



September 30, 2018

Dear NACOLE Conference Attendee:

On behalf of the National Association for Civilian Oversight of Law Enforcement, its Board of Directors, members, and staff, welcome to St. Petersburg and to our 24th Annual Conference. We are excited to bring the conference back to Florida and come together with people from across the United States and a range of other nations -- all working to strengthen oversight and build public trust in law enforcement.

As part of broader challenges facing this country, we have seen continued division between many communities and the law enforcement agencies that serve them. At the same time, we have seen a level of commitment to civilian oversight, to implement and sustain reforms, and to advance more just communities. It is wonderful to be able to bring the greater oversight community together to discuss the continued need to work toward change and the methods by which we can all work to affect real and sustainable reform. That is why this year's conference – *Sustaining Reform, Advancing Justice* – is one of the most important gatherings in NACOLE's history. There is no better time for us to examine the challenges and opportunities we face – and to strengthen our skills, knowledge, and determination to create real and sustainable reform.

This year's conference will feature four tracks that cover all of NACOLE's Core Competencies for Civilian Oversight Practitioners, as well as inspiring and thought-provoking speakers. We begin on Sunday discussing issues surrounding youth and law enforcement and will be joined by nation juvenile justice advocate, Hasan Davis. Monday's keynote speaker will be Constitutional and civil rights attorney Juan Cartagena, one of the nation's leading voices on equality, nondiscrimination, and changing systems such as mass incarceration that marginalize communities of color. On Tuesday, we hear from Kenneth Hartman, a formerly incarcerated convicted person who was convicted of murder who studied and advocates for civil rights, prison reform, and rehabilitative programming for the benefit of society through the rehabilitation of prisoners. We will present NACOLE's Flame Award to retired Judge Thelton E. Henderson at the Sankofa Dinner on Wednesday. Judge Henderson began his career in the U.S. Department of Justice under Attorney General Robert F. Kennedy as the first African-American lawyer in the Civil Rights Division. He quickly adopted the practice, "See what they're really doing, not only what they say they're doing," which characterized his approach to oversight for the next 50 years of his influential career.

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. Based on all of their hard work, I am confident that you will find the programming and activities at this conference to be educational and valuable to your work. Please speak with any Board or staff member during the conference if there is anything we can do to make the 24th Annual NACOLE Conference a better experience for you.

With the continuing need for expanding and institutionalizing civilian oversight, I encourage you to make the most of these opportunities. Our commitment to each of you is that in this time of declining checks and balances, NACOLE will continue to support you and your efforts to step into the breach – and to work for policing that is responsive and accountable to our communities.

Kind regards,

Brian Corr
President

Sustaining Reform. Advancing Justice.

The 24th Annual Conference of the National Association
for Civilian Oversight of Law Enforcement

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Acknowledgments & Gratitude

The City of St. Petersburg
Rick Kriseman, Mayor

Lisa Wheeler-Bowman, City Council Chair

Anthony Holloway, Chief of Police

Rev. Kenny Irby, Community Intervention Director

City of St. Petersburg Urban Affairs Staff

Nikki Capheart-Gaskin, Director

Carlos Daniels

City of St. Petersburg Community Affairs Staff

Lendel Bright

Anita Dreyer

Pinellas County Sheriff's Department

Bob Gualtieri, Sheriff

Civilian Police Review Committee (CPRC) Members

Richard MacDonald, Co-Chair

Tom Muntz

John O'Sullivan, Co-Chair

Frank Scruggs

Robert Ellis

James Sena

James Jackson

Mary Whitlow

Ron Magray

Giles Williams

Tonya Mathis

Community Action Response Team (CART) Members

Dell Brown

Tony Macon

Ellis Hodge

Frank Wells

Thomas Jackson

Committee to Advocate for Persons with Impairments (CAPI)

Scott Stephens

Sarasota Police Advisory Panels

Heather Robinson, Administrator

Randy Coyner, Member

Visit St. Pete / Clearwater

Jill Brown

Renee Prine

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

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

PHILIP K. EURE (2008-2009, 2010)
Washington, DC

SUE L. QUINN (2000-2003)
San Diego, CA

ANDRÉ BIROTTE, JR. (2009)
Los Angeles, CA

MALVINA MONTEIRO (2003-2005)
Cambridge, MA

KATHRYN OLSON (2010-2012)
Seattle, WA

BARBARA ATTARD (2005-2006)
San Francisco, CA

ILANA ROSENZWEIG (2012-2013)
Chicago, IL

PIERCE MURPHY (2006-2007)
Boise, ID

BRIAN BUCHNER (2013-2016)
Los Angeles, CA

EDUARDO DIAZ, Ph.D. (2007-2008)
Miami, FL

BRIAN CORR (2016-PRESENT)
Cambridge, MA

2017 – 2018 NACOLE Board of Directors

BRIAN CORR, President
Cambridge, MA

FLO FINKLE, Member-at-Large
New York, NY

MARGO FRASIER, Vice-President
Austin, TX

SUSAN HUTSON, Member-at-Large
New Orleans, LA

ANTHONY FINNELL, Treasurer
Oakland, CA

GIANINA IRLANDO, Member-at-Large
Denver, CO

KAREN ULLERY WILLIAMS, Secretary
Kansas City, MO

JANNA LEWIS, Member-at-Large
Seattle, WA

CATHLEEN BELTZ, Member-at-Large
Los Angeles, CA

AVICE EVANS REID, Member-at-Large
Knoxville, TN

MICKEY BRADLEY, Member-at-Large
Albany, NY

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.

