Celebrating NACOLE at 25:
Courage, Collaboration & Community

September 22–26, 2019 | Detroit, Michigan
September 22, 2019

On behalf of the National Association for Civilian Oversight of Law Enforcement, its Board of Directors, membership, and staff, I am excited to welcome you to Detroit – my hometown – for our 25th Annual Conference: NACOLE at 25: Courage, Collaboration & Community.

This is a very special occasion for NACOLE and for the movement for civilian oversight. It is a time to examine our collective work and accomplishments over the last quarter of a century, what we face today, and discuss how we strengthen oversight and build public trust in law enforcement. There is no better time for us to examine the challenges and opportunities we face – and enhance our skills, knowledge, and determination to create real and sustainable change.

I offer a special welcome to all of you who are new to the work of civilian oversight or new to NACOLE. You are not just part of an organization – you are part of a movement, and we welcome you to the NACOLE family. We are so glad that you are here with us to celebrate the strength and resilience of the movement for civilian oversight, transparency, accountability, and reform in law enforcement.

Every year we come together to learn, share, and support one another in our work to correct systemic problems, create meaningful reform, and sustain lasting change. This year, the conference features four tracks that cover NACOLE’s Core Competencies for Civilian Oversight Practitioners, along with inspiring and thought-provoking speakers. We begin on Sunday, focused on hearing diverse voices and introducing newcomers to key principles in civilian oversight. Monday includes our opening keynote speaker, the Honorable Judith E. Levy, District Judge for the Eastern District of Michigan, and our keynote luncheon and awards ceremony features Barbara McQuade, U.S Attorney for the Eastern District of Michigan from 2010 to 2017 and the first woman to serve in her position. And we will celebrate our 25 years at our opening session on Monday morning and again on Wednesday evening at our Sankofa Reception.

I want to thank the NACOLE staff, Board members, Annual Conference Committee, Local Committee, and all those who volunteered to develop and organize the conference programming. I also acknowledge the hard work of our partners in Detroit, who have supported NACOLE in creating this conference, and are celebrating the 45th anniversary of the Detroit Board of Police Commissioners.

I know that the programming and activities at this conference will be educational and valuable to your work. So please take full advantage of the sessions, the community, and the fellowship of the conference – and once each day’s programming is over, I hope that you can enjoy all that the Motor City has to offer. Please ask any of the NACOLE Board and staff members if there is anything that we can do to make the 25th Annual NACOLE Conference an even better experience for you.

NACOLE will continue to support you and your efforts to expand and institutionalize civilian oversight – and we look forward to working with all of you in your efforts to enhance accountability and transparency in policing, build community trust, and ensure policing that is responsive to community needs.

Best regards,

Brian Corr, President
September 22, 2019

Dear Friends,

On behalf of the state of Michigan, I'd like to extend my warmest greetings to everyone attending the 25th Annual Conference of the National Association for Civilian Oversight of Law Enforcement (NACOLE) and welcome everyone to our motor city - Detroit.

I hope you all gain valuable knowledge and insight on the practices in civilian oversight and enjoy your time networking with the other members. It is my pleasure to host you in our state for this year’s conference and look forward to seeing you again in the near future.

Again, welcome to our state. I hope you enjoy the many cultural excitements Detroit has to offer during your stay. Please accept my best wishes for a memorable and successful conference.

Sincerely,

[Signature]

Gretchen Whitmer
Governor of Michigan

JK: SMB
September 22, 2019

Dear Friends:

On behalf of the City of Detroit, it gives me great pleasure to welcome you to the 25th annual National Association for Civilian Oversight of Law Enforcement (NACOLE) Conference.

This year’s conference will focus on four core competencies for civilian oversight: Institutional Culture & Correctional Oversight, Training, Community Trust and Collaboration, this is fitting because it aligns with the central focus of this organization; bringing together individuals and agencies working to establish or improve oversight of police officers.

I am excited that you have chosen Detroit to host your event. We are on the come back, and our resurgence is evident in the new businesses, restaurants and events hosted in our city. During your stay, please take the time to experience Detroit and its history through all of the unique attractions our city has to offer such as the Motown Historical Museum, the Detroit Institute of Arts, the historic Fox Theatre and our international waterfront. I am confident that our returning guest will see the changes and our new visitors will be glad they came.

The City of Detroit is proud to host 25th the annual NACOLE Conference and I applaud the efforts of the sponsors, organizers, volunteers and participants for their contribution towards this event. On behalf of the citizens of Detroit, again, I welcome you to the 25th annual National Association for Civilian Oversight of Law Enforcement. Please accept my wishes for a successful event

Sincerely,

Mike Duggan,
Mayor
Celebrating NACOLE at 25: Courage, Collaboration & Community
The 25th Annual Conference of the National Association for Civilian Oversight of Law Enforcement

TABLE OF CONTENTS

Acknowledgments 1
NACOLE Founders 2
NACOLE Presidents 2
2018 – 2019 NACOLE Board of Directors 2
NACOLE Organizational Information 3
Mission and Goals
Activities
NACOLE Honorees 4
Flame Award
Achievement in and Contribution to Oversight Awards
Additional Awards
2019 Award Recipients 7
Annual Conference Scholarship Fund and 2019 Scholarship Recipients 9
Annual Conference Track Descriptions 11
Daily Schedule 12
Conference Session Summaries and Speakers 15
Core Competencies for Civilian Oversight Practitioners 40
2019 Annual Conference Attendees 45
Acknowledgments & Gratitude

The City of Detroit, Michigan
Mike Duggan, Mayor                                        James Craig, Chief of Police

Detroit Board of Police Commissioners
Lisa Carter, Chair                                          Willie E. Burton
Eva Garza Dewaelsche, Vice-Chair                          William M. Davis
Willie E. Bell                                              Evette Griffie
Darryl D. Brown                                             Jim Holley
Elizabeth Brooks                                           Annie Holt

Detroit Board of Police Commissioners Staff
Gregory Hicks, Secretary to the Board                      D'layne Richards
Teresa Blossom                                             Jonya Underwood
Robert Brown                                                Melanie White
Faye Johnson                                                Jermaine Wyrick

Detroit Metro Visitor and Convention Bureau
Kaitlyn Fabus, Convention Services Coordinator

Comerica Bank
Michael Ritchie, President-Michigan Market
Monica L. Martinez, Senior Vice President for External Affairs and the National Hispanic Business Development Director
Michael Cheatham, Vice President & Contributions Manager for Michigan

Michigan Department of Civil Rights
Mary Engelman, Acting Executive Director

Sinai Grace Hospital
Conrad Mallet, Chief Executive Officer

AAA of Michigan
H. Keith Mobley, Vice President of Community Affairs

Greektown Casino
Marvin Beatty, Vice President – Community Relations

Wayne County Community College District
Curtis Ivery, Chancellor

Wayne County Sheriff's Department
Benny Napoleon, Sheriff

Wayne State University Center for Urban Studies - AmeriCorps Urban Safety Project
Ramona Rodriguez, Program Director

Cass Technical High School Marching Band
Ms. Markita Moore, Band Program Director

Special thanks to the BOPC Office of the Chief Investigator, CBRE Property Management, and City of Detroit Police—Community Relations Councils
NACOLE Founders

In 1993, members of the United States (U.S.) delegation to the IACOLE conference in Cambridge, MA, met to discuss issues relating to civilian oversight of law enforcement within the U.S. The focus of the meeting was the creation of a national organization that would address these issues. Two years later, a group met in Landover, MD, and NACOLE was established. Their hard work and dedication laid the foundation for continued growth and advancement of the practice of civilian oversight of the police.

DONALD CASIMERE  CLYDE B. DAVIS  FELICIA DAVIS
HELEN MARIE DAVIS  JAMES L. JOHNSON  ROBIN LOLAR
MALVINA MONTEIRO  BRIAN C. REEDER  LARNA SPEARMAN

NACOLE Presidents

Since NACOLE’s founding, it has been led by individuals with a strong commitment to civilian oversight and NACOLE’s mission. Their commitment has ensured the organization’s continued growth and stability.

BRIAN C. REEDER (1997-2000)  Indianapolis, IN
SUE L. QUINN (2000-2003)  San Diego, CA
BARBARA ATTARD (2005-2006)  San Francisco, CA
PIERCE MURPHY (2006-2007)  Boise, ID
ANDRÉ BIROTTE, J.R. (2009)  Los Angeles, CA
KATHRYN OLSON (2010-2012)  Seattle, WA
ILANA ROSENZWEIG (2012-2013)  Chicago, IL
BRIAN BUCHNER (2013-2016)  Los Angeles, CA
BRIAN CORR (2016-PRESENT)  Cambridge, MA

2018 – 2019 NACOLE Board of Directors

BRIAN CORR, President  Cambridge, MA
MARGO FRASIER, Vice-President  Austin, TX
ANTHONY FINNELL, Treasurer  Oakland, CA
FLORENCE FINKLE, Secretary  New York, NY
WILLIE BELL, Member-at-Large  Detroit, MI
CATHLEEN BELTZ, Member-at-Large  Los Angeles, CA
MICKEY BRADLEY, Member-at-Large  Albany, NY
SUSAN HUTSON, Member-at-Large  New Orleans, LA
GIANINA IRLANDO, Member-at-Large  Denver, CO
JANNA LEWIS, Member-at-Large  Seattle, WA
AVICE EVANS REID, Member-at-Large  Knoxville, TN
Organizational Information

NACOLE Mission and Goals

The mission of NACOLE is to enhance fair and professional law enforcement that is responsive to community needs.

The goals of NACOLE are what guide us in the work we do on a daily basis and the long-term projects that further the work and reach of the organization:

- To provide for the establishment, development, education, and technical assistance of/for civilian oversight of law enforcement.
- To develop a national forum to provide an informational and educational clearinghouse and a publication resource of educational information for the public and organizations in the field of civilian oversight of law enforcement.
- To encourage the highest ethical standards in organizations which oversee law enforcement.
- To educate the public by developing mechanisms to enhance police and community relations, educate law enforcement agencies, and encourage law enforcement to respond with sensitivity to citizens’ issues and complaints.
- To encourage full racial and ethnic representation and participation in this organization and the agencies overseen by its members.

NACOLE Activities

NACOLE is the largest and premier civilian oversight organization in the U.S.; its membership comprises over 1,000 oversight practitioners, current and former law enforcement personnel, elected officials, journalists, academics, students, and community stakeholders, among others. NACOLE has worked to legitimize police oversight as a professional field of study and practice and has facilitated the development of professional standards, including a code of ethics, as well as core competencies and training guidelines for oversight practitioners. In addition to hosting an annual training conference, NACOLE hosts regional training and networking events throughout the year to increase our reach to civilian overseers and other interested stakeholders and allow more opportunities to meet and exchange information and ideas about issues facing law enforcement oversight.

NACOLE works collaboratively and in partnership with civilian oversight groups, communities, law enforcement, and organizations nationwide interested in oversight. From the public perspective, NACOLE ensures oversight is present, knowledgeable, and capable. From the law enforcement perspective, NACOLE ensures policies and processes are in place to ensure transparency, accountability, and institutional commitment to constitutional policing. NACOLE seeks to engage stakeholders in a dialogue that firmly establishes partnerships and helps create an environment in which police are responsive to the community, they engage with the community impartially, and in turn, the community views the police with legitimacy and respect.

In addition, NACOLE:

- Organizes training conferences and seminars
- Provides technical assistance and support
- Encourages networking, communications, and information sharing
- Produces a webinar series on topics important to those in and around oversight
- Offers a professional certification credential for oversight practitioners
- Maintains an information and resource clearinghouse
- Sponsors a listserv for information on the topics of policing and police oversight
NACOLE Honorees

NACOLE recognizes those individuals, organizations, and agencies whose contributions or accomplishments have helped to further the field of civilian oversight of law enforcement.

Flame Award

The Flame Award, the Association’s highest honor, recognizes significant long-term contributions to the field of civilian oversight of law enforcement. The following are recipients of this award. The year and location of the annual conference in which they were recognized are also noted.

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>MICHELE Y. DEITCH</td>
<td>Detroit, MI</td>
<td>2019</td>
</tr>
<tr>
<td>HON. THELTON E. HENDERSON</td>
<td>St. Petersburg, FL</td>
<td>2018</td>
</tr>
<tr>
<td>L. PIERCE MURPHY</td>
<td>Spokane, WA</td>
<td>2017</td>
</tr>
<tr>
<td>CHRISTY E. LOPEZ</td>
<td>Albuquerque, NM</td>
<td>2016</td>
</tr>
<tr>
<td>CHARLES D. REYNOLDS</td>
<td>Riverside, CA</td>
<td>2015</td>
</tr>
<tr>
<td>JOHN W. MACK</td>
<td>Kansas City, MO</td>
<td>2014</td>
</tr>
<tr>
<td>PHILIP K. EURE</td>
<td>Salt Lake City, UT</td>
<td>2013</td>
</tr>
<tr>
<td>MICHAEL GENNACO</td>
<td>San Diego, CA</td>
<td>2012</td>
</tr>
<tr>
<td>RICHARD ROSETHAL</td>
<td>New Orleans, LA</td>
<td>2011</td>
</tr>
<tr>
<td>AL LACABE</td>
<td>Seattle, WA</td>
<td>2010</td>
</tr>
<tr>
<td>NUALA O’LOAN</td>
<td>San Jose, CA</td>
<td>2007</td>
</tr>
<tr>
<td>ANTHONY D. ROMERO</td>
<td>San Jose, CA</td>
<td>2007</td>
</tr>
<tr>
<td>SAMUEL WALKER</td>
<td>Miami, FL</td>
<td>2005</td>
</tr>
<tr>
<td>JANET RENO</td>
<td>Miami, FL</td>
<td>2005</td>
</tr>
<tr>
<td>MERRICK BOBB</td>
<td>Los Angeles, CA</td>
<td>2003</td>
</tr>
</tbody>
</table>
Achievement in and Contribution to Oversight Awards

Both the Achievement in Oversight and the Contribution to Oversight awards recognize specific, significant accomplishments or contributions to civilian oversight by individuals, an organization, or an agency. The following are recipients of this award. The year and location of the annual conference where they were recognized are also noted.

IMANI S. JAAFAR  
Achievement in Oversight | Detroit, MI | 2019

CONSTANTIN SEVERE  
Contribution to Oversight | Detroit, MI | 2019

THE ADMINISTRATIVE PROSECUTION UNIT OF THE NEW YORK CITY CIVILIAN COMPLAINT REVIEW BOARD  
Contribution to Oversight | Detroit, MI | 2019

NO ON PROPOSITION H CORE COMMITTEE MEMBERS  
Achievement in Oversight | St. Petersburg, FL | 2018

COMMISSIONER TERRENCE F. WILLIAMS & THE INDEPENDENT COMMITTEE OF INVESTIGATIONS (INDECOM)  
Achievement in Oversight | St. Petersburg, FL | 2018

JUDG E ANNE LEVINSON (RET.)  
Contribution to Oversight | St. Petersburg, FL | 2018

DIANA TERAN  
Contribution to Oversight | St. Petersburg, FL | 2018

DONNA SALAZAR  
Achievement in Oversight | Spokane, WA | 2017

OFFICE OF THE NEW ORLEANS INDEPENDENT POLICE MONITOR  
Achievement in Oversight | Spokane, WA | 2017

COALITION FOR POLICE ACCOUNTABILITY  
Contribution to Oversight | Spokane, WA | 2017

PETER S. HOLMES  
Contribution to Oversight | Spokane, WA | 2017

NICOLAS E. MITCHELL & THE STAFF OF THE OFFICE OF THE INDEPENDENT MONITOR  
Achievement in Oversight | Albuquerque, NM | 2016

SONOMA COUNTY, CALIFORNIA & THE COMMUNITY AND LOCAL LAW ENFORCEMENT TASK FORCE  
Achievement in Oversight | Albuquerque, NM | 2016

INVISIBLE INSTITUTE  
Contribution to Oversight | Albuquerque, NM | 2016

ST. LOUIS CITY ALDERMEN  
ANTONIO FRENCH & TERRY KENNEDY  
Achievement in Oversight | Riverside, CA | 2015

SAMARA MARION  
Achievement in Oversight | Riverside, CA | 2015

NEW YORK CITY COUNCIL MEMBERS  
BRAD LANDER & JUMAANE WILLIAMS  
Achievement in Oversight | Kansas City, MO | 2014

PATRISSE CULLORS  
Achievement in Oversight | Kansas City, MO | 2014

KELLY DAVIS, LIAM DILLON, & DAVE MAASS  
Contribution to Oversight | Kansas City, MO | 2014

CENTER FOR JUSTICE  
Contribution to Oversight | Salt Lake City, UT | 2013

JOHN DAHLBURG, SALLY KESTIN, & JOH N MAINES  
Contribution to Oversight | Salt Lake City, UT | 2013

ANDRÉ MARIN  
Achievement in Oversight | San Diego, CA | 2012

TOM JENNINGS, LAURA MAGGI, BRENDAN MCCARTHY, & A.C. THOMPSON  
Contribution to Oversight | San Diego, CA | 2012

STATE ASSEMBLYMAN MARK LENO & STATE SENATOR GLORIA ROMERO  
Contribution to Oversight | San Jose, CA | 2007
MARK SCHLOSBERG
Contribution to Oversight | San Jose, CA | 2007

JOHN CREW
Contribution to Oversight | Denver, CO | 2001

Additional Awards
In previous years, the Board has chosen to honor certain Board members for long-term, outstanding service to NACOLE. The year and location of the annual conference in which they were recognized are also noted.

KAREN U. WILLIAMS
St. Petersburg, FL | 2018

TERESA GUERRERO-DALEY
Chicago, IL | 2004

CAROL SCOTT
Seattle, WA | 2010

ROBERT AARONS
Chicago, IL | 2004

DONALD CASIMERE
Cincinnati, OH | 2008

DENISE DEFO REST
Chicago, IL | 2004

ROBIN LOLAR
San Jose, CA | 2007

JOE SANDOVAL
Los Angeles, CA | 2003

ROSE CEJA-ARAGON
Miami, FL | 2005

DEDE WILHELM
Los Angeles, CA | 2003

SUE L. QUINN
Miami, FL | 2005

THE FOUNDERS OF NACOLE
Cambridge, MA | 2002

Do you know someone who should be recognized for a significant contribution or accomplishment in the field of civilian oversight?

NACOLE strives to acknowledge and honor those who are working diligently to build public trust in law enforcement through transparency and accountability. Help us do this by submitting a nomination today. Nominations for our 2020 awards are now being accepted but must be received by JUNE 12, 2020.

