters, each written by a respected expert or practitioner in the field, give nuts-and-bolts information on topics such as the history of citizen oversight and its various models, creating, staffing, training and funding an oversight agency, conducting public outreach, mediating complaints and approaches to legal issues. Much of the focus is on review board and auditor models of oversight, but almost all the issues addressed, such as building credibility with stakeholders, ensuring agency independence and gaining access to information, apply to all oversight agencies. A 10-page bibliography lists several dozen government, public interest, oversight and police practices organizations and websites, with an appendix listing all oversight agencies in the U.S.

– Jayson Wechter



Editor, Justina ▲  
Cintron Perino



Cover of *Citizen Oversight of Law Enforcement* ▲

***The New World of Police Accountability***, Samuel Walker, Sage Publications ([www.sagepub.com](http://www.sagepub.com)), 2005. 243 pages. \$38.95

SAM WALKER, LONG-TIME PROFESSOR OF Criminal Justice at the University of Nebraska and widely acknowledged pioneer in the study of police accountability has distilled much of his research in this area into the most recent of his 12 books.

This work examines the changes in police accountability since 1990 and the most significant components of oversight systems: the citizen complaint process; the importance of thorough and unbiased investigations by properly trained and funded personnel; early intervention systems; use of force policies and accounting; collection and analysis of complaint and incident data to identify trends; and the value of systemic changes in police procedures versus a focus on individual officer misconduct.

Walker uses reports of police oversight agencies, court-appointed monitors and consent decrees to examine how effective accountability has been achieved. He describes specific strategies and techniques whose ultimate aim, he argues, should be improving how officers behave on the street. Among the successes he cites are the San Jose Independent Police Auditor Checklist to Assess Thoroughness of Investigations and the Los Angeles Sheriff's Department's Early Intervention System. He also recounts the false starts and failures of oversight and law enforcement agencies, emphasizing the importance of learning from them if civilian oversight hopes to bring lasting change to a bureaucracy and culture that often resists it.

– Jayson Wechter

***Breaking Rank: A Top Cop's Expose of the Dark Side of American Policing***, Norm Stamper, Nation Books, NY, 2005 396 pages, \$26.00

The former chief of both the San Diego and Seattle police departments, Norm Stamper was known in both cities as an advocate for

community policing, a crusader against domestic violence, and for engaging in candid discussions about racism, sexism, and homophobia in policing.

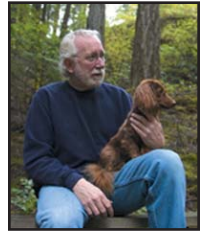
In *Breaking Rank*, Stamper cements his reputation for controversy by speaking out in favor of drug decriminalization, abolition of the death penalty, and revised approaches to prostitution and gun control. Other chapters with provocative titles similarly invite debate, e.g., "Why White Cops Kill Black Men," "Doughnuts, Tacos, and Fat Cops," and "Egos on Patrol: Guiliani vs. Bratton." Stamper's research can be haphazard, and his reasoning sometimes faulty, but the strong opinions he stakes out on nearly every aspect of law enforcement and criminal justice serve as an excellent jump start to constructive dialogue.

Stamper had little direct experience with citizen oversight (though, as he admits, an incident on his watch led to the creation of Seattle's Office of Professional Accountability – an office his book dismisses from afar as "scattered, inefficient, and unsatisfying"). However, after speaking at NACOLE and IACOLE conferences, he came away impressed with the "strong principles and integrity," and "passion for fairness" shown by oversight advocates. In *Breaking Rank*, Stamper comes out in favor of a strong and transparent oversight.

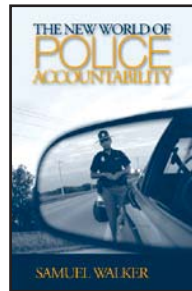
The confessional, intentionally shocking writing style grows tiresome, but this book by a former police chief challenges the assumptions – and the complacency – of both cops and citizens.

– Sam Pailca

Jayson Wechter is an investigator with the Office of Citizen Complaints in San Francisco. Sam Pailca served for six years as the director of the Office of Professional Accountability in Seattle. She is now employed as a compliance investigations attorney with the Microsoft Corporation and currently serves on the NACOLE board of directors.



▲ Author Norm Stamper



▲ Cover of *The New World of Police Accountability*

## “San Jose,” continued from page 1

and government officials and law enforcement officials with the opportunity to dialogue and exchange information about police oversight. At this year’s conference, journalists and academics are also slated to participate.

