

## 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: **Nashla Rivas Salas**

- 1) Position Sought: **Board Member At-Large**
- 2) Geographic Location: **New York City, New York**
- 3) Current Oversight Position and Organization: **Senior Research Director at the NYC Board of Correction**
- 4) Number of Years as a NACOLE Member: **3**
- 5) Please list Annual Conferences or training opportunities in which you have attended:
  - **26<sup>th</sup> Virtual Annual Conference, 2020 (Panelist)**
  - **New Frontiers in Independent Oversight of Jails, Prisons, and Police: Academic Symposium, Austin, Texas, 2020**
  - **25<sup>th</sup> Annual Conference in Detroit, Michigan, 2019 (Panelist)**
  - **24<sup>th</sup> Annual Conference in St. Petersburg, Florida, 2018**
  - **Proud recipient of the NACOLE Certified Practitioner of Oversight Credential Program (CPO).**

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

If yes, please 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?**

I want to be a NACOLE Board Member so I can use my experience and skills to continue helping NACOLE grow its jail and prison oversight resources, training and outreach.

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

I have nearly two decades of experience working in government as a researcher, policy analyst and advocate with the ability to build meaningful relationships and lead diverse staff across all levels. I have focused much of my work on issues affecting corrections, juvenile justice, probation, community oversight of law enforcement, and the rights of incarcerated individuals. I have experience working across non-profits, local, state, and federal government agencies to develop policy-relevant research agendas and a demonstrated ability to build plans, partnerships, and relationships leading to strategic change.

My background, education and work experience have contributed to my personal commitment and passion of working toward racial, gender and social justice.

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

One challenge I see for NACOLE is having limited capacity to meet its mission. NACOLE is a small but mighty organization that has stepped up to the growing needs of entities, communities and other stakeholders looking to hold their local law enforcement agencies accountable, especially following the murder of George Floyd and the many other lives lost in the last few years. NACOLE staff are passionate and committed to the work, but this path is not sustainable in the long term.

Another challenge is growing the jail & prison oversight aspect of the work. This will be a huge but necessary undertaking to continue to provide support to the growing number groups looking to hold corrections accountable for what occurs behind the walls of correctional facilities. This will require expanding its available resources, and education & training available for those looking to create or expand civilian oversight of correctional facilities.

- 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 been volunteering with NACOLE since December 2019 and have served on the Annual Conference Committee during NACOLE's first ever virtual conference. In addition to the committee responsibilities, I was part of the three-member social subcommittee who came up with innovative ways conference participants could socialize virtually. This year, I am once again serving on the Annual Conference Committee, where I am assisting in reviewing applications for NACOLE's Scholarship Fund and brainstorming on how to fundraise so NACOLE can continue to provide scholarship opportunities for future conference participants. I am also serving as Co-Vice Chair of the NACOLE Jail & Prison Working Group, which is a group of correctional oversight members working to help NACOLE expand its jail and prison oversight.

I have also, submitted panel proposals, presented on panels, and shepherded for NACOLE's annual conferences since 2019.

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

I am a Senior Research Director with the New York City Board of Correction (BOC) where I lead a team of six correctional oversight monitors to conduct comprehensive assessments and audits of the Department of Correction's Grievance System and develop recommendations to support a process that is coordinated, responsive, and used to improve correctional policy. I have played a critical role in shaping BOC's strategies and direction of the research team's development, including managing, hiring, orientation, and professional development of staff. My five and half years at the Board has provided me with a deep understanding of the ins and outs of jail operations and criminal justice policy.

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

If elected I want to help NACOLE accomplish the goal of expanding its jail & prison oversight, help increase the participation of future generations of civilian oversight practitioners, and identify ways to grow staff capacity.

- 7) Additional information for voters to consider: