



## Session 31 | Staying Effective in the Fight: Vulnerabilities, Trauma, Resilience, and Self-Care for Those in Oversight

September 21, 2020

3:00 p.m. – 4:30 p.m. EDT

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This session will explore the vulnerability and negative health effects from secondary trauma and stress, due to factors unique to the field of civilian oversight, as well as traumatic experiences that may factor into our career choices. Calling upon oversight practitioners and community members who have experienced such negative effects, we will explore how they ended up there, how they exited those negative conditions, and the tools available to increase our resilience in the face of such stressors. Among likely contributing stressors may be political insecurity of the oversight agency, political attacks on the work of oversight, lack of adequate resources and consequent overwork, a history of childhood trauma, secondary trauma from viewing violence on video recordings and interacting with victims of police violence, and isolation of oversight practitioners from support networks, among others. Potential tools to increase resilience include grounding the work of oversight in service and connection to the community, political and institutional reforms to achieve the principles of effective oversight, and wellness programs for oversight practitioners.

The panel will explore how an orientation toward professionalism can inadvertently contribute to practitioners not connecting with clients who have suffered significant traumas, decreasing their efficacy and increasing the likelihood that interactions may be stressful for all involved.

A trauma informed approach to oversight can increase the efficacy of the agency's staff, decrease the potential stress and isolation of the work, support resilience, and increase community trust. The panel includes 2 oversight professionals, with 1 expert on the effects of trauma on mental, emotional, and physical health. Attendees will be encouraged to share their own challenges in these areas during the Q&A session. The panel will support the benefits of the NACOLE Principles of Effective Oversight, and the Peer to Peer Support program.

### Speakers:

Susan Hutson, Independent Police Monitor and NACOLE President, New Orleans, LA

Kalia Mussetter, Founder, Living Bridges, Sonoma County, CA

Jerry Threet, Attorney and former Director, IOLERO, Sonoma County, CA

### Speaker Biographies

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**Susan Hutson** | The City of New Orleans welcomed Susan Hutson as the Independent Police Monitor in June 2010. Prior to accepting the position in New Orleans, Ms. Hutson worked at the Los Angeles Police Commission's Office of the Inspector General as an Assistant Inspector General and as the Acting Police Monitor at the Office of the Police Monitor in Austin, Texas. Before working in police oversight, Ms. Hutson was a general practitioner, defense counsel, prosecutor, and assistant city attorney handling labor matters. Ms. Hutson holds an undergraduate degree from the University of Pennsylvania and a J.D. from Tulane University School of Law. Ms. Hutson was elected to a two-year term as the President of



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the National Association for Civilian Oversight of Law Enforcement (NACOLE) in September 2019 and is a Past-President of the International Law Enforcement Auditors Association (ILEAA).

**Kalia Mussetter** | Kalia Mussetter is the founder of Living Bridges. She has a BA in Communication Studies and multiple certificates in trauma-informed care. She has served on the Sonoma County (CA) Mental Health Board, the MHSA Work Employment Training Board of California, and the California Mental Health & Spirituality State Steering Committee.

She is Sonoma's Mental Health & Spirituality Initiative Liaison, and has served on multiple county budget planning teams. In 2016, she served on the 5150 Team with leaders from county behavioral health, medical and psychiatric hospitals, and LE, Fire, and EMT first responders to improve the county's organizational flow for community members transported during mental health crisis.

Ms. Mussetter is a Trauma-Informed Advocate & System Navigator for adults and children with severe trauma impacts in many vulnerable populations. She trains licensed provider groups in trauma-informed relating to improve services. She facilitates program development, qualitative research, fund-raising, and deep-networking in multiple stakeholder systems, and gives creative projects and skills groups for adult mental health consumers and SED kids.

Kalia has served in legal, medical, clinical, courtroom, educational, human services, oversight and mental health settings for fifteen years. She has expertise in co-occurring disorders, trauma and healing, disability, resiliency practices, mental health challenge and recovery, chronic homelessness and cultural humility. Her work is informed by profound lived experience. She is a longtime writer and thought leader in social justice and system transformation in public mental health and its ancillary systems.

**Jerry Threet** | Jerry Threet is an attorney in private practice, following a long, varied career in public service law. His practice focuses on issues of police oversight and accountability, public records and transparency, consumer and tenant protections, and employment law. He also serves as Investigative Officer for the Richmond, CA Community Police Review Commission.

During his career, Mr. Threet has conducted hundreds of investigations, depositions, witness interviews, factual evaluations, negotiations, and community meetings, and has significant experience working with diverse populations. From 2016 – 2019, he established the Independent Office of Law Enforcement Review and Outreach and served as Director. IOLERO is the first civilian oversight agency established in Sonoma County, following the killing of 13-year-old Andy Lopez in 2013 by a deputy sheriff. In 2018, the county settled a related lawsuit for \$3 million.

At IOLERO, Mr. Threet created systems necessary for the office to achieve its main missions: audit investigations of alleged misconduct; recommend improvements to policies, practices, and training; and engage with the community, both directly and through a Community Advisory Council. He completed over 50 audits of investigations, including complex officer involved shootings, and a mass use of force incident in the jail. Mr. Threet authored 2 Annual Reports; one recommending limiting cooperation with federal immigration enforcement; and another recommending improving the Sheriff's internal investigations. He engaged over 2,000 community members as Director, including a healing circle between deputies and undocumented immigrants, and a focus group with homeless individuals. Mr. Threet is member of the county's Commission on Human Rights.



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