The nomination form can be accessed at https://form.jotform.com/cmcellhiney/2020-NACOLE-Award
MICHELE Y. DEITCH
Flame Award

Michele Deitch is a Senior Lecturer at the University of Texas at Austin, where she holds a joint appointment at the Lyndon B. Johnson School of Public Affairs and at the School of Law and teaches graduate-level courses on criminal justice policy. She is widely recognized as one of the country’s leading experts on the issue of correctional oversight and has written and published extensively on this topic. Among other publications, she helped edit and produce a law review volume titled Opening Up a Closed World: A Sourcebook on Prison Oversight, and produced a 50-state inventory of correctional oversight bodies. She chaired conferences on prison oversight at the University of Texas in 2006 and 2016, events that brought together the nation’s top correctional oversight practitioners, corrections officials, advocates, and scholars, and she is one of the co-chairs for NACOLE’s 2020 Academic Symposium titled “New Frontiers in Independent Oversight of Jails, Prisons, and the Police.” She also co-chairs the American Bar Association’s subcommittee on correctional oversight and helped draft the ABA’s standards on the treatment of prisoners.

Professor Deitch has had a significant impact on public policy through her legislative testimony and work with key legislators, including her work on the Sandra Bland Act in Texas. She also chaired the Travis County (TX) Sheriff’s Advisory Committee on the Women’s Jail, which proposed a reimagined, gender-responsive facility for women in the jail. She served as a full-time court-appointed monitor of conditions in the Texas prison system in the landmark class action lawsuit of Ruiz v. Estelle, and she has also consulted with a number of prison and jail systems, as well as juvenile confinement agencies, to conduct cultural assessments and address conditions and safety issues in their facilities. A former recipient of a Soros Senior Justice Fellowship, she holds a J.D. from Harvard Law School, a master’s degree in Psychology from Oxford University, and a B.A. from Amherst College.

IMANI S. JAAFAR
Achievement in Oversight Award

In the City of Minneapolis’ Office of Police Conduct Review, a routine review of officer videos led to a startling discovery - police detainees were being injected with an unknown substance, despite not being ill or in a mental health crisis. Add to that a complaint alleging the same information, and the Director of the Civil Rights Department authorized OPCR to undertake a programmatic audit.

The audit, completed in 2018, determined that the injected substance was Ketamine (commonly known as the hallucinogenic drug “Special K”). Director Jaafar found that officers who brought detainees to the hospital at times requested medical staff or EMS personnel to inject patients who were already restrained with the drug. In the course of the investigation and audit, Director Jaafar found that there was a significant increase in the number of detainees who were administered ketamine from 2014 (6 cases) to 2017 (62 cases). Additionally, the research found eight occurrences of members of the Minneapolis Police Department suggesting the use of ketamine on a detainee to medical staff. As a result of these findings, the Minneapolis Police Department quickly issued an administrative announcement and began making sure officers knew to never make or assist in making medical decisions regarding individuals in their custody.

Director Jaafar notes it was a struggle to finish the report and release it to the public. After meeting with doctors from the Hennepin County Medical Center (HCMC) who insisted the practice was normal and of no concern, even going to the extent of calling the office “reckless” in a document that was later leaked along with the first draft of the audit report to the media, the office persevered to ensure that the audit was completed.

After the audit’s completion, Public Citizen wrote a letter to the FDA with signatures from concerned medical professionals from all over the world asking them to intervene. The FDA did get involved and found that HCMC’s use of ketamine was not in line with federal regulations. As a result, Hennepin Healthcare has undergone changes and is still
answering for conflict of interest issues as one of the doctors who was part of the audit is also a sheriff. A news story indicated that this sheriff was receiving money from Axon as an expert witness on in-custody deaths.

Director Jaafar notes, “The study definitely unearthed issues that we had no idea were present when we started the work. But we feel that is the nature of oversight at its core, and even though we only have jurisdiction over the police, the study has had long term positive effects that will hopefully result in safer interactions for the public. The Minneapolis Police now have clearly articulated policy that have already helped cops to know where the line is when it comes to medical intervention by Emergency Medical Services.” If not for the work of Director Jaafar and her staff, it is likely that the hospital would have continued to use those encountering police as a source of dangerous medical research. Her leadership took courage, and it will have a significant lasting impact on the treatment of police detainees.

CONSTANTIN SEVERE
Contribution to Oversight Award

From 2009 to 2019, Constantin Severe served the City of Portland’s Independent Police Review and was Director from 2013 to 2019. He led the oversight division through a settlement agreement with the U.S. Department of Justice, a series of significant systemic changes that strengthened the oversight capabilities of civilian oversight in Portland and conducted high-profile investigations that led to significant changes at the command level of the Portland Police Bureau.

Severe was instrumental in creating a Portland Police discipline guide and securing a permanent position for an IPR member on the two Police Review Boards that recommend discipline and findings to the Chief of Police. Additionally, he was able to double the investigative staff of the Office and strengthen the investigative powers of the agency in the wake of the U.S. Department of Justice’s investigation into the Portland Police and subsequent settlement agreement with the City of Portland. While the initial DOJ investigation was related to the Bureau’s use of force against people in mental health crisis, the settlement agreement required significant improvement in the accountability processes that IPR is responsible for.

Mr. Severe successfully focused on areas of community interest like disparate treatment and uses of force at protests by conducting policy reviews addressing issues of community concern, oftentimes leading to policy changes and training recommendations for officers.

The impact of Mr. Severe’s leadership in the advancement of civilian oversight extends beyond the City of Portland as he has consulted with multiple oversight agencies throughout the region and internationally to offer guidance as they move forward with building their oversight programs.

THE ADMINISTRATIVE PROSECUTION UNIT OF THE NEW YORK CITY CIVILIAN COMPLAINT REVIEW BOARD
Contribution to Oversight Award

Established in 2012, the CCRB’s Administrative Prosecution Unit is an independent, all-civilian team of attorneys who prosecute members of the NYPD for the most egregious acts of misconduct. Since the launch of the APU, nearly 400 members of the NYPD have been prosecuted at trial.

Perhaps the most recognizable person who has been prosecuted by the APU is Officer Daniel Pantaleo, the NYPD officer who placed Eric Garner in a chokehold after Garner was accused of selling loose cigarettes in 2014. On May 13, 2019, in the fourth-floor trial room at One Police Plaza, New York City Civilian Complaint Review Board prosecutor Jonathan Fogel repeated three words that had sparked a movement: “I can’t breathe.” For 10 days spread out over a month, Fogel and fellow CCRB prosecutor Suzanne O’Hare appeared before New York City Police Department Deputy Commissioner of Trials Rosemarie Maldonado to argue that Police Officer Daniel Pantaleo was unfit to serve as part of the NYPD.
With a grand jury declining to indict and the federal government announcing that it would not file charges, this administrative prosecution of Pantaleo—a civilian oversight process unique to New York City—was the last hope for justice for Eric Garner.

Central to the foundation of the APU is the transparency of its trial process. Anyone—from members of the general public to members of the media—can attend an APU trial and view evidence related to the alleged misconduct. Furthermore, the agency issues APU reports, which offer descriptions of incidents, the trial verdict, and what action the police commissioner, who has the ultimate decision-making power under the law, took in response. This commitment to transparency reflects the CCRB’s larger belief that police accountability requires a collective effort; the more everyday New Yorkers understand the civilian oversight process, the more likely they are to participate in it.

The APU—the first entity of its kind in the United States—remains the only independent, all-civilian trial unit in the nation. In the face of New York Civil Rights Section 50-a, one of America’s most stringent laws shielding police personnel records, the APU is the only body that offers New Yorkers insight into the conduct of their police officers and their police commissioner.

On August 2, 2019, an administrative judge recommended that Pantaleo's employment be terminated. Pantaleo was fired on August 19, 2019, five years after Garner's death.

The NACOLE Annual Conference Scholarship Fund offers financial support to individuals to attend the Annual Conference, expanding the reach of civilian oversight and promoting participation by individuals from a broad spectrum of social, economic, racial, ethnic, and cultural backgrounds. The Scholarship Fund supports and strengthens the work of civilian oversight practitioners and communities by providing access to a broad range of oversight information, best practices, and professional networks.

Your donations help NACOLE carry out this effort. Please take a moment and visit the registration desk to make your donation today!
Annual Conference Scholarship Fund

In 2012, NACOLE established a scholarship fund to offer financial support to individuals wishing to attend the Annual Conference, expanding the reach of civilian oversight, and promoting participation by individuals from a broad spectrum of social, economic, racial, ethnic, and cultural backgrounds. The Scholarship Fund supports and strengthens the work of civilian oversight practitioners and communities by providing access to a broad range of oversight information, best practices, and professional networks. The NACOLE Annual Conference Scholarship Fund is made possible by generous donations from individuals and organizations across the country and around the world.

2019 Scholarship Recipients

Founders’ Community Scholarship Award

Vanessa Hall Harper | Tulsa, Oklahoma
Christin Harris | New York, New York
Terrence Hughes | Denver, Colorado

Membership Scholarship Award

Hollye Doane | Fairfax County, Virginia
Montanette Murphy | Onondaga County, New York
Mari Narvaez | San Juan, Puerto Rico

Local Scholarship Award

Nora Hudson | Detroit, Michigan
Kristi Williams | Tulsa, Oklahoma

Additional information regarding the Annual Conference Scholarship Program may be found at www.nacole.org/special-programs/scholarship-program
2019 Annual Conference Track Descriptions

This year’s tracks feature a wide range of topics geared towards giving those who work in and around oversight the tools they need to do the work and make an impact. Below you will find a description of each track and will be introduced to the color-coding system that will help guide you through the conference schedule and session summaries.

Training
This year’s training track provides attendees opportunities to understand the various principles and components of civilian oversight and to hone the technical skills used every day by oversight professionals. Topics touch on issues relevant to oversight methods such as effective civilian oversight and its principles, strategies to address biased policing, use-of-force reform efforts, and reviewing and conducting investigations. Each session will present information that will be useful to those new to oversight and can benefit more experienced practitioners who will be able to use the information presented to build on existing skills.

Community Trust
At the heart of professional civilian oversight is the premise that community trust in law enforcement is essential to public safety in our communities. When a community loses trust in law enforcement, residents do not report crime, do not cooperate with investigations into crime, and are sadly removed from the conversation about police effectiveness. This track will explore how oversight professionals can understand and engage the community in order to help law enforcement departments build and rebuild trust with the communities they serve. Many of the sessions address specific community needs and offer the expertise of oversight professionals who have proven strategies and results working with community and law enforcement to improve public safety.

Institutional Culture and Correctional Oversight
The institutional culture and correctional oversight track will present attendees with a range of topics specific to both the culture of correctional institutions and the oversight of jails, prisons, and lock-ups. Areas of discussion include the creation of correctional oversight, maintaining oversight independence while collaborating with correctional agencies, how correctional leaders view oversight, the critical importance of access to a functional grievance system, and real-world examples of institutional cultural transformation. Current oversight practitioners and those who are working to create correctional oversight will gain insight into best practices and emerging trends in this expanding field.

Collaboration
The collaboration track sessions will focus on the relationship between oversight practitioners and the agencies or departments they oversee. “Collaboration” is defined both positively as “the action of working with someone to produce or create something,” and negatively as “traitorous cooperation with an enemy.” This track lands in between the two definitions, skewing towards the positive, and focuses on oversight practitioners’ collaboration with law enforcement as working with, yet alongside agencies closely, effectively, objectively and independently. Presentations in this track address how oversight practitioners can build effective relationships with law enforcement while still maintaining both actual independence and the perception of independence. Issues include improving communication, fostering trust, dealing with critical oversight reports, and recognizing and mitigating potential threats to oversight independence.
# Daily Schedule and Session Summaries

## Sunday, September 22nd

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>12:30 p.m. – 1:30 p.m.</td>
<td>Multiple Paths to the Same Destination: Effective Civilian Oversight and its Principles</td>
</tr>
<tr>
<td>1:30 p.m. – 2:45 p.m.</td>
<td>Hearing Multiple Voices: Town Hall Meetings in a Volatile Environment</td>
</tr>
<tr>
<td>3:00 p.m. – 4:00 p.m.</td>
<td>Conducting and Reviewing Investigations Workshop</td>
</tr>
<tr>
<td>4:00 p.m. – 5:00 p.m.</td>
<td>Creating a Trauma-Informed Culture Within Civilian Oversight</td>
</tr>
<tr>
<td>5:15 p.m. – 6:15 p.m.</td>
<td>Evening Forum: New and Emerging Oversight – A Roundtable Discussion</td>
</tr>
<tr>
<td>6:30 p.m. – 8:30 p.m.</td>
<td>Opening Reception: Join fellow attendees at the Detroit Marriott at Renaissance Center as we kick off the 25th Annual Conference and Celebration!</td>
</tr>
</tbody>
</table>

## Monday, September 23rd

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:30 a.m. – 9:30 a.m.</td>
<td>A Welcome to this year’s conference: Celebrating NACOLE at 25 - Courage, Collaboration &amp; Community</td>
</tr>
<tr>
<td>9:30 a.m. – 10:15 a.m.</td>
<td>Opening Keynote Speaker: The Honorable Judith E. Levy, United States District Judge for the Eastern District of Michigan</td>
</tr>
<tr>
<td>10:30 a.m. – 11:45 a.m.</td>
<td>Recalling the Origins of Oversight: Incidents, Tragedies, and Public Demands for Change</td>
</tr>
<tr>
<td>12:00 p.m. – 1:30 p.m.</td>
<td>Keynote Luncheon and Awards Ceremony featuring Barbara McQuade, former U.S. Attorney for the Eastern District of Michigan and Professor from Practice at University of Michigan Law School</td>
</tr>
<tr>
<td>1:30 p.m. – 3:00 p.m.</td>
<td>Equal Treatment Under the Law: Strategies for Addressing Biased Policing in the 21st Century</td>
</tr>
<tr>
<td>3:15 p.m. – 4:45 p.m.</td>
<td>Unmasking the Truth Behind Video-Driven Investigations</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>5:00 p.m. – 6:00 p.m.</td>
<td>Evening Forum: NACOLE’s Peer-to-Peer Program</td>
</tr>
<tr>
<td>6:30 p.m. – 9:30 p.m.</td>
<td>Annual Scholarship Fundraiser: Attendees will enjoy dinner and good times with friends and colleagues while supporting the current and future leaders in the field of civilian oversight of law enforcement. Prior ticket purchase required.</td>
</tr>
</tbody>
</table>
### Tuesday, September 24th

<table>
<thead>
<tr>
<th>Time</th>
<th>TRACK I Training (Concurrent Session)</th>
<th>TRACK II Community Trust (Concurrent Session)</th>
<th>TRACK III Institutional Culture and Correctional Oversight (Concurrent Session)</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:30 a.m. – 10:00 a.m.</td>
<td>The Detroit Evolution</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10:15 a.m. – 11:45 a.m.</td>
<td>Addressing Use-of-Force Reform in the New Orleans Police Department</td>
<td>Developing New Approaches to Fulfill Our Missions</td>
<td>Kids Behind Bars: Building Juvenile Correctional Oversight</td>
</tr>
<tr>
<td>12:00 p.m. – 1:00 p.m.</td>
<td>Lunch on Your Own</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1:00 p.m. – 2:15 p.m.</td>
<td>Body-Worn Cameras and Law Enforcement Oversight</td>
<td>Challenging Stigmas: Policing and the Muslim Community</td>
<td>Beyond Collaboration: Making an Impact on Corrections Agencies Through Independent Civilian Oversight</td>
</tr>
<tr>
<td>2:30 p.m. – 3:45 p.m.</td>
<td>The Role of Independent Counsel for Civilian Oversight</td>
<td>Oversight and Our Youth: Programs That Impact Effective Public Safety</td>
<td>Improving Grievance Procedures in Correctional Settings</td>
</tr>
<tr>
<td>4:00 p.m. – 5:15 p.m.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5:30 p.m. – 6:30 p.m.</td>
<td></td>
<td></td>
<td>Evenings Forum: A Crisis in Confidence – When Trust Breaks Down in the Correctional System</td>
</tr>
</tbody>
</table>

### Wednesday, September 25th

<table>
<thead>
<tr>
<th>Time</th>
<th>TRACK I Training (Concurrent Session)</th>
<th>TRACK II Community Trust (Concurrent Session)</th>
<th>TRACK IV Collaboration (Concurrent Session)</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:30 a.m. – 10:00 a.m.</td>
<td>Detecting, Investigating, and Addressing Law Enforcement Sexual Misconduct</td>
<td>Why Are They Always Calling the Cops on Me?</td>
<td>Chicago Oversight: Collaboration and Challenges in Practice</td>
</tr>
<tr>
<td>10:15 a.m. – 11:45 a.m.</td>
<td>Tracking Uses-of-Force: Access &amp; Approaches</td>
<td>Community-Police Mediation: The Power of Face-to-Face Dialogue</td>
<td>Oversight from a Law Enforcement Perspective</td>
</tr>
<tr>
<td>12:00 p.m. – 1:30 p.m.</td>
<td>Lunch on Your Own</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1:30 p.m. – 3:00 p.m.</td>
<td>The Impacts of Overtime on Officer Safety and Performance</td>
<td>How to Analyze Awful but Lawful Police Shootings</td>
<td>Peril at the Top: Civilian Oversight’s Role in Ensuring Command Staff Accountability</td>
</tr>
<tr>
<td>3:15 p.m. – 5:00 p.m.</td>
<td>NACOLE Annual Membership Meeting and Elections</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6:30 p.m. – 8:30 p.m.</td>
<td>Sankofa Reception: A Celebration of 25 Years</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Thursday, September 26th

<table>
<thead>
<tr>
<th>Time</th>
<th>Track IV Collaboration</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:30 a.m. – 10:00 a.m.</td>
<td>Building Relationships with Law Enforcement While Maintaining Independence</td>
</tr>
<tr>
<td>10:15 a.m. – 11:45 a.m.</td>
<td>The Kerner Commission and Policing 50 Years Later</td>
</tr>
<tr>
<td>11:45 a.m. – 12:00 p.m.</td>
<td>Closing Remarks</td>
</tr>
</tbody>
</table>

*Please note this schedule is subject to change.*

### Color Legend

- **Yellow**: Training
- **Blue**: Community Trust
- **Orange**: Culture & Correctional Oversight
- **Green**: Collaboration

---

*National Association for Civilian Oversight of Law Enforcement*
Multiple Paths to the Same Destination: Effective Civilian Oversight and Its Principles

Training Track

General Session 1 | 12:30 p.m. – 1:30 p.m. | Columbus Ballroom

As oversight has evolved, there have been many attempts to categorize and classify agencies and the work that they do. Many have sought to develop standards or best practices to guide the work. However, given the variations among oversight agencies, their mandates, and the limited control they have over staffing and budgets, this is nearly impossible. Over the past two years, NACOLE has worked to study existing literature and the structure, authority and daily work of oversight agencies throughout the United States to identify practices that promote effective and sustainable oversight. Join us as we discuss the principles guiding civilian oversight and the preliminary findings of NACOLE’s work to identify effective practices being employed by civilian oversight practitioners.

