



THE NACOLE REVIEW

Summer 2002

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The Value of Civilian Oversight: Dollars and Sense

OCTOBER 31 to NOVEMBER 3, 2002

**MARRIOTT CAMBRIDGE
2 CAMBRIDGE CENTER
CAMBRIDGE, MA 02142**

**RESERVATIONS:
1(877) 901-2080 or (617) 494-6600**

NACOLE's Eighth Annual Conference

On the Web @ nacole.org:

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NACOLE's Eighth Annual Conference:

The Board of Directors is pleased to announce NACOLE's eighth annual conference to be held from Thursday, October 31, 2002, to Sunday, November 3, 2002, in Cambridge, MA. The conference theme this year is "**The Value Of Civilian Oversight: Dollars and Sense.**" The conference will again bring together dynamic keynote speakers, innovative ideas, challenging panels, and informed discussions among those working in the field of civilian oversight.

The conference will be held at the Marriott Cambridge "Kendall Square," known also as the Technology Square, a center of invention. The industrial park is home to Charles Stark Draper Laboratories, Lotus Development Corporation, Camp Dresser & McKee, Spinnaker Software, the Massachusetts Institute of Technology and more. The hotel is on the Red Line, providing the conferees easy access to transportation to and from Harvard and Central Square, Boston and other locations.

Cambridge is a city of approximately 100,000 residents and thirteen neighborhoods, areas as varied as the people who live there. The city is very diverse and reflecting this is the fact that no less than 60 different languages are spoken by the students who attend the Cambridge Ridge and Latin High Schools. Founded in 1630, Cambridge was originally the capital of the Massachusetts Bay Colony and home of the nation's first college, Harvard, established in 1636. Today the city of Cambridge itself is as interesting and diverse as the individuals our academic institutions (and international businesses) attract.

Accessibility: The Marriott is two subway stops from downtown Boston or a quick walk over the Longfellow Bridge, minutes away from an incredibly historic and cultural city. The conference attendees will find it very easy to arrive at the hotel whether they are driving or flying. **Logan International Airport is located just four miles away, and taxi service is available for approximately \$16.00-\$20.00 one-way.** For those more adventurous, \$1 will buy a token on the Metropolitan Boston Transit Authority (the "T"), which stops at the Kendall/MIT Red Line "T" stop. For those driving, the hotel is just off the Massachusetts Turnpike or Storrow Drive if you are traveling on I-93.

Entertainment: The hotel's ideal location offers the conferees the best of Boston and the flair of Cambridge. Attendees can enjoy a scenic stroll along the Charles River or a leisurely walk through one of Boston's many fine museums – the Museum of Fine Arts, Museum of Science, the New England Aquarium or the Children's Museum. While there, attendees can also visit Boston's many historic sites, including the "Freedom Trail," Faneuil Hall Marketplace, Beacon Hill, the U.S.S. Constitution, and the Boston Tea Party Ship. Finally, right in Cambridge is the world-renowned Massachusetts Institute of Technology campus, and just two "T" stops away is the equally famous Harvard University and Harvard Square.

We hope that you and your community agency will be present at this year's conference to contribute your ideas on the issues that we all face together.

Board of Directors

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You can e-mail NACOLE board members at the NACOLE website, nacole.org.

The Value Of Civilian Oversight: Dollars and Sense

NACOLE STRIVESTO:

- ❖ Facilitate and involve the community as a true partner in community policing
- ❖ Provide educational opportunities and technical assistance to existing and emerging organizations that perform civilian oversight of law enforcement
- ❖ Encourage and promote the highest ethical and professional standards in organizations providing civilian oversight of law enforcement
- ❖ Provide a national forum for exchange of information for agencies that provide civilian oversight of law enforcement

