

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: **Clarence L. Vaughn III**

- 1) Position Sought: Board Member At - Large
- 2) Geographic Location: Southeast, Knoxville, Tennessee
- 3) Current Oversight Position and Organization: Executive Director, City of Knoxville, Police Advisory and Review Committee (Est. September 1998)
- 4) Number of Years as a NACOLE Member: Individual Member since 2016
- 5) Please list Annual Conferences or training opportunities in which you have attended:

NACOLE 22nd Annual Conference: Confronting Systemic Injustice
Albuquerque, New Mexico - 2016

NACOLE 23rd Annual Conference: Civilian Oversight in a Changing Landscape
Spokane, Washington - 2017

NACOLE 24th Annual Conference: Sustaining Reform. Advancing Justice
St. Petersburg, Florida – 2018

NACOLE Webinar: Youth Outreach Project, Bridging the Gap: Kids and Cops
Presented by: City of Denver, Office of the Independent Monitor, December 2018

NACOLE Regional Training and Networking Event: Nashville, Tennessee -
2019

- 6) Are you currently a member of the NACOLE Board? No

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? One of the most significant purposes of Civilian Oversight is to build and maintain trust between community members and law enforcement. I have a true passion in ensuring that citizens remain aware and engaged in efforts made by Civilian Oversight Practitioners to strengthen relationships with our community members whom are called to protect and serve. The purpose of the National Association for Civilian Oversight of Law Enforcement (NACOLE) is to create a community of support for independent civilian oversight entities, with a specific concentration on enhancing transparency and accountability of law enforcement agencies. Throughout my membership as an active member of NACOLE, I have remained a staunch advocate in my daily vocation and civic engagement within my community. I share in the vision, goals, and values of NACOLE which highlight the significance of building a strong community of Civilian Oversight Practitioners whom can enhance their assigned tasks by being educated, supported, and equipped to meet challenges that arise.

I will serve as a diligent, engaged, and thought-provoking member of the NACOLE Board of Directors. With a vast understanding of community relations, financial management, and organizational management, I will work to serve as an asset to the organization.

2) What skills/experience/qualities do you bring to the NACOLE Board? As the Executive Director for the City of Knoxville's Police Advisory and Review Committee (PARC), I have received opportunities to lead efforts of expanding services and programs offered by our civilian oversight agency. I have worked to establish an ongoing relationship with our flagship educational institution, the University of Tennessee, in which we have created an internship program for students with interest in the fields of local and federal law enforcement. I have acquired a degree in Business Administration from Florida A&M University coupled by a Master of Business Administration from Syracuse University with a concentration in Organizational Management.

I have successfully completed the Certified Practitioner of Oversight Program which encompassed oversight based reading requirements and attendance at NACOLE annual conferences. With a committed focus on being a servant leader, I have held leadership positions on several non-profit organizations' board of directors. The leadership opportunities include Board President, Board Vice President, Treasurer, and Secretary. While employed with the US Bank Corporation, I formerly served as the Director of Diversity and Inclusion for the Tennessee Region. The role of the Director of Diversity and Inclusion was centered on enhancing US Bank's efforts of recruiting and retaining diverse candidates in leadership positions.

- 3) What challenges does NACOLE face as a rapidly growing membership organization?** The work and service of NACOLE and its membership is meaningful and imperative, yet the adversity that impacts civilian oversight entities across the nation is the relationships with local law enforcement agencies and unions. The optimal goal would be to work towards strengthening relationships between NACOLE and the National Association of Police Organizations along with federal law enforcement entities. Furthermore, NACOLE will benefit from establishing relationships with national organizations such as the NAACP, National Urban League, American Civil Liberties Union, and many others to lead in creating advocates and partners.

In addition, an imposing challenge of exposure and awareness impacts NACOLE's national outlook in regards to the member serving agencies. An objective would be to have more of an emphasis placed on highlighting NACOLE's programs and community outreach throughout member groups in various cities across the nation. A concentrated effort would be directed towards continuing NACOLE's growth in membership and encouraging civilian oversight agencies across the nation to become members. The ability to grow membership has served as a strength for NACOLE, yet, a focus needs to be placed on retaining members on both the individual and institutional level by highlighting benefits of membership.

- 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.

2017 NACOLE 23rd Annual Conference: Served on the Conference Planning Committee and Attendee Engagement Subcommittee. Facilitated a roundtable discussion involving *Trauma, Compassion, and Resiliency*.

