



Session 32 | Establishing Effective Practices, Creating Standards, and the Thirteen Principles of Civilian Oversight of Law Enforcement

September 22, 2020

3:00 p.m. – 4:30 p.m. EDT

With the growth and prevalence of civilian oversight has come the need to better define its mandate, scope, and ability for contributing to long-term sustainable change. In response, NACOLE has worked over the last several years to develop principles and effective practices that can help guide not only those looking to establish oversight in their communities but those wishing to enhance existing models.

To this end, NACOLE obtained a grant from the United States Department of Justice for research, analysis, and reporting, resulting in increased understanding of the field and important findings. At the heart of those findings are 13 interrelated principles which form the foundation for effective civilian oversight of law enforcement. This panel will discuss these principles and how to balance, prioritize and apply them to support civilian oversight efforts in practical ways, so that they are applicable and beneficial for the agency and the community it serves. The panel will also address how recommended effective practices, standards, and organizational features can strengthen an agency in relation to these thirteen principles to enhance civilian oversight that is successful, effective, and responsive to the community it serves.

Speakers:

- Brian Corr, Executive Secretary, Police Review and Advisory Board, Cambridge, MA
- Susan Hutson, Independent Police Monitor and NACOLE President, New Orleans, LA
- Cameron McElhiney, Director of Training & Education, NACOLE, Indianapolis, IN

Speaker Biographies

Brian Corr | Brian Corr is the immediate past president of the National Association for Civilian Oversight of Law Enforcement (NACOLE), a nonprofit organization that works to enhance fair and professional law enforcement responsive to community needs; increase accountability and transparency in policing; and build community trust through civilian oversight.

Brian has worked as Executive Secretary of the Police Review & Advisory Board for the City of Cambridge, MA since September 2010, and as Executive Director of the city's Peace Commission since 2008. The Police Review & Advisory Board is the city's civilian oversight agency, while the Peace Commission works with other municipal agencies, communities of faith, nonprofit organizations, and the community as a whole to build connections and strengthen relationships; promote positive dialogue and foster understanding; and coordinate compassionate community responses to support recovery and healing in the wake of traumatic



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events and violence affecting Cambridge and its residents. Before joining the municipal government, Brian worked as the first statewide field organizer for the ACLU of Massachusetts, where he organized "civil liberties task forces" across the state, including one focused on civilian oversight in response to allegations of police misconduct and racial profiling in the City of Lawrence, MA.

Brian has served on the NACOLE board of directors since 2012, and served as the association's vice-president in 2013-2014, and served as president from 2016 to 2019. He served as chair of the organization's Strategic Planning Committee in 2015 and 2016, and served as co-chair of the Annual Conference Planning Committee from 2012 to 2015.

Brian has served as an elected member of the Massachusetts Democratic State Committee since 2012, has chaired the advisory board of the Haiti Development Studies Center at the University of Massachusetts since 2016, and has served as treasurer of the Massachusetts chapter of the National Organization of Black Law Enforcement Executives (NOBLE) since 2019. In his community, he serves on the board of the DiDomenico Foundation, which grants scholarships to graduating high school seniors in and around Boston who will be pursuing a college or university degree, and funds local organizations supporting youth and youth activities.

In the past he has served as chair of the Cambridge Democratic City Committee from 2016 to 2019, on the national board of directors and the executive committee of the American Friends Service Committee from 2007 to 2010, and as co-chair of Peace Action's national board of directors from 2003 through 2007.

From 2009 to 2012, Brian served on the board of the Louis D. Brown Peace Institute, a Boston-area nonprofit that assists and empowers both families who have lost children to homicide and families whose children have taken a life — while conducting education and advocacy work to raise awareness of the causes and consequences of violence on individuals, families, and communities.

Brian has attended the past ten NACOLE annual conferences, where he earned the Certified Practitioner of Oversight credential. He holds certifications in Group Crisis Intervention and Post-Traumatic Stress Management/Psychological First Aid and has completed the Police Chaplain Twelve Core Courses Training through the International Conference of Police Chaplains, and has also completed a 35-hour train-the-trainer session in Trauma-Informed Policing. He graduated with a B.A. in Russian Literature and Language from the University of Michigan in 1986 and has completed the Negotiation and Leadership course at the Program on Negotiation at Harvard Law School.

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



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General from 2007 to 2010, where she garnered firsthand knowledge of police oversight under a federal consent decree. Ms. Hutson began working in police oversight as the Assistant Police Monitor in Austin from 2004-2007 and served as the Acting Police Monitor for one year. Prior to moving into police oversight, Ms. Hutson worked in private practice in Houston and as an Assistant City Attorney in Corpus Christi City, where she was Chief Prosecutor of the Municipal Court and later moved to the Employment Law Section. In that section, one of her responsibilities was to defend the city's decisions to discipline police officers. Ms. Hutson's experience in dealing with Internal Affairs and civil service law in Corpus Christi led her into the field of police oversight.

Cameron McEllhiney | Cameron McEllhiney is the Director of Training and Education for NACOLE. As the Director of Training and Education, Ms. McEllhiney plays a leading role in designing, coordinating, delivering, and evaluating local, regional, and national training programs. She also provides support to oversight practitioners and advocates across the country.

Ms. McEllhiney first became involved with civilian oversight in 1998 when she was appointed to the Indianapolis Citizens' Police Complaint Board. She served with this Board for six years, including two as President. Since 2004, Ms. McEllhiney has performed work for NACOLE as a contractor, later transitioning to the conference coordinator with a primary focus on planning and supporting the Annual Conference, and eventually becoming NACOLE's first full-time employee. In addition to her work with NACOLE, she volunteers with local civic organizations and assists them with fundraising and membership drives, budgeting, succession planning, governance issues, and special events.

Cameron received her undergraduate degree in political science from DePauw University and resides in Indianapolis, Indiana with her husband and daughters.



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