BENEFITS OF THE CONFERENCE

- ♥ Exposure to critical law enforcement issues shaping our future
- ♥ Opportunities to undertake new roles in civilian oversight nationally and locally
- ♥ Opportunities to meet and share ideas with leaders in the civilian oversight field
- ♥ Membership in a fast-growing national network of civilian oversight and law enforcement leaders across the United States
- ♥ Development of essential skills to involve the community as a partner in community policing
- ♥ Extensive national dialogue between law enforcement personnel, citizens and civilian oversight practitioners.
- ♥ Define what communities need to know when establishing a civilian oversight system, changing existing review mechanisms and what accomplishments can be expected in the short and long term in any jurisdiction
- ♥ Network with city and state agencies to promote civilian oversight and police accountability reform processes
- ♥ Explain types of resistance used to derail or co-opt any form of civilian oversight system and effective strategies of countering that resistance
- ♥ Discuss what a community can expect to gain from a functioning civilian review process, and how citizen review agencies are effective in reductions of municipal liability suits

WHO SHOULD ATTEND

Civilian oversight agency personnel; police commissioners/chiefs; law enforcement agency personnel (sworn and non-sworn); police union representatives; internal affairs staff; social service agencies; federal, state, and local officials; special interest groups; communities interested in creating civilian review boards; volunteers, colleges, universities and students. The general public is also invited.

NACOLE's Eighth Annual Conference:

AGENDA

Thursday, October 31, 2002

6:00 – 8:00 p.m. REGISTRATION - Coat room
7:00 – 9:00 p.m. RECEPTION – Salons I - II

Friday, November 1, 2002

8:30 – 9:30 a.m. ADDITIONAL REGISTRATION - Salon IV Foyer

9:00 – 10:30 a.m. CONFERENCE INTRODUCTION/WELCOME - Salons I-III
OPENING REMARKS

Sue Quinn, President of NACOLE

Donald Casimere, NACOLE Board of Director's and Director
Office of Police Accountability City of Sacramento, California

Bob Aaronson, Esq., Conference Co-Chair and NACOLE Board
of Director's and Attorney Consultant on Police Account-
ability, Palo Alto, California

10:30 – 10:45 a.m. REFRESHMENT BREAK - Salon IV Foyer

10:45 – 11:45 a.m. KEYNOTE ADDRESS - Salons I-III
"Dollars and Sense? How to Get Value from Citizen
Review"

Speaker: Debra Livingston,

Professor of Law Columbia University Law School and Member of
NYC Civilian Review Board, New York

Background: She began her service on New York City's Civilian
Complaint Review Board in 1994. After graduating from
Princeton University and Harvard Law School, Professor
Debra Livingston began her career as a law clerk to Judge J.
Edward Lumbard on the Second Circuit Court of Appeals.
Before becoming a professor, she worked as an Assistant
United States Attorney in the Southern District of New York,
where she prosecuted public corruption cases and served
as a supervisor of appeals. Professor Livingston began her
academic career at University of Michigan Law School in
1992. She has taught at Columbia since 1994. Professor
Livingston has authored a casebook on criminal procedure
and writes extensively about policing issues.

12:00 – 1:45 p.m. LUNCHEON SPEAKER - LUNCHEON - Salon IV
*Conducting Oversight In A World Where Political
Terrorism Has Been Part Of The Landscape For A Long Time*

Speaker: Nuala O'Loan,

Police Ombudsman for Northern Ireland

Background: Ms. O'Loan assumed her position as Northern
Ireland's Police Ombudsman two years ago. Since then she
has received over 5000 inquiries and has conducted
numerous investigations, some of which examined police
actions before or following terrorist incidents.

The fact that both Catholics and Protestants in Northern

PANEL DESCRIPTIONS AND TOPICS

WORKSHOP: Nuts & Bolts: Limits on Police Practices

This session focuses upon ways that basic constitutional requirements for common police actions such as stops and detentions, frisks, and searches of homes can be translated into policies and training for police departments.

LEARNING OBJECTIVES: By the end of this session, participants should understand some of the basic constitutional law principles which shape and limit the discretion that police officers possess in how they handle citizens in common police-citizen interactions. Additionally, participants should see examples of how these issues can arise in civilian review cases, and how boards or reviewers have responded to the issues to prompt or assist their departments in reformulating policies. Finally, participants will be provided with copies of some revised policies as examples of the types of changes which can result from this dialogue between reviewers and departments.

WORKSHOP: Early Warning Systems and Data Bases

LEARNING OBJECTIVE: In this information sharing session, warning systems and other data base applications to maintain complaint record will be described, with users commenting on what has or has not worked for their agencies. System vendors will be invited to be available to address user agency questions.

