

# 2013 DAILY SCHEDULE

## Sunday, September 22<sup>nd</sup>

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- 1:00 p.m. Restorative Circles Demonstration
- 6:00 p.m. Opening Reception held at the Little America Hotel
- 8:00 p.m. First-Time Attendee, New Member, and Mentor Program Gathering

## Monday, September 23<sup>rd</sup>

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- 7:30 a.m. Continental Breakfast Begins
- 8:30 a.m. Concurrent Session: *Basic Skills: Legal Updates*
- 8:30 a.m. Concurrent Session: *Intermediate/Advanced Skills: First Time Performance Audits*
- 10:15 a.m. General Session: *Welcoming Remarks, Ilana Rosenzweig, NACOLE President*
- 10:30 a.m. General Session: *Civilian Oversight of Law Enforcement in Utah*
- 12:00 p.m. Lunch on Your Own
- 1:30 p.m. General Session: *Finding the "Right" Balance, Part I*
- 3:30 p.m. Breakout Sessions: *Finding the "Right" Balance, Part II*

## Tuesday, September 24<sup>th</sup>

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- 7:30 a.m. Continental Breakfast Begins
- 8:30 a.m. Concurrent Session: *Basic Skills: Effective Reporting*
- 8:30 a.m. Concurrent Session: *Intermediate/Advanced Skills: Analyzing Officer-Involved Shooting and Other Critical Incidents through a Policy Lens*
- 8:30 a.m. Concurrent Session: *Intermediate/Advanced Skills: Planning and Prioritizing Investigations – An Interactive Workshop*
- 10:15 a.m. Concurrent Session: *The Shooting of Unarmed Subjects – A Panel Discussion*

- 10:15 a.m. Concurrent Session: *Securing Access to Police Agency Documents*
- 12:00 p.m. Keynote Luncheon: *Michael E. Horowitz, Inspector General for the United States Department of Justice*  
NACOLE Awards Presentation
- 1:45 p.m. Concurrent Session: *The COPS Office Collaborative Reform Process – An Innovative Approach to Police Reform*
- 1:45 p.m. Concurrent Session: *Peace Officer Community Liaisons to Reluctant and Underserved Communities – Using the Boise Police Refugee Liaison Program as a Model*
- 3:30 p.m. Concurrent Session: *Human Rights & Policing – The Implications and Impact of Stop and Frisk, Racially Motivated Stops, and Police Brutality through a Human Rights Lens*
- 3:30 p.m. Concurrent Session: *Early Resolution Settlement Process*
- 1:00 p.m. TASER AXON Flex Point-of-View Video System (Demonstrations available throughout the afternoon)

## Wednesday, September 25<sup>th</sup>

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- 7:30 a.m. Continental Breakfast Begins
- 8:30 a.m. Concurrent Session: *Basic Skills: Capturing a Moment in Time – Interpreting Use of Force Statements*
- 8:30 a.m. Concurrent Session: *Intermediate/Advanced Skills: Making the Best Use of Digital Video Evidence*
- 10:15 a.m. Concurrent Session: *Technology Pitfalls in Law Enforcement Operations*
- 10:15 a.m. Concurrent Session: *Finding an Alternative Path to Resolution: Mediation and Other Techniques to Increase Mutual Understanding Between Civilians and Law Enforcement*
- 12:00 p.m. Lunch on Your Own
- 1:15 p.m. Concurrent Session: *Fair & Impartial Policing – Tools and Strategies to Identify and Address Biased and Discriminatory Policing Practices and Build Community Trust*
- 1:15 p.m. Concurrent Session: *Public Safety Pride Alliance Training: Law Enforcement, Civilian Oversight, and the LGBTQ Community*

3:00 p.m.

NACOLE Annual Membership Meeting & Elections

6:30 p.m.

Sankofa Reception to be held at the Salt Lake City & County Building

**Thursday, September 26<sup>th</sup>**

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7:30 a.m.

Continental Breakfast Begins

8:30 a.m.

Concurrent Session: *Consent Decree Process: Finding Your Balance*

8:30 a.m.

Concurrent Session: *UC Davis Embraces Accountability and Transparency: A Panel Discussion About the Path to Oversight*

10:15 a.m.

General Session: *Immigration & Policing*

12:00 p.m.

Closing Remarks – NACOLE President  
Conference Concludes



## SESSION DETAILS

SUNDAY, SEPTEMBER 22<sup>nd</sup>

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**1:00 p.m. – 4:00 p.m.**  
**Pre-Conference Workshop**  
***Restorative Circles Demonstration***

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During the 2012 NACOLE Conference, the concept of Restorative Circles was introduced through a retelling of an experience using the approach in the aftermath of the death of the late John T. Williams, who was shot by a Seattle Police Department officer in 2010. Feedback about the conference presentation was very positive, and many asked for an opportunity to experience a Restorative Circle in order to better understand the power of this process to address conflict and build positive police-community relations. Andrea Brenneke is returning to NACOLE to facilitate a semi-simulated Restorative Circle with a limited number of attendees, while others will be invited to observe. Participants will: consider the importance of a systems approach to dealing with conflict and the ways it can support meaningful responsibility and accountability among members of a community; learn the principles and basic framework of the Restorative Circle model; participate in or observe a semi-simulated Restorative Circle and its three phases (shared meaning, self-responsibility, and agreed action); experience the dialogue process; learn tools of compassionate heart communication and engagement; and consider applications in police-community relations, NACOLE, and other settings.