Speakers:

- Cameron McEllhiney, Director of Training & Education, NACOLE, Indianapolis, IN
- Mihalis Vitoroulis, Research Fellow, NACOLE, Brooklyn, NY

Hearing Multiple Voices: Town Hall Meetings in a Volatile Environment

Training Track

General Session 2 | 1:30 p.m. – 2:45 p.m. | Columbus Ballroom

Public Engagement and Transparency are some of the principal objectives of all review boards; as such, many agencies employ the use of public meetings to address stakeholder concerns. This panel will consist of experienced oversight practitioners who will speak to some of the unique challenges of conducting public meetings and how to address those challenges. The session will begin with the panel introductions and an academic overview of the significance and benefits of holding public meetings. During the academic overview a crowd of attendees will begin disrupting the speakers. Two speakers will make failed attempts to mitigate the situation before a third speaker will step in and effectively address and control the disruptive crowd. The speakers will dissect the scene and highlight the challenges faced by the panel and best practices to address them.

The final segment of the session will involve a presentation from the Los Angeles County Sheriff Civilian Oversight Commission, who used the Town Hall following the death of Anthony Weber as a catalyst for the Family Assistance and Communication Ad-Hoc Committee. The committee worked with the Sheriff’s Department, the community, and other County agencies to produce a report with specific recommendations for the County of Los Angeles and the Sheriff’s Department. The committee’s report and subsequent County response are a great example of how the community, law enforcement agencies, and oversight boards can work together to address significant issues in need of assessment to improve the transparency of law enforcement and to better serve the community.

Speakers:

- Nicolle Barton, Executive Director, Civilian Oversight Board, St. Louis, MO
- Patricia Giggans, Chair, Los Angeles County Sheriff Civilian Oversight Commission, Los Angeles, CA

Moderator:

- Brian Williams, Executive Director, Los Angeles County Sheriff Civilian Oversight Commission, Los Angeles, CA
Conducting and Reviewing Investigations Workshop

Training Track

General Session 3 | 3:00 p.m. – 4:00 p.m. | Columbus Ballroom

This interactive workshop will introduce attendees to police misconduct investigations. It will focus on best practices for evaluating and handling complaints from intake through the preliminary investigation stage to ensure prompt, effective, and efficient processing. Attendees will learn about typical issues raised in police misconduct complaints, how to assess the seriousness of the allegations involved, and important steps to take in conducting preliminary investigations.

In addition, attendees will benefit from discussions surrounding triaging investigations and how to assess the proper venue for processing the complaint/report of misconduct; understanding the classification process and determining allegations; determining witnesses involved and conducting initial interviews; evidence collection and review of documents and available physical evidence; steps to take to ensure the preservation of evidence; developing an investigation plan; tracking and recording issues; and legal issues to be considered.

Workshop Leader:

- Byron Norris, Investigator, Police Review Commission, Berkeley, CA

Creating a Trauma-Informed Culture Within Civilian Oversight

Training Track

General Session 4 | 4:00 p.m. – 5:00 p.m. | Columbus Ballroom

This panel will describe an approach to oversight that embraces elements of trauma-informed care including resiliency strategies, mindfulness, and understanding the basics and neurobiology of trauma. Attendees will receive an overview of how to understand trauma and how it affects the people they encounter — as well as how it affects oversight practitioners and their actions and behavior. This session will emphasize being healthy, compassionate and understanding — recognizing how everyone is impacted by trauma, though not necessarily in the same way.

Panelists will discuss the challenges in helping oversight practitioners enhance their ability to recognize, understand, and mitigate the impacts of trauma of the people they work with in any capacity. Understanding trauma and resilience is invaluable to civilian oversight practitioners, law enforcement leaders, and community members as they work to support the continued evolution of policing to incorporate compassion and resiliency.

It will help those who do investigations shift from traditional ways of thinking about “perpetrators and victims,” by understanding how trauma affects perception, memory, and reactions, as well as expectations of linear narrative from victims and to identify how past traumatic experiences shape perceptions and behavior in ways that challenge simple explanations of “bad behavior.” This session will build on the sessions presented at the last two conferences, while also being accessible and useful to people who have not attended those.

Speakers:

- Justin Boardman, Detective (ret.), West Valley City Police Department and Principal, Boardman Training & Consulting, Salt Lake City, UT
- Brian Corr, Executive Secretary, Police Review & Advisory Board and NACOLE President, Cambridge, MA
- Sydney Roberts, Chief Administrator, Civilian Office of Police Accountability, Chicago, IL
Open House to Welcome Conference Attendees
Detroit Marriott | 6:30 p.m. – 8:00 p.m. | 42 Degrees North

Please join us as we kick off the celebration of our 25th Annual NACOLE Conference. At 7:00 p.m. welcoming remarks will be made by the NACOLE Board of Directors and members of the Detroit community. While visiting with old friends and becoming acquainted with new, attendees will be able to enjoy light hors d’oeuvres and a cash bar.

This is an excellent opportunity to learn more about what this year’s conference has to offer. We hope to see you there!

Certified Practitioner of Oversight Credentialing Program

This year NACOLE is making changes to the process for reporting credit hours. We ask that all program participants report their hours for the 2019 Annual NACOLE Conference at the following link:


For more information about this important training and certification program, stop by the registration desk or visit www.nacole.org.
Monday, September 23rd

Continental Breakfast
7:30 a.m. – 9:00 a.m.

Opening Remarks
General Session 5 | 8:30 a.m. – 9:30 a.m. | Cartier Ballroom
Surviving and thriving while staying true to our vision for a better society is the theme of this session! People who helped lead NACOLE over the years talk about the original need and vision, where oversight and NACOLE struggled, why it survived, how it thrives today, and where we want to go. Recounting, reminiscing, reflecting on NACOLE's silver anniversary -- with serious, surprising, and sometimes silly stories, presenters share history and perspectives on the current moment, with a focus on the positive and on celebrating 25 years of growth and movement building.

This plenary session will provide history and perspective; look at the accomplishments of NACOLE; and provide a positive and fun way to celebrate where we've come from and the great future ahead of us.

Welcoming Remarks and Greetings from Honored Guests:
- Lisa Carter, Chair, Board of Police Commissioners, Detroit, MI
- Brian Corr, President, NACOLE, Cambridge, MA
- James Craig, Chief, Detroit Police Department, Detroit, MI
- The Honorable Mike Duggan, Mayor, Detroit, MI
- Eva Garza Dewaelsche, Vice-Chair, Board of Police Commissioners, Detroit, MI

Celebrating NACOLE at 25: Courage, Collaboration, and Community:
- Barbara Attard, Past President, NACOLE, San Francisco, CA
- Donald Casimere, Founder, NACOLE, Pinole, CA
- Sue Quinn, Past President, NACOLE, San Diego, CA
- Eduardo Diaz, Past President, NACOLE, Miami, FL

In addition, the Annual Gift in honor of our conference speakers will be presented to the Northeast Guidance Center. The Center and local law enforcement have partnered to promote equity in public services to all Wayne County residents, in particular to those individuals and families who are affected by mental health issues and homelessness.
Opening Keynote Speaker: The Honorable Judith E. Levy

General Session 6 | 9:30 a.m. – 10:15 a.m. | Cartier Ballroom

The Honorable Judith E. Levy is a federal judge on the U.S. District Court for the Eastern District of Michigan. She was nominated for the position by President Barack Obama on July 25, 2013, and the U.S. Senate confirmed her nomination on March 12, 2014. She previously served as an assistant U.S. attorney in the Eastern District of Michigan from 2000 to 2014 and was the Civil Rights Unit Chief for three years. There she worked on United States of America v. City of Detroit (Detroit Police Department) from opening the investigation in 2000, until her appointment to the bench in 2014. Prior to that, she was a trial attorney with the U.S. Equal Employment Opportunity Commission in Detroit. Judge Levy specialized in large civil rights cases, including fair housing, fair lending, police misconduct, juvenile justice, and disability law. At Michigan Law, she team-teaches seminars about policing and public safety. Judge Levy received her BS from the University of Michigan and her JD from Michigan Law. Prior to her clerkship with U.S. District Judge Bernard A. Friedman in Detroit, she was an elected union official and chief negotiator for the service and maintenance employees at the University of Michigan for eight years.

Recalling the Origins of Oversight: Incidents, Tragedies, and Public Demands for Change

Training Track

General Session 7 | 10:30 a.m. – 11:45 a.m. | Cartier Ballroom

At the start of this 25th anniversary conference, it is important to remember the origins of oversight agencies. Many were created because of public reactions to significant incidents or tragedies that occurred during law enforcement encounters in patrol or custody situations. In fact, an oversight agency has sometimes been the only legacy of an individual tragedy and the resulting community trauma. As oversight agencies and the people who do the work evolve to develop oversight credentials and professional standards, we must ensure that this professionalization does not overshadow the human lives at the core of oversight. Oversight agencies often face hard questions about how to ensure accountability for their work and how to measure their effectiveness and value. Origin narratives are crucial resources for boards and staff facing these questions today, and can provide key grounding points and touchstones for us in difficult times. This panel and structured discussion are intended to remind us of the reasons many oversight entities began and ensure that we remain grounded in why the difficult work of law enforcement oversight is so crucial.

Speakers:
- Russell Bloom, Independent Auditor, BART Office of the Independent Auditor, Oakland, CA
- Barrie Gewanter, Administrator, Onondaga County Jail Oversight Committee, Syracuse, NY
- Samuel Walker, Professor Emeritus, University of Nebraska-Omaha, Omaha, NE
- Brian Williams, Executive Director, Los Angeles County Sheriff Civilian Oversight Commission, Los Angeles, CA

Moderator:
- Jerry Threet, Former Director, Independent Office of Law Enforcement Review and Outreach, Sonoma County, CA
Barbara L. McQuade is a law professor at the University of Michigan, where she teaches criminal law, criminal procedure, and national security and civil liberties. From 2010 to 2017, McQuade served as the U.S Attorney for the Eastern District of Michigan. She was appointed by President Barack Obama, and was the first woman to serve in her position. McQuade also served as vice chair of the Attorney General’s Advisory Committee and co-chaired its Terrorism and National Security Subcommittee. Significant case accomplishments during McQuade’s tenure as U.S. Attorney include the conviction of former Detroit Mayor Kwame Kilpatrick and more than 30 others on public corruption charges; settlements to permit the building of an Islamic school in Pittsfield Township and a mosque in Sterling Heights; the conviction of an Al-Qaeda operative for attempting to blow up an airliner over Detroit on Christmas Day in 2009; and the completion of a consent decree with the City of Detroit to reform the Detroit Police Department to resolve allegations of constitutional violations.

Before becoming U.S. Attorney, McQuade was an Assistant U.S. Attorney in Detroit for 12 years, serving as Deputy Chief of the National Security Unit. In that role, she prosecuted cases involving terrorism financing, foreign agents, threats, and export violations. Before joining the U.S. Attorney’s Office, McQuade practiced law at the firm of Butzel Long in Detroit from 1993 to 1998, and served as a law clerk to the Hon. Bernard A. Friedman on the U.S. District Court for the Eastern District of Michigan from 1991 to 1993.

Equal Treatment Under the Law: Strategies for Addressing Biased Policing in the 21st Century

Oversight agencies and police departments tackle biased policing issues in a variety of ways. These efforts include better tracking and investigation of complaints of racial profiling and other types of biased policing, prevention through better training, and holding officers accountable when necessary. This panel brings together officials from two different oversight agencies plus a representative from a police-oriented research organization that analyzes racially disparate outcomes in law enforcement. The inspector general and a senior policy analyst from the NYC Department of Investigation’s Office of the Inspector General for the New York Police Department (OIG-NYPD) will discuss the findings and recommendations of a comprehensive 2019 report that systematically examined how NYPD investigates and tracks complaints of biased policing against its officers. In addition, the chief investigator of the District of Columbia’s Office of Police Complaints (OPC) will walk the audience through methods by which biased policing allegations can be investigated and substantiated with sufficient evidence. OPC has also mediated such allegations, and has collaborated with the police academy to develop training covering these issues. Finally, a vice president of the Center for Policing Equity (CPE), who is the former police chief of Salt Lake City, will present on ways to systematically collect and analyze data on law enforcement policies and practices with the goal of developing evidence-based approaches to reducing the occurrence of biased policing.
Driving Change Forward: Vehicles for Reform in a Time of Declining Checks and Balances

Community Trust Track
Concurrent Session 9 | 1:30 p.m. – 3:00 p.m. | Cartier Ballroom

In the current environment, emboldened unions, recalcitrant police departments, and conservative politicians have tried to ignore, undermine, or roll back civilian oversight. The U.S. Department of Justice has stopped negotiating new consent decrees and has put aside tried-and-true collaborative reform efforts, and police unions are flexing their muscles and pushing back against effective civilian oversight. Despite these hurdles, there are many examples of local and state approaches to continue reform, and opportunities for building support for oversight. Hear directly from oversight practitioners about how they have addressed challenges and built community, political, and even law enforcement support for the important work that they do.

Attendees will get practical advice on how to deal with challenges — and how to advance change and reform in their communities. It will also be a structured and supportive place for people to share frustrations about their work and the broader problems we all face, while keeping a focus on solutions and positive change.

Community Trust Track participants will benefit from this session by hearing insights from proven oversight professionals on how to build collaborative and authentic relationships that support the work of oversight and build community trust in law enforcement.

Speakers:
- Edward Harness, Executive Director, Albuquerque Civilian Police Oversight Agency, Albuquerque, NM
- Bart Logue, Police Ombudsman, Office of the Police Ombudsman, Spokane, WA

Moderator:
- Brian Corr, Executive Secretary, Police Review & Advisory Board and NACOLE President, Cambridge, MA
Unmasking the Truth Behind Video-Driven Investigations

Training Track
Concurrent Session 10 | 3:15 p.m. - 4:45 p.m. | Cabot Ballroom

The most prolific source of evidence in use of force and police integrity complaints comes from video images - but are civilian oversight investigators adequately prepared to evaluate video reliability? This visually dynamic presentation explores the myth that video is a ‘Silent Witness that Speaks for Itself’. Through case studies and open discussion, attendees are introduced to technical and interpretation issues that expose significant frailties in video examination training of civilian oversight practitioners, volunteers and police internal investigators.

This presentation will explore a number of high profile criminal and civil cases of alleged use of force, and will demonstrate how each case was compromised by the misinterpretation of the video evidence.

Speaker:
- Grant Fredericks, Analyst, Forensic Video Solutions, Spokane, WA

The Rise of Data-Driven Policing Strategies and Considerations for Civilian Oversight

Community Trust Track
Concurrent Session 11 | 3:15 p.m. - 4:45 p.m. | Cartier Ballroom

Law enforcement agencies appear to be relying with increased frequency on data to inform their policing decisions as they work to address crime. For instance, data-driven policing may be used to deploy the right number of officers to the right areas at the right times in order to counteract a particular increase in criminal activity; or data may be used to identify specific individuals in the community who are believed to drive a majority of the crime that occurs there, and to initiate some form of intervention with regard to those individuals.

These strategies give rise to questions of public interest. Do they result in disparate treatment of communities of color or other historically disadvantaged groups? Does targeting specific individuals lead to law enforcement interactions that impinge on those individuals’ civil rights? How much of a police department’s data-driven programs should be shared with the public and subjected to scrutiny? How is data gathered, stored, and shared by an agency, and how long is it retained? Finally, what are meaningful measures of success that a police department should use to determine whether their data-driven strategies are working?

This session seeks to explore these questions and more, and to address the role of civilian oversight in holding police departments accountable as they develop, implement, and operate data-driven policing systems and methods.

Speakers:
- Monica Hopkins, Executive Director, ACLU of the District of Columbia, Washington, DC
- Jon Murad, Deputy Chief of Operations, Burlington Police Department, Burlington, VT

Moderator:
- Mark P. Smith, Inspector General, Los Angeles Police Department Office of the Inspector General, Los Angeles, CA
Ten years ago, NACOLE initiated a voluntary mentorship program dedicated to our professional practitioners to develop partnerships between experienced mentors and new NACOLE practitioners. The partnerships involved interactive support, guidance, sharing ideas and expertise and role modeling. The mentorship program has enhanced careers and developed leadership in a diverse group of NACOLE practitioners over the past ten years. Now, this program is evolving into the Peer Support Program in recognition of the need for even experienced practitioners to receive support from their peers and to help address secondary trauma. As NACOLE continues to grow, the Peer Support Program can play a vital role in 21st century law enforcement oversight. This year the expanded program will bring program participants together at the national conference in Detroit and seek perspectives on how to improve the program going forward.

Moderators:
- Susan Hutson, NACOLE Board Member-at-Large, New Orleans, LA
- Gianina Irlando, NACOLE Board Member-at-Large, Denver, CO

Join your fellow attendees as we raise money to support the NACOLE Annual Conference Scholarship Fund. Participants will enjoy an evening of food, friends, and celebration aboard the Diamond Queen River Boat. Funds raised at this event will be used to help NACOLE continue its effort to offer financial support for individuals to attend the Annual Conference, expanding the reach of civilian oversight and promoting participation by individuals from a broad spectrum of backgrounds.

Tickets must be purchased in advance in order to attend this event. Please check with the registration desk.

NACOLE Committees are the operational core of the organization as they work to Further NACOLE’s mission by pursuing projects and initiatives. NACOLE members are encouraged to become more involved with the organization by applying to serve on a committee. Please visit the committee information table today to learn more about the work of each and see how you can sign-up for one of the 2019-20 committees.

Learn more about NACOLE committees by visiting www.NACOLE.org. You can also indicate your interest now in serving on a NACOLE Committee this coming year, by filling out our online form:

Tuesday, September 24th

Continental Breakfast
7:30 a.m. – 9:00 a.m.

The Detroit Evolution

Training Track

General Session 12 | 8:30 a.m. – 10:00 a.m. | Columbus Ballroom
This session will examine the civilian oversight model in use today after voter-approved changes to board composition and powers, a 13-year consent decree, the municipal bankruptcy and suspension of democratic power under an emergency manager, and recent political, departmental and technological changes that have shaped the character and quality of oversight.

Led by BOPC member Willie E. Bell and Police Chief James E. Craig, the presentation will chronicle the evolution of oversight as presenters discuss pivotal events and decision flashpoints that shaped the Detroit model, law enforcement practices, and the region. This includes spotlighting roles by a pioneering female forensics expert, by a community activist who called for a federal investigation, and by another police chief who used lessons learned from Detroit to turn around his troubled suburban department.

In addition, the speakers will explore the effectiveness of the three different oversight models used in Detroit since 1974; the role of metrics for both public complaints and internal investigations in effective organizational and public accountability; types of meeting formats and outreach that build productive bridges to all communities and help improve crime closures and other public safety outcomes; and why leadership styles matter in helping achieve constitutional policing and public transparency, including use of force reductions, with and without consent decrees or formal civilian oversight.

Speakers:
- Willie Bell, Commissioner, Board of Police Commissioners, and Board Member-at-Large, NACOLE, Detroit, MI
- James E. Craig, Chief of Police, Detroit Police Department, Detroit, MI

Addressing Use-of-Force Reform in the New Orleans Police Department

Training Track

Concurrent Session 13 | 10:15 a.m. – 11:45 a.m. | Columbus Ballroom
The New Orleans Police Department (NYPD) has two entities that handle use of force related issues within the police department: the Force Investigation Team (FIT) and the Use of Force Review Board (UFRB).

