



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,

- Nicolle Barton, Consent Decree Monitor, Ferguson, MO

Speaker Biographies

Nicolle Barton | Nicolle is currently the Consent Decree Coordinator for the City of Ferguson. She works as a liaison between the City of Ferguson and the Department of Justice. She is responsible for overseeing and ensuring the City of Ferguson is in compliance with the Consent Decree. She helps review, write, and implement Consent Decree policies. She works closely with the community at-large on several plans including the Ferguson Police Department Training plan and the Community Policing and Engagement plan. She is an Oversight Practitioner who is responsible for monitoring, reviewing, and investigating allegations of officer misconduct. She assists with the development and implementation of training programs and teaches skills that will enhance understanding of diverse communities, de-escalation techniques, and overall communication skills.

Nicolle was hired as the first Executive Director for the St. Louis City Civilian Oversight Board after St. Louis City passed legislation in 2015. She was responsible for helping write policy, procedures, and the operating manual for this Board. She was responsible for both paid staff and volunteer Board members. Her office was responsible for monitoring, reviewing, and investigating allegations of police officer misconduct. She also assisted in the development and implementation of trainings. Her office made recommendations to the St. Louis City Metropolitan Police Department regarding patterns and practices of misconduct.



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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



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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; Lets us not grow weary in well doing, for in due season we shall reap if we faint not.

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.



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