In addition to this three-hour workshop, Andrea will be available to meet with attendees in small groups at other times during the conference week to continue the work of the Restorative Circle and practice the skills learned during the primary workshop.

Facilitator:

Andrea Brenneke, Director of Restorative Justice, City of Seattle, Seattle, WA

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**6:00 p.m. – 8:00 p.m.**  
***Opening Reception***

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Please join us poolside at the Little America Hotel for a reception welcoming attendees to the 19<sup>th</sup> Annual NACOLE Conference. Welcoming remarks will be made, and the Annual Gift in honor of our conference speakers will be presented to the Fourth Street Clinic, a not-for-profit health care provider whose mission is to help homeless Utahans improve their health and quality of life by providing high quality health care and support services.

Fourth Street Clinic was founded in 1988 as a triage clinic staffed with one part-time nurse who relied heavily on hospitals for patient treatments. Today, with a staff of 50 and a volunteer network of more than 150, Fourth Street Clinic is a comprehensive healthcare home that serves 3,783 homeless men, women, and children with 22,300 primary care, behavioral health, and specialty care visits. By increasing homeless Utahans' access to primary care, Fourth Street Clinic is a major partner in ending homelessness, promoting community health, and achieving cross-the-board health care savings. More information about Fourth Street Clinic is available on their website, [www.fourthstreetclinic.org](http://www.fourthstreetclinic.org).

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**8:00 p.m. – 9:00 p.m.**

***First-Time Attendee, New Member, and Mentoring Program Gathering***

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NACOLE wishes to welcome all new members and first-time attendees to our conference. In that regard, NACOLE's Membership and Outreach Committee and Professional Mentoring Program are hosting an informal get together and information session on Sunday evening beginning at 8:00 p.m. The group will meet in the main hotel lobby then walk to dinner where, in a relaxed and casual setting, individuals can get to know one another and learn more about NACOLE and its activities. It is also an opportunity for long-time NACOLE members to learn about the work you are doing in your own communities. We hope that you will join us.

Become a member of the

National Association for Civilian Oversight of Law Enforcement today!



For more information please visit [www.nacole.org](http://www.nacole.org).

**MONDAY, SEPTEMBER 23<sup>RD</sup>**

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**7:30 a.m. – 8:30 a.m.**  
***Continental Breakfast***

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**8:30 a.m. – 10:00 a.m.**  
**Session I**  
***Concurrent Session: Basic Skills: Legal Updates***

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This session is intended to aid conference attendees in accessing, using, and understanding important recent cases relevant to policing and public safety oversight, primarily from the United States Supreme Court and Courts of Appeals. This session will also highlight specific recent cases that reflect emerging trends in police accountability.

Panelists:

Jonathan M. Smith, Chief, Special Litigation Section, United States Department of Justice, Civil Rights Division, Washington, DC

John Mejia, Legal Director, ACLU of Utah, Salt Lake City, UT

Facilitator:

Christian J. Klossner, Deputy Director, Office of Police Complaints, Washington, DC

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**8:30 a.m. – 10:00 a.m.**  
**Session II**  
***Concurrent Session: Intermediate/Advanced Skills: First Time Performance Audits***

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You have been tasked with conducting a performance audit of an area that has never been audited by your office before. No one in your office has firsthand audit experience. You may be familiar with the term Generally Accepted Government Auditing Standards (GAGAS), but you are unsure how to apply these guidelines to your auditing project. Although performance auditors are typically Certified Public Accountants or Certified Internal Auditors, with the right tools and a commitment from your office, persons who have a background in public policy, business, or public administration or experience in investigations can be successful in conducting a performance audit.

This session will present an overview of performance auditing and how to apply GAGAS standards in your audit planning, fieldwork, presentation of audit findings, and report writing. The panelists will explain the importance of designing the audit using a specific process in order to guide you through the audit, increase its quality, and reduce the politicization of your work.

Panelists:

Carolyn Charnay, CIA, CFE, Police Performance Auditor III, LAPD Office of the Inspector General, Los Angeles, CA

Charles Gaither, Director, Office of Law Enforcement Oversight, King County, WA

Jeffrey Phillips, CGAP, CFE, DPA, Police Performance Auditor IV, LAPD Internal Audits & Inspections Division, Los Angeles, CA

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**10:15 a.m. – 10:30 a.m.**

**Session III**

**General Session: *Welcoming Remarks, Ilana Rosenzweig, NACOLE President***

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Additional Remarks By:

The Honorable Ralph Becker, Mayor, Salt Lake City, UT

Chief Chris Burbank, Salt Lake City Police Department, Salt Lake City, UT

Ronald Bartee, Chair, Police Civilian Review Board, Salt Lake City, UT

Richard Rasmussen, Investigator/Administrator, Police Civilian Review Board, Salt Lake City, UT

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**10:30 a.m. – 12:00 p.m.**

**Session IV**

**General Session: *Civilian Oversight of Law Enforcement in Utah***

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This panel will feature representatives from the West Valley City Professional Standards Review Board, the Salt Lake City Police Civilian Review Board, and the American Civil Liberties Union (ACLU) of Utah. Presenters will discuss their oversight models, their approaches to ensuring law enforcement accountability in Utah, and the challenges and opportunities they expect going forward.

Panelists:

Ronald Bartee, Chair, Police Civilian Review Board, Salt Lake City, UT

Karen McCreary, Executive Director, ACLU of Utah, Salt Lake City, UT

Richard Rasmussen, Investigator/Administrator, Police Civilian Review Board, Salt Lake City, UT

Jeanetta Williams, President, NAACP Salt Lake Branch and NAACP Tri-State Conference of Idaho, Nevada, and Utah, and Member, Professional Standards Review Board, West Valley City, UT

Moderator:

Brian Buchner, CPO, CIGI, CLEA, Special Investigator II, LAPD Office of the Inspector General, Los Angeles, CA

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**12:00 p.m. – 1:30 p.m.**

***Lunch on Your Own***

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**1:30 p.m. – 5:00 p.m.**  
**Sessions V & VI**  
**General Session: *Finding the “Right” Balance, Part I***  
**Breakout Session: *Finding the “Right” Balance, Part II***

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This presentation will be held in two parts. The original idea for it developed out of a letter exchange between the NACOLE Board of Directors and Professor Sam Walker in 2012, in which the strengths and weaknesses of different approaches to civilian oversight were discussed. The complete exchange, which began after Dr. Walker was quoted in an online article about police accountability generally, is available on the conference flash drive.

The NACOLE Board argued in its letter to Dr. Walker that there is no best form of civilian oversight and that oversight is most successful when it is tailored to the specific needs of the community served. Some NACOLE members, however, believe that certain models of oversight are inherently stronger than others. During Part I of this presentation, panel members will provide a short history of civilian oversight in the United States; will review the variety of oversight structures in place today; and will help us think about the essential building blocks for effective oversight as we move forward. During Part II, attendees will break into small groups and discuss the ideas and issues raised by the panel. Each of the breakout groups, which are replacing the traditional “model roundtables” from prior conferences, will be facilitated by a NACOLE member who is not a current member of the Board of Directors, while a scribe takes notes. In addition to participating in the small group discussions, Board members will be actively listening with an ear toward incorporating the ideas discussed into the organization’s activities and overall goals for the future. Highlights from the various discussion groups will be collected and shared with the full membership.

Conference attendees are strongly encouraged to be present for both Parts I and II of this presentation.

Panelists:

Barbara Attard, Police Accountability Consultant, San Francisco, CA (Past NACOLE President)  
Philip K. Eure, Director, Office of Police Complaints, Washington, DC (Past NACOLE President)  
Samuel Walker, Ph.D., Professor Emeritus, University of Nebraska-Omaha, Omaha, NE

Moderator:

Kathryn Olson, Consultant, Change Integration Consulting, LLC, Seattle, WA

**TUESDAY, SEPTEMBER 24<sup>TH</sup>**

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**7:30 a.m. – 8:30 a.m.**  
***Continental Breakfast***

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**8:30 a.m. – 10:00 a.m.**  
**Session VII**  
***Concurrent Session: Basic Skills: Effective Reporting***

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This is a skills session to help all law enforcement oversight practitioners produce quality reports. The session welcomes participation from attendees, and will seek to answer the following questions:

- What is the purpose of reporting?
- Who is, or should be, the target audience?
- What, if any, difference is there between an individual event report and ongoing monitoring reports?
- What format or style (statistical, anecdotal, informative only, recommendations, other) is effective?
- Electronic, paper, or both? If electronic, where posted?
- What should be included or omitted in reports?
- What should the length of a report be? Should advance copies or drafts be disseminated?
- For ongoing monitoring agencies, how frequently should you report?
- If for an individual event, what is the appropriate reporting timeframe? How much time is needed or required?
- Is there a place for directed reporting to the agency, which is not open to the public?
- What outcomes should be expected or requested as a result of the report?

Panelists:

Robert Barton, Inspector General, California Office of the Inspector General, Sacramento, CA

Margo Frasier, Police Monitor, Office of the Police Monitor, Austin, TX

Bitia Shasty, Office of Independent Review, Los Angeles County, CA

Moderator:

Robert Barton, Inspector General, California Office of the Inspector General, Sacramento, CA

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**8:30 a.m. – 10:00 a.m.**  
**Session VIII**  
***Concurrent Session: Analyzing Officer-Involved Shootings and Other Critical Incidents through a Policy Lens***

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Police oversight agencies can play a significant role by recommending changes to police policies, procedures, tactics, and training in response to officer-involved shootings and other critical incidents.

These incidents provide oversight agencies an opportunity to evaluate whether police policies are consistent with best practices and reflect community values and priorities. In the last decade, police oversight agencies have been instrumental in advocating for more restrictive policies concerning police pursuits, shooting at vehicles, and civilian representation on police departments' use of force boards.

Each panelist will discuss how they have identified, researched, and proposed policy recommendations as part of their role in reviewing officer-involved shooting cases and other critical incidents. They will share their strategies and describe the obstacles they encountered in advancing these policy recommendations. Each will also highlight police practices that some oversight agencies are grappling with in an effort to bring greater transparency and accountability to the critical incident and officer-involved shooting review process.

Panelists:

Samara Marion, Staff Attorney, Office of Citizen Complaints, San Francisco, CA

Michael Gennaco, Chief Attorney, Office of Independent Review, Los Angeles County, CA

Moderator:

Joyce M. Hicks, Executive Director, Office of Citizen Complaints, San Francisco, CA

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**8:30 a.m. – 10:00 a.m.**

**Session IX**

***Concurrent Session: Intermediate/Advanced Skills: Planning and  
Prioritizing Investigations – An Interactive Workshop***

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This scenario-based audience participation exercise will focus on the nuts and bolts of planning an investigation of a complaint filed against a police officer, prioritizing tasks, and effectively using available tools and resources.