The Force Investigation Team investigates and assesses all serious uses of force by the New Orleans Police Department in a fair and impartial manner to identify and resolve uses of force that are contrary to law or policy; to identify and correct any policy, training, equipment, or tactical deficiencies related to the use of force; and to ensure that investigations are of sufficient quality to hold officers accountable when necessary. The FIT team is a unit of NOPD’s Public Integrity Bureau and is commonly referred to as the “Internal Affairs” Division.

The Use of Force Review Board (UFRB) reviews all Force Investigation Team investigations, all chain of command use-of-force investigations forwarded to the Board by the Deputy Chief of PIB, and all vehicle pursuits resulting in a serious injury or death. The UFRB serves as a quality control mechanism to ensure timely reviews of
all serious use of force investigations to determine the appropriateness of the investigative findings, and to quickly appraise use of force incidents from a tactics, training, policy, and agency improvement perspective.

With the development of the Force Investigation Team and the Use of Force Review Board, the Office of the Independent Police Monitor (OIPM) responded in 2017 by hiring a Chief Monitor to provide civilian oversight and accountability, and to address uses of force by the NOPD.

The partnership between NOPD’s Force Investigation Team, the Use of Force Review Board and OIPM’s Chief Monitor has been a mixture of both rocky and productive times. From the growing pains of all invested parties, however, has come some major progress.

This workshop will take a hard look at how use of force is shifting within the NOPD and the role that OIPM plays in helping that to happen. We will also look at how OIPM, FIT and the UFRB interact with each other, the policies that have been implemented, the lessons learned from some of the pitfalls, and hopes for the future.

Speakers:
- Kevin Burns, Jr., Lieutenant, Force Investigation Team/Public Integrity Bureau of the New Orleans Police Department, New Orleans, LA
- Tonya McClary, Chief Monitor, Office of the Independent Police Monitor, New Orleans, LA
- Arlinda Westbrook, Deputy Chief, Public Integrity Bureau of the New Orleans Police Department, New Orleans, LA

Moderator:

Developing New Approaches to Fulfill Our Missions

Community Trust Track

Concurrent Session 14 | 10:15 a.m. – 11:45 a.m. | Cartier Ballroom

The balance between civilian oversight and the law enforcement agencies they oversee has long been asymmetrical. The great variation in models, authority, structure, and resources can limit the effectiveness of our mutual support; the shortage in funding and staffing that we face is real - and in some cases it is growing. This session looks at questions such as: How does the field of civilian oversight move forward? How do we share information and experience across agencies, models, and communities? And what is the role of government agencies versus that of community groups and advocates?

Attendees will be able to discuss and brainstorm, and the session will encourage people to think about collaboration with people who face similar needs but may have found different ways of addressing them. This session will provide a structured and supportive place for people to share frustrations about their work and the broader problems we all face, while keeping a focus on solutions and positive change.

Panelists:
- Ron MacDonald, Chief Civilian Director, Independent Investigations Office of British Columbia and CACOLE President, Vancouver, BC
- Farah Muscadin, Director, Office of Police Oversight, Austin, TX
- Liana Perez, Former Independent Police Monitor, City of Tucson and NACOLE Director of Operations, Tucson, AZ

Moderator:
- Brian Corr, Executive Secretary, Police Review & Advisory Board and NACOLE President, Cambridge, MA
While there has been a reduction in incarcerated juveniles in recent years, roughly 54,000 juveniles are still held in locked facilities across the United States. Juveniles are sentenced to locked facilities or probation, and transferred from the juvenile system to the adult system. In several states, including Michigan, adult criminal jurisdiction begins at age 17, and juveniles can be sentenced to adult facilities.

Youth in both adult facilities and locked juvenile facilities may be exposed to serious trauma, including physical and mental abuse. A report in 2013 found high rates of “systemic and recurring maltreatment” of juveniles in confined settings. From 2007 to 2012 there were roughly 9,500 allegations of sexual victimization of youth, 55% involving youth-on-youth assaults and 45% involving in staff-on-youth assaults. Two-thirds of juveniles held in adult facilities reported being sexually victimized by other inmates. Juveniles in confinement are much more likely than adults to be sexually abused, and the risk increases when confined with adults.

While there is little oversight for jails and prisons generally, there is even less oversight for juvenile facilities. Without oversight for juveniles in locked facilities, many juveniles remain subject to abuse without any transparency or accountability for their health and safety while incarcerated.

This panel will focus on tools for developing juvenile detention oversight and the unique needs of incarcerated juveniles. Speakers will discuss existing models of juvenile oversight, legislation crafted to create and improve oversight, and an overview of methods that agencies have used to call attention to mistreatment in facilities.

Speakers:
- Shenetta Coleman, Director of Juvenile and Youth Services for Wayne County, Detroit, MI
- Kelly Dedel, Principal, One in 27 Research, Inc., Cody, WY
- Rachel Gassert, Policy Director, Louisiana Center for Children’s Rights, New Orleans, LA
- Jennifer Vollen-Katz, Executive Director, John Howard Association of Illinois, Chicago, IL

Moderator:
- Alyssa Perez Morrison, Policy Analyst, Office of the Independent Monitor, Denver, CO

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

Body-Worn Cameras and Law Enforcement Oversight: Three Case Studies on Accessibility, Implementation, and Implications for the Field

The rollout of body-worn cameras (BWCs) nationwide presents both an opportunity and a challenge for oversight agencies. Footage from BWCs has the potential to improve investigations and help to definitively resolve large numbers of complaints on the merits. At the same time, oversight agencies must negotiate the process by which they may receive video footage from police/corrections departments, address issues of cost and storage capacity, and respond to questions concerning BWC and community trust. Attendees of the panel will have the opportunity to learn about the impact of BWC and video footage on three different oversight agencies—all working at different stages of law enforcement BWC implementation.
The NYC Civilian Complaint Review Board (CCRB) will present the preliminary findings from its upcoming BWC report, which examines the NYPD and CCRB’s BWC policies, the efficiency of the BWC request and receipt process, and the impact of BWC on the CCRB’s fully investigated complaints.

The Washington, DC Office of Police Complaints (OPC) will discuss its experience with direct access to BWC footage. OPC will discuss how this access has affected misconduct investigations, how it has contributed to policy and training recommendations, and how OPC has tracked and reported related information such as officer compliance with BWC policies.

The BART Office of the Independent Police Auditor (OIPA) will discuss the ways in which access to BWC footage allows OIPA to address late or failed activations and to identify areas for improvement to the BWC policy, practices, procedures, and equipment. OIPA will relate its experience using BWC footage to support its proposals for improvements to policies, departmental processes, and training programs. Additionally, OIPA will discuss the impact of recent legislation on the public release of BWC footage.

Speakers:
- Russell Bloom, Independent Police Auditor, BART Office of the Independent Police Auditor, Oakland, CA
- Judith Lê, Policy and Legal Analyst, Civilian Complaint Review Board, New York, NY
- Natasha Smith, Investigations Manager, Office of Police Complaints, Washington DC

Moderator:
- George Perezvelez, Chair, Berkeley Police Review Commission and BART Police Citizen Review Board, Berkeley, CA

Challenging Stigmas: Policing in the Muslim Community

Community Trust Track
Concurrent Session 17 | 1:00 p.m. – 2:15 p.m. | Cartier Ballroom

Oversight agencies are tasked with monitoring law enforcement policies, practices and complaints. In past NACOLE conferences, many marginalized communities have presented their perspectives on policing to help oversight, law enforcement and community members better understand their needs related to public safety. This session will explore policing in the Muslim community with an eye towards the anti-Muslim sentiment in the United States and the increasing resources dedicated to law enforcement for anti-terrorist initiatives which often focus on American Muslim communities.

With approximately 40,000 Muslims in its population, Dearborn, Michigan is home to the second largest Muslim community in the United States. Dearborn is also home to the largest mosque in the U.S., which is consistently the subject of rumors about terror cells and the radicalization of worshippers. Many of the Muslims in Dearborn have also migrated from outside of the United States and may have seen incredible hardship before arriving in Michigan, making public safety issues even more complicated. Lack of knowledge and understanding on both sides of the blue line present challenges to good public safety services by the migrants themselves, their neighbors, social service providers, and public safety authorities.

Rumors, fear, hatred and outdated policing policy and training can drive many members of marginalized communities to feel victimized or unwilling to report crime or assist with investigations of crime. Enhancing positive engagement between the police and Muslim communities is vital to public safety and crucial to countering the narrative of terrorism, radicalization, and extremism. This interactive panel will explore ways to improve relations with Muslim communities and offer insight about equity, police accountability and proven practices for better public safety.
Beyond Collaboration: Making an Impact on Corrections Agencies through Independent Civilian Oversight

Institutional Culture and Correctional Oversight Track

Concurrent Session 18 | 1:00 p.m. – 2:15 p.m. | Cabot Ballroom

This workshop will feature presentations by leaders of the country’s only three nonprofit organizations dedicated to civilian correctional oversight, followed by participant discussions about effective approaches for building constructive relationships with state corrections systems while maintaining independence. The presentations will provide overviews of each organization’s oversight model, ways the organizations work with corrections agencies to bring reforms, current initiatives and challenges, and efforts among outsider groups to work with corrections agencies on institutional and cultural change. The presenters will reflect on the vital role of correctional oversight organizations in conversations about mass incarceration and criminal justice reform. The workshop will conclude by posing questions for participants and engaging in break-out conversations. Topics may include oversight efforts underway in participant communities, guidance and resources for furthering these efforts, or themes and practices that emerge through discussion.

An anticipated outcome of this workshop will be the development of an informal network of individuals engaged in oversight efforts in jails and prisons across the country. Participants and presenters will lay the groundwork to connect beyond the conference and exchange best practices, developing both an operational blueprint for community-driven civilian oversight of jails and prisons and a common policy platform that articulates the core principles and values of advancing corrections reform from the outside.

Speakers:

- Jennifer Scaife, Executive Director, Correctional Association of New York, New York, NY
- Claire Shubik-Richards, Executive Director, Pennsylvania Prison Society, Philadelphia, PA
- Jennifer Vollen-Katz, Executive Director, John Howard Association, Chicago, IL

The Role of Independent Counsel for Civilian Oversight

Training Track

Concurrent Session 19 | 2:30 p.m. – 3:45 p.m. | Columbus Ballroom

Many civilian oversight entities rely on legal advice from city attorneys or attorneys representing the overseen police department. This often poses a conflict of interest, as those same attorneys represent officers and the city in litigation regarding allegations of misconduct. To counter this conflict of interest, many recommend that independent counsel be used by civilian oversight agencies to avoid any potential conflict and to ensure that oversight interests are being represented.

The panelists, some of whom are independent counsel for existing oversight agencies, will discuss the benefit of having independent legal counsel and how it works to promote accountability and independence through the oversight process.
Oversight and Our Youth: Programs That Impact Effective Public Safety

Community Trust Track
Concurrent Session 20 | 2:30 p.m. – 3:45 p.m. | Cartier Ballroom

As oversight agencies collect data and influence policy relating to law enforcement accountability and transparency, there is an opportunity to address systemic issues related to law enforcement responsibility in disproportionate minority contact. Disproportionate minority contact refers to the disproportionate number of minority youth who encounter the juvenile justice system, beginning with their first contact with police. Police officers, therefore, become the gatekeepers to the juvenile justice system for youth and must understand the implications of their actions to ensure that thought and intention is used when arresting youth. These implications are profound, as research demonstrates that youth charged on low-level delinquency and status offenses often begin a cycle of system involvement that can cut ties between youth and their families and communities and leads to a high likelihood of involvement in the adult criminal justice system.

Several innovative programs exist nationally and respond to calls by communities for improved relations between youth and law enforcement. This panel discussion will focus on two distinct models of youth/officer programming to increase safety, trust and understanding between youth and law enforcement.

Denver’s Office of the Independent Monitor has developed an evidence-based model that educates law enforcement on adolescent development, disproportionate minority contact and implicit bias, and educates youth on their constitutional rights and their responsibilities when in contact with law enforcement.

Chicago has developed an initiative that educates youth on the history of civilian oversight, the Chicago Police Department’s Use of Force Policy, and the investigative process. Youth also learn how the Civilian Office of Police Accountability analyzes incidents of excessive force through mock investigations.

Community Trust Track participants will benefit from this session by learning about proven programming to educate youth and law enforcement and to bridge the gap between our youth and public safety. Education and relationship building is fundamental to increased trust in public safety officials.

Speakers:
- Ephraim Eaddy, Public Information Officer, Civilian Office of Police Accountability, Chicago, IL
- Gianina Horton, Program Manager, Youth Outreach Project, Office of the Independent Monitor, Denver, CO
- Paul Pazen, Chief of Police, Denver Police Department, Denver, CO

Moderator:
- Gianina Irlando, Community Relations Ombudsman, Office of the Independent Monitor, Denver, CO
Improving Grievance Procedures in Correctional Settings

Correctional Oversight Track

Concurrent Session 21 | 2:30 p.m. - 3:45 p.m. | Cabot Ballroom

In the wake of the Attica Prison uprising in the late 1970’s, jails and prisons around the country developed administrative processes for those who are incarcerated to address complaints about how they are being treated and other conditions of confinement. Reformers nationwide called for the creation of grievance systems in order to respond to the mistreatment of incarcerated individuals before it resulted in injuries, violence, or worse.

In theory, a responsive grievance system provides a formal method for addressing custodial problems and protecting the rights of incarcerated people while maintaining the safety and security of jails and prisons. For people in custody, the grievance process can serve as a fair and legitimate process for seeking justice that can lead to greater trust and communication between people in custody and custodial administrators. Additionally, an effective grievance system can allow jails and prisons to identify trends and respond to systemic issues.

In practice, however, many of our correctional oversight organizations fill the void left by failed grievance systems. When people in custody don’t receive fair or timely responses from the internal grievance system, or don’t even use the system because they don’t trust the system or fear retaliation, they will seek redress in other ways, including through oversight organizations. These organizations often monitor and report on issues that people in custody have been raising internally.

This panel will feature experts discussing oversight of internal grievance systems, including using data on grievances/complaints, challenges and best practices, and ways in which a consistent and equitable grievance system can help improve facility policies and increase safety for both those who are incarcerated and staff.

Speakers:
- Valencia Boyd, Monitor, Los Angeles County Office of the Inspector General, Los Angeles, CA
- Charlene Burkett, Director, Indiana Ombudsman Bureau, Indianapolis, IN
- Rev. Kevin Harris, Project Coordinator, Nation Outside, Detroit, MI
- Valerie Jenness, Professor, Department of Criminology, University of California at Irvine, Irvine, CA

Moderator:
- Nashla Rivas Salas, Senior Director of Research, NYC Board of Correction, New York, NY

Oversight and Correctional Leadership

Institutional Culture & Correctional Oversight Track

General Session 22 | 4:00 p.m. - 5:15 p.m. | Cabot Ballroom

Proposals to create independent correctional oversight mechanisms are often met with resistance by prison and jail officials who fear that their authority will be undermined and that oversight represents a critique of their agencies. But effective oversight should not be hostile, and the interests of oversight agencies are not inconsistent with the objectives of corrections professionals. In fact, many correctional leaders find that independent oversight provides them with significant benefits and enables them to make important changes in their agencies. This plenary session panel features some of the nation’s leading current and former correctional administrators—representing both prisons and jails—discussing the need for independent oversight of corrections agencies, exploring how their own thinking has evolved around this issue, highlighting their own efforts to improve accountability within their agencies, debating the pros and cons of the models of external oversight with which they have personal experience, and talking about the most effective ways to get correctional leaders on board with the notion of independent oversight.
This session will allow the voices of prominent correctional leaders to be heard for the first time in a NACOLE forum. While the panel focuses on correctional leadership, all conference attendees will benefit from hearing the perspectives of agency leaders regarding the importance, benefits, and challenges of external oversight.

Speakers:
- Leann Bertsch, Director, North Dakota Department of Corrections, Bismarck, ND
- Martin Horn, Distinguished Lecturer, John Jay College of Criminal Justice and Director, New York State Sentencing Commission, New York, NY
- Dean Williams, Executive Director, Colorado Department of Corrections, Denver, CO

Moderator:
- Michele Deitch, Senior Lecturer, University of Texas at Austin, Austin, TX

A Crisis in Confidence: When Trust Breaks Down in the Correctional System
Evening Forum | 5:30 p.m. – 6:30 p.m. | Michelangelo Meeting Room

This presentation takes a candid look at the Alaska Correctional System, which had been viewed as a closed and secretive system by the public. A new Governor launched a review that included details surrounding a number of troubling deaths inside the correctional system. The report, *Alaska Department of Corrections - An Administrative Review*, was released to the public in November 2015 and became the guiding document for reform in Alaska. The presenter, Commissioner (ret.) Dean Williams, conducted the review and later became the Commissioner of the Alaska Correctional System. This presentation includes a detailed look at in-custody deaths and case studies from the report and includes a discussion regarding what happens when things go wrong in a closed system. It presents in compelling terms the need for transparency, accountability, and open correctional systems.

Speaker:
- Dean Williams, Executive Director, Colorado Department of Corrections, Denver, CO

Join us in the ATTENDEE LOUNGE!

In an effort to provide attendees a space to connect, relax, and recharge (literally), NACOLE will have a lounge just for our conference attendees and speakers. We hope you will stop by to plug in or engage with others throughout the week.

Join us in the Michelangelo Meeting Room at the Detroit Marriott Renaissance Center:
- Sunday 1:30 p.m. – 8:00 p.m.
- Monday 8:00 a.m. – 8:00 p.m.
- Tuesday 8:00 a.m. – 8:00 p.m.
- Wednesday 8:00 a.m. – 8:00 p.m.
- Thursday 8:00 a.m. – 12:00 p.m.
Detecting, Investigating, and Addressing Law Enforcement Sexual Misconduct

Training Track
Concurrent Session 23 | 8:30 a.m. - 10:00 a.m. | Columbus Ballroom

Law enforcement sexual misconduct, which includes behavior anywhere from sexual harassment to sexual assault, is the most commonly reported allegation of misconduct after excessive force, according to a 2013 study. Sexual misconduct allegations also account for a significant number of criminal charges against officers every year. A 2016 study found that more than 1,000 officers were arrested for sex-related crimes over a seven-year period. Law enforcement sexual abuse remains underreported, and these numbers likely only account for a small portion of the actual incidents of sexual abuse. Many victims are reluctant to report law enforcement sexual misconduct to the agencies that employ their abusers. Victims often fear retaliation, criminal charges, not being believed, and even additional abuse if they speak out. Despite the scope of the problem, this topic has received relatively little attention by oversight practitioners, the community, and law enforcement agencies.