HON. THELTON E. HENDERSON
St. Petersburg, FL | 2018

RICHARD ROSENTHAL
New Orleans, LA | 2011

L. PIERCE MURPHY
Spokane, WA | 2017

AL LACABE
Seattle, WA | 2010

CHRISTY E. LOPEZ
Albuquerque, NM | 2016

NUALA O'LOAN
San Jose, CA | 2007

CHARLES D. REYNOLDS
Riverside, CA | 2015

ANTHONY D. ROMERO
San Jose, CA | 2007

JOHN W. MACK
Kansas City, MO | 2014

SAMUEL WALKER
Miami, FL | 2005

PHILIP K. EURE
Salt Lake City, UT | 2013

JANET RENO
Miami, FL | 2005

MICHAEL GENNACO
San Diego, CA | 2012

MERRICK BOBB
Los Angeles, CA | 2003

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.

NO ON PROPOSITION H CORE COMMITTEE MEMBERS

Achievement in Oversight | St. Petersburg, FL | 2018

COMMISSIONER TERENCE F. WILLIAMS & THE INDEPENDENT COMMITTEE OF INVESTIGATIONS (INDECOM)

Achievement in Oversight | St. Petersburg, FL | 2018

JUDGE 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

NICHOLAS 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, & JOHN 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.

CAROL SCOTT
Seattle, WA | 2010

ROBERT AARONSON
Chicago, IL | 2004

DONALD CASIMERE
Cincinnati, OH | 2008

DENISE DEFOREST
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

TERESA GUERRERO-DALEY
Chicago, IL | 2004

*The National Association for
Civilian Oversight of Law Enforcement*



*Working to enhance accountability and transparency in policing and to build
community trust through civilian oversight.*

2018 Award Recipient Biographies

THE HONORABLE THELTON E. HENDERSON

Flame Award

The Honorable Thelton E. Henderson was appointed to the United States District Court for the Northern District of California by President Jimmy Carter in 1979. After serving as Chief Judge of the district from 1990 to 1997, he assumed senior status in 1997 and inactive status in 2017. Among his more notable cases, Judge Henderson has overseen institutional reform of the special education system in East Palo Alto's Ravenswood City School District; the Oakland Police Department; conditions at Pelican Bay State Prison; and inmate medical care throughout the California prison system.

Prior to his appointment to the bench, Judge Henderson worked for the Civil Rights Division of the United States Department of Justice, as a legal aid lawyer, and in private practice. He also served as an associate professor at Golden Gate University School of Law and an assistant dean at Stanford Law School, where he developed a program to increase minority admissions. His alma mater, Berkeley Law, renamed its Center for Social Justice – now the Thelton E. Henderson Center for Social Justice – in his honor in 2006. Currently, Judge Henderson is lecturing at Berkeley Law as a Distinguished Visitor.

COMMISSIONER TERENCE F. WILLIAMS & THE INDEPENDENT COMMITTEE OF INVESTIGATIONS (INDECOM)

Achievement in Oversight Award

INDECOM's motto, "Searching for Truth, Striving for Justice" has remained the bedrock of the Commission's determination to ensure equal justice for citizens' rights and engendering change within the Jamaican Constabulary Force (JCF). Despite some significant setbacks over eight years the Commission, under the determined leadership of Mr. Terrence Williams, has demonstrated an unflinching and resolute approach to independent investigations. Utilizing the legislative framework to secure compliance, establishing effective operating processes, challenging the status quo and placing the issue of human rights and excessive police abuses to the fore, INDECOM has secured a place in Jamaican society as an increasingly effective and independent Commission of Parliament which has brought much needed change to the country.

Since the Commission's inception in 2010, INDECOM has been instrumental in developing a completely new oversight body, which has held the JCF and other State agents accountable. For years, police homicides regularly exceeded 200 annually. Through unremitting effort, and despite legal challenges and widespread resistance to the Commission's role, INDECOM has developed an effective and accountable investigative framework, which has gained nationwide trust and support for effective oversight. INDECOM has seen improvement in the pattern and practices of police behavior and a reduction in fatal shootings. Following nine years where such deaths exceeded 200 per annum, 2014 saw the first reduction in police fatalities, with a drop of 55% to 115. INDECOM's work, at a strategic and tactical level, has ensured a continued decline in this area.

INDECOM's work has led to an overall reduction in police shootings, reduction in fatalities from planned police operations, reduction in 'suspicious' police-involved shootings, reduction in police firing at moving vehicles, and has done full and early investigations of security force incidents. A key strategy to securing change has been the continuous and open dialogue with the JCF. Regular meetings with senior commanders have led to the development of working protocols and practices, to ensure agreement on investigative processes and ease conflict. INDECOM's senior management have engaged in community outreach programs, media engagement and monthly educational sessions with members of the security forces.