Following a brief introduction, attendees will be divided into workgroups that will create investigation plans for one or more complaints against police. We will simulate the progress of a real investigation by providing additional information and evidence in response to requests from each group. The new materials they receive may uncover evidentiary or legal issues that will change the priority of remaining tasks and the allocation of resources, demonstrating how investigative plans must be modified as the investigation proceeds.

Facilitators:

Jayson Wechter, Investigator, Office of Citizen Complaints, San Francisco, CA

Mona Andrews, Chief Investigator, Office of Police Complaints, Washington, DC

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**10:15 a.m. – 11:45 a.m.**

**Session X**

***Concurrent Session: The Shooting of Unarmed Subjects – A Panel  
Discussion***

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This session will feature a discussion about the investigation and independent review of investigations into police shootings of unarmed subjects and will cover three major topics/subtopics related to these types of incidents:

1. What is the extent of police shootings of unarmed subjects?
2. What is the role of civilian oversight in responding to community outcry over these incidents?
3. What about unarmed shootings where, according to the officer(s), the subject was reaching for their waistband: How frequently do they occur and why?

Additionally, a case study of a deputy-involved shooting of an unarmed subject in Los Angeles County will be presented and discussed.

Panelists:

Ronnie Dunn, Ph.D., Associate Professor of Urban Affairs, Cleveland State University, Cleveland, OH  
Buddy Goldman, Chief, Countywide Services Division, LA Sheriff's Department, Los Angeles, CA  
Django Sibley, Assistant Inspector General, LAPD Office of the Inspector General, Los Angeles, CA  
Bryan Vila, Ph.D., Professor, Criminal Justice & Criminology, Washington State University, Spokane, WA

Moderator:

Walter Katz, Attorney, Office of Independent Review, Los Angeles County, CA

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**10:15 a.m. – 11:45 a.m.**

**Session XI**

***Concurrent Session: Securing Access to Police Agency Documents and Records: Challenges & Solutions***

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Effective law enforcement oversight requires access to relevant documents and materials, but gaining such access can be challenging. Oversight agencies often wage continuing battles to gain access to the records they need to investigate police actions or to audit, monitor, or review investigations conducted by others, and this can have a major impact on their ability to achieve success.

This presentation will examine some of the common obstacles different oversight entities encounter in accessing relevant documents. It will describe the strategies various oversight entities have used to obtain necessary access and will provide sample protocols, agreements, or legislation covering access to documents and records.

Panelists:

Kelvyn Anderson, Executive Director, Police Advisory Commission, Philadelphia, PA  
Leah Farrell, Attorney, ACLU of Utah, Salt Lake City, UT  
Christian J. Klossner, Deputy Director, Office of Police Complaints, Washington, DC

Moderator:

Jayson Wechter, Investigator, Office of Citizen Complaints, San Francisco, CA

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**12:00 p.m. – 1:30 p.m.**  
***Keynote Luncheon: Michael E. Horowitz,***  
***Inspector General for the United States Department of Justice***  
***NACOLE Awards Presentation***

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KEYNOTE SPEAKER

Michael E. Horowitz was confirmed as Inspector General for the Department of Justice (DOJ) by the United States Senate on March 29, 2012. He was sworn in as the fourth confirmed Inspector General on April 16, 2012.

As Inspector General, Mr. Horowitz oversees a nationwide workforce of approximately 450 special agents, auditors, inspectors, attorneys, and support staff whose mission is to detect and deter waste, fraud, abuse, and misconduct in DOJ programs and personnel, and to promote economy and efficiency in Department operations.

Mr. Horowitz most recently worked as a partner at Cadwalader, Wickersham, & Taft LLP, where he focused his practice on white collar defense, internal investigations, and regulatory compliance. He also was a board member of the Ethics Resource Center and the Society for Corporate Compliance and Ethics. From 2003 to 2009, Mr. Horowitz served as a President-appointed and Senate-confirmed Commissioner on the U.S. Sentencing Commission. As Commissioner, he was instrumental in rewriting the guidelines for corporate compliance programs, and for fraud, antitrust, intellectual property, and money laundering offenses.

Mr. Horowitz previously worked for DOJ in the Criminal Division at Main Justice from 1999 to 2002, first as Deputy Assistant Attorney General and then as Chief of Staff. Prior to joining the Criminal Division, he was an Assistant U.S. Attorney for the Southern District of New York from 1991 to 1999. From 1997 to 1999, Mr. Horowitz was the Chief of the Public Corruption Unit, and from 1995 to 1997, he was a Deputy Chief of the Criminal Division. In 1995, he was awarded the Attorney General's Award for Distinguished Service for his work on a complex police corruption investigation.

Before joining the DOJ, Mr. Horowitz was an associate at Debevoise & Plimpton and clerked for Judge John G. Davies of the U.S. District Court for the Central District of California.

Mr. Horowitz earned his Juris Doctor, magna cum laude, from Harvard Law School and his Bachelor of Arts, summa cum laude, from Brandeis University.