WORKSHOP: Civil Liability and Police Oversight: Learning What Civil Suits Can Teach Us

LEARNING OBJECTIVE: In this session Mr. Merrick Bobb, a leading voice in assessing, monitoring and advancing law enforce-

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ment accountability, will outline the steps to analyze civil liability cases in order to identify and correct policy, training or discipline problems, and thus prevent future liability.

PANEL DISCUSSION: Los Angeles County's Office of Independent Review: "Testing the Strengths of a New Model"

WORKSHOP OVERVIEW: At last year's NACOLE Fall Conference in Denver, speakers such as Merrick Bobb and Samuel Walker spoke of the new Office of Independent Review ("OIR") for the Los Angeles County Sheriff's Department, and described the potential it seemed to have as a progressive model of civilian oversight. OIR had been given the resources, the access, and the support to make a meaningful contribution to the effectiveness of the Department's investigations of officer misconduct. Now, a year into their mission, OIR Chief Attorney and his staff of five lawyers are eager to share their experiences with fellow NACOLE members from across the country.

TRAINING OBJECTIVES:

At the end of the workshop, participants will be able to:

- Identify the factors that distinguish OIR from other models and contribute to its effectiveness
- Describe OIR's structure and its protocols for interacting with the Sheriff's Department and coordinating with other oversight entities (Special Counsel)
- Assess OIR's tactics for making and effectuating recommendations about specific cases and policy changes
- Evaluate OIR's approach to balancing the tension between collaboration and independence and to addressing the other challenges and obstacles it has encountered.

Ireland respect her work and trust her office speaks to the amount and quality of careful oversight she has provided since 2000. As the oversight community begins to monitor law enforcement agencies with strengthened powers in the post-Sept. 11 era, we have asked Ms. O'Loan to discuss what Northern Ireland's experience can teach oversight practitioners in the United States.

2:00 – 5:00 p.m. PLENARY SESSION- Salons I-III

Nuts & Bolts: Limits on Police Practices

Co-Presenters: Bob Aaronson, Esq.

NACOLE Board of Director's and Attorney Consultant on Police Accountability Palo Alto, California

Denise DeForest, Esq.

Former Chair of the Denver Public Review Commission, and Assistant Attorney General, State of Colorado

3:15 – 3:30 p.m. REFRESHMENT BREAK - Salon IV Foyer

5:00 p.m. FREE EVENING

9:00 – 11:00 p.m. HOSPITALITY SUITE

Saturday, November 2, 2002

8:15 – 9:15 a.m. PLENARY SESSION - CONCURRENT SESSIONS

PANEL I - Early Warning Systems and Databases - Salon III

Presenter: John Parker

Executive Officer, San Diego County Law Enforcement Oversight, City of San Diego, California

PANEL II - Civil Liability and Police Oversight: Learning What Civil Suits Can Teach Us - Salon I-III

Presenter: Merrick Bobb, Esq.

Director, Police Assessment Resource Center, Los Angeles, California

9:15 – 9:30 a.m. REFRESHMENT BREAK - Salon IV Foyer

9:30 – 10:30 a.m. PLENARY SESSION

PANEL I - Los Angeles County's Office of Independent Review: "Testing the Strengths of a New Model" - Salon III

Moderators: Bob Aaronson, Esq.

NACOLE Board of Director's and Attorney Consultant on Police Accountability Palo Alto, California

Michael J. Gennaco

Chief Attorney, Los Angeles County Sheriff's Department, Office of Independent Review, Los Angeles, California

Invited Speakers:

Benjamin Jones

Deputy Chief Attorney, Los Angeles County Sheriff's Department, Office of Independent Review, Los Angeles, California

NACOLE's Eighth Annual Conference:

Robert Miller

Deputy Chief Attorney, Los Angeles County Sheriff's Department, Office of Independent Review, Los Angeles, California

Ray Jurado

Attorney, Los Angeles County Sheriff's Department, Office of Independent Review, Los Angeles, California

Ilana B.R. Rosenzweig

Attorney, Los Angeles County Sheriff's Department, Office of Independent Review, Los Angeles, California

Stephen J. Connolly

Attorney, Los Angeles County Sheriff's Department, Office of Independent Review, Los Angeles, California

10:30 a.m. – noon PLENARY SESSION

PANEL II - Building and Maintaining the Support Base for Oversight - Salon III

Moderator: Teresa Guerrero-Daley

NACOLE Board of Directors and Independent Police Auditor, City of San Jose, California

Invited Speakers:

Patricia Dando

Council Member, City of San Jose, California

Merylee Shelton

Professor and Community Leader, City of San Jose, California

Victor Garza

Community Leader, City of San Jose, California

Bryan Monroe

Deputy Managing Editor, San Jose Mercury News, San Jose, California

12:15 – 1:15 p.m. LUNCH - Delegate's Choice

1:15 – 3:00 p.m. CONCURRENT WORKSHOPS

Workshop I - Co-Operation And Conflict Resolution: Peace Psychology In Police/Community Relations – Salon I - II

Presenter: Eduardo I. Diaz

Executive Director, Independent Review Panel, Miami-Dade County, Florida

Workshop II - "Models of Civilian Oversight-Making Sense of the Choices": Gaining an understanding of established models of civilian oversight – Salon III

Moderator: Barbara Attard

NACOLE Executive Board Member and Berkeley Police Review Commission Officer, Berkeley, California

3:00 – 3:15 p.m. REFRESHMENT BREAK

3:15 – 5:00 p.m. WORKSHOP

Investigation and Interview Techniques – Salon III

Presenters: Frank L. Daley

Inspector, Hayward Police Department and Institute of Criminal Investigation Association President, Morgan Hill, California

PANEL DISCUSSION: Building Your Public, Media, and Political Base

PANEL DESCRIPTION: Participants will learn how to develop a base of support through community leaders, the Media, and elected officials. Topics include: Strategies to protect against budget cuts; loss of political support; citizen apathy; and effective use of the media.

OBJECTIVE: To present a panel comprised of representatives from the three key disciplines that are vital to the survival of every civilian oversight agency. Speakers will share, from their own perspectives, how their participation has played a critical role in making the City of San Jose' Independent Police Auditor's Office successful and effective without alienating the police or the community.

DESIRED OUTCOME: To teach participants how to develop coalitions within their communities, with their elected officials, and the media.

WHO SHOULD ATTEND:

- Elected officials who want to hear how to actively support civilian oversight without losing the endorsement of the police unions or associations.
- Commissioners and Board members looking to strike a balance between the community and the police.
- Practitioners who want to learn how to use the community, elected officials, and the media to build political support.
- Police Chiefs, police officers, union representatives who want to hear how civilian oversight and police departments can work in a true partnership.

WORKSHOP: Co-Operation And Conflict Resolution: Peace Psychology In Police/Community

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Relations

LEARNING OBJECTIVES:

- Articulation of basic Peace Psychology principles
- Skill development useful in violence reduction, community building and dispute resolution
- Understanding of the Independent Review Panel process model
- Discernment of community commitment to independent external citizen oversight

DESCRIPTION: Utilizing brief lectures and group exercises, this session will provide participants access to wisdom gained from twenty-two years of a community's experience with citizen oversight of law enforcement and from modern Peace Psychology.

RECOMMENDED READING:

- Christie, D.J., Wagner, R.V. and Winter, D.D. (Eds.), 2001. Peace, Conflict, and Violence: Peace Psychology for the 21st Century. Upper Saddle River, NJ: Prentice Hall.
- Deutsch, M. and Coleman, P.T. (Eds.), 2000. The Handbook of Conflict Resolution: Theory and Practice. San Francisco, CA: Jossey-Bass.

WORKSHOP: Investigation And Interview Techniques

In this course the participant will be involved in interactive learning on the importance of interviewing victims/witnesses and involved officers. Participants will be involved in a practical exercise that will assist you in understanding the importance of asking the right questions and confirming the story told to you.

Participants will be able to identify the essential components of interviewing & interrogation. Conferees will be able to identify the importance of good listening

Teresa Guerrero-Daley

NACOLE Board of Directors, and Independent Police Auditor, City of San Jose, California

5:00 p.m. FREE EVENING
9:30 – 11:00 p.m. HOSPITALITY SUITE

Sunday, November 3, 2002

9:00 – 1:00 p.m. WRAP-UP, CONFERENCE EVALUATION AND SUGGESTIONS - Salons I-III
- NACOLE ANNUAL MEETING
- NACOLE ELECTION
- NACOLE 2003 CONFERENCE SITE

skills and the importance of non-verbal communication. Participants will be made aware of the importance of asking the right questions and confirming of what a witness/victim says they saw or heard.