NO ON PROPOSITION H CORE COMMITTEE MEMBERS:

AJ Bahnken, Terrize Bohrer, John Crew, Celina Culver, Melissa Hernandez, Ronda O'Neal, Alexander Post, Victoria Ruiz, Simon Russell, and Aditi Sherikar

Achievement in Oversight Award

In San Francisco, the authority to set policy for the Police Department rests with the civilian Police Commission. In the wake of U.S. Department of Justice collaborative reform recommendations, the Police Commission revised the use of force policies and approved equipping officers with Tasers. After a careful, collaborative process involving numerous stakeholders, the Commission approved a policy governing when and how officers could use Tasers. After this, the San Francisco police union spent over \$400,000 on a ballot measure that would have replaced the Commission's Taser use policy with a looser and more dangerous policy. The union waged a campaign, arguing that their ballot measure – Proposition H – was about equipping officers with Tasers to improve public safety. However, if the proposition passed, the Taser policy could only be changed with another ballot measure, or with a super-majority vote of San Francisco's elected Board of Supervisors. This would have seriously undermined the authority of the Police Commission and civilian oversight in San Francisco. The award winners -- a small, core group of committed activists -- organized a grassroots campaign against Proposition H facing long odds.

The union waged a well-financed campaign; on its face, their arguments seemed convincing: a “Yes” vote would help reduce officer-involved shootings by giving officers “a vital tool they need to safely de-escalate dangerous situations.” The award winners' education-based counter campaign started with the successful use of social media, a website, written ballot arguments against Proposition H, and successful fundraising efforts. They created a campaign newsletter, organized phone banks and precinct walking, and secured endorsements from the Mayor, the Chief of Police, the District Attorney, the Public Defender, a majority of the Board of Supervisors, all three major candidates for Mayor and over 25 community organizations. This work required enormous drive and dedication, and consumed hundreds of hours. They persevered and they won the vote with a 20% margin on a campaign everyone thought was unwinnable. All of the award winners did this work as committed volunteers, devoting their free time for months to this cause.

JUDGE ANNE E. LEVINSON (RET.)

Contribution to Oversight Award

(Ret.) Judge Anne Levinson has shaped police oversight in the Pacific Northwest through her expertise and insights. Judge Levinson served as Auditor for the Seattle Police's Office of Professional Accountability from 2010 to 2017, providing independent review of complaints and investigations, and issuing recommendations for improvements to the Seattle Police Department (SPD). She has selflessly and tirelessly devoted her intellect, technical expertise, strategic advice, and time to the development of local police accountability systems that serve the interests of the public. Her knowledge of the challenges that lie ahead has helped shaped the systems we have today, and her influence can be felt throughout the police oversight systems created for SPD and the King County Sheriff's Office. While few know, the effect Judge Levinson has had in establishing powers and processes, it is hoped that this recognition will help many more to learn of her work that has given Seattle a chance for a new era in effective, lasting police reform.

Judge Levinson has extensive background in fields that inform the work of police oversight. As a Seattle Municipal Court judge, she founded and presided over one of the nation's first mental health courts, designed to better address the needs of mentally ill people in the criminal justice system and better serve the community. She has worked for decades with Seattle's women's and LGBT communities, communities of color, and social justice and civic organizations. She was appointed by Governor Inslee to the Public Disclosure Commission in 2015, where she continues her civic engagement and contributions to good governance.

DIANA TERAN

Contribution to Oversight Award

After over twenty years of criminal law practice on both the prosecution and defense sides, Diana Teran switched to civilian oversight in 2010 when she joined the Office of Independent Review to help oversee the Los Angeles Sheriff's Department (LASD) for the Los Angeles County Board of Supervisors. Five years later, when the Sheriff decided to create the position of Constitutional Policing Advisor (CPA), she was the first hire into this office. The idea behind the office of CPA was to have professionals with deep knowledge of law enforcement operations and criminal law to provide a civilian perspective on constitutional confinement, deputy discipline and other key policy issues.

One of the key initiatives Ms. Teran has championed within LASD is compliance with *Brady v. Maryland*. *Brady* requires the prosecution to disclose impeaching evidence about law enforcement witnesses, which is a tricky issue in California due to state police officer privacy laws. Ms. Teran has worked with LASD on new policies to comply with *Brady* which were challenged by the deputies' union. The legality of those policies are now before the California Supreme Court. The perspective that Ms. Teran provides is not universally appreciated within LASD. However, it is her perseverance and courage in the face of challenges and the impeccable integrity that guides her decisions which are most impressive. With the support of Sheriff Jim McDonnell, Ms. Teran has created a new model of effective internal oversight for Los Angeles that allows for maintaining confidentiality without compromising the highest standards for accountability.

Do you know someone who has made a significant, long-term contribution to the field of oversight? An individual, organization, or agency that has had accomplishments or made contributions to civilian oversight? If so, nominate them!