NACOLE AWARDS PRESENTATION

The recipient of the 2013 Flame Award is Philip K. Eure, Executive Director of the Washington, DC Office of Police Complaints and a past President of NACOLE. The Flame Award is the association's highest honor and recognizes significant, long-term contributions to the field of police oversight and demonstrated commitment to the goals and values of NACOLE. The Center for Justice in Spokane, Washington, and a team of investigative journalists from the Sun Sentinel, a South Florida newspaper, will also be recognized for their contributions to oversight.

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**1:45 p.m. – 3:15 p.m.**

**Session XII**

**Concurrent Session: *The COPS Office Collaborative Reform Process – An Innovative Approach to Police Reform***

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The United States Department of Justice’s Office of Community Oriented Policing Services (COPS Office) developed the Critical Response Technical Assistance Program in 2011 to provide technical assistance to agencies on significant law enforcement-related issues. Using subject-matter experts, interviews, direct observation, as well as conducting research and analysis, the COPS Office assists law enforcement agencies with enhancing and improving their policies and procedures, their systems, and their culture. If appropriate, the COPS Office can issue a series of recommendations and be instrumental in assisting agencies with the implementation of those recommendations or finding the right resources to do so.

It was through the Critical Response Technical Assistance initiative that the COPS Office began working with the Las Vegas Metropolitan Police Department (LVMPD) to provide an in-depth analysis of five years of officer-involved shootings. This work was, in part, a response to a five-part series published in the Las Vegas Review-Journal in December 2011, titled, “Deadly Force: When Las Vegas Police Shoot, and Kill.” After a series of conversations with the LVMPD, the COPS Office identified and funded the CNA Corporation to facilitate the process. The COPS Office, CNA Corporation, and LVMPD worked together to identify and help LVMPD achieve the following goals: (1) reduce the number of officer-involved shootings; (2) reduce the number of people killed; (3) change the culture of LVMPD as it relates to deadly force; and (4) enhance officer safety.

The resulting report, titled, “Collaborative Reform Process: A Review of Officer-Involved Shootings in the Las Vegas Metropolitan Police Department,” which is available on your conference flash drive, demonstrates just how comprehensive and collaborative the project really was. It provides a detailed analysis of the subject matter and includes findings, recommendations, and implementation guidance. While the COPS Office recognized that their goals for the project in Las Vegas were ambitious, it also believed the report proved a valuable resource—not just for LVMPD, but for the field as a whole—to help impact the critical relationship between police and the communities they serve.

Speaker:

Sheriff Douglas C. Gillespie, Las Vegas Metropolitan Police Department, Las Vegas, NV

Moderator:

Kathryn Olson, Consultant, Change Integration Consulting, LLC, Seattle, WA

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**1:45 p.m. – 3:15 p.m.**

**Session XIII**

**Concurrent Session: *Peace Officer Community Liaisons to Reluctant and Underserved Communities – Using the Boise Police Refugee Liaison Program as a Model***

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This presentation will be of interest to civilian oversight practitioners and police administrators concerned with facilitating greater public outreach and proactive delivery of community and public safety services to reluctant or underserved communities within a city or county. Presenters will be the Boise Police

Department (BPD) Refugee Liaison Officer, a member of the refugee community serviced by the program, and a prosecutor/legal advisor to the Boise Police Department.

To illustrate the complexities of a reluctant and underserved community, the presentation will begin with a short history of Boise's experience as a refugee resettlement community and the challenges faced by the community and law enforcement in addressing requests for service involving refugees, handling complaints, educating refugees about local, state, and federal laws, and working with social welfare and resettlement agencies. The discussion will also address the impetus behind the decision to develop the Refugee Liaison Program.

The panel will discuss the extent to which the Refugee Liaison Program has achieved, or is on the way to achieving, its stated objectives and other socially desirable outcomes. The discussion will include an overview of the program, including what Boise did and why, how the program is measured and adjusted accordingly, and outcomes. It will illustrate how a refugee liaison officer helps other areas of a police department complete more detailed and accurate investigations (including investigations of child abuse, sex crimes, and juvenile-related offenses) while ensuring accountability and creating trust within the refugee and greater communities. Presenters will provide examples of how the BPD Refugee Liaison Program has addressed specific problems, overcome obstacles, identified strengths, and aided refugees in acclimatizing to American civil society and the rule of law.

Panelists:

Ralph Blount, Public Safety City Attorney, Boise, ID

Fidel Nshombo, Author & Refugee Advocate, Boise, ID

Dustin Robinson, Refugee Liaison Officer, Boise Police Department, Boise, ID

Moderator:

Ilana Rosenzweig, NACOLE President

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**3:30 p.m. – 5:00 p.m.**

**Session XIV**

***Concurrent Session: Human Rights & Policing – The Implications and Impact of Stop and Frisk, Racially Motivated Stops, and Police Brutality through a Human Rights Lens***

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The United States was a leader in the creation of the modern human rights regime. In recent years, however, actual implementation of treaty provisions into domestic laws, policies, and practices that protect against human rights violations has been halfhearted and modest at best. Despite that, using a human rights framework has proven to be valuable in efforts to address improper and discriminatory police practices in a variety of ways.

In New York City, the New York Police Department's (NYPD) policy of stop and frisk and other serious rights violations hinder the United States from meeting its international human rights obligations, and have deep impact on peoples' lives. In Los Angeles, on the other hand, some of the same tools that have driven NYPD's practices – such as COMPSTAT – have had different outcomes, with a reduction in racially-motivated stops.

