Session 29 | From Pain to Purpose and Anger to Advocacy: Creating and Improving Oversight
September 15, 2020
3:00 p.m. – 4:30 p.m.

Civilian oversight is often created by incredibly difficult tragedies in our communities. This session focuses on the resilience and determination of four separate cities where oversight is new or in the final process of being developed. Panelists from New Orleans, Louisiana, Tulsa, Oklahoma, Ferguson, Missouri, and Boulder, Colorado will share their experiences and lessons learned in helping their communities move from pain to purpose, anger to advocacy and fear to faith. This panel will look at the impetus for change, the journey and momentum to take action, the need for community and legislative support, and the skills and resources necessary to create oversight after gross police misconduct, and to ensure that these experiences lead to better police accountability and community trust.

Speakers:
- John Chasnoff, Community Activist, Ferguson, MO
- Daphne Cross, Project Facilitator, Families Overcoming Injustice, New Orleans, LA
- Tiffany Crutcher, Founder and Executive Director Terence Crutcher Foundation, Tulsa, OK
- Aimee Kane, Program and Project Manager, Boulder, CO

Moderator,
- Gianina Irlando, NACOLE Board Members, Denver, CO

Speaker Biographies

**John Chasnoff** | After graduating from Yale University, John Chasnoff helped open Crossroads School. Later, he and his wife lived for several years on the Farm, a spiritual community in southern Tennessee. John ran his own St. Louis house painting business for 26 years before joining the ACLU of Eastern Missouri. While there he worked on two reports about abuses in the city jails and an accounting of the growing St. Louis surveillance network. As a member of the Coalition Against Police Crimes and Repression since 1999, John has helped with campaigns for local control and civilian oversight of the St. Louis police, a major update of Missouri’s racial profiling law, and re-envisioning public safety to move away from mass incarceration. He was active during the Ferguson uprising. John is also working for a people’s voice in the Ferguson consent decree process, and is an active member of Privacy Watch, which organizes against mass surveillance.

**Daphne Cross** | Daphne Cross is a Texas native and a project facilitator for the Families Overcoming Injustice (F.O.I) group. She is also a community educator, civil rights activist and has had the honor of being the Outreach Fellow for the Office of the Independent Police Monitor in New Orleans, Louisiana. She is currently a full-time employee of OIPM and, because she has had family members directly impacted by the unjustly criminal justice system, knows the importance of channeling her anger to advocacy, pain to purpose and she knows there is very much need for police oversight.
**Tiffany T. Crutcher |** Dr. Tiffany T. Crutcher is a native of Tulsa, Oklahoma. She completed her undergraduate studies at Langston University (HBCU) and earned a Master’s of Science and a Clinical Doctorate from Alabama State University (HBCU).

Dr. Crutcher was recently thrust into the national spotlight following the death of her twin brother, Terence Crutcher, who was shot by a police officer in Tulsa, Oklahoma, while holding his hands in the air. The murder of her brother compelled Tiffany to speak out against police brutality, particularly the killing of unarmed black men. She has chosen to turn her personal tragedy into an opportunity to bridge fear, mistrust, and help transform a justice system that has long perpetuated injustice. She has remained committed to organizing coalitions and task forces throughout the country that promote the interests of minority communities. Dr. Crutcher is the Founder of the Terence Crutcher Foundation. The foundation’s primary focus is to provide life skills to disenfranchised black men, provide scholarships to African-Americans (male & female) bettering their life through education, and to promote non-violence initiatives throughout communities of color.

Crutcher is a proud member of Alpha Kappa Alpha Sorority Inc., and a graduate of the James W. Wright Leadership Development Institute, and was recently appointed to the Oklahomans for Criminal Justice Reform and Metcares Foundation Board of Directors.

Approximately one year ago, Dr. Crutcher created the Tulsa Community Remembrance Coalition in partnership with Mr. Bryan Stevenson and the Equal Justice Initiative (EJI). EJI is committed to ending mass incarceration and excessive punishment in the United States, challenging racial and economic injustice, and protecting basic human rights in American Society. They are committed to changing the narrative about race in America. The Tulsa Community Remembrance Coalition under the leadership of Dr. Crutcher, will lead a mass effort to memorialize the victims of lynching and racial terror in Oklahoma and empower citizens to confront issues of racism with the goal of overcoming racial inequality.