This year’s gathering will provide a wide range of offerings to include: workshops on use-of-force investigations, writing statistical reports, and oversight of jails and prisons; panel discussions on mediation of complaints, police monitoring of political activities, and

creating greater awareness of police-transgender issues;

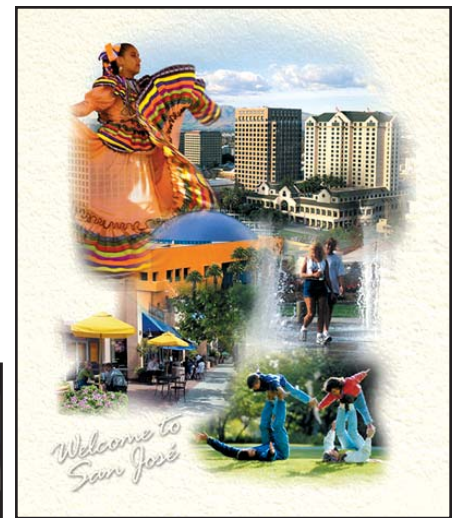
training on topics ranging from conducting police misconduct hearings, to development and survival of boards and commissions. A session focusing on the impact on police oversight of a major 2006 California Supreme Court decision has also been scheduled.

In addition, a committee is developing a Downtown San Jose Historical Treasure Hunt to put to test the skills of the sleuths among us and

give participants a unique perspective of the city’s landmarks and sights.

For further details about the conference, please visit [www.nacole.org](http://www.nacole.org) throughout the summer for the most up to date information.

We look forward to seeing you in San Jose! ■



▲ Collage of San Jose scenes

◀ Mexican folkloric dancers in San Jose

# International Oversight Group Makes Progress at Meeting in Brussels

## Organization will be launched in 2008

By Eduardo Diaz

**P**ROGRESS CONTINUES TOWARD THE CREATION OF AN international organization dedicated to the advancement of independent oversight of policing. On March 23, 2007, a meeting of the steering group of the International Network for Independent Oversight of Policing (INIOP) took place in Brussels to plan the organization’s next steps.

The steering group is made up of delegates from Australia, Austria, Belgium, Canada (the Canadian Association for Civilian Oversight of Law Enforcement), England and Wales, the European Partners Against Corruption (EPAC), Ireland, Namibia, Northern Ireland, South Africa and the U.S. (NACOLE). These representatives have the task of establishing the organization’s principles, constitutional framework and membership criteria, as well as planning the first INIOP conference. The Independent Police Complaints Commission, the police oversight entity for England and Wales, will continue serving as INIOP’s secretariat.

The following actions were taken at the Brussels meeting:

- Approved the organization’s name and agreed that business would be conducted in one language, English.
- Accepted invitations to coordinate international sessions at the upcoming NACOLE and CACOLE conferences.
- Discussed proposed multi-level membership criteria and fee structure.
- Reviewed a draft constitution and recommended revisions to clarify voting at future general meetings of network members. Agreed to a one country-one vote concept, requiring national bodies to designate who votes, and that an executive committee made up of a president, two vice presidents and a few regional “at large members” would run the organization between general meetings.
- Approved revisions to the draft of “Principles for Public Institutions



Eduardo Diaz, on left, with oversight officials from Europe and Canada.

Concerned with the Oversight of Police Officers and Law Enforcement Officials.”

- Agreed to meet again in a location convenient to representatives from Africa and again at the NACOLE or CACOLE conference.
- Recommended that NACOLE and CACOLE conferences be spaced several months apart to maximize international networking opportunities.
- Projected to launch the network in early 2008, likely convening the first INIOP conference and general meeting in Vienna, Austria.

More information about INIOP can be found at :

[www.ipcc.gov.uk/index/about\\_ipcc/international/iniop.htm](http://www.ipcc.gov.uk/index/about_ipcc/international/iniop.htm). ■

*Dr. Eduardo I. Diaz is president-elect of NACOLE and the executive director of the Miami-Dade County Independent Review Panel.*

# Who We Are: Eugene, Oregon

## Hybrid oversight agency takes shape

By Cristina Beaumud and Jeannine Parisi

**H**OME TO THE UNIVERSITY OF Oregon and a progressive, politically active community of 150,000 residents, Eugene is growing in economic and cultural diversity. The Eugene Police Department (EPD) has approximately 314 employees, including sworn and non-sworn positions.

Citizen oversight is not new to Eugene. Following an incident involving the controversial use of pepper spray by the police against protesters sitting in trees, a ballot measure to establish a citizen review board was proposed in 1997.

