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# 2019 NACOLE REGIONAL MEETING AND NETWORKING SERIES

Nashville, Tennessee | May 17, 2019



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## AGENDA

9:00 a.m. - 9:30 a.m. | **Registration and Continental Breakfast**

9:30 a.m. - 10:00 a.m. | **Welcome and Opening Remarks**

10:00 a.m. – 11:30 a.m. | **A Regional Perspective on Oversight**

Civilian Oversight is heightened by engaged and participative community members. The State of Tennessee has three oversight bodies that were erected out of public outcry, proactive local governments, and community organizations. Practices of Civilian Oversight in the State of Tennessee began in year 1994, when the City of Memphis' Civilian Law Enforcement Review Board (CLERB) became the state's first Civilian Oversight body. The City of Knoxville's Police Advisory and Review Committee (PARC) was established by way of Executive Order on September 22, 1998. The City of Nashville has joined in the efforts of police accountability through a community led campaign, in which community members in large numbers voted to create a Civilian Oversight Board. The State of Tennessee has benefited from having Civilian Oversight bodies who advocate for transparency and improved relationships between law enforcement and community members. The session will provide further insight into models used throughout the State of Tennessee and the impact of Civilian Oversight in communities served.

11:30 a.m. - 11:45 a.m. | **Break**

11:45 a.m. - 1:00 p.m. | **Engaging Community and Law Enforcement**

Robust and authentic engagement and collaboration with community AND law enforcement is essential to oversight success. Whether starting a new oversight model, reorganizing and reauthorizing a board or agency, or dealing with a critical law enforcement incident, there is a need for stakeholder consideration and support. Understanding community concerns and proactively engaging community leaders and organizations on the work and the mission of an oversight entity is necessary to making sure that relationships exist prior to critical incidents. There is also a clear need for oversight professionals to engage with law enforcement and have substantial firsthand knowledge of law enforcement training, policies and practice. This session will examine the steps that can be taken to reach community and law enforcement, to provide training to both, and to understand the outcomes that are possible with dedicated staff and resources.

1:15 p.m. - 2:15 p.m. | **Lunch**

2:15 p.m. - 3:30 p.m. | **Community and Law Enforcement Mediation**

Mediation is used by civilian oversight agencies throughout the country as a means to resolve community complaints against the police through a face-to-face meeting. Such meetings are conducted by trained mediators who serve as a neutral facilitator. Mediation programs often differ from agency to agency such as in the size of the program, the way they select their complaints for mediation, or whether or not it is mandatory for officers to participate. Nevertheless, studies have shown that members of both law enforcement and the community who participate in the mediation

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process are more satisfied with the complaint resolution process than those involved in complaints subject to investigation. In addition, mediating complaints has been shown to help build police-community understanding and reduce costs and case-completion times. Join us as we welcome a panel of civilian oversight practitioners from around the country as they provide information on their mediation program and provide the audience with valuable information to bring back to their own jurisdictions.

3:30 p.m. – 3:45 p.m. | **Break**

3:45 p.m. – 5:00 p.m. | **Investigations, Discipline Recommendations and Reporting**

Oversight agencies have many important functions, and one of the most important is providing meaningful oversight of investigations into allegations of officer misconduct. Oversight agencies have a variety of models, and agencies consequently oversee investigations in different ways. This panel will focus on one approach - the independent review and evaluation of investigations conducted by police internal affairs ("IA") units. The panel will include representatives from several agencies who will discuss how to fairly and impartially evaluate IA investigations, provide disciplinary recommendations intended to ensure unbiased disciplinary outcomes, and issue effective public reports that shine a light on IA investigations and the officer disciplinary process.

5:30 p.m. – 8:00 p.m. | **Networking Reception**

Please join us for an opportunity to continue the discussion of the day. Additional details regarding location to follow.

***NACOLE would like to thank the following for their generous support of this training & networking event:***



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