In Puerto Rico, a longstanding culture of police impunity has been acknowledged by the United States Department of Justice (DOJ) in a December 2012 agreement with the Commonwealth of Puerto Rico which the DOJ described in the following terms: “The comprehensive agreement addresses wide-ranging and ongoing constitutional violations by PRPD that were documented in a lengthy DOJ report issued in September 2011. The department found reasonable cause to believe that PRPD engages in a pattern or practice of use of excessive force, use of unreasonable force designed to suppress protected speech, and unconstitutional searches and seizures. The agreement also addresses allegations that PRPD fails to investigate sex crimes and domestic violence, and engages in discriminatory policing.”

Panelists from New York City and Puerto Rico will discuss their experiences and work using a human rights framework to address biased policing and police brutality.

Panelists:

William Ramirez, Esq., Executive Director, ACLU of Puerto Rico, Puerto Rico

Nahal Zamani, Advocacy Program Manager, Center for Constitutional Rights, New York, NY

Moderator:

Brian Corr, Executive Secretary, Police Review & Advisory Board, Cambridge, MA

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**3:30 p.m. – 5:00 p.m.**

**Session XV**

**Concurrent Session: *Early Resolution Settlement Process***

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Currently, in the day and age of budget cuts, many law enforcement agencies are forced to find creative ways to get more done with fewer resources. Internal Affairs units are commonly understaffed and investigators are faced with heavy caseloads and short deadlines. To address this issue, the Office of Independent Review (OIR) introduced the Los Angeles County Probation Department to an early resolution procedure called “Early Resolution Settlement Process” (ERSP), which the Department adopted in early 2011. A similar process is being used at the Los Angeles County Sheriff’s Department and the Independent Police Review Authority in Chicago with success.

The process is aimed at resolving a large fraction of less complex cases before a formal investigation is initiated or completed.

Eligible cases can include those where:

- The facts are straightforward and not in dispute, or
- The employee is willing to take responsibility for the misconduct, or
- The misconduct is likely to yield discipline below a specified level of suspension days, or
- The evidence is already well established by a criminal investigation

ERSP settlement agreements can be a win-win for all stakeholders. Internal Affairs investigators can clear their inventory of many routine cases and focus their resources on more serious and difficult-to-prove misconduct cases. The process can also help managers make the disciplinary system more creative and constructive. Also, subject employees can reduce the time period that they await for case resolution and take an active part in their own rehabilitation. If implemented effectively, ERSP can avoid compromising the search for truth or the deterrence value of discipline.

Not all cases will be suitable for this process. Officer-involved shootings and allegations of excessive force or other cases where there are major conflicts among witnesses are almost never suitable for early resolution.

Panelists:

Cynthia Hernández, Attorney, Office of Independent Review, Los Angeles County, CA  
Robert Miller, Deputy Chief Attorney, Office of Independent Review, Los Angeles County, CA  
Eric Muellenbach, General Counsel, Independent Police Review Authority, Chicago, IL

Moderator:

Karen Williams, Analyst, Office of Community Complaints, Kansas City, MO

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**1:00 p.m. – 5:00 p.m.**

***On body camera demonstration***

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TASER, International will be demonstrating their AXON Flex point-of-view (POV) video system to conference attendees. The POV system can be mounted on an officer's body, their eyewear, cap, helmet, collar, or just on the dash of their police cruisers. Many cities have begun using this system or others like it to help improve transparency between law enforcement and the communities they serve.

**WEDNESDAY, SEPTEMBER 25<sup>TH</sup>**

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**7:30 a.m. – 8:30 a.m.**  
***Continental Breakfast***

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**8:30 a.m. – 10:00 a.m.**  
**Session XVI**  
***Concurrent Session: Basic Skills: Capturing a Moment in Time –  
Interpreting Use of Force Statements***

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Use of force events occur in a brief moment in time and often the circumstances and evidence are not clear. Conflicting or inconsistent statements of involved officers and/or witnesses to a controversial force event are common. Resolving these inconsistencies can be one of the more challenging undertakings of an investigator's career. How does the investigator resolve inconsistencies between statements of officers and witnesses or even between officers and officers? How does the investigator determine if a participant or witness is untruthful? How does the investigator use physical evidence to corroborate or refute statements? This presentation will suggest methods to address these questions.

The presentation will place participants in the shoes of an officer who uses force. After experiencing the use of force event through a video presentation, attendees will learn how police officers document their use of force, how use of force events are investigated by police supervisors, and how decisions about whether or not the force was justified are made by police administrators. Attendees will learn how to interpret what the officer was really saying and, in the process, develop tools for explaining inconsistencies. The presentation is intended to be a practical and interactive presentation that draws upon the experience and abilities of the attendees.

Speaker:

Sergeant Andrew McCurdy, Advance Training Section, King County Sheriff's Office, King County, WA

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**8:30 a.m. – 10:00 a.m.**  
**Session XVII**  
***Concurrent Session: Intermediate/Advanced Skills: Making the Best Use  
of Digital Video Evidence***

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Digital video recordings from surveillance cameras, cell phones, and police car video systems are cropping up more frequently in investigations of complaints against law enforcement personnel. The technology has rapidly evolved and anyone collecting or interpreting digital video evidence needs to understand how it is recorded and how to properly acquire and evaluate it.

Such evidence comes in myriad number of recording and image formats. Unless properly transferred from the recording device, its evidentiary value may be diminished or undermined. Anyone who collects such evidence should be aware of the best practices for this process, which are being adopted by law enforcement agencies for criminal investigations. Anyone who interprets such evidence needs to know

how accurate and detailed the video images are and what forensic techniques can aid in enhancing and analyzing them.

In this presentation, Grant Fredericks, an expert in the field of forensic video, will provide a basic understanding of the types of video evidence commonly encountered, how to properly acquire video evidence in the best available format, and how to evaluate it. He will also describe how forensic analysts can enhance such evidence.

Speaker:

Grant Fredericks, President, Forensic Video Solutions, Spokane, WA

Moderator:

Jayson Wechter, Investigator, Office of Citizen Complaints, San Francisco, CA

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**10:15 a.m. – 11:45 a.m.**

**Session XVIII**

***Concurrent Session: Technology Pitfalls in Law Enforcement Operations***

In 2013, technology has integrated itself into a majority of police operations, from the use of personally-owned cell phones and computers, GPS, automated license plate readers, and even flying drones. Let's not forget the use of social networking and the response of our officers to being recorded by the public. Technology is driving law enforcement's efforts to be more effective and increase officer safety. Society is operating at light speed and years ahead of court rulings. Given these complexities, how do we ensure that police protect the First and Fourth Amendment rights of citizens while maintaining transparency and navigating through uncharted territory? This presentation will focus on standards contained in both law and United States Department of Justice settlement agreements regarding proper policy and the use of technology in law enforcement.

Speaker:

Eric P. Daigle, Esq., Daigle Law Group, Southington, CT

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**10:15 a.m. – 11:45 a.m.**

**Session XIX**

***Concurrent Session: Finding an Alternative Path: Mediation and Other Techniques for Case Resolution***

Have you ever wondered what it feels like to be a party in community-officer mediation? We will begin with a ten-minute interactive exercise highlighting the power mediation has in transforming attitudes toward the opposing party. The facilitators will discuss the field of dispute resolution, which will include information on mediation, conciliation, and arbitration, and their use in resolving police complaint cases. You will witness mediation through a role-play exercise dealing with a police complaint.

In addition to presenting the spectrum of alternative options for case resolution, each facilitator will outline the programs in San Francisco and Washington, DC in greater detail. Topics covered will include:

- The types of complaints that are typically mediated or conciliated
- How mediation and conciliation are presented to citizens and police officers
- The qualifications of mediators
- The recruitment of appropriate mediators, selection of cases, common struggles, and potential solutions in running a mediation program.

Facilitators:

Sarah Cordero, Paralegal Specialist, Office of Police Complaints, Washington, DC

Donna Salazar, Staff Attorney and Mediation Coordinator, Office of Citizen Complaints, San Francisco, CA

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**12:00 p.m. – 1:15 p.m.**  
***Lunch on Your Own***

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**1:15 p.m. – 2:45 p.m.**  
**Session XX**

***Concurrent Session: Fair and Impartial Policing – Tools and Strategies to Identify and Address Biased and Discriminatory Policing Practices and Build Community Trust***

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The movement toward training police officers and departments in fair and impartial policing is designed to reduce biased policing in all its forms. Potential benefits of a more accurate and effective framework to understand and mitigate biased and discriminatory policing include increased communication and understanding between police and the communities they serve.

A 2009 newsletter from the United States Department of Justice’s Office of Community Oriented Policing Services (COPS Office) notes that trainings in fair and impartial policing “address the national problem of biased policing (including, but not limited to, racially-biased policing). These curricula are based on social psychological research on human biases, from which we can conclude that even the best law enforcement officers may manifest bias because they are human, and even the best agencies will have biased policing because they hire humans to do the work. While some of the bias in policing is caused by intentional discrimination against people of color and other groups, the research points to another mechanism producing biased behavior. Social psychologists have shown that ‘implicit’ or ‘unconscious’ bias can affect what people perceive and do, even people who consciously hold nonprejudiced attitudes. This panel will address the science of bias, the effectiveness of various approaches to combat biased policing, and practical steps that departments, oversight agencies, and community groups can take to change the discussion and change police behavior while building feelings of trust and legitimacy between communities and police.

Speaker:

Jack McDevitt, Ph.D., Associate Dean of Research for the College of Social Sciences & Humanities, Northeastern University, Boston, MA

Moderator:

Cristina Beamud, Consultant, Medford, MA

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**1:15 p.m. – 2:45 p.m.**

**Session XXI**

***Concurrent Session: Public Safety Pride Alliance Training: Law Enforcement, Civilian Oversight, and the LGBTQ Community***

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As noted in a recent NACOLE Review article, many lesbian, gay, bisexual, transgender, and queer (LGBTQ) organizations perceive there to be an “absence of civilian oversight outreach to the LGBTQ community . . . . This void presents a myriad of problems, including the propensity to perpetuate the belief commonly held by LGBTQ individuals that no recourse for police misconduct is available to them.” (Nicole S. Junior, Esq., NACOLE Review, Spring 2013.)

This workshop, facilitated by members of the Utah Pride Center’s Public Safety Pride Alliance, is designed to educate and empower civilian oversight agencies and practitioners to reach out to and build trust among the LGBTQ community. Participants will learn about the resources available to LGTBQ individuals and effective outreach strategies.

The mission of the Public Safety Pride Alliance is to promote understanding between the LGTBQ community and public safety organizations in Utah. The Alliance’s goals are twofold: 1) to ensure equal treatment of LGBTQ people by public safety organizations, and 2) to maintain open communications between public safety organizations and the LGBTQ community.