The protesters had been demonstrating against a new downtown development. Although the initiative was narrowly defeated by voters, a 12-member policy advisory board called the Police Commission was created.

Over the next five years, the commission took on several critical issues, including use of force, civil disobedience, vehicle pursuits, and SWAT policies. In 2004, calls for external review reignited when an audit of Internal Affairs cases found deficiencies in the quality and timeliness of complaint investigations. More significantly, two former Eugene police officers were convicted of criminal misconduct for sexual offenses that occurred while on duty, but that had gone undiscovered for years.

With recent events casting doubt over EPD's track record in holding employees accountable in a timely manner for inappropriate conduct, the commission

embarked on a thorough review of existing policies and procedures, coupled with an examination of oversight systems nationwide. After extensive research, including a review of models conducted by the Los Angeles-based Police Assessment Resource Center (PARC), the Police Commission recommended an oversight system that included the following elements:

- ❑ Accessible, safe and credible complaint intake process
- ❑ External review of complaints by professional staff to ensure competent, thorough, objective and timely investigations

❑ Strong evaluative capabilities to improve the overall performance of the department and reduce the number of future complaints

In November 2005, voters granted the city council the authority to implement a hybrid oversight system consisting of an auditor's office and a citizen review board. A

\$440,000 budget was established for a full-time professional staff of three. Cris Beaumud, who previously served as the legal advisor to the Cambridge, Mass., Police Department, was selected as the first auditor in August 2006.

The Police Auditor has two major functions: to oversee the investigations of complaints and to support the new Civilian Review Board. Various inter-agency agreements are being created while the logistics of starting up a new agency are also being worked out. The city has leased a separate storefront location for the Auditor's Office in order to make the agency accessible, credible and responsive to the public.

In Eugene, the auditor will receive all citizen complaints and will conduct a preliminary investigation after first classifying the charges. Misconduct allegations will be referred to EPD's internal affairs unit for investigation. Other options to resolve cases will be available for service complaints and inquiries.

The auditor has a quality assurance role in monitoring investigations, analyzing complaint trends, reviewing risk claims, and participating in use of force reviews. The auditor may require additional investigation by the police department or hire an outside investigator if necessary.

The auditor will also support the work of the Civilian Review Board, which initially will have five members. The board will review complaint investigations completed by EPD and will also have a role in the development of the complaint handling and investigation processes. The board can re-open a case if it finds deficiencies, and may identify policy issues that surface during the course of their work. In turn, those policy issues can be referred to the Police Commission for further study.

Under Eugene's model, complaint and policy review functions will be handled separately. The goal is to further police accountability and transparency by increasing public participation without losing sight of the need to spur improvements and reform within the police department.

The city council recently appointed the five board members. The Auditor's Office was slated to open in June at its new location and to begin receiving complaints at that time. ■

*Cristina Beaumud is the police auditor and Jeannine Parisi is the police commission coordinator in Eugene, Oregon.*



▲ Eugene, Oregon

# How to Conduct Investigations of Officer-Involved Shootings

By Jayson Wechter

**I**T IS BECOMING MORE COMMON for citizen oversight agencies to play a role in the investigation or the review of officer-involved shootings and other critical incidents. Oversight professionals have a special responsibility to serve as neutral observers at these busy and emotional scenes, or as neutral but critical reviewers of an investigation conducted by law enforcement. NACOLE will be presenting the latest information and advice on how oversight

agencies can effectively perform both types of roles at its upcoming annual conference in San Jose.

In the meantime, the NACOLE Review offers the following as a primer for staff of oversight agencies that investigate officer-involved shootings. It can also serve as a checklist against which to evaluate the thoroughness of the initial investigation conducted by law enforcement.

## The Shooting Scene

First-hand observation is invaluable: whenever

possible, oversight agencies should roll-out to the scene of the police shooting (as observers only) to see lighting conditions, spatial relationships, lines of sight of potential witnesses and condition/preservation of the crime scene. The scene should be preserved, with access limited to individuals with a legitimate purpose. All individuals should be logged in and out.

No evidence should be moved or handled until documented and collected by crime scene technicians or other specialists. The ►►

location of every item of evidence should be individually measured and marked on a diagram and documented in photographs.

Photograph the entire location, including 360 degree views documenting sight lines (which change as foliage grows, buildings are altered, constructed, etc.). Photographs should also be taken from the perspective of witnesses, to document their sight lines and perspective. Involved officers should be photographed in the clothes worn at time of incident, including all equipment not secured or left at the scene. Documentation should also be made of lighting conditions and sources, and weather and wind conditions.

Finally, surveillance cameras should be promptly identified and recordings or tapes obtained and secured.

### Canvassing for witnesses

It is critical that substantial efforts are made to locate any witnesses, and that those efforts are documented. The canvassing effort must be thorough and systematic. Investigators should document each address visited and the result of each contact, including reports that a witness saw or heard nothing. The investigator should note any address that needs to be re-visited, and any potential witnesses not contacted (i.e., neighbors, employees, family members, guests). It is also important to document the make, model, and license plate numbers of vehicles parked within sight of incident for possible follow-up with owners.

### Witness Interviews

This is an important task that should be conducted by skilled officers or investigators who have been briefed on all known facts of the case. Each interview should be conducted in a professional, open-minded and

non-defensive manner. Ideally, interviews can be conducted in the home of a non-police witness or at a location where privacy is ensured and the witness feels comfortable.

All interviews should be tape recorded (using quality microphones), including those with witnesses who say they did not see or hear anything. Statements made by the interviewer before or after the tape recording commences should be limited. When going off the record, the investigator should note the date and time recording stopped and started again.

Witnesses should not be provided with information about the shooting, the crime scene, the involved officers or the suspect or deceased. Additionally, witnesses should be allowed to tell their stories with minimal interruptions before specific questions are asked. Follow-up questions should be open-ended, avoiding leading questions. Investigators should also avoid affirmation of a witness assumptions or conclusions.

The interview should cover what the witness did after the incident, and what information they received from police officers, other witnesses, observations of the incident scene or of physical evidence, media accounts, etc. It is important to clarify what the witness actually perceived versus their conclusions or assumptions.

It should be expected that witnesses may have perceptual distortions, especially concerning time. Inconsistencies and ambiguities should be addressed, and potential biases should be explored and documented.

Interviews should be concluded with a query to elicit names and information about other possible witnesses. Witnesses should be

invited to contact the interviewer if they recall something not discussed during the interview or hear about other potential witnesses.

Be sure to obtain sufficient information to contact the witness in the future, and to log all interviews and tapes with date, location, identity of witness, interviewer and others present.

### Involved Officer Interviews

It is important that officers be kept separate to the greatest extent possible to prevent comparison of accounts prior to interviews. If possible, interviews should be done as soon as possible after the incident. Re-visiting the incident scene may enhance recollection.

At the outset, explain the interview and investigative process and establish a rapport. Questioning should be professional, open-minded and non-leading.

Interviews should cover the location of officers, suspect, and citizens at scene, the distance between the officer and suspect, and movements of both. Questions should also try to discern the time frame of the incident. Keep in mind that an officer involved in a shooting frequently has a distorted sense of time and distance.

Have the officer demonstrate how the firearm was held; the height of the officer's hands when firing and how the firearm was held can be critical when analyzing trajectory and shell ejection patterns.

Focus questions on determining the mindset of the officer from the onset of the encounter until its conclusion. ■

*Jayson Wechter is an investigator with the Office of Citizen Complaints in San Francisco.*

## NACOLE SPONSORSHIP OPPORTUNITIES

NACOLE relies on sponsorships, in-kind donations and other support in addition to conference registration fees to produce successful annual conferences. We encourage our members and supporters to consider this opportunity to help ensure the success of the upcoming conference in San Jose.

**This year we are also offering advertisement space to organizations in the program that will be distributed at the conference: \$500/half page, \$250/quarter page, \$100 business card size.**

### TYPES OF SPONSORSHIPS

- |                                                                     |                                                              |
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**Please contact Cameron Smith for more information about the benefits of sponsorship at [CammeS@aol.com](mailto:CammeS@aol.com).**

**“Boston/Atlanta,” continued from page 1**

**Boston Plan Relies on Three Community Ombudsmen**

**U**NDER THE PLAN DRAWN UP BY the mayor’s office in Boston, the three community ombudsmen will have the authority to review allegations of serious misconduct against Boston police officers that were previously dismissed by Internal Affairs. A published report in The Boston Globe cited assault and illegal drug use as examples of serious misconduct that the board could review. The panel can also look into less serious instances of alleged police misconduct if a member of the public appeals a decision by the internal affairs unit. The panel will not have independent investigative or subpoena authority, but it can recommend that Internal Affairs conduct additional investigations of citizen complaints. The three board members can also make recommendations to the police commissioner about the resolution of cases, including discipline.

The three newly appointed ombudsmen are: John F. O’Brien, one of two deans of the New England School of Law in Boston; David Hall, former dean and now a professor at Northeastern School of Law in Boston; and Ruth Suber, a retiree who previously spent 12 years on the Massachusetts Parole Board.

The ombudsmen will serve three-year terms and will be paid \$100 an hour for their work. Ms. Suber told the NACOLE Review that she looks forward to her service on the panel and that it is important for Boston to have a “separate and independent board” to review allegations of police abuse.

**Atlanta Plan to Use 11-Member Board**

**T**HE ATLANTA CITY Council voted unanimously, 14-0, on March 5 to create a Citizen Review Board. Much of the debate in Atlanta centered on the size and composition of the panel. Under the legislation, introduced by Councilmembers H. Lamar Willis, C.T. Martin, and Ivory Young, the board would have 11 members.

They would be unpaid volunteers appointed to up to four, two-year terms. The mayor, the city council and council president would each get one appointment while the city’s “neighborhood planning units” would be responsible for four appointments. The remaining seats would be filled by various civic and professional groups in Atlanta, including the Gate City Bar Association, the Atlanta Bar Association, The



▲ Atlanta Councilmember H. Lamar Willis

Atlanta’s Centennial Park ►



▲ View of Boston skyline  
▼ Boston police badge



League of Women Voters, and the Atlanta Business League.

While many details about how the citizen

review board will operate remain to be worked out, the panel will have the authority to investigate instances of alleged police misconduct. It will also be able to review police policies and practices. The board will have subpoena power at its disposal to help carry out its work in both areas.

**High-Profile Incidents Triggered Calls for Oversight**

**T**HE PUSH FOR new oversight systems in both east coast cities followed high-profile incidents involving tragic police shootings of citizens.

After a 21-year-old student, Victoria Snelgrove, was struck in the eye by a pellet and killed in October 2004 by a Boston police officer firing his pepper-spray gun during the raucous celebration of a Red Sox pennant victory, citizens renewed calls for greater oversight of the police. Following an



independent investigation by former U.S. Attorney Donald K. Stern, the officer who fired the shot that killed Ms. Snelgrove was suspended for 45 days without pay. Five

others in the police department connected to the incident were either demoted, suspended without pay, or were issued written reprimands. Two years ago, the Snelgrove family reached a \$5.1 million settlement of a lawsuit against the city of Boston.

Community pressure for more police accountability also boiled over in Atlanta after Kathryn Johnston, a 92-year-old woman, was shot and killed by the police in November when they raided her home during the execution of a “no knock” search warrant. Two of the officers involved in that incident pleaded guilty in April to state charges including involuntary manslaughter and federal charges of conspiracy to violate Ms. Johnston’s civil rights. In announcing the plea deals, United States Attorney David Nahmias referred to a “culture of misconduct” in the Atlanta Police Department. The third officer who was indicted declined a plea deal.

Prior to these incidents, both Atlanta and Boston had citizen oversight systems on the

**“ We’re very happy to see these two major U.S. cities take significant steps to put in place more meaningful citizen oversight of the police. Our organization intends to offer assistance to Atlanta and Boston and to communities all over the country as the police oversight field continues to expand. ”**

**-Pierce Murphy**

books that had all but been abandoned and were generally considered to be weak and ineffective. ■

*NACOLE, in furtherance of its commitment to outreach, was pleased to respond to calls for assistance from both cities. The week before the city council’s March 5 vote, NACOLE board member Philip K. Eure, who is executive director of the Office of Police Complaints in Washington, D.C., appeared by invitation at a hearing before the Public Safety and Justice Committee of the Atlanta City Council. He answered technical questions about how outside review of the police can work in practice. NACOLE members have also provided information about best practices in citizen oversight to Boston officials, as well as to community groups and the media in that city.*

San Jose, California  
September 25<sup>th</sup>-28<sup>th</sup>, 2007

## JOIN US!

National Association for Civilian Oversight of Law Enforcement  
13<sup>th</sup> Annual NACOLE Conference  
*Transparency, Accountability, Integrity*

Featuring Keynote Speaker:  
Anthony D. Romero  
Executive Director, National ACLU

The National Association for Civilian Oversight of Law Enforcement (NACOLE) invites you to the Thirteenth Annual Conference, an opportunity for citizens, practitioners of civilian oversight and law enforcement officials to dialogue and exchange information about civilian oversight of law enforcement.

Please visit [www.nacole.org](http://www.nacole.org) for further information.



**NACOLE**  
**638 E. Vermont Street**  
**Indianapolis, IN 46202**