Dr. Crutcher is the recipient of many awards and honors including the 2017 Cecil St. Clair Service Award (Montgomery, AL), the 2018 Martin Luther King Service Award (Union Springs, AL), and the 2016 Women in Heels Leadership Award (Tulsa, OK), the 2019 Dan Allen Center for Social Justice Local Champion Award, just to name a few. She has been featured on 60 Minutes, The View, CNN, MSNBC, The Steve Harvey Morning Show, The Roland Martin Show, Keeping It Real with Al Sharpton Radio broadcast, The Karen Hunter Radio broadcast and many more advocating for police reform. Dr. Crutcher has served on multiple panels hosted by National Civil Rights organizations and frequented Capital Hill to push Congress to change laws around police accountability.

Dr. Crutcher has been a mentor to many, empowering men and women to live out their true purpose through personal growth and development, while helping them become successful in business and in life. She is truly an agent of change and highly sought after because of her authentic ability to inspire the masses into action. Dr. Tiffany Crutcher is now known as “America’s Sister” and lives by the scripture, Galatians 6:9; Let us not grow weary in well doing, for in due season we shall reap if we faint not.

**Gianina Irlando |** Gia Irlando is the Principal at Irlando Consulting, LLC, having recently left the Denver Office of the Independent Monitor as the Community Relations Ombudsman. This opportunity allows Gia to use her extensive community network, skills and experience for greater impact on oversight and community building. She is currently working with several jurisdictions in Colorado and California to
enhance their oversight infrastructure with greater stakeholder collaboration for improved outcomes in police accountability.

For almost seven years with the Office of the Independent Monitor, Gia was responsible for outreach to Denver residents, elected officials, community leaders, and organizations. Hearing the community call for better relations between youth and law enforcement, she spearheaded the creation of the Youth Outreach Project, Bridging the Gap: Kids and Cops. She secured federal grant funding, oversaw the development of the curriculum and convened an expert advisory committee to guide the process. The project recently was evaluated and demonstrated effectiveness and a notable change in perceptions for youth and police to thwart the flow of youth into the juvenile justice system, and this programming is now considered evidence based. Officers receive training on disproportionate minority contact and adolescent development, and youth are trained on their constitutional rights and their responsibilities when in contact with law enforcement. Community members are trained to facilitate youth and officers during five-hour forums.

Gia is a 2014 fellow of the National Hispana Leadership Institute and a graduate of the Executive Leadership Program at the Harvard Kennedy School. Gia serves on the Board of Directors for the National Association of Civilian Oversight of Law Enforcement and on the State Committee Colorado Working Families Party. She served as the Co-Chair of the Colorado Latino Forum and on various community boards, including the YESS Institute.

Gia attended the University of California, Berkeley and California State University, Hayward, focusing on politics, communications and ethnic studies. From a young age, she marched on picket lines for the United Farmworker movement and participated in political campaigns as the child of union organizers. Gia has worked for numerous national non-profits, labor organizations and for many years increasing political representation for people of color in elected office throughout the Southwest. In Colorado, she seated the youngest Latino on the Denver City Council and the youngest Latina and the first Latina Speaker of the State House in the US. Gia has had the great opportunity to work for state, municipal and community leaders and is an innovator in politics for candidates and issues important to low-income communities of color.

Aimee Kane | Aimee is a trusted and collaborative City of Boulder leader with strong business sense, excellent communication skills, and political discernment. She is a technically sound and customer focused employment history with solution-oriented skill set and project management expertise. Throughout her 14 years at the city, she has led many successful culture change initiatives from the Volunteer Cooperative to the creation and roll out of the city’s Customer Experience Principles. In 2018, Aimee’s passion for justice and equity positioned her to lead the city’s racial equity efforts in partnership with the Government Alliance on Race and Equity. As part of this work, she has led and mentored 90 city staff to be equity allies and build capacity to share learning and create meaningful culture change within the organization and the community. Aimee will oversee the work of the Auditor Monitor as part of her role within the City Manager’s Office. It’s an opportunity she is most excited about to help bridge the relationship with the police department and community. Aimee hold a Bachelor of Arts in Communication Disorders and Speech Science from the University of Colorado Boulder.