

2025 Annual NACOLE Conference *Reckoning & Resilience in the Post-George Floyd Era*

Pre-Conference Forum: Executive Leadership Forum

Sunday,
October 26

The Executive Leadership Forum is a conference add-on and has an additional fee that is separate from the conference registration fee. Only individuals who have paid the forum fee may participate.

The Executive Leadership Forum is **limited to the head of a jail, prison, or police oversight office. Only one person per agency (the agency head) may attend and substitutions will not be allowed.** However, interim heads who registered for the conference may be replaced by the person taking the position permanently.

Room Location: **St. Croix II (6th floor)**

8:30 am – 9:15 am	Welcome and Introductions
9:15 am – 10:45 am	Exploring Strategies for Supporting Civilian Oversight in a Shifting Landscape
10:45 am – 11:00 am	Break
11:00 am – 12:30 pm	Data & Policy Impact
12:30 pm – 1:30 pm	Networking Lunch
1:30 pm – 3:00 pm	Beyond the Evidence: Supporting Oversight Staff Through Trauma-Informed Practices
3:00 pm – 3:15 pm	Break
3:15 pm – 4:30 pm	The Future of Civilian Oversight
4:30 pm – 4:45 pm	Break
4:45 pm – 5:00 pm	Closing Remarks and Next Steps



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Pre-Conference Forum:
Board & Commission Forum

**Sunday,
October 26**

The Board & Commission Forum is a conference add-on and has an additional fee that is separate from the conference registration fee. Only individuals who have paid the forum fee may participate.

The Board & Commission Forum is **limited to individuals appointed or elected to serve on oversight boards and commissions.**

Room Location: **Wayzata/Gray's Bay (8th floor)**

10:00 am – 10:30 am	Welcome and Introductions
10:30 am – 11:45 am	Building Blocks for Effective Boards and Commissions
11:45 am – 12:00 am	Break
12:00 pm – 12:45 pm	Networking Lunch
12:45 pm – 2:15 pm	Collaborative Oversight in a Small City: Lessons from San Leandro's IPA and CBRB Hybrid Model
2:15 pm – 2:30 pm	Break
2:30 pm – 3:45 pm	Board & Commission Round Tables
3:45 pm – 4:00 pm	Break
4:00 pm – 5:00 pm	Resiliency and Capacity Building

schedule subject to change



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Pre-Conference Forum: **Sunday,**
Investigator Forum **October 26**

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The Investigator Forum is a conference add-on and has an additional fee that is separate from the conference registration fee. Only individuals who have paid the forum fee may participate.

The Investigator Forum is open to civilian oversight investigators and others interested in investigative skills training.

Room Location: **Excelsior/Lafayette (8th floor)**

10:00 am – 10:30 am	Welcome and Introductions
10:30 am – 12:00 pm	Investigative Techniques for Civilian Oversight Professionals
12:00 pm – 1:00 am	Working Lunch
1:00 pm – 3:15 pm	Applying Investigative Techniques to a Fictional Complaint Scenario
3:00 pm – 5:00 pm	Investigator Forum Discussion

schedule subject to change



National Association for Civilian Oversight of Law Enforcement

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DAY 1

Monday, October 27

8:30 am – 9:05 am	Opening Remarks (Ballrooms 1 & 2 – 4th floor)		
9:15 am – 10:45 am	General Session: The Work of Police Reform and Accountability – Local Stakeholder Perspectives (Ballrooms 1 & 2 – 4th floor)		
10:45 am – 11:00 am	Break		
11:00 am – 12:30 pm	General Session: The Evolution of Oversight and Accountability in Minneapolis (Ballrooms 1 & 2 – 4th floor)		
12:30 pm – 2:00 pm	Lunch on Your Own		
	Tracks		
	Fortification Ballroom 3 4th floor	Jail & Prison Oversight St. Croix I 6th floor	Implementation Ballroom 4 4th floor
2:00 pm – 3:30 pm	State Preemption of Local Civilian Oversight of Law Enforcement	Surviving the Storm: Building and Rebuilding Correctional Oversight in the Face of Political Pressure	The Rise of Community-Police Mediation Programs: Valuable Insights Gained Through Networking
3:45 pm – 5:15 pm	Litigation and Oversight: Lessons From New York State	De-escalation in a Custody Setting	Use of Force Principles: Twenty-Three Core Elements to Ensuring an Effective Policy
6:00 pm – 7:30 pm	Annual Conference Scholarship Fundraiser (Minnesota – 6th floor)		

