

NACOLE CANDIDATE ELECTION QUESTIONNAIRE

Candidates are encouraged to fill out the following questionnaire, to give NACOLE members relevant information when voting for Board members.

Name: Susan Hutson

- 1) Position Sought: President
- 2) Geographic Location: Southern US, Gulf Coast
- 3) Current Oversight Position and Organization: New Orleans Office of the Independent Police Monitor
- 4) Number of Years as a NACOLE Member: 15 years as an employee of a NACOLE organizational member.
- 5) Please list Annual Conferences or training opportunities in which you have attended:
 - 2019 NACOLE Regional Training & Networking Event: Nashville, TN
 - 2018 Annual Conference, St. Petersburg, FL
 - 2018 NACOLE Regional Training & Networking Event: Cleveland, OH
 - 2017 Annual Conference, Spokane, WA
 - 2017 NACOLE Academic Symposium at Arizona State University. School of Criminology & Criminal Justice; Trends in Police Accountability: The Intersection Between Research & Practice
 - 2016 Annual Conference, Albuquerque, NM
 - 2015 Annual Conference, Riverside, CA (Speaker)
 - 2015 NACOLE Academic Symposium at Seattle University School of Law and Criminal Justice Department; "Moving Beyond Discipline: The Role of Civilians in Police Accountability,"
 - 2014 Annual Conference, Kansas City, MO
 - 2014 NACOLE and ILEAA (the International Law Enforcement Auditors Association) joint training conference in Austin, TX
 - 2011 Annual Conference, New Orleans, LA
 - 2010 Annual Conference, Seattle, WA
 - 2009 Annual Conference, Austin, TX
 - 2008 Annual Conference, Cincinnati, OH
 - 2007 Annual Conference, San Jose, CA
 - 2006 Annual Conference, Boise, ID
 - 2005 Annual Conference, Miami, FL
 - 2004 Annual Conference, Chicago, IL

- NACOLE Training Webinars

6) Are you currently a member of the NACOLE Board?

If so, in what capacity:

- President
 Vice President
 Board Member At-Large

For the following questions, please respond in no more than 200 words.

1) Why do you want to serve on the NACOLE Board?

Over the last three years, I have had the honor of serving on the NACOLE Board of Directors and Co-Chairing the Membership Development and Support Committee. When I ran in 2016, I felt strongly that NACOLE needed to grow as an organization and increase its ability to support our members. As a Board Member, I have advocated to establish professional standards and guidelines to assist our membership with model practices and accountability measures. I have also advocated for additional support of members and agencies that seek to increase their oversight authority or that are under attack. I would continue this work in the role of President.

As the New Orleans Independent Police Monitor, I have prioritized community-led policing as my organization's guiding principle and as the most effective vehicle for systemic change. I value the immense power of community to establish oversight, define oversight authority and methods, and shape how communities are policed. As Board President, I would work to include more grassroots and community voices in all aspects of NACOLE operations.

2) What skills/experience/qualities do you bring to the NACOLE Board?

I have 15 years of experience in law enforcement oversight in three agencies, including New Orleans, Austin, and Los Angeles. These agencies represent different oversight models in diverse geographic locations and each pose different oversight challenges. Each of the agencies has been attacked by oversight opponents and each experience taught me how best to navigate systemic barriers to strong, supported oversight. Successful oversight requires understanding how to build an agency with community support and strong standards that withstand opposition. Having built a new agency in New Orleans in the wake of Hurricane Katrina nine years ago, I possess the skills, knowledge and experience to lead NACOLE and support our membership. I have proven solutions to the challenges in oversight around the country and want to help NACOLE achieve its organizational goals and support oversight nationally.

As a board member over the last three years, I have focused on supporting our membership, including working on the Peer-to-Peer Support program, writing letters to support agencies and developing professional oversight standards. As President, I will help frame discussions about national standards with our membership.

3) What challenges does NACOLE face as a rapidly growing membership organization?

I would like to focus on growing NACOLE's organizational capacity by hiring more staff to work on other policy issues, working to institute peer review efforts for our membership and providing more support and training.

I would also like to see our philosophy evaluated for greater impact. NACOLE has an incredible opportunity as we move beyond our 25th year. Law enforcement accountability is at the core of criminal justice reform because every sworn officer with a badge has the power to take liberty and life. While this tenet has always been acknowledged by many of our members, I see more members than ever demanding that we make criminal justice reform a component of all aspects of our training, member resources and policy focus. Over the past several years, NACOLE trainings have enjoyed steadily increasing attendance by community board members and community advocates. I would like to see us embrace the work of not only our members on this front, but also our partners in other organizations. NACOLE must not be afraid to embrace community-based leadership and join in criminal justice reform efforts.

4) How have you contributed to NACOLE's work? Please include all committees you have served on or led, as well as any other NACOLE volunteer efforts.

I have chaired the Membership Development and Support Committee for the last 3 years. I have focused on supporting our membership, including revising our Mission statement and creating Vision and Values statements that accept and support community expertise and leadership in our profession. Additionally, I have worked to revamp our mentoring program or the Peer-to-Peer Support program which will be launched this year. I have written support letters and advocated for supporting new organizations as well as organizations that are facing attacks. I have made myself available for training and expert witness testimony across the country and beyond.

Finally, I have spent several years researching, taking courses and getting accredited in different professional standards programs. As the director of an oversight agency that is required to have regular peer reviews, I am passionate about professional standards that meet the needs of oversight agencies. Professional standards would allow us not only to set high expectations for our agencies but also allow for regular review of authority and effectiveness and, finally, to give oversight agencies credibility and internal accountability for clear outcomes in investigations, policy and outreach.

5) Please share highlights of your background/experience in law enforcement oversight.

I am the Independent Police Monitor in the City of New Orleans since 2010. Although the Office of the Independent Police Monitor (OIPM) was created by way of vote of the people of New Orleans, its structure was faulty. The office was underfunded and oversight of our operations was tenuous and political. The highlight of my tenure in New Orleans was ensuring the OIPM became functionally independent in 2016 through a ballot initiative, which won overwhelmingly. I am also very proud of the work that the OIPM has done to create a community/police mediation program and enjoy broad community support and guidance for our mission.

I was an Assistant Inspector General at the Los Angeles Police Commission's Office of the Inspector General while the LAPD was under a consent decree.

In addition, I was the Acting Police Monitor at the Office of the Police Monitor in Austin, Texas. While in Austin, I collected data and analyzed the complaint and investigation process to produce important reports for our community.

Prior to working in police oversight, I was an assistant city attorney handling police officer disciplinary appeals and providing advice to internal affairs and human resources on investigations of police officers.

6) If elected/re-elected, what would you most like to accomplish as a Board member?

I would like to leverage my experiences in oversight to help strengthen and support oversight across the country. By instituting higher professional standards, supporting our growing membership and providing additional training and working on policy issues with partner organizations, I believe we can begin to build on the past 25 years of NACOLE's contribution to oversight. I want to provide our membership with the tools, support and strategies to withstand political attacks, increase oversight effectiveness and authority, and expand law enforcement accountability to additional jurisdictions.

7) Additional information for voters to consider:

The NACOLE Board has made great strides for its membership during my tenure. We have worked to grow as an organization and to support our individual members and the oversight profession broadly. As President, I hope to continue working with the Board, advocating for strong and effective oversight nationally and welcoming new voices to our organization and to the field itself.