PANEL DISCUSSION: "Models of Civilian Oversight-Making Sense of the Choices": Gain an understanding of established models of civilian oversight.

Topics include:

- Why Oversight-how did civilian review get established in other communities?
- Gaining an Understanding-Review of enabling legislation from various jurisdictions
- Description of Established Investigative /Monitoring Processes
- Review of Investigative Reports and Findings
- The Policy Review Process-How to impact a department beyond individual misconduct cases.

OBJECTIVE: To assemble a panel of professionals from different oversight models to explain the various types of civilian review processes and answer questions from the group about establishing an oversight body and the intricacies of different models. Speakers will share their insights, frustrations, and suggestions from their experience in the oversight field.

DESIRED OUTCOME: To make the various disciplines in oversight understandable to those new to the field and to help participants distinguish between the myths and realities of civilian oversight.

WHO SHOULD ATTEND:

- Members of jurisdictions looking to establish oversight in their communities.
- Police Chiefs, police officers, union representatives who want learn about civilian oversight.
- Practitioners, Commissioners and Board members who want to develop a greater understanding of how oversight works in other communities.

NACOLE's Eighth Annual Conference:

HOTEL REGISTRATION FORM

MARRIOTT CAMBRIDGE
2 Cambridge Center
Cambridge, MA 02142

RESERVATIONS: 1-877-901-2080 OR 1-617-494-6600 Fax: 1-617-494-6565

GUEST ROOM RATES/ GROUP RATES:

Hotel confirms the following group rates (net of all taxes):

Single \$135.00

Double \$135.00

Hotel room rates are subject to applicable state and local taxes (currently 12.45%) in effect at the time of check in.

METHOD OF RESERVATIONS:

Reservations for the event will be made by individual attendees directly with Marriott Hotel by calling the number provided above or via the internet (see instructions on page 10).

GUARANTEED RESERVATIONS:

- ❖ **CUTOFF: October 10, 2002 is the deadline to receive the special rate. Reserve early as the quantity of rooms at the special rate is limited.**
- ❖ The rooms are held under the **conference name, "NACOLE"** block. **Please request this name when calling.**
- ❖ Group rate is available 3 days pre and 3 days post conference based upon availability.
- ❖ All reservations must be accompanied by a first night room deposit, or guaranteed with a major credit card. Hotel will not hold any reservations unless secured by one of the above methods.
- ❖ Check-in: 4:00 PM; Check-out: 11:00 PM
- ❖ Express Check-in, Express Check-out available upon request
- ❖ Pet policy: service animals for people with disabilities only
- ❖ Parking available for a fee of \$25 overnight rate or \$18 for up to 8 hours.
- ❖ All guests are required to present a valid credit card or cash deposit upon registration unless prior credit approval has been obtained from the Hotel.
- ❖ Make your reservations online (CODE NACOLE) or use this form and fax to the hotel.

CREDIT INFORMATION:

CARDHOLDER NAME: _____

TYPE OF CARD: _____ EXP. DATE: _____

CARD NUMBER: _____

MASTER CARD INTERBANK NUMBER (4) DIGITS: _____

BILLING ADDRESS: _____

Please return this form and one night's deposit to:
MARRIOTT CAMBRIDGE 2 Cambridge Center Cambridge, MA 02142
Attn.: RESERVATIONS

Do you want to book your hotel reservation on the Internet?

Follow these simple steps:

- Go to www.marriott.com
- Type in **Boston, Massachusetts** at **Find & Reserve** . Click on **Find** .
- Click on **Reservations** for **Boston Marriott Cambridge**.
- Choose **Dates** for your **check-in** and **checkout**.
- Scroll Down and enter your assigned 7-letter code in the **Group Code** box.
- Click on **Check Rates & Availability** .
- Click on **Reserve It** to make your reservation.
- Complete the required fields in the online reservation form.

***Please note that a credit card number is required to make reservations.

If you attempt to book a reservation that begins prior to the contracted start date, you will receive a message "INVALID ARRIVAL DATE FOR GROUP." If you attempt to make a reservation staying beyond the dates contracted, you will receive a message, "INPUT END DATE PAST MINI END DATE." You will need to call 877-901-2080 to check on rates and availability for dates before and/or after the conference/event.

Since room blocks tend to sell out quickly, we strongly recommend you go ahead and make your reservation for the dates of the conference/event and then call the "800" number to add the extra days.

Visit NACOLE's website at NACOLE.ORG

Membership application

Select a membership category:

Sustaining Members

Sustaining members are organizations and individuals who wish to make tax deductible contributions to the further the goals and principles of NACOLE. *Donations begin at \$500.*

Organizational Members

Organizational members are agencies of board who provide civilian oversight of law enforcement by legislative or executive mandate. These agencies will receive one transferable regular membership and associate memberships for the remaining members of their boards. *Annual dues: \$300*

Regular Members

Regular members are individuals who are not sworn law enforcement officers but who work or have worked for agencies that are mandated by legislative or executive authority to investigate and review complaints against law enforcement officers. *Annual dues: \$150.*

Associate Members

Associate members are individuals concerned with the oversight of law enforcement. The members shall be able to participate in all NACOLE activities, including serving on committees, but are ineligible to vote or serve as officers. *Annual dues: \$100.*

Student Members

Student members are individuals who are full-time students and are concerned with the oversight of law enforcement. Student members will be able to serve on committees but are ineligible to vote or serve as officers. *Annual dues: \$25.*

All memberships include a one-year subscription to the NACOLE Review.

(over)

Membership application

Please fill in the following:

Name

Organization or com-

Title

Organization telephone

Organization address

City, State, Zip

Home address

City, State, Zip

Home telephone (with area code)

Organization fax

Home e-mail

Organization e-mail

Home fax

Membership type

Make checks payable to NACOLE

Mail form and payment to:

NACOLE

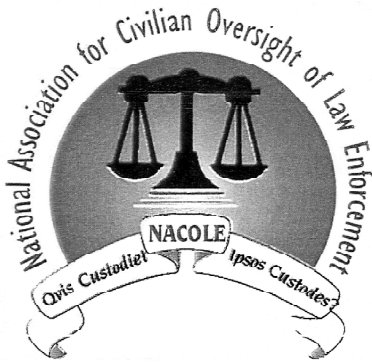
P. O. Box 19261

Denver, Colorado 80219

Please call or e-mail if you have questions

phone: 1-866-4NACOLE

e-mail: nacole@nacole.org



The NACOLE Review is published twice a year
for the members of NACOLE.

National Association for Civilian Oversight of
Law Enforcement
P.O. Box 19261
Denver, Colorado 80219

1-866-4NACOLE ■ Fax (303) 256-5491
E-mail: nacole@nacole.org
or contact the NACOLE board at
<http://www.nacole.org>

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**THE
NACOLE
REVIEW
Summer 2002**

**National Association for
Civilian Oversight of Law
Enforcement
P. O. Box 19261
Denver, Colorado 80219**

first class mail

NACOLE 2002 CONFERENCE REGISTRATION FORM

Name: _____

Title/Agency: _____

Address: _____

City: _____

State/Zip: _____

Telephone: _____ Fax: _____

Email: _____

EARLY REGISTRATION (by October 10, 2002)

- \$275 Regular Member - early registration/before October 10, 2002
- \$325 Regular Member - late registration/after October 10, 2002
- \$375 Non-Member - early registration/before October 10, 2002
- \$425 Non-Member - late registration/after October 10, 2002

- Agencies with Organizational Memberships can register each staff and Board member at the \$275/\$325 rate.

Amount Enclosed \$ _____

Please make checks payable to **NACOLE** and mail it to:

P. O. Box 19261 Denver, CO 80219

FAX: 303-256-5491

For office use only

Date postmarked _____ Date paid _____

Received by _____

Cash Check Check No. _____

Member Status _____

Registration Status Early Late

- **No refund for cancellation after October 10, 2002**

Travel arrangement must be done early and through your local travel agency or any major airline carrier.