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DAY 2 Tuesday,
October 28

7:30 am – 8:30 am	Coffee with the Candidates (Moose Lake – 4th floor)		
8:30 am – 10:00 am	General Session: Leveraging Institutions and Organizations to Lead Reform in the Absence of Federal Oversight (Ballrooms 1 & 2 – 4th floor)		
	Tracks		
	Fortification Ballroom 3 4th floor	Jail & Prison Oversight St. Croix 1 6th floor	Implementation Ballroom 4 4th floor
10:30 am – 12:00 pm	The Politics of Police Oversight: Navigating Resistance, Reform, and Relationships	Accountability in Crisis: How Oversight Can Drive Solutions to Corrections Staffing Shortages	Maximizing Impact: Effective Outreach Strategies for Under-Resourced Agencies
12:00 pm – 1:30 pm	Keynote Luncheon and Awards Ceremony (Ballrooms 1 & 2 – 4th floor)		
2:00 pm – 3:30 pm	Forum 1. ICE & Oversight (Ballroom 3 – 4th floor) Forum 2. Building a Network for Community-Police Mediation (Deer Lake)	Conducting Oversight Over Juvenile Detention Facilities and Probation – A Community-Based Approach	Power of the Hashtag: Social Media in Policing and Oversight
3:45 pm – 5:15 pm	Forum 1. Using AI to Understand Misconduct (Ballroom 3 – 4th floor)	Doing oversight after doing time: How lived experience is reshaping correctional oversight offices	Forum 2. Legal Working Group (Elk Lake – 4th floor) Forum 3. Data Working Group (Deer Lake)
6:30 pm – 9:00 pm	New Member and First-Time Attendee Gathering (hotel lobby bar – 5th floor)		

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DAY 3 **Wednesday,**
October 29

8:30 am – 10:00 am	Annual Meeting and Elections (Ballroom 1 & 2 – 4th floor)		
	Tracks		
	Considerations Ballroom 3 4th floor	Implementation Ballroom 1 & 2 4th floor	Collaboration St. Croix I 6th floor
10:30 am – 12:00 pm	The Broken Promise of Police Body-Worn Cameras and the Current State of Public Access	Critical Incidents, Crowds, and Constitutional Rights: Conducting After-Action Reviews in a Changing Landscape	Strengthening Oversight Through Collaboration: Insights from Spokane and Boulder
12:00 pm – 1:30 pm	Lunch on Your Own		
1:30 pm – 3:00 pm	AI in Law Enforcement & Civilian Oversight of Law Enforcement: Risks, Challenges, and Accountability	Audit Principles to Build Credibility and Legitimacy in Civilian Oversight	Turning Challenges into Opportunities
3:30 pm – 5:00 pm	Officer Created Jeopardy and How It Results in Deadly Force Incidents	How Civilian Oversight Authorities Can Shape Surveillance Accountability in Public Safety	Supporting Community Oversight and Accountability of Law Enforcement Treatment of Youth
6:30 pm – 9:00 pm	Sankofa Reception (Atrium – 4th floor)		

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DAY 4 **Thursday,**
October 30



8:30 am – 10:00 am	Knowledge is Power: Using Research to Transform Oversight and Public Safety (Ballrooms 1 & 2 – 4th floor)
10:15 am – 11:45 am	A Path to Trust: Addressing Performative Engagement and Building Authentic Relationships (Ballrooms 1 & 2 – 4th floor)
11:45 am – 12:00 pm	Closing Remarks (Ballrooms 1 & 2 – 4th floor)