The Utah Pride Center supports and serves the Utah LGBTQ community and its allies to strengthen their collective vision, impact, and collaboration. The Center is a 501(c)(3) non-profit, community organization that plays a vital role in providing information, programs, referrals, and services to a diverse LGBTQ community in the Salt Lake City metropolitan area.

Facilitators:

Officer Brandon Erekson, West Bountiful Police Department, West Bountiful, UT

Sergeant Julie Jorgensen, West Valley City Police Department, West Valley City, UT

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**3:00 p.m. – 5:00 p.m.**

***NACOLE Annual Membership Meeting & Elections***

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**6:30 p.m. – 8:30 p.m.**

***Sankofa Reception***

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Please join us at the historic Salt Lake City & County Building, located at 451 South State Street, for our annual Sankofa Reception. Sankofa is a West African symbol and concept that teaches that we must go back to our roots in order to move forward. It is a NACOLE tradition to honor those who have helped NACOLE and civilian oversight of law enforcement get to where it is today. At the same time, it is an opportunity to welcome those who have been chosen to lead the organization into the future.





THURSDAY, SEPTEMBER 26<sup>TH</sup>

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**7:30 a.m. – 8:30 a.m.**  
***Continental Breakfast***

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**8:30 a.m. – 10:00 a.m.**  
**Session XXII**

***Concurrent Session: The Consent Decree Process: Finding Your Balance***

Increasing numbers of police departments and other government agencies have found themselves subject to the requirements of a federal consent decree. While this is often initially a result of pressure applied by the local community or by the local oversight agency, these entities often face challenges in being effectively and formally involved in the consent decree process itself. Inclusion in the consent decree process may implicate both strategic and financial relevance for the local oversight or community group; it may also implicate the type of reform demanded of the police department or other municipal agency.

This panel will discuss how a local civilian oversight entity can best position itself in consent decree discussions. It will explore the role of civilian oversight in that process from the perspectives of the United States Department of Justice (DOJ), court-appointed monitors responsible for overseeing implementation of consent decrees, and cities facing financial constraints while attempting to comply with a consent decree and fund civilian oversight. It will also explore the impact community organizations can have on how a consent decree addresses civilian oversight.

This panel is intended to assist local monitoring agencies and community groups to better understand the consent decree process itself and the challenges and benefits often faced by all groups in the consent decree process.

Panelists:

Saul Green, Attorney, Detroit, MI

Simone Levine, Deputy Monitor, Office of the Independent Police Monitor, New Orleans, LA

Christy Lopez, Deputy Chief, Special Litigation Section, United States Department of Justice, Civil Rights Division, Washington, DC

Moderator:

Philip K. Eure, Executive Director, Office of Police Complaints, Washington, DC

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**8:30 a.m. – 10:00 a.m.**  
**Session XXIII**

***Concurrent Session: UC Davis Embraces Accountability and Transparency: A Panel Discussion about the Path to Oversight***

Police agencies on university campuses have traditionally been insular institutions. While there have been many well publicized issues with university policing across the country, there is very little oversight.

In response to the November 18, 2011, pepper spray incident that took place during an Occupy UC Davis protest, the University of California, Davis (UC Davis) administration appointed a 13-member task force. Headed by Cruz Reynoso, a former UC Davis Law School professor emeritus and former California Supreme Court Justice, the task force included UC Davis faculty, students, and alumni, and it investigated the administration's response to the Occupy protest. The administration also facilitated/supported other investigations into the incident. The UC Davis administration and the new police chief have been instituting changes recommended in "The Reynoso Task Force Report," a copy of which is available on the conference flash drive, including working to establish oversight of the university's police department. Through a series of meetings and seminars bringing stakeholders together to learn and give input, UC Davis has been forging the path to establishing oversight.

The panel will discuss the process, the issues involved, and what they envision oversight will bring to their institution.

Panelists:

Chief Matt Carmichael, University of California, Davis Police Department, Davis, CA

Rahim Reed, Associate Executive Vice Chancellor, University of California, Davis, Davis, CA

Moderator:

Barbara Attard, Police Accountability Consultant, San Francisco, CA

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**10:15 a.m. – 11:45 p.m.**

**Session XXIV**

**General Session: *Immigration & Policing***

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This panel discussion will identify challenges facing local law enforcement agencies regarding their role in federal immigration enforcement. Pressure for local law enforcement agencies to act as immigration agents has grown significantly over the past few years. Increasing political pressure for stricter immigration laws and enhanced enforcement action has been seen throughout the country, nowhere more significantly than in Utah and Arizona. The position of the Major Cities Chiefs, a professional organization of police executives representing the largest cities in the United States and Canada, is that immigration enforcement is a federal issue requiring uniform national laws and enforcement action. Compelling local police to participate drives a wedge between the police and the communities they serve.

Panelists:

Chief Chris Burbank, Salt Lake City Police Department, Salt Lake City, UT, and Major Cities Chiefs First Vice-President

Margo Frasier, Police Monitor, Office of the Police Monitor, Austin, TX

Chief Roberto Villaseñor, Tucson Police Department, Tucson, AZ

Moderator:

Dawn Reynolds, Elite Performance Assessment Consultants, LLC, Salem, OR

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**12:00 p.m. – 12:30 p.m.**

***Closing Remarks – NACOLE President***

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