
NACOLE REGIONAL MEETING AND NETWORKING SERIES

Nashville, Tennessee | May 17, 2019



AGENDA

8:30 a.m. - 9:00 a.m. | **Registration and Continental Breakfast**

9:00 a.m. – 9:30 a.m. | **Welcome and Opening Remarks**

- Brian Corr, Executive Secretary, Police Review and Advisory Board & President, National Association for Civilian Oversight of Law Enforcement, Cambridge, MA
- Sharon Hurt, At-Large Council Member, Nashville, TN (Invited)

9:30 a.m. – 11:00 a.m. | **A Regional Perspective on Oversight**

Civilian Oversight is heightened by engaged and participative community members. The State of Tennessee has three oversight bodies that were erected out of public outcry, proactive local governments, and community organizations. Practices of Civilian Oversight in the State of Tennessee began in year 1994, when the City of Memphis' Civilian Law Enforcement Review Board (CLERB) became the state's first Civilian Oversight body. The City of Knoxville's Police Advisory and Review Committee (PARC) was established by way of Executive Order on September 22, 1998. The City of Nashville has joined in the efforts of police accountability through a community led campaign, in which community members in large numbers voted to create a Civilian Oversight Board. The State of Tennessee has benefited from having Civilian Oversight bodies who advocate for transparency and improved relationships between law enforcement and community members. The session will provide further insight into models used throughout the State of Tennessee and the impact of Civilian Oversight in communities served.

Panelists:

- Dr. Sekou Franklin, Community Oversight Now, Nashville, TN
- Clarence Vaughn, Executive Director, Police Advisory and Review Committee, Knoxville, TN
- Virginia Wilson, Administrator, Civilian Law Enforcement Review Board, Memphis, TN

Moderator:

- Avice Reid, Board Member-At-Large, National Association of Civilian Oversight of Law Enforcement, Knoxville, TN

11:00 a.m. - 11:15 a.m. | **Break**

11:15 a.m. – 12:45 p.m. | **Engaging Community and Law Enforcement**

Robust and authentic engagement and collaboration with community AND law enforcement is essential to oversight success. Whether starting a new oversight model, reorganizing and reauthorizing a board or agency, or dealing with a critical law enforcement incident, there is a need for stakeholder consideration and support. Understanding community concerns and proactively engaging community leaders and organizations on the work and the mission of an oversight entity is necessary to making sure that relationships exist prior to critical incidents. There is also a clear need for oversight professionals to engage with law enforcement and have substantial firsthand knowledge of law enforcement training,

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policies and practice. This session will examine the steps that can be taken to reach community and law enforcement, to provide training to both, and to understand the outcomes that are possible with dedicated staff and resources.

Panelists:

- Yvonne Conner, Co-Chair, Community Police Commission, Cleveland, OH
- Nathaniel Davis, Captain, Greensboro Police Department, Greensboro, NC
- S. Lee Reid, Executive Director, Citizen Review Board, Atlanta, GA
- Eve M. Thomas, Chief, Knoxville Police Department, Knoxville, TN

Moderator:

- Gianina Irlando, Community Relations Ombudsman, Office of the Independent Monitor and Board Member, National Association of Civilian Oversight of Law Enforcement, Denver, CO

12:45 p.m. - 1:45 p.m. | Luncheon

Please join us as we welcome Senator Brenda Gilmore, a member of the Tennessee State Senate representing the 19th District, as our keynote speaker. Lunch will be provided for all registered attendees.

1:45 p.m. - 3:15 p.m. | Community and Law Enforcement Mediation

Mediation is used by civilian oversight agencies throughout the country as a means to resolve community complaints against the police through a face-to-face meeting. Such meetings are conducted by trained mediators who serve as a neutral facilitator. Mediation programs often differ from agency to agency such as in the size of the program, the way they select their complaints for mediation, or whether or not it is mandatory for officers to participate. Nevertheless, studies have shown that members of both law enforcement and the community who participate in the mediation process are more satisfied with the complaint resolution process than those involved in complaints subject to investigation. In addition, mediating complaints has been shown to help build police-community understanding and reduce costs and case-completion times. Join us as we welcome a panel of civilian oversight practitioners from around the country as they provide information on their mediation program and provide the audience with valuable information to bring back to their own jurisdictions.

Panelists:

- Rochelle Howard, Deputy Director, Office of Police Complaints, Washington, DC
- Susan Hutson, Independent Police Monitor, New Orleans, LA, Board of Directors, National Association of Civilian Oversight of Law Enforcement

Moderator:

- Cameron McElhiney, Director of Training and Education, National Association of Civilian Oversight of Law Enforcement

3:15 p.m. – 3:30 p.m. | Break

3:30 p.m. – 5:00 p.m. | Investigations, Discipline Recommendations and Reporting

Civilian oversight is often defined as one or more individuals outside of law enforcement who have been tasked with investigating, auditing, or reviewing internal law enforcement investigations or processes, including citizen complaints and use of force incidents. How a civilian oversight entity approaches these tasks is largely determined by the model they have adopted: review-focused; investigative-focused; auditor/monitor-focused; or some combination of the three. What differentiates these models is largely their legal authority, organizational structure, and common functions. In the case of

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investigating officer misconduct, some review and evaluate Internal Affairs (IA) investigations to make sure they have been conducted fairly and impartially, while others review such investigations to look for trends and issue reports that shine a light on investigations, monitor the disciplinary process, and develop policy reform recommendations. Still others provide an external, independent investigation process.

This panel will explore the different models of oversight approach investigations and how each works to support outcomes that are deemed transparent, accountable, and legitimate.

Panelists:

- Nicolas Mitchell, Independent Monitor, Office of the Independent Monitor, Denver, CO
- Sydney Roberts, Chief Administrator, Civilian Office of Police Accountability, Chicago, IL
- Nicolle Barton, Executive Director, Civilian Oversight Board, St. Louis, MO

Moderator:

- Susan Hutson, Independent Police Monitor, Office of the Independent Police Monitor and Board Member, National Association for Civilian Oversight of Law Enforcement, New Orleans, LA

5:30 p.m. – 8:00 p.m. | **Networking Reception**

Please join us for an opportunity to continue the discussion of the day. The reception has been graciously sponsored by Bone McAllester Norton, PLLC and will be held at their offices located at 511 Union Street, Suite 1600.

NACOLE would like to thank the following for their generous support of this training & networking event:



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