2018 NACOLE 24th Annual Conference: Served on the Conference Planning Committee and Attendee Engagement Subcommittee, in which I was credited for assisting in the creation of the NACOLE Bingo to encourage networking amongst conference attendees. I was honored to also serve as a guest speaker during the panel discussion focused on *"Law Enforcement and Homelessness"*.

2019 NACOLE Regional Training and Networking Event: Served on the Conference Planning Committee along with NACOLE members and representatives from the Nashville area. I was grateful to also serve as a panelist and speaker during the opening discussion concentrated on *"A Regional Perspective on Oversight"*, in which I provided information regarding the history and structure for the City of Knoxville's Police Advisory and Review Committee.

2019 NACOLE 25th Annual Conference: Serve on the Conference Planning Committee and the 25th Anniversary Committee. In addition, I was given the opportunity to serve as a shepherd for the discussion titled, *“Lawful but Awful: How to Analyze Controversial Police Shootings”*.

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

I have been afforded several opportunities to serve as an advocate for Civilian Oversight both locally and nationally. With the support of our City Mayor, City Council Members, and the Knoxville Police Department, we were able to obtain a monumental accomplishment of securing subpoena powers for civilian oversight entities in the State of Tennessee. Myself along with our Chief of Police testified before members of the Tennessee House Criminal Justice Sub-Committee and Senate Judiciary Committee to advocate for civilian oversight. In addition, I have created a working relationship with our federal and local law enforcement agencies, our interns are afforded an opportunity to meet leaders in each field to showcase their interest in a career in law enforcement.

Also, I have work diligently in establishing relationships with city departments and community groups to host quarterly workshops on topics such as neighborhood safety, crisis management, constitutional rights, and several discussions related to community awareness. Lastly, I have served as an advocate for the creation and sustainment of civilian oversight boards throughout the State of Tennessee in Nashville, Chattanooga, and Memphis. The highlights specific to my experience are concentrated on relationships with federal law enforcement agencies, criminal justice institutions, and community groups.

6) If elected/re-elected, what would you most like to accomplish as a Board member? Upon being elected to serve on the NACOLE Board of Directors, my initial focus will be placed on supporting and expanding NACOLE’s brand and reputation amongst community partners locally and nationally. The primary goal would be concentrated on creating relationships with criminal justice entities, governmental agencies, and law enforcement agencies to build an effective working relationship that will serve towards increasing transparency between oversight bodies and governing bodies.

Secondly, I will place a significance on impacting youth and young adults by ensuring that knowledge of civilian oversight is shared through social media outlets and amongst educational institutions throughout the nation. I have a true passion focused on encouraging future leaders to become more engaged in social justice and civil rights initiatives.

Lastly, I plan to remain very involved in the process of planning and implementing our annual conferences. The accomplishment would be directed

towards increased engagement in the Certified Practitioner of Oversight Program, with intentions on highlighting the program and placing more emphasis on its credibility. The planning for annual conferences will be highlighted by ensuring that conference attendees leave with best practices, useful knowledge, and a list of resources to better serve their respective communities.

7) Additional information for voters to consider:

Mr. Clarence L. Vaughn, III is a graduate of Florida A & M University with a B.A. in Business Administration from the School of Business Industry. Mr. Vaughn was awarded the “Total Betterment of Whitman School of Management” from the Syracuse University, in which he graduated with honors and received a Master’s of Business Administration concentrating in Organizational Management.

Affiliated Organizations/Recognitions:

40 under 40 – Knoxville Business Journal (2017)

Introduction Knoxville – Class of 2017

University of Tennessee Chancellor’s Associate Program (Class of 2017)

Dr. Martin Luther King Commemorative Commission, Board Chair Emeritus

Knoxville Botanical Gardens and Arboretum, Board Chair Emeritus

Helen Ross McNabb Center, Board Secretary

Knox County District Attorney’s Citizens’ Academy (Inaugural Class)

Knoxville Police Department Citizens’ Police Academy (58th Class)

Tennessee Bureau of Investigation Inaugural Citizens’ Academy (Class of 2017)

Federal Bureau of Investigation Citizens’ Academy (Class of 2017)

Knoxville Fire Department Citizen’s Academy (Class of 2018)

NACOLE Certified Practitioner of Oversight

United Way of Greater Knoxville, Operations Committee

Dogwood Arts Co-Chair (2019)