Community members most likely to be victimized are overwhelmingly women (and very often women of color), children, those perceived as involved with drugs and sex trades, people with prior arrest records, people who identify as LGBTQ, and those who have already been the victims of sexual abuse. Sexual abuse at the hands of law enforcement not only takes a devastating physical and emotional toll on people who are abused, it also undermines the credibility of law enforcement in the eyes of community members.

This panel will discuss the scope of the problem, identify who is most vulnerable to law enforcement sexual abuse, and address how oversight agencies and law enforcement can employ best practices to encourage reporting and to conduct effective investigations of sexual abuse. Most importantly, panelists will discuss how law enforcement sexual misconduct can and should be addressed and prevented.

Speakers:
- Marion Morgan, Senior Program Manager, Prison Rape Elimination Act Resource Center, Washington, DC
- Andrea Ritchie, Author, Activist, and Police Misconduct Attorney, New York, NY
- Philip M. Stinson, Professor of Criminal Justice, Bowling Green State University, Bowling Green, KY

Moderator:
- Suzanne Iantorno, Deputy Monitor, Office of the Independent Monitor, Denver, CO
Why Are They Always Calling the Cops on Me?

Community Trust Track
Concurrent Session 24 | 8:30 a.m. - 10:00 a.m. | Cartier Ballroom

The phenomena of individuals calling 911 on a group or a person for seemingly innocuous behavior is receiving increased attention. Police have been called for ordinary behavior such as selling lemonade, barbecuing in a park or allowing a child to walk the dog. As stories of these encounters ricochet across the media, it looks at times as if some mysterious new contagion—a quickly mutating form of racial profiling—is taking hold of the collective psyche of America.

This session will explore and seek answers as to why this is happening, what can be done to address these situations, what is behind this trend, and what law enforcement response should be.

Speakers:
- Tommy Allen, Chair, Grand Rapids Community Relations Commission, Grand Rapids, MI
- James P. Harris, Commissioner, Los Angeles County Sheriff Civilian Oversight Commission, Los Angeles, CA
- Marsha Myers, Police Service Representative Training Officer, City of Los Angeles, Los Angeles, CA
- Addie Rolnick, Associate Professor of Law, William S. Boyd School of Law, University of Nevada, Las Vegas, Las Vegas, NV

Moderator:
- Brian Williams, Executive Director, Los Angeles County Sheriff Civilian Oversight Commission, Los Angeles, CA

Chicago Oversight: Collaboration and Challenges in Practices

Collaboration Track
Concurrent Session 25 | 8:30 a.m. - 10:00 a.m. | Cabot Ballroom

In recent years, Chicago has developed a multi-layered police accountability system that now involves the Chicago Police Department as well as three independent civilian agencies: the Civilian Office of Police Accountability (COPA); the Police Board; and the Office of the Deputy Inspector General for Public Safety.

The Civilian Office of Police Accountability receives complaints; investigates excessive force and other serious allegations of misconduct; conducts investigations of serious uses of force, including shootings; and makes findings and disciplinary recommendations. The Police Board decides disciplinary cases when the Superintendent of Police files charges to discharge a sworn officer from the Department, or to suspend an officer for more than 30 days. The Board also resolves disagreements between the Chief Administrator of COPA and the Superintendent of Police regarding officer discipline. The Office of the Deputy Inspector General for Public Safety initiates reviews and audits of the Chicago Police Department, the Civilian Office of Police Accountability and the Police Board, with the goal of enhancing their effectiveness, increasing public safety, protecting civil liberties and civil rights, and ensuring the accountability of Chicago Police Department. The Bureau of Internal Affairs conducts Investigations not within the Civilian Office of Police Accountability’s jurisdiction. Finally, the Office of Legal Affairs plays a central role in managing the complex flow of investigations, reviews, audits and Police Board hearings and adjudications.

This system is difficult for both officers and the public to understand. Each entity can make policy recommendations to the Chicago Police Department. Because any action that could undermine the credibility of one agency can affect the recently negotiated consent decree, the need to effectively communicate and collaborate between the entities has taken on even greater importance.

This moderated roundtable discussion brings together the Chief Administrator of COPA, the Deputy Inspector General for Public Safety in the Office of Inspector General, and the President of the Chicago Police Board in a
conversation that will highlight both the opportunity for collaboration and the challenges in maintaining an effective, transparent and credible accountability system.

Speakers:
- Ghian Foreman, President, Chicago Police Board, Chicago, IL
- Joseph Lipari, Deputy Inspector General for Public Safety, Office of the Inspector General, Chicago, IL
- Sydney Roberts, Chief Administrator, Civilian Office of Police Accountability, Chicago, IL

Moderator:
- Walter Katz, Director of Professional Services, Benchmark Analytics, Chicago, IL

Tracking Uses of Force: Access and Approaches

As the public continues to demand greater transparency and accountability in police use-of-force incidents, outside entities can serve as catalysts for change. Efforts by some of these entities have pushed police departments to develop mandatory force-reporting systems, which are often accompanied by improvements in training and policy. This panel brings together representatives of three types of independent change agents pushing to improve how law enforcement tracks use of force: 1) an inspector general’s office; 2) a court-appointed monitor under a federal consent decree; and 3) a media outlet in New Jersey that created a state-wide database of force incidents.

In 2018, the NYC Department of Investigation’s Office of the Inspector General for the New York City Police Department (OIG-NYPD) conducted an investigation on NYPD officers’ compliance with its new Threat, Resistance, and Injury (TRI) force reporting system, which was spurred in part by a previous 2015 OIG-NYPD report. Asim Rehman, First Deputy Inspector General from the office, will examine how local oversight plays a role in sustaining progress on the use-of-force front.

Six years after the July 2012 consent decree between the U.S. Department of Justice and the Seattle Police Department (SPD), the court-appointed monitor found that SPD had successfully implemented many changes to use-of-force policies. Merrick Bobb, the federal monitor, will discuss next steps to attain full compliance.

Finally, an investigation by NJ Advance Media found that New Jersey failed to actualize a decades-old plan for a centralized, statewide use-of-force database. Instead of waiting for the state to act, a team from the media consortium built it themselves. Craig McCarthy, an investigative journalist who is now with the New York Post, will detail his previous team’s efforts to create the massive database and the impact that it has had on policymakers and police departments across the state.

Speakers:
- Merrick Bobb, Federal Monitor for the Seattle Police Department and Executive Director of the Police Assessment Resource Center, Los Angeles, CA
- Craig McCarthy, Police Reporter, New York Post, New York, NY
- Asim Rehman, Deputy First Inspector General, NYC Department of Investigation’s Office of the Inspector General for the NYPD, New York, NY

Moderator:
- Deborah Jacobs, Director, King County Office of Law Enforcement Oversight, Seattle, WA
Community-Police Mediation: The Power of Face-to-Face Dialogue

Community Trust Track
Concurrent Session 27 | 10:15 a.m. - 11:45 a.m. | Cartier Ballroom

More police oversight agencies are exploring the idea of community-police mediation programs, and are looking for guidance on how best to create, maintain, revise, or grow a mediation program. This session will provide three examples of programs across the country and highlight how different cities have navigated common challenges, and the impact the programs have made on community-police relationships. Panelists represent different models and geographies and a range of experience: a program in Miami that is in the early stages of creation; New Orleans’ program that is 5 years old and growing; and Seattle’s program that is 10 years old and restructuring.

In addition to addressing best practices and lessons learned for building a sustainable mediation program, this session will examine how mediation provides an important alternative to the traditional complaint investigation process by giving space for dialogue, participation, and transparency at the individual level. Speakers will focus on how mediation shifts the paradigm from punitive to restorative – bringing everyone into accountability processes that repair and rebuild relationships and recognize and value every individual’s dignity and potential.

Speakers:
- Jules Griff, Community-Police Mediation Director, Office of the Independent Police Monitor, New Orleans, LA
- Monique Guevara, Policy Analyst, Office of Police Accountability, Seattle, WA
- Rodney W. Jacobs, Jr., Assistant Director, Civilian Investigative Panel, Miami, FL

Oversight from a Law Enforcement Perspective

Collaboration Track
Concurrent Session 28 | 10:15 a.m. - 11:45 a.m. | Cabot Ballroom

In the majority of NACOLE panels, oversight practitioners speak about their experiences in trying to work with members of police departments. This panel aims to reverse that conversation and will instead focus on the experiences of police chiefs in dealing with their respective oversight agencies. This panel will provide a candid and open conversation between police chiefs and showcase ways to improve communication, strengthen relationships, and foster trust between law enforcement and oversight.

The relationship between a police department and its oversight agency will fluctuate over time in response to community events, current political issues and changing personnel. The panelists will discuss how to identify problems early in order to suggest solutions before irreparable damage occurs to the relationship between law enforcement and oversight. The panel will also cover working collaboratively on policy projects, the importance of regular and open communication and how to improve communication, how a critical report from oversight can affect the relationship and methods to address the impact, law enforcement distrust of oversight and how to change the perception, the influence of police unions on the perception of oversight, opening police trainings to oversight personnel, the role of oversight in discipline determinations, and positive actions that oversight agencies can use to improve the relationship with their respective police departments.

Speakers:
- Chris Magnus, Chief of Police, Tucson Police Department, Tucson, AZ
- Paul M. Pazen, Chief of Police, Denver Police Department, Denver, CO
- Roger Smith, Administrator, Office of Professional Standards, Cleveland, OH

Moderator:
- Denis McCormick, Deputy Monitor, Office of the Independent Monitor, Denver, CO
The Impacts of Overtime on Officer Safety and Performance: One Auditor’s Results and How to Conduct Your Own Analysis

Training Track
Concurrent Session 29 | 1:30 p.m. – 3:00 p.m. | Columbus Ballroom

Most police departments rely on at least some overtime to meet staffing and training requirements. In many agencies, officers are also allowed to work for private employers during their off-duty hours, which can greatly increase the number of hours worked on a weekly basis, yet might not be centrally tracked as part of total hours worked. Policing is a high-profile and dangerous job that requires officers to be alert and use good judgment at all times for their safety and that of the public. Overtime, when used in excess, can inhibit these essential skills and have negative impacts on policing performance, officer health, and community safety, oftentimes leading to an increase in citizen complaints, uses of force, vehicle accidents, and other performance issues.

In this session, we will present the findings of a 2017 performance audit of overtime use by the King County Sheriff’s Office that used logistic regression analysis to identify and quantify safety and performance risks of excessive overtime. Both the high level findings as well as the technical details of how we conducted the analysis will be addressed. We will also discuss recommendations, implementation challenges, and officer and community impacts. Oversight agencies will learn how they can conduct similar reviews in their own jurisdictions, often using data that may already be available, such as risk management records and internal complaint statistics.

Speakers:
- Brooke Leary, Law Enforcement Audit Manager, King County Auditor’s Office, Seattle, WA
- Mia Neidhardt, Senior Audit Manager, King County Auditor’s Office, Seattle, WA

Moderator:
- Liana Perez, Director of Operations, National Association for Civilian Oversight of Law Enforcement, Tucson, AZ

How to Analyze Awful but Lawful Police Shootings

Community Trust Track
Concurrent Session 30 | 1:30 p.m. – 3:00 p.m. | Cartier Ballroom

"Awful but Lawful" is a term sometimes used to describe use of force incidents that do not violate existing laws or agency standards, but which nevertheless produce undesirable outcomes for law enforcement agencies and the communities they serve.

Police officer use of force is a matter of significant public concern and a prominent issue for police agencies and civilian oversight bodies. Effective evaluation of use of force incidents is vital to promoting appropriate and effective management of agencies’ use of force, and to gain public confidence in law enforcement agencies and their civilian overseers. This workshop will examine the question of how to conduct effective evaluations of “Awful but Lawful” use of force incidents, examining both the force itself and the tactical decision-making leading up to and occurring during use of force incidents.
Peril at the Top: Civilian Oversight’s Role in Ensuring Command Staff Accountability

Collaboration Track
Concurrent Session 31 | 1:30 p.m. – 3:00 p.m. | Cabot Ballroom

When law enforcement supervisors, command staff, and the head of an agency commit potential misconduct, it places special challenges on civilian oversight. Civilian oversight must adjust its role when the misconduct involves agency leadership and ensure that any outcome recognizes the greater need for accountability and transparency in those circumstances.

Attendees will experience a free ranging discussion about the special challenges when the subject is a supervisor, including the appropriate scoping of investigations to ensure that supervisor performance is addressed, overcoming potentially greater inherent institutional resistance when the subject is a member of the command staff, and recognizing and defeating potential barriers to oversight playing a meaningful role when the subject is the head of the agency itself.

Speakers:
- Nicholas Mitchell, Independent Monitor, Office of the Independent Monitor, Denver, CO
- Diana Teran, Deputy Assistant Inspector General, Los Angeles County Office of the Inspector General, Los Angeles, CA

Moderator:
- Michael Gennaco, Principal, OIR Group, Los Angeles, CA

Annual Membership Meeting & Board Elections
3:15 p.m. – 5:00 p.m. | Cartier Ballroom

Sankofa Celebration
GM Renaissance Center | 6:30 p.m. – 8:30 p.m. | Winter Garden

Sankofa is a concept originating with the Akan people of Ghana, and means that we must know where we have come from to effectively move forward into the future. It is a NACOLE tradition to honor those who have helped NACOLE and civilian oversight of law enforcement get to where they are today and those who will lead it into the future.

Please join us for this special evening where we will enjoy the music and food that makes Detroit so special. It will also be an opportunity for all of us to celebrate NACOLE’s first twenty-five years and look forward to all the possibilities that the next quarter century has to offer.
Building Relationships with Law Enforcement while Maintaining Independence

Collaboration Track

General Session 32 | 8:30 a.m. - 10:00 a.m. | Royal Ballroom

Part of being effective at law enforcement oversight requires us to build trust, have productive conversations with law enforcement regarding community needs, and take ongoing actions to improve police and corrections practices. This requires oversight professionals to build relationships with law enforcement. However, to have legitimacy with the public, the community that we serve, and with police, oversight entities and professionals must also maintain independence – both actual and perceived. Independence of mind allows oversight professionals to act with integrity and exercise objectivity and professional skepticism. Independence in appearance is the absence of circumstances that would lead a reasonable and informed third party to conclude that the integrity, objectivity, or professional skepticism of an oversight organization or individual has been compromised. Without these two elements in place, the credibility of our work can be undermined and our ability to have impact can be negatively affected.

This panel discussion will provide information on broad categories of potential threats to independence, how to recognize them, and what to do to mitigate those threats. Panelists will also discuss specific successes, challenges, and strategies for walking the fine line to build and maintain both relationships and independence in order to achieve improvements to law enforcement.

Speakers:
- Farah Muscadin, Director, Office of Police Oversight, Austin, TX
- Andrew Myerberg, Director, Office of Police Accountability, Seattle, WA
- Eric Strong, Deputy, Los Angeles County Sheriff’s Department, Los Angeles, CA

Moderator:
- Brooke Leary, Law Enforcement Audit Manager, King County Auditor’s Office, Seattle, WA

The Kerner Commission and Policing 50 Years Later

Collaboration Track

General Session 33 | 10:15 a.m. - 11:45 a.m. | Royal Ballroom

During the summer of 1967, urban protests against police brutality and racial injustice spanned over 150 cities. In response, President Johnson organized the National Advisory Commission on Civil Disorders, which came to be known as the Kerner Commission after its chairman, Gov. Otto Kerner of Illinois. In 1968, the Kerner Commission issued a report that criticized responses by police and warned, “Our nation is moving toward two societies, one black, one white – separate and unequal.”
Fifty years later, in 2018, the Eisenhower Foundation released an update on the Kerner Commission’s report and recommendations: Healing Our Divided Society. In this interactive workshop, Dr. Alan Curtis will summarize how, in many ways, there has been little progress since the Kerner Commission in reducing poverty, inequality and racial injustice. We still need to create what the Kerner Commission called a “new will” to scale up what works.

Nonetheless, we have built up considerable evidence on what works. In terms of place-based solutions in truly disadvantaged neighborhoods of people of color, Healing Our Divided Society assembles evidence on the successes of genuine community policing, in which indigenous nonprofit organizations partner with police to mentor high risk youth and to engage residents in strategies to simultaneously increase trust in police and reduce crime and fear. Successful in locations as diverse as San Juan, New Hampshire, South Carolina and San Francisco, such community policing needs to be widely replicated. The Eisenhower Foundation is now identifying locations where such replication is most feasible.

Speaker:

- Alan Curtis, President and CEO, The Eisenhower Foundation, Washington, DC

Closing Remarks

11:45 a.m. – 12:00 p.m.

Thank you for attending the 25th Annual NACOLE Conference
Core Competencies for Civilian Oversight Practitioners

NACOLE is committed to providing practitioners of oversight with the resources to develop the knowledge and skills needed for success. With this in mind, NACOLE adopted the Core Competencies for Civilian Oversight Practitioners to provide guidance for self-study as well as a structure to ensure that the Annual Conference provides quality training in key areas. These competencies were developed with input from the Board of Directors and NACOLE members, and serve as a guideline for training, conference planning, and other organizational tasks.

Civilian Oversight of Law Enforcement
  - Models
  - History
  - Current Trends
  - Theories, Standards, and Practices

Investigations
  - Basic investigative skills and techniques in the following areas (not an exhaustive list):
    - Interviewing
    - Writing clear, concise, well-organized, and thorough investigative reports
    - Communication
    - Planning
    - Collection and preservation of evidence
    - Conducting independent and objective investigations
  - Review and/or Audit of Internal Investigations:
    - Using matrices, timelines, and relational database software to organize and conduct timely and thorough reviews of investigations
    - Basic auditing principles (Yellow Book)

The Public and Transparency
  - Community Outreach:
    - Holding meetings and keeping stakeholders informed
    - Receiving and processing stakeholder input
  - Public Reporting:
    - Tools/methods for making reports available to the public
    - Media relations
    - Public speaking

Law
  - United States Constitution
  - Important/Relevant Case Law for Civilian Oversight
  - Peace Officers Bills of Rights/Labor Law
  - Public Records Acts
  - HIPAA
  - Ethics of law enforcement and oversight

Law Enforcement Policies and Procedures
  - Understanding the criminal justice system/process, including basic policing models and tactics
  - Technology
  - Use of force (non-, less-, and lethal-force)
  - Community policing
- Police accountability mechanisms (e.g., early intervention systems) and internal/external review
- Jail procedures

**Remediation and Discipline**
- Mediation
- Education-based discipline
- Early warning systems
- Disciplinary process including arbitration/grievance/appeal rights of officers and role of the police union in the disciplinary process

---

**Join the growing community of individuals across the nation working to enhance accountability and transparency in policing and build community trust through civilian oversight.**

**Become a member of the National Association for Civilian Oversight of Law Enforcement today! For more information, please visit www.nacole.org.**

---

**Core Competencies and the Annual Conference**

In an effort to make the core competencies applicable to the training that NACOLE provides and the practice of oversight, we have created the following grid that that lists the core competencies addressed at each conference session. This will allow all attendees to plan their attendance according to the areas they feel will best address their current training needs.
## 2019 Annual NACOLE Conference
### Core Competencies Addressed

<table>
<thead>
<tr>
<th>Session</th>
<th>Session Title</th>
<th>Civilian Oversight of Law Enforcement</th>
<th>Investigations</th>
<th>The Public and Transparency</th>
<th>Law</th>
<th>Law Enforcement Policies and Procedures</th>
<th>Remediation and Discipline</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Multiple Paths to the Same Destination: Effective Civilian Oversight and Its Principles</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Hearing Multiple Voices: Town Hall Meetings in a Volatile Environment</td>
<td>✓</td>
<td></td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Conducting and Reviewing Investigations Workshop</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Creating a Trauma-Informed Culture Within Civilian Oversight</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Celebrating NACOLE at 25 – Courage, Collaboration and Community</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Keynote Speaker: The Honorable Judith E. Levy</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>7</td>
<td>Recalling the Origins of Oversight: Incidents, Tragedies, and Public Demands for Change</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>8</td>
<td>Equal Treatment Under the Law: Strategies for Addressing Biased Policing in the 21st Century</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>9</td>
<td>Driving Change Forward: Vehicles for Reform in a Time of Declining Checks and Balances</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Unmasking the Truth Behind Video-Driven Investigations</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>The Rise of Data-Driven Policing Strategies and Considerations for Civilian Oversight</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>The Detroit Evolution</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Addressing Use-of-Force Reform in the New Orleans Police Department</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Developing New Approaches to Fulfill Our Missions</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Session</td>
<td>Session Title</td>
<td>Civilian Oversight of Law Enforcement</td>
<td>Investigations</td>
<td>The Public and Transparency</td>
<td>Law</td>
<td>Policing/Law Enforcement Policies and Procedures</td>
<td>Remediation and Discipline</td>
</tr>
<tr>
<td>---------</td>
<td>------------------------------------------------------------------------------</td>
<td>--------------------------------------</td>
<td>----------------</td>
<td>-----------------------------</td>
<td>-----</td>
<td>-----------------------------------------------</td>
<td>-----------------------------</td>
</tr>
<tr>
<td>15</td>
<td>Kids Behind Bars: Building Juvenile Correctional Oversight</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Body-Worn Cameras and Law Enforcement Oversight: Three Case Studies on Accessibility, Implementation, and Implications for the Field</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Challenging Stigmas: Policing in the Muslim Community</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Beyond Collaboration: Making an Impact on Corrections Agencies Through Independent Civilian Oversight</td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>The Role of Independent Counsel for Civilian Oversight</td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>Oversight and Our Youth: Programs That Impact Effective Public Safety</td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Improving Grievance Procedures in Correctional Settings</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>22</td>
<td>Oversight and Correctional Leadership</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>Detecting, Investigating, and Addressing Law Enforcement Sexual Misconduct</td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>24</td>
<td>Why Are They Always Calling the Cops on Me?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Chicago Oversight: Collaboration and Challenges in Practice</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>Tracking Uses of Force: Access and Approaches</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>Community-Police Mediation: The Power of Face-to-Face Dialogue</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>Oversight from a Law Enforcement Perspective</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>The Impacts of Overtime on Officer Safety and Performance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>How to Analyze Awful but Lawful Police Shootings</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Peril at the Top: Civilian Oversight’s Role in Ensuring Command Staff Accountability</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
</tr>
<tr>
<td>---</td>
<td>-----------------------------------------------------------------------------------</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>32</td>
<td>Building Relationships with Law Enforcement While Maintaining Independence</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td></td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>The Kerner Commission and Policing 50 Years Later</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td>Organization</td>
<td>Address</td>
<td>Phone</td>
<td>Email</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------</td>
<td>---------------------------------------------</td>
<td>----------------------------------------------</td>
<td>-----------</td>
<td>--------------------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dee Abasute</td>
<td>King County Office of Law Enforcement Oversight</td>
<td>810 Third Ave., Ste. 800</td>
<td>206-477-4903</td>
<td><a href="mailto:Dee.Abasute@kingcounty.gov">Dee.Abasute@kingcounty.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elizabeth Albert</td>
<td>Civilian Investigative Panel</td>
<td>970 S.W. 1st St., Ste. 305</td>
<td>305-960-4954</td>
<td><a href="mailto:ealbert@miamigov.com">ealbert@miamigov.com</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Julie Abbate</td>
<td>Just Detention International</td>
<td>1900 L St. NW</td>
<td>202-506-3333</td>
<td><a href="mailto:jabbate@justdetention.org">jabbate@justdetention.org</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jillian Aldebron</td>
<td>Howard University Center for Urban Progress</td>
<td>1840 7th St., 3rd Fl.</td>
<td>301-270-6999</td>
<td><a href="mailto:aldebron@gmail.com">aldebron@gmail.com</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mir Ali</td>
<td>Indiana University-Bloomington</td>
<td>1120 S. Paper Birch Ct.</td>
<td>812-929-0414</td>
<td><a href="mailto:mirula@indiana.edu">mirula@indiana.edu</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nawaf Almouada</td>
<td>Ombudsman</td>
<td>577, Bronze Tower 204, Rd. 2803, Block 577</td>
<td>702-277-3838</td>
<td><a href="mailto:mona.andrews@dc.gov">mona.andrews@dc.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Barbara Attard</td>
<td>Accountability Associates</td>
<td>60-29th St., #616</td>
<td>415-994-5944</td>
<td><a href="mailto:bhattard@comcast.net">bhattard@comcast.net</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Katina Banks</td>
<td>City and County of Denver Office of the Independent Monitor</td>
<td>101 W. Colfax Ave., Ste. 100</td>
<td>720-913-3306</td>
<td><a href="mailto:katina.banks@gmail.com">katina.banks@gmail.com</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jose Batista</td>
<td>Providence External Review Authority</td>
<td>250 Market St., Rm. 4029</td>
<td>401-533-2226</td>
<td><a href="mailto:jbatista@providenceri.gov">jbatista@providenceri.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gina Beaven</td>
<td>Citizens Police Complaint Office</td>
<td>200 E. Washington St., Ste. 1841</td>
<td>317-327-3429</td>
<td><a href="mailto:gina.beaven@indy.gov">gina.beaven@indy.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Daysi Aracan</td>
<td>County of Los Angeles Office of Inspector General</td>
<td>312 S Hill St., Third Fl.</td>
<td>213-974-6100</td>
<td><a href="mailto:DAracan@oig.lacounty.gov">DAracan@oig.lacounty.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>John Alden</td>
<td>Community Police Review Agency</td>
<td>250 Frank H. Ogawa Plaza, Ste. 6302</td>
<td>510-238-3159</td>
<td><a href="mailto:J.Alden@oaklandca.gov">J.Alden@oaklandca.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tommy Allen</td>
<td>City of Grand Rapids</td>
<td>300 Monroe NW</td>
<td>616-456-3027</td>
<td><a href="mailto:tommyallenat@gmail.com">tommyallenat@gmail.com</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jojaira Alvarez</td>
<td>Civilian Complaint Review Board</td>
<td>100 Church St., 10th Fl.</td>
<td>212-912-2003</td>
<td><a href="mailto:sediyard@ccrb.nyc.gov">sediyard@ccrb.nyc.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tara Armijo-Prewitt</td>
<td>Civilian Police Oversight Agency</td>
<td>600 2nd St. NW, Rm. 813</td>
<td>505-924-3770</td>
<td><a href="mailto:tamijo-prewitt.POB@cabq.gov">tamijo-prewitt.POB@cabq.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eddie Aubrey</td>
<td>Richmond Police Department</td>
<td>1701 Regatta Blvd.</td>
<td>510-620-6672</td>
<td><a href="mailto:eaubrey@richmondpd.net">eaubrey@richmondpd.net</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Telina Barrientos</td>
<td>Office of the Independent Police Auditor</td>
<td>152 N.Third St., Ste. 602</td>
<td>408-794-6226</td>
<td><a href="mailto:telina.barrientos@sanjoseca.gov">telina.barrientos@sanjoseca.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mayte Bayo-Alonso</td>
<td>ACLU of Puerto Rico</td>
<td>416 Ave. Ponce de Leon, Ste. 1105</td>
<td>787-753-8493</td>
<td><a href="mailto:mbayoalo@aclu.org">mbayoalo@aclu.org</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lanny Becker</td>
<td>City of Albany's CPB</td>
<td>80 New Scotland Ave.</td>
<td>518-364-1733</td>
<td><a href="mailto:cgust@albanylaw.edu">cgust@albanylaw.edu</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td>Organization</td>
<td>Address</td>
<td>Phone</td>
<td>Email</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------------</td>
<td>---------------------------------------------------</td>
<td>---------------------------------------------------</td>
<td>--------------</td>
<td>------------------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Willie Bell</td>
<td>Board of Police Commissioners</td>
<td>1301 Third St., Ste. 767</td>
<td>313-596-1830</td>
<td><a href="mailto:webellcomm4@gmail.com">webellcomm4@gmail.com</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cathleen Beltz</td>
<td>County of Los Angeles Office of Inspector General</td>
<td>312 S. Hill St., Third Fl. Los Angeles, CA 90013</td>
<td>213-974-6100</td>
<td><a href="mailto:cbeltz@OIG.Lacounty.gov">cbeltz@OIG.Lacounty.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anne Bettesworth</td>
<td>Office of Police Accountability</td>
<td>720 Third Ave., 18th Fl. Seattle, WA 98104</td>
<td>206-615-0572</td>
<td><a href="mailto:anne.bettesworth@seattle.gov">anne.bettesworth@seattle.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teresa Blossom</td>
<td>Detroit Board of Police Commissioners</td>
<td>1301 Third St., Ste. 767</td>
<td>313-596-1830</td>
<td><a href="mailto:BlossomT578@detroitmi.gov">BlossomT578@detroitmi.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ellen Bohan</td>
<td>County of San Diego CLEB</td>
<td>555 W. Beech St., Ste. 505</td>
<td>619-238-6763</td>
<td><a href="mailto:ellen.bohan@sandiego.ca.gov">ellen.bohan@sandiego.ca.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nick Bowman</td>
<td>King County Council</td>
<td>516 Third Ave.</td>
<td>206-477-7607</td>
<td><a href="mailto:nick.bowman@kingcounty.gov">nick.bowman@kingcounty.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nikki Rebekkah Brazel Solovy</td>
<td>Denver Civilian Oversight Board</td>
<td>101 W. Colfax Ave., Ste. 100</td>
<td>720-913-3301</td>
<td><a href="mailto:carol.rolfe@denvergov.org">carol.rolfe@denvergov.org</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brittan Bronson</td>
<td>Police Advisory Commission</td>
<td>1515 Arch St., 11th Fl. Philadelphia, PA 19102</td>
<td>215-685-0884</td>
<td><a href="mailto:Brittan.Bronson@phil.a.gov">Brittan.Bronson@phil.a.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Quentin Brown</td>
<td>Detroit Board of Police Commissioners</td>
<td>1301 Third St., Ste. 767</td>
<td>313-596-1830</td>
<td><a href="mailto:BronwD1bopc@detroitmi.gov">BronwD1bopc@detroitmi.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Evangula Brown</td>
<td>Dayton Human Relations Council</td>
<td>371 W. Second St., Ste. 100</td>
<td>937-333-1400</td>
<td><a href="mailto:branford.d.brown@gmail.com">branford.d.brown@gmail.com</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leann Bertsch</td>
<td>ND Dept of Corrections and Rehabilitation</td>
<td>831 Cody Dr.</td>
<td>701-328-6616</td>
<td><a href="mailto:lebertsc@nd.gov">lebertsc@nd.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Russell Bloom</td>
<td>BART Office of the Independent Police Auditor</td>
<td>300 Lakeside Dr., 14th FL. Oakland, CA 94612</td>
<td>510-874-7477</td>
<td><a href="mailto:rbloom@bart.gov">rbloom@bart.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Merrick Bobb</td>
<td>Police Assessment Resource Center</td>
<td>4954 Cromwell Ave. Los Angeles, CA 90027</td>
<td>213-623-5757</td>
<td><a href="mailto:merickbobb@parc.info">merickbobb@parc.info</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anna Bettesworth</td>
<td>Office of Police Accountability</td>
<td>720 Third Ave., 18th Fl. Seattle, WA 98104</td>
<td>206-615-0572</td>
<td><a href="mailto:anne.bettesworth@seattle.gov">anne.bettesworth@seattle.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teresa Blossom</td>
<td>Detroit Board of Police Commissioners</td>
<td>1301 Third St., Ste. 767</td>
<td>313-596-1830</td>
<td><a href="mailto:BlossomT578@detroitmi.gov">BlossomT578@detroitmi.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ellen Bohan</td>
<td>County of San Diego CLEB</td>
<td>555 W. Beech St., Ste. 505</td>
<td>619-238-6763</td>
<td><a href="mailto:ellen.bohan@sandiego.ca.gov">ellen.bohan@sandiego.ca.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nick Bowman</td>
<td>King County Council</td>
<td>516 Third Ave.</td>
<td>206-477-7607</td>
<td><a href="mailto:nick.bowman@kingcounty.gov">nick.bowman@kingcounty.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nikki Rebekkah Brazel Solovy</td>
<td>Denver Civilian Oversight Board</td>
<td>101 W. Colfax Ave., Ste. 100</td>
<td>720-913-3301</td>
<td><a href="mailto:carol.rolfe@denvergov.org">carol.rolfe@denvergov.org</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brittan Bronson</td>
<td>Police Advisory Commission</td>
<td>1515 Arch St., 11th Fl. Philadelphia, PA 19102</td>
<td>215-685-0884</td>
<td><a href="mailto:Brittan.Bronson@phil.a.gov">Brittan.Bronson@phil.a.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Robert Brown</td>
<td>Detroit Board of Police Commissioners</td>
<td>1301 Third St., Ste. 767</td>
<td>313-596-1830</td>
<td><a href="mailto:BronwD1bopc@detroitmi.gov">BronwD1bopc@detroitmi.gov</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trenise Bryant</td>
<td>Civilian Investigative Panel</td>
<td>970 SW 1st St., Ste. 305</td>
<td>305-960-4956</td>
<td><a href="mailto:TreniseBryant@gmail.com">TreniseBryant@gmail.com</a></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Casey Bryant
Advocates for Immigrant Rights
1000 S. Cooper St.
Memphis, TN 38104
901-729-9566
caseybryantesq@gmail.com

Mary Claire Buckley
Portland Police Bureau
1111 SW 2nd Ave., Ste. 1526
Portland, OR 97204
503-823-0010
marycline.buckley@portlandoregon.gov

Shirley Burch
Detroit Board of Police Commissioners
1301 Third St., Ste. 767
Detroit, MI 48226
313-596-1830
shirleyburch23@gmail.com

Charlene Burkett
IDOC Ombudsman Bureau
402 W. Washington, W479
Indianapolis, IN 46204
317-234-3190
caburkett_98@yahoo.com

Willie Burton
Detroit Board of Police Commissioners
1301 Third St., Ste. 767
Detroit, MI 48226
313-596-1830
burtonw5bopc@detroitmi.gov

Matthew Butrice
City and County of Denver Office of the Independent Monitor
1111 SW 2nd Ave., Ste. 100
Denver, CO 80202
720-913-3306
Matthew.Butrice@denvergov.org

Deandre Caldwell
Independent Community Police Oversight Commission
301 E. Huron, 2nd Fl.
Ann Arbor, MI 48104
734-794-6291 Ext. 42
dcaldwell@ycshoolsus

Ross Caldwell
City of Independent Portland Police Review
1221 SW 4th Ave., Rm. 140
Portland, OR 97204
503-823-0146
Ross.Caldwell@portlandoregon.gov

Max Caproni
Chicago Police Board
30 N. LaSalle St., #1220
Chicago, IL 60602
312-742-3259
Max.Caproni@chicagopolice.org

Lisa Carter
Detroit Board of Police Commissioners
1301 Third St., Ste. 767
Detroit, MI 48226
313-596-1830
carter6bopc@detroitmi.gov

Patti Caudill
City of Grand Rapids
300 Monroe NW, Ste. 840
Grand Rapids, MI 49503
616-456-3027
pcaudill@grcity.us

Janelle Caywood
Department of Police Accountability
25 Van Ness Ave., Ste. 700
San Francisco, CA 94102
415-241-7711
Janelle.Caywood@sfgov.org

Ivonne Maria Cristina Cervantes Guerrero
Secretaria De Seguridad Del Estado De Mexico
Paseo De La Reforma Piso 16
Ciudad De Mexico, 06500
55-50250816
rivillalba@ncsc.mx

Janelle Conklin
Department of Justice Action League of Spokane
35 W. Main Ave., #1206
Spokane, WA 99201
443-842-9936
shaun.clark@ubalt.com

Jim Coleman
West Valley City
3600 S. Constitution Blvd.
West Valley City, UT 84119
801-963-3220
jimcolemanjr@comcast.net

Debra Conklin
Peace and Justice Action League of Spokane
35 W. Main Ave., #120M
Spokane, WA 99201
509-251-4332
GraceWithJustice@yahoo.com

Stephen Connolly
City of Anaheim
200 S. Anaheim Blvd.
Anaheim, CA 92805
714-765-5162
stephen.connolly@iorgroup.com

Kevin Connor
Civilian Office of Police Accountability
1615 W. Chicago Ave., 5th Fl.
Chicago, IL 60622
Kevin.Connor@chicagocopa.org

Donna Connolly
City of Anaheim
200 S. Anaheim Blvd.
Anaheim, CA 92805
714-765-5162
stephen.connolly@iorgroup.com

Evan Connolly
Civilian Office of Police Accountability
1615 W. Chicago Ave., 5th Fl.
Chicago, IL 60622
Kevin.Connor@chicagocopa.org

Kevin Burns
New Orleans Police Department
1340 Poydras St., Ste. 1900
New Orleans, LA 70112
504-658-680
kburns@nola.gov

Willie Burton
Detroit Board of Police Commissioners
1301 Third St., Ste. 767
Detroit, MI 48226
313-596-1830
burtonw5bopc@detroitmi.gov

Patrick Caceres
BART Office of the Independent Police Auditor
300 Lakeside Dr., 14th Fl.
Oakland, CA 94612
510-874-7477
pacere@bart.gov

Hamish Campbell
INDECOM
1 Dumfries Road
Kingston, 10
876-878-0270
hamish.campbell@indecom.gov.jm

Donald Casimere
NACOLE
2750 Carmelita Way
Pineo, CA 94564
519-364-1062
doncas@comcast.net

Sarah Celso
BART Office of the Independent Police Auditor
300 Lakeside Dr., 14th Fl.
Oakland, CA 94612
510-874-7477
cs celso@bart.gov

Dr. Shenetta Coleman
Wayne County, MI
500 Griswold, 10th Fl.
Detroit, MI 48226
313-333-4785
scolley@wayneccounty.com

Verdia Conner
VYC Consulting Services
3698 Abbey Ct.
Cleveland, OH 44105
216-406-7249
dconner@att.net

