

NACOLE CANDIDATE ELECTION QUESTIONNAIRE

Candidates are encouraged to fill out the following questionnaire, to give NACOLE members relevant information when voting for Board members.

Name:

- 1) Position Sought: Board Member- at large
- 2) Geographic Location: Charlottesville, VA Executive Director,
City of Charlottesville
- 3) Current Oversight Position and Organization: Police Civilian Oversight Board
- 4) Number of Years as a NACOLE Member: 6
- 5) Please list Annual Conferences or training opportunities in which you have attended: 2017 Spokane, WA; 2018 St. Petersburg, FL; 2020 Virtual; 2021 Tucson, AZ; 2022 Fort Worth, TX
- 6) Are you currently a member of the NACOLE Board? If yes, please No

If so, in what capacity:

- ☐ President
☐ Vice President
☐ Board Member At-Large

For the following questions, please respond in no more than 200 words.

- 1) Why do you want to serve on the NACOLE Board?

I believe in the mission and vision of NACOLE. Since being introduced to the field, I have developed professionally and personally in very meaningful ways. I believe I can contribute to the progression of the organization and the field. I have observed various NACOLE Board members and other NACOLE practitioners navigate this field and I believe I can contribute to the Board in meaningful ways.

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

I have served in various jurisdictions of oversight and am well-versed with NACOLE's principles. I am an effective communicator, critical thinker, bilingual and bicultural, analytical, and diplomatic. I bring patience, empathy, and drive to the table. As a young executive leader in this field, I bring a youthful perspective that is much needed in discussions regarding police oversight. The perspective is not only important for understanding issues as experienced by younger generations, but for adopting new methodologies for successful outreach and improving police-community relations.

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

Relevance. As suggested by the question, the rapid growth of membership brings new energy, ideas, and philosophies, but ensuring that NACOLE's principles are everlasting and or evolve with the new membership is critical for organizational relevance. Considering the importance of NACOLE's work, it deserves a permanent presence in the spaces where elected leadership make decisions. Another challenge with rapid growth is the lack of human and other resources that may be necessary to provide the proper tools for the membership organizations.

- 4) How have you contributed to NACOLE's work? Please include all committees you have served on or led, as well as any other NACOLE volunteer efforts.

I have committed to NACOLE's work in various ways. I have submitted articles to the now defunct newsletter, I have participated, presented and moderated conference sessions. I am currently serving in the Annual Conference subcommittee. Whenever possible, I promote NACOLE's work and share NACOLE resources with community members, elected officials, and students.

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

I have experienced law enforcement/oversight from various perspectives to include as a person of color in the U.S., as a law enforcement officer, as a practitioner of oversight in an investigative, review, auditing, and hybrid model. I have served in various positions as a volunteer and now as an executive leader of an oversight agency. I am also working with George Mason University to establish a police advisory board.

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

I believe NACOLE is uniquely positioned to secure federal grants aimed at training officers in other countries. I would like to see the organization apply and secure those grants. I would also like to see the professional staff at NACOLE grow. A few meetings back, I floated the idea of a student ex-officio member serving on the Board, I would like to see that be implemented. I want to expand our ability to raise money and become self sufficient beyond membership dues. We can deputize our members to host fundraisers to benefit the organization like local golf tournaments, road races, etc.

- 7) Additional information for voters to consider: