

2023 NACOLE Candidate Questionnaire

Name *

Kim Neal

Position Sought *

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President (2-year term)

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Vice-President (2-year term)

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Board Member-At-Large (3-year term)

Geographic Location *

Alexandria, VA (USA)

Current Employment *

Independent Policing Auditor and Director, Office of Independent Policing Auditor, City of Alexandria, Virginia

How long have you been involved with NACOLE and how did you initially become involved? *

I have been involved with NACOLE since 2015 when I was recruited to become the Executive Director of Cincinnati, Ohio's Citizen Complaint Authority.

Which NACOLE Committees have you served on? Have you had other involvement in NACOLE as a volunteer? *

I previously served on the Membership Support & Advocacy Committee. Currently, I serve as a peer reviewer in NACOLE's peer review program and a volunteer in the peer to peer program. I engineered the hosting of NACOLE for its Annual Conference in Fort Worth, Texas. In January 2022, I created and collaborated with other civilian oversight practitioners in Texas to virtually engage the community regarding the state of civilian oversight of law enforcement in Texas, of which I invited NACOLE's then Director of Training to be the moderator. Additionally, as the moderator of the civilian oversight panel at the 2023 Consent Decree Conference, I invited NACOLE's Executive Director as a panelist.

Please share highlights of your background/experience in law enforcement oversight or jail and prison oversight. *

While in Fort Worth, I was successful at creating the framework for a restorative justice mediation program between my office and the police department to address community concerns about policing as an alternative to the traditional complaint investigation process to repair and transform community-police encounters proactively. Additionally, in Fort Worth, through partnerships with two universities, I was able to survey the community and law enforcement on community-police relationships. I then used those results to conduct a series of community-police engagements that involved problem-solving on areas noted in the surveys. Many of the areas could be pinpointed to specific areas of the city based on the demographic data collected. This survey project emulated a similar process I created in Cincinnati, in which I partnered with a university and local non-profit. Through both survey projects, I was able to show trends and patterns in order to lay the foundation for how to build more enhanced community-police relationships. While in Cincinnati, I also created an interactive program called "Real Talk with CCA" to enhance positive encounters between young adults and law enforcement. In my official capacity as the Executive Director of Cincinnati's civilian oversight organization, the City of Cincinnati was successful and established statewide precedence via the Ohio Court of Appeals regarding a lawsuit that attempted to overturn an administrative investigation recommendation in the common pleas court. The Court ruled that the civilian oversight organization was not quasi-judicial, and therefore, its matters should not be reviewed by the court.

Why do you want to serve on the NACOLE Board? What makes NACOLE's mission important to you? *

My primary reason for joining the NACOLE Board of Directors is to assist with its long-term planning to ensure its sustainability. I receive so many inquiries about the significance of civilian oversight of law enforcement from diverse stakeholders across the country. While many have heard of some form of civilian oversight, many still are unaware of NACOLE and its meaningful mission. I would like to be a part of NACOLE's next generation and assist with its communication and advocacy efforts. I have a passion for ensuring that those who may not feel like they have a voice, have a voice. My determination to continue to be that voice in a civilian oversight role supports the passion I have for NACOLE's mission.

What skills/qualities do you have that you expect to contribute to the organization as a member of the NACOLE Board? *

I am very mindful of the impact that NACOLE has made, continues to make and can continue to make on civilian oversight. That mindfulness provides me the ambition to be proactive and collaborative in all projects I work on that may impact NACOLE. Being certified in ethics and compliance mandates that I hold myself to the highest ethical standard in everything I do. Another great quality that was instilled in me at the age of 12 was initiative. I learned while in school from a very tough Spanish educator that while I was an exceptional student, by not showing initiative in my work, my overall grade could be impacted. From that day forward, I have not just talked the talk, but I also walked the walk! I am a great listener because my goal is always to be open-minded to all views on any subject. This also greatly impacts my emotional intelligence because it allows me to handle high-stress matters more effectively. I believe in thinking outside the box, so that we can ensure NACOLE's sustainability.

What goals do you have for your service on the NACOLE Board, and what would you most like to accomplish as a member of the Board?

I would like to work with the Board to grow the mentoring and peer support program more for those at all levels of civilian oversight (beginners, intermediate, experienced). Additionally, I desire to further a program, which I created in Fort Worth that works directly with post-graduates to garner their interest in civilian oversight. While in Fort Worth, I successfully partnered with a nearby law school to create both an internship program as well as an externship curriculum at the law school. Students were excited to work in my office and contribute to civilian oversight. Additionally, they received credit for taking an externship course that I created to learn more about the history and impact of civilian oversight. It was very thought-provoking.

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