Brian Corr
Police Review & Advisory Board
51 Inman St.
Cambridge, MA 02139
617-349-4694
bcorr@cambridgema.gov
<table>
<thead>
<tr>
<th>Name</th>
<th>Organization/Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rana Elmir</td>
<td>ACLU Michigan 2966 Woodward Ave. Detroit, MI 48201 313-576-6800 <a href="mailto:relmir@aclumich.org">relmir@aclumich.org</a></td>
</tr>
<tr>
<td>Anthony Erace</td>
<td>Police Advisory Commission 1515 Arch St., 11th Fl. Philadelphia, PA 19102 215-685-6884</td>
</tr>
<tr>
<td>Alejandro Espriu Guerra</td>
<td>Estado de Puebla A.C. 21 Oriente 404 Int 201 Col. El Camen Puebla, Pue C.P. 72530, 72530</td>
</tr>
<tr>
<td>Kate Eves</td>
<td>46 Devonshire St., Flat D London, UK W1J 7AN 616-560-2652 <a href="mailto:kate_eves@hotmail.com">kate_eves@hotmail.com</a></td>
</tr>
<tr>
<td>Cassandra Fenkel</td>
<td>Civilian Complaint Review Board 100 Church St., 10th Fl. New York, NY 10007 212-912-2003</td>
</tr>
<tr>
<td>Anthony Finnell</td>
<td>Office of Inspector General for Public Safety 700 5th Ave., Ste. 1628 Seattle, WA 98124 206-256-5493</td>
</tr>
<tr>
<td>Ghian Foreman</td>
<td>Chicago Police Board 30 N. La Salle St., Ste. 1220 Chicago, IL 60602 312-742-4194</td>
</tr>
<tr>
<td>Neill Franklin</td>
<td>Law Enforcement Action Partnership 121 Mystic Ave., Ste. 9 Medford, MA 02155 443-286-6737</td>
</tr>
<tr>
<td>Vince Funari</td>
<td>Office of Professional Standards 205 W. St. Clair Ave., Ste. 301 Cleveland, OH 44113 216-664-4634</td>
</tr>
<tr>
<td>Rosemary Espinal</td>
<td>Civilian Complaint Review Board 100 Church St., 10th Fl. New York, NY 10007 212-912-2039</td>
</tr>
<tr>
<td>William Farar</td>
<td>Midwest Innocence Project 3619 Broadway Blvd. #2 Kansas City, MO 64111 816-221-2166</td>
</tr>
<tr>
<td>Florence Finkle</td>
<td>Law Enforcement Accountability and Oversight 165 Perry St., Apt. 3C New York, NY 10014 347-515-9378</td>
</tr>
<tr>
<td>Jill Fitcheard</td>
<td>Nashville Community Oversight Board 222 Second Ave N., Ste. 370M Nashville, TN 37201 615-880-1800</td>
</tr>
<tr>
<td>M Corbett Ford</td>
<td>King County Police Officers Guild P.O. Box 80665 Seattle, WA 98108 206-957-0934</td>
</tr>
<tr>
<td>Eric Forstrom</td>
<td>City of Saint Paul Department of Human Rights &amp; Equal Economic Opportunity 15 W. Kellogg Blvd., City Hall 280 Saint Paul, MN 55102 651-266-8866 <a href="mailto:eric.forstrom@ci.stpaul.mn.us">eric.forstrom@ci.stpaul.mn.us</a></td>
</tr>
<tr>
<td>Bob Frutos</td>
<td>City of Burbank 275 E. Olive Ave., 2nd Fl. Burbank, CA 91501 818-238-5751 <a href="mailto:bfrutos@burbankca.gov">bfrutos@burbankca.gov</a></td>
</tr>
<tr>
<td>Margo Frasier</td>
<td>Margo L. Fraser Consulting 3300 Plover Road Way Pflugerville, TX 78660 512-565-4905 <a href="mailto:margo.frasier53@outlook.com">margo.frasier53@outlook.com</a></td>
</tr>
<tr>
<td>Henry Gage</td>
<td>Coalition for Police Accountability 1450 Alice St., Unit 17 Oakland, CA 94612 510-239-3802 <a href="mailto:henry.gage.mail@gmail.com">henry.gage.mail@gmail.com</a></td>
</tr>
<tr>
<td>Name</td>
<td>Organization</td>
</tr>
<tr>
<td>----------------------</td>
<td>----------------------------------------------------</td>
</tr>
<tr>
<td>Francisco Gallardo</td>
<td>City and County of Denver Office of the Independent Monitor</td>
</tr>
<tr>
<td>John Gamer</td>
<td>Los Angeles Police Department</td>
</tr>
<tr>
<td>Michelle Gamble</td>
<td>Citizen Police Review Board</td>
</tr>
<tr>
<td>Eva Garza Dewaelsche</td>
<td>Detroit Board of Police Commissioners</td>
</tr>
<tr>
<td>Dajuan Gay</td>
<td>City of Annapolis</td>
</tr>
<tr>
<td>Bannie Gewanter</td>
<td>Onondaga County Justice Center Oversight Committee</td>
</tr>
<tr>
<td>John Gliatta</td>
<td>City of Fresno</td>
</tr>
<tr>
<td>Jessalyn Goodman</td>
<td>City of Cincinnati</td>
</tr>
<tr>
<td>Jared Grandy</td>
<td>City of Dayton Human Relations Council</td>
</tr>
<tr>
<td>Evette Griffee</td>
<td>Detroit Board of Police Commissioners</td>
</tr>
<tr>
<td>Victor Miguel Guerra</td>
<td>Gobierno De La Ciudad De Mexico</td>
</tr>
<tr>
<td>Aldwyn Gardner</td>
<td>City and County of Denver Office of the Independent Monitor</td>
</tr>
<tr>
<td>Luis Eduardo Garza Matus</td>
<td>Secretaria De Seguridad Publica Del Estado De Baja California</td>
</tr>
<tr>
<td>Michael Gennaco</td>
<td>OIR Group</td>
</tr>
<tr>
<td>Patricia (Patti) Giggins</td>
<td>LA County Sheriff</td>
</tr>
<tr>
<td>Mayra Gomez</td>
<td>City of Anaheim</td>
</tr>
<tr>
<td>Jason Goodrick</td>
<td>Cleveland Community Police Commission</td>
</tr>
<tr>
<td>Brandy Grant</td>
<td>Seattle Community Police Commission</td>
</tr>
<tr>
<td>Melanie Griffin</td>
<td>Independent Office of Law Enforcement Review &amp; Outreach</td>
</tr>
<tr>
<td>Monique Guevara</td>
<td>Office of Police Accountability</td>
</tr>
</tbody>
</table>
Michel Hernandez Gutierrez
Secretaria De Seguridad Publica Del Estado
De Nuevo Leon
Paseo De La Reforma 373, Piso 16
Ciudad de Mexico, 06500
55-50250816
rvillalba@ncsc.mx

John Hamasaki
San Francisco Police Commission
534 Pacific Ave.
San Francisco, CA 94133
415-525-4245
john@hamasakilaw.com

Peter Hammer
Wayne State University Law School
471 W. Palmer St., Rm. 3225
Detroit, MI 48202
313-577-0830

Edward Hamess
Civilian Police Oversight Agency
600 2nd St. NW, 8th Fl.
Albuquerque, NM 87102
505-924-3770
ehamess@abq.gov

Ginale Harris
City of Oakland Police Commission
250 Frank H. Ogawa Plaza, Ste. 6302
Oakland, CA 94612
510-238-3159
GHarris@oaklandcommission.org

Rev. Kevin Harris
Nazarene Missionary Baptist Church
901 Melbourne St.
Detroit, MI 48211
313-871-6509

Juan Manuel Hernandez Niebla
Organismos No Gubernamentales
Paseo De La Reforma 373 Piso 16
Ciudad De Mexico, 06500
55-50250816
rvillalba@ncsc.mx

Phyllis Hildreth
American Baptist College
1800 World Baptist Center
Nashville, TN 37207
410-227-5154
hildrethcob2019@gmail.com

Jim Holley
Detroit Board of Police Commissioners
1301 Third St., Ste. 767
Detroit, MI 48226
313-596-1830
Holleyj240@detroitmi.gov

Laurinda Hall
Citizen Complaint Oversight Panel - Prince George's County Maryland
9200 Basil Ct., Ste. 406
Largo, MD 20774
301-883-5042
denisehall@comcast.net

Janet Sue Hamilton
Edmonton Police Commission
10060 Jasper Ave., Ste. 306
Edmonton, AB T5J 3R8
780-414-7510
police.commission@edmontonpolice.ca

Veneliya Harden
The City of Albany's CPRB
80 New Scotland Ave
Albany, NY 12208
518-330-8195
cgust@albanylaw.edu

Anthony Harriott
Police Civilian Oversight Authority
Oxford Road
Kingston, 10
876-754-7289
anthonydharriott@yahoo.com

James (J P) Harris
LA County Sheriff Civilian Oversight Commission
350 S Figueroa St., Ste. 288
Los Angeles, CA 90071
213-253-5678
jpthenvtr@gmail.com

Sarah Hawkins
Department of Police Accountability
25 Van Ness Ave., Ste. 700
San Francisco, CA 94102
415-241-7711
sarah.hawkins@sfgov.org

Gregory Hicks
Detroit Board of Police Commissioners
1301 Third St., Ste. 767
Detroit, MI 48226
313-596-1830
HicksG@detroitmi.gov

Lisa Hill
Office of Police Conduct Review
350 S. 9th St., Rm. 239
Minneapolis, MN 55415
612-673-2093
lisa.hill@minneapolismn.gov

Blaine Holman
Office of the Police Ombudsman
808 W. Spokane Falls Blvd.
Spokane, WA 99201
509-625-6742
ccoty@spokanecity.org

Vanessa Hall-Harper
City of Tulsa
2020 W. Newton St.
Tulsa, OK 74106
918-728-4909
vote4vanessad1@gmail.com

Waren Hamilton
The City of Albany's CPRB
80 New Scotland Ave
Albany, NY 12208
518-527-2040
cgust@albanylaw.edu

Andre Hamandjian
County of Los Angeles Office of Inspector General
312 S. Hill St., Third Fl.
Los Angeles, CA 90013
213-974-6100
AHamandjian@olg.lacounty.gov

Christin Harris
Board of Correction
1 Centre St.
New York, NY 11107
646-983-4638
charts@boc.nyc.gov

Milford Harris
Greensboro Police Department
100 E. Police Plaza, 5th Fl.
Greensboro, NC 27401
336-373-2561
milford.harris@greensboro-nc.gov

Ashley Heiberger
Rosenbaum & Associates
P.O. Box 89
Northampton, PA 18067
610-390-7516
aheiberger@moravian.edu

Walter Higgins
The Leadership Conference
1620 L St., Ste. 1100
Washington, DC 20036
214-404-3824
chango@moravian.edu

Hanijal Hiller
Detroit Board of Police Commissioners
1301 Third St., Ste. 767
Detroit, MI 48226
313-596-1830
HillerH@detroitmi.gov

Annie Holt
Detroit Board of Police Commissioners
1301 Third St., Ste. 767
Detroit, MI 48226
313-596-1830
holtann@detroitmi.gov
Wayne Johnson
Seattle Police Officers Guild
2949 4th Ave. S
Seattle, WA 98134
206-767-1150
wayne@seattlepoliceguild.org

Randy Joseph
City of Richmond
450 Civic Center Plaza, Ste. 300
Richmond, CA 94804
510-620-6512
rjoseph.cprc@gmail.com

Elliott Kase
County of Los Angeles Office of Inspector General
312 S. Hill St., Third Fl.
Los Angeles, CA 90013
213-974-6100
EKase@oig.lacounty.gov

Dr. William Kass
Civilian Police Oversight Agency
600 2nd St. NW, 8th Fl.
Albuquerque, NM 87102
505-924-3770
WKass.PQO@cabq.gov

Nida Kobaissi
Burbank Police Commission
200 N. 3rd St.
Burbank, CA 91502
818-238-3224
Nidal.Kobaissi.com

Spyridon Kodellas
Office of Professional Standards
205 W. St. Clair Ave., Ste. 301
Cleveland, OH 44113
216-664-4217
skodellas@city.cleveland.oh.us

Julie Kriegh
City of Phoenix
200 W. Washington St.
Phoenix, AZ 85003
602-261-8875
Julie.Kriegh@phoenix.gov

Michelaine Lahaie
Civilian Review and Complaints Commission for the RCMP
P.O. Box 1722, Station B
Ottawa, ON K1P 0B3
613-946-5218
claire.martin@cc-cceetp.gc.ca

Randol Leach
Maui Police Commission
55 Mahalani St.
Wailuku, HI 96793
808-879-2248
amy.lau@mpd.net

The Honorable Judith E. Levy
U.S. District Judge for the Eastern District of Michigan
200 E. Liberty St., Ste. 300
Ann Arbor, MI 48104
734-887-4700

Jellisa Joseph
The City of Albany CPRB
80 New Scotland Ave.
Albany, NY 12208
518-445-3257
cgust@albanylaw.edu

Mitchell Kagen
City of Tucson
255 W. Alameda St.
Tucson, AZ 85701
520-837-4003
mitchell.kagen@tucsonaz.gov

Walter Katz
Benchmark Analytics
4619 North Ravenswood, Ste. 203
Chicago, IL 60640
323-317-6356
walter.katz@benchmarkanalytics.com

Walter Kato
King County Office of Law Enforcement Oversight
810 Third Ave, Ste. 800
Seattle, WA 98104
206-477-4903
Katy.Kirschner@kingcounty.gov

Danny Kono
Los Angeles Police Department
6831 Ventura Ct.
San Bernardino, CA 92407
909-841-6203
d3sk@earthlink.net

Jungie Lee
Civilian Complaint Review Board
100 Church St., 10th Fl.
New York, NY 10007
212-912-2003
sedouardo@ccrb.nyc.gov

Frances Lee
Civilian Office of Police Accountability
1615 W. Chicago Ave.
Chicago, IL 60622
312-746-3609
Frances.lee@chicagocopa.org

Katherine J. Lee
Police Review Commission
1947 Center St., 1st Fl.
Berkeley, CA 94704
510-981-4950
KLee@cityofberkeley.info

Dave Lewin
The Independent Commission of Investigations
1 Dumfries Rd.
Kingston, 10
876-968-8875
Dave.Lewin@indecom.gov.jm

Janna Lewis
King County Ombuds
710 Second Ave., Ste. 790
Seattle, WA 98104
206-477-1055
Janna.Lewis@kingcounty.gov

Larissa Guadalupe Leon Arc
Secretaria De Seguridad Del Estado De Mexico
Paseo De La Reforma 373, Piso 16
Ciudad De Mexico, 06500
55-50250816
rvillalba@ncsc.mx

The Honorable Judith E. Levy
U.S. District Judge for the Eastern District of Michigan
200 E. Liberty St., Ste. 300
Ann Arbor, MI 48104
734-887-4700

Janna Lewis
King County Ombuds
710 Second Ave., Ste. 790
Seattle, WA 98104
206-477-1055
Janna.Lewis@kingcounty.gov
<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Esther Lim</td>
<td>Correctional Association of New York</td>
</tr>
<tr>
<td>Joseph Lipari</td>
<td>Office of Inspector General - City of Chicago</td>
</tr>
<tr>
<td>Bart Logue</td>
<td>City of Spokane</td>
</tr>
<tr>
<td>Alfredo Pena Lopez</td>
<td>Consultores Independientes-Experts</td>
</tr>
<tr>
<td>Aldin Lolic</td>
<td>Civilian Oversight Board St. Louis</td>
</tr>
<tr>
<td>Christy Lopez</td>
<td>Georgetown University Law Center</td>
</tr>
<tr>
<td>Robin Lolar</td>
<td>NACOLE</td>
</tr>
<tr>
<td>Eloy Molina Lopez</td>
<td>Fiscalia General Del Estado De Chihuahua</td>
</tr>
<tr>
<td>Laura Idolina Lopez Pina</td>
<td>Secretaria De Seguridad Y Proteccion Ciudadana De Chiapas</td>
</tr>
<tr>
<td>Bart Logue</td>
<td>City of Spokane</td>
</tr>
<tr>
<td>Jorgelvan Lopez-Martinez</td>
<td>Vaivenutra</td>
</tr>
<tr>
<td>Kimberly Lovato</td>
<td>Denver Police Department</td>
</tr>
<tr>
<td>Abe Lowe</td>
<td>Office of the Independent Police Monitor</td>
</tr>
<tr>
<td>Michael Lucas</td>
<td>Civilian Investigative Panel</td>
</tr>
<tr>
<td>Louisa Lyles</td>
<td>Civilian Oversight Board St. Louis</td>
</tr>
<tr>
<td>Dana Macaulay-Walton</td>
<td>City of Independent Police Review</td>
</tr>
<tr>
<td>Ron Mac Donald</td>
<td>Independent Investigations Office of British Columbia</td>
</tr>
<tr>
<td>Christopher Magnus</td>
<td>Tucson Police Department</td>
</tr>
<tr>
<td>Simone Manigo</td>
<td>Civilian Complaint Review Board</td>
</tr>
<tr>
<td>Ron Mac Donald</td>
<td>Independent Investigations Office of British Columbia</td>
</tr>
<tr>
<td>Maria Mari</td>
<td>Kilómetro Cero</td>
</tr>
<tr>
<td>Jeffry Martin</td>
<td>City of Saint Paul Department of Human Rights &amp; Equal Economic Opportunity</td>
</tr>
<tr>
<td>Sara Maunder</td>
<td>Department of Police Accountability</td>
</tr>
<tr>
<td>Polly McCalister</td>
<td>Detroit Board of Police Commissioners</td>
</tr>
<tr>
<td>Craig McCarthy</td>
<td>New York Post</td>
</tr>
<tr>
<td>Tonya McClay</td>
<td>Office of the Independent Police Monitor</td>
</tr>
<tr>
<td>Denis McCowm</td>
<td>City and County of Denver Office of the Independent Monitor</td>
</tr>
<tr>
<td>Diane McDermott</td>
<td>Civilian Police Oversight Agency</td>
</tr>
</tbody>
</table>
Avice Reid
Knoxville City Government
P.O. Box 1631
Knoxville, TN 37901
865-215-2536
areid@knoxvilletn.gov

Andrew Repanich
King County Office of Law Enforcement Oversight
810 Third Ave., Ste. 800
Seattle, WA 98104
206-477-4903
Andrew.Repanich@kingcounty.gov

Rogelio Fernando Pastor Rande
Gobierno De La Ciudad De Mexico
Paseo De La Reforma 373 Piso 16
Ciudad De Mexico, 06500
55-50250816
rvillaiba@ncsc.mx

Richard Rivera
Civilian Investigative Panel
970 SW 1st St., Ste. 305
Miami, FL 33130
305-960-4953
rivera@miamicounty.com

Andrea Robinson
Civilian Complaint Review Board
100 Church St., 10th Fl.
New York, NY 10007
212-912-2027
ARobinson@ccrb.nyc.gov

Noel Rojas
Civilian Investigative Panel
970 SW 1st St., Ste. 305
Miami, FL 33130
305-960-4956
NAR326@bellsouth.net

William Rowel
City of Annapolis- Office of the Mayor
160 Duke of Gloucester St.
Annapolis, MD 21401
410-972-5258
wfrowel@annapolis.org

Nashia Salas
NYC Board of Correction
1 Centre St., Ste. 2213
New York, NY 10007
212-969-7900
nrivassa@soc.nyc.gov

Jennifer Scaife
Correctional Association of New York
P.O. Box 793
Brooklyn, NY 11207
646-793-9080
jscaife@correctionalassociation.org

Samuel L. Reid
Atlanta Citizen Review Board
68 Mitchell St.
Atlanta, GA 30303
404-865-8622
sreid@atlantaga.gov

Mima Lissett Reyes Perez
Secretaria De Seguridad Publica Del Estado De Nuevo Leon
Paseo De La Reforma 373, Piso 16
Ciudad De Mexico, 06500
55-50250816
rvillaiba@ncsc.mx

justyn richardson
Department of Investigation
80 Maiden Lane, 14th Fl.
New York, NY 10038
212-806-5215
jrichardson3@doi.nyc.gov

Essau Moises Roa Carmona
Secretaría de Seguridad Ciudadana del Estado de Queretaro
Paseo De La Reforma 373 Piso 16
Ciudad De Mexico, 06500
55-50250816
rvillaiba@ncsc.mx

JULIAN ROBY
City of Saint Paul Department of Human Rights & Equal Economic Opportunity
15 W. Kellogg Blvd., City Hall 280
Saint Paul, MN 55102
651-266-8966
julian.roby@ci.stpaul.mn.us

Addie Rolnick
University of Nevada, Las Vegas
11609 Royal Denwer Dr.
Las Vegas, NV 89138
702-895-2405
addie@rolnick.info

Lael Rubin
LA County Sheriff Civilian Oversight Commission
350 S. Figueroa St., Ste. 288
Los Angeles, CA 90071
213-253-5678
laelrubin@gmail.com

Sulmy Sushet Sanchez Herrera
Secretaría De Seguridad Publica Del Estado De Yucatan
Paseo De La Reforma 373 Piso 16
Ciudad De Mexico, 06500
55-50250816
rvillaiba@ncsc.mx

Richard Schott
Fairfax County
12000 Government Center Pkwy., Ste. 233A
Fairfax, VA 22035
703-324-3459
Richard.Schott@fairfaxcounty.gov

Ranette L. Releford
City of Syracuse Citizen Review Board
201 E Washington St., Ste. 705
Syracuse, NY 13202
315-448-8750
meleford@syrgov.net

Charles D. Reynolds
CDR Associates
P.O. Box 396
Dover, NH 03821
603-781-0168
reynolds.charles@comcast.net

Andrea Ritchie
Bamard Center for Research on Women
40 Claremont Ave., 6th Fl.
New York, NY 10027
646-831-1243
andreajritchie@gmail.com

Sydney Roberts
Civilian Office of Police Accountability
1615 W. Chicago Ave.
Chicago, IL 60622
312-746-3609
sydney.roberts@chicagocopa.org

Luis Rodriguez Reyes
Student
#82 via Cristalina
VillaCaribe Hacienda San Jose, PR 00725
55-50250816
rvillalba@ncsc.mx

Brenda Ross
Nashville Community Oversight Board
222 Second Ave. N., Ste. 370M
Nashville, TN 37201
615-880-1800
William.Weeden@nashville.gov

Jan "Juanito" Rus
Community Police Review Agency
250 Frank H. Ogawa Plaza, Ste. 6302
Oakland, CA 94612
510-238-3159
JRus@oaklandca.gov

Ron Saunier
Denver Police Department
1331 Cherokee St.
Denver, CO 80204
720-913-6527
Ronald.Saunier@denvergov.org

Alexandria Schultthesis
Department of Police Accountability
25 Van Ness Ave., Ste. 700
San Francisco, CA 94102
415-241-7711
Alexandria.Schultthesis@sfgov.org
Wayne Scott  
Greensboro Police Department  
100 E. Police Plaza, 5th Fl.  
Greensboro, NC 27401  
336-373-2010  
wayne.scott@greensboro-nc.gov

Bessie Scott  
Seattle Community Police Commission  
P.O. Box 94765  
Seattle, WA 98124  
206-236-5546  
bessie.scott@seattle.gov

Claire Shubik-Richards  
Pennsylvania Prison Society  
230 S. Broad St., Ste. 605  
Philadelphia, PA 19103  
215-910-4573  
cshubik@prisonsociety.org

Mark Smith  
Los Angeles Police Department  
350 S. Figueroa St., Ste. 1002  
Los Angeles, CA 90071  
213-893-6400  
mark.smith@lapd.online

Michelle Solomon-Baksh  
Police Complaints Authority  
1A Wrightson Road  
Port of Spain,  
868-627-4383  
MSolomon-Baksh@pca.org.tt

Robin Stephens  
Independent Community Police Oversight Commission  
301 E. Huron, 2nd Fl.  
Ann Arbor, MI 48104  
734-794-6291 Ext. 42  
robdicpoc@gmail.com

Eric Strong  
Los Angeles County Sheriff's Department  
211 Temple St.  
Los Angeles, CA 90012

Brensey Thompson  
Nashville Community Oversight Board  
222 Second Ave. N., Ste. 370M  
Nashville, TN 37201  
615-880-1800  
Brensey.Thompson@nashville.gov

Michael Tobin  
Office of Police Complaints  
1400 I Street NW, Suite # 700  
Washington, DC 20005  
202-727-3838  
michael.tobin@dc.gov
<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Address 1</th>
<th>Address 2</th>
<th>City, State/Province</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rich Torres</td>
<td>King County Police Officers Guild</td>
<td>P.O. Box 80665</td>
<td>Seattle, WA 98108</td>
<td>206-957-0934</td>
<td>rich@kc pog.com</td>
<td></td>
</tr>
<tr>
<td>Chelsea Van Deventer</td>
<td>Civilian Police Oversight Agency</td>
<td>600 2nd St. NW, 8th Fl.</td>
<td>Albuquerque, NM 87102</td>
<td>505-924-3770</td>
<td><a href="mailto:CVanDeventer.POB@cabq.gov">CVanDeventer.POB@cabq.gov</a></td>
<td></td>
</tr>
<tr>
<td>Nancy Vaughn</td>
<td>Citizen Review Board</td>
<td>4753 Adair St.</td>
<td>San Diego, CA 92107</td>
<td>703-627-0668</td>
<td><a href="mailto:nancy92107@aol.com">nancy92107@aol.com</a></td>
<td></td>
</tr>
<tr>
<td>Mike Vitoroulis</td>
<td>NACOLE</td>
<td>P.O. Box 87227</td>
<td>Tucson, AZ 85754</td>
<td>317-721-8133</td>
<td><a href="mailto:mike.vitoroulis@mac.com">mike.vitoroulis@mac.com</a></td>
<td></td>
</tr>
<tr>
<td>Ryan Wagner</td>
<td>City of Anaheim</td>
<td>200 S. Anaheim Blvd.</td>
<td>Anaheim, CA 92805</td>
<td>714-765-5162</td>
<td><a href="mailto:ryan.wagner777@gmail.com">ryan.wagner777@gmail.com</a></td>
<td></td>
</tr>
<tr>
<td>Samuel Walker</td>
<td>University of Nebraska-Omaha</td>
<td>60th &amp; Dodge Streets</td>
<td>Omaha, NE 68182</td>
<td>402-554-3590</td>
<td><a href="mailto:samwalker@unomaha.edu">samwalker@unomaha.edu</a></td>
<td></td>
</tr>
<tr>
<td>Simon Wang</td>
<td>Civilian Complaint Review Board</td>
<td>100 Church St., 10th Fl.</td>
<td>New York, NY 10007</td>
<td>212-912-2003</td>
<td><a href="mailto:seduardo@ccrb.nyc.gov">seduardo@ccrb.nyc.gov</a></td>
<td></td>
</tr>
<tr>
<td>William C. Weeden</td>
<td>Nashville Community Oversight Board</td>
<td>222 Second Ave. N., Ste. 370M</td>
<td>Nashville, TN 37201</td>
<td>615-880-1800</td>
<td><a href="mailto:William.Weeden@nashville.gov">William.Weeden@nashville.gov</a></td>
<td></td>
</tr>
<tr>
<td>Melanie White</td>
<td>Detroit Board of Police Commissioners</td>
<td>1301 Third St., Ste. 767</td>
<td>Detroit, MI 48226</td>
<td>313-596-1830</td>
<td><a href="mailto:WhiteM589@detroitmi.gov">WhiteM589@detroitmi.gov</a></td>
<td></td>
</tr>
<tr>
<td>Francine Tournour</td>
<td>City of Sacramento</td>
<td>915 I St., 3rd Fl.</td>
<td>Sacramento, CA 95814</td>
<td>206-808-7526</td>
<td><a href="mailto:f.tournour@cityofsacramento.org">f.tournour@cityofsacramento.org</a></td>
<td></td>
</tr>
<tr>
<td>Neftali Lizbeth Vargas Rodriguez</td>
<td>Procuraduría General De Justicia Del Estado De Guanajuato</td>
<td>Paseo De La Reforma 373 Piso 16 Ciudad De México, 06500</td>
<td>55-50250816</td>
<td><a href="mailto:rvillalba@ncsc.mx">rvillalba@ncsc.mx</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clarence Vaughn III</td>
<td>Police Advisory and Review Committee</td>
<td>400 W. Main St., Rm. 538</td>
<td>Knoxville, TN 37902</td>
<td>865-215-2869</td>
<td><a href="mailto:CVaughn@knoxvilletn.gov">CVaughn@knoxvilletn.gov</a></td>
<td></td>
</tr>
<tr>
<td>Jenny Vollen-Katz</td>
<td>John Howard Association</td>
<td>70 E. Lake St., Ste. 410</td>
<td>Deerfield, IL 60015</td>
<td>312-291-9555</td>
<td><a href="mailto:jvollen@thejha.org">jvollen@thejha.org</a></td>
<td></td>
</tr>
<tr>
<td>Richard Wagner</td>
<td>Citizen Review Board</td>
<td>P.O. Box 1946</td>
<td>Key West, FL 33041</td>
<td>813-695-5490</td>
<td><a href="mailto:richardbwagner@earthlink.net">richardbwagner@earthlink.net</a></td>
<td></td>
</tr>
<tr>
<td>Wade Walls</td>
<td>Fort Worth Police Department</td>
<td>505 W. Felix St.</td>
<td>Fort Worth, TX 76115</td>
<td>817-392-4273</td>
<td><a href="mailto:wade.walls@fortworthtexas.gov">wade.walls@fortworthtexas.gov</a></td>
<td></td>
</tr>
<tr>
<td>Barbara Ward-Groves</td>
<td>Atlanta Citizen Review Board</td>
<td>68 Mitchell St.</td>
<td>Atlanta, GA 30303</td>
<td>404-865-8622</td>
<td><a href="mailto:wardgroves@aol.com">wardgroves@aol.com</a></td>
<td></td>
</tr>
<tr>
<td>Roy Wesley</td>
<td>Office of the Inspector General</td>
<td>10111 Old Placerville Rd., Ste. 110</td>
<td>Sacramento, CA 95827</td>
<td>916-255-1102</td>
<td><a href="mailto:wesleyr@oig.ca.gov">wesleyr@oig.ca.gov</a></td>
<td></td>
</tr>
<tr>
<td>James Wilburn</td>
<td>Office of the Police Ombudsman</td>
<td>808 W. Spokane Falls Blvd.</td>
<td>Spokane, WA 99201</td>
<td>509-625-6742</td>
<td><a href="mailto:jwilburn@spokanecity.org">jwilburn@spokanecity.org</a></td>
<td></td>
</tr>
<tr>
<td>Amy Tsai</td>
<td>City of Seattle Office of the Inspector General</td>
<td>600 4th Ave., Ste. L-290</td>
<td>Seattle, WA 98104</td>
<td>206-684-3663</td>
<td><a href="mailto:Amy.Tsai@seattle.gov">Amy.Tsai@seattle.gov</a></td>
<td></td>
</tr>
<tr>
<td>Kirththika Vasudevan</td>
<td>County of Los Angeles Office of Inspector General</td>
<td>312 S. Hill St., Third Fl.</td>
<td>Los Angeles, MI 90013</td>
<td>213-974-6100</td>
<td><a href="mailto:KVasudevan@oig.lacounty.gov">KVasudevan@oig.lacounty.gov</a></td>
<td></td>
</tr>
<tr>
<td>Peter Vielehr</td>
<td>Nashville Community Oversight Board</td>
<td>222 Second Ave. N., Ste. 370M</td>
<td>Nashville, TN 37201</td>
<td>615-880-1800</td>
<td><a href="mailto:William.Weeden@nashville.gov">William.Weeden@nashville.gov</a></td>
<td></td>
</tr>
<tr>
<td>Daedra A. Von Mike McGhee</td>
<td>U.S. Department of Justice</td>
<td>211 W Fort St., Ste. 1404</td>
<td>Detroit, MI 48226</td>
<td>313-226-4010</td>
<td><a href="mailto:daedra.mcgehee@usdoj.gov">daedra.mcgehee@usdoj.gov</a></td>
<td></td>
</tr>
<tr>
<td>Leonard Waites</td>
<td>Civilian Police Oversight Agency</td>
<td>600 2nd St. NW, 8th Fl.</td>
<td>Albuquerque, NM 87102</td>
<td>505-924-3770</td>
<td><a href="mailto:lwaites.POB@cabq.gov">lwaites.POB@cabq.gov</a></td>
<td></td>
</tr>
<tr>
<td>Jude Walton</td>
<td>Independent Community Police Oversight Commission</td>
<td>301 E. Huron, 2nd Fl.</td>
<td>Ann Arbor, MI 48104</td>
<td>734-794-6291 Ext 429</td>
<td><a href="mailto:jwaltona2icpoc@gmail.com">jwaltona2icpoc@gmail.com</a></td>
<td></td>
</tr>
<tr>
<td>Danell (Jaye) Webb</td>
<td>City of Greensboro</td>
<td>300 W. Washington St.</td>
<td>Greensboro, NC 27401</td>
<td>336-373-2295</td>
<td><a href="mailto:jwsbmw@gmail.com">jwsbmw@gmail.com</a></td>
<td></td>
</tr>
<tr>
<td>Arlinda Westbrook</td>
<td>New Orleans Police Department</td>
<td>1340 Poydras St., Ste. 1900</td>
<td>New Orleans, LA 70112</td>
<td>504-658-680</td>
<td><a href="mailto:apwestbrook@nola.gov">apwestbrook@nola.gov</a></td>
<td></td>
</tr>
<tr>
<td>Brian Williams</td>
<td>LA County Sheriff Civilian Oversight Commission</td>
<td>350 S. Figueroa St., Ste. 288</td>
<td>Los Angeles, CA 90071</td>
<td>213-253-5678</td>
<td><a href="mailto:bwilliams@coc.lacounty.gov">bwilliams@coc.lacounty.gov</a></td>
<td></td>
</tr>
</tbody>
</table>
Comelia Williams
Citizens Police Review Board
P.O. Box 6015
Columbia, MO 65205
573-817-5024
lawadmin@gocolumbiamo.com

Eric Williams
City & County of Denver
1331 Cherokee St.
Denver, CO 80204
720-415-3608
eric.williams@denvergov.org

Karen Williams
Office of Community Complaints
635 Woodland Ave., Ste. 2102
Kansas City, MO 64106
816-889-6644
karen.williams@kc pd.org

Ingrid Williams
LA County Sheriff Civilian Oversight Commission
350 S. Figueroa St., Ste. 288
Los Angeles, CA 90071
213-253-5678
iwilliams@cc.lacounty.gov

Dean Williams
Colorado Department of Corrections
56 Waltham
Manitou Springs, CO 80829
719 226-4701
denwilliams@mtaonline.net

Denise W. Wong
Honolulu Police Commission
1060 Richards St., Ste. 170
Honolulu, HI 96813
808-723-7581
denise.w.wong@hnlpolice.gov

Jermaine Wyrick
Detroit Board of Police Commissioners
1301 Third St., Ste. 767
Detroit, MI 48226
313-596-1830
WyrickJ590@detroitmi.gov

Noemi Zamacona
County of Los Angeles Office of Inspector General
312 S. Hill St., Third Fl.
Los Angeles, CA 90013
213-974-6100
NZamacona@oig.lacounty.gov

April Williams
Nashville Community Oversight Board
222 Second Ave. N., Ste. 370M
Nashville, TN 37201
615-890-1800
April.Williams@nashville.gov

Krisi Williams
Greater Tulsa African American Affairs Commission
428 E. Newton Pl.
Tulsa, OK 74106
539-664-2460
healingmefome@gmail.com

Virginia Wilson
City of Memphis
2599 Avery Ave.
Memphis, TN 38112
901-576-6457
virginia.wilson@memphistn.gov

Catherine Wright
County of Los Angeles Office of Inspector General
312 S. Hill St., Third Fl.
Los Angeles, CA 90013
213-974-6100
CWright@oig.lacounty.gov

Florence Yu
Los Angeles Board of Police Commissioners - Office of the Inspector General
350 S. Figueroa St., Ste. 1002
Los Angeles, CA 90071
213-893-6400
N4689@lapd.online

Dara Williams
County of Los Angeles Office of Inspector General
312 S. Hill St., Third Fl.
Los Angeles, CA 90013
213-974-6100
DWilliams@oig.lacounty.gov

Deborah Witzburg
Office of Inspector General - City of Chicago
740 N. Sedgwick, Ste. 200
Chicago, IL 60654
773-478-3214
dwitzburg@igchicago.org

Susan Wynne
6 Ridgemeadow Way
Round Rock, TX 78664
512-589-8202
dwynne40@gmail.com

Janine Zajac
Police Advisory Commission
1515 Arch St., 11th Fl.
Philadelphia, PA 19102
215-685-0884
Janine.Zajac@phila.gov
25th Annual NACOLE Conference
Champion of Civilian Oversight Sponsor

The National Association for Civilian Oversight of Law Enforcement and its membership thank Comerica Bank for their generous sponsorship of our 25th annual conference.
We are grateful for the support and sponsorship of the Michigan Department of Civil Rights. The Michigan Department of Civil Rights (MDCR) has one of the most important roles in state government - so important that it is enshrined in the Michigan Constitution: to investigate alleged discrimination and to secure the equal protection of civil rights. In 1964, Michigan became the first state in the nation to include civil rights protections in its constitution.

We also thank the Detroit Board of Police Commissioners and their staff for all of their efforts to assist with the 25th annual conference of the National Association for Civilian Oversight of Law Enforcement. We add them to long list of those who have helped us achieve our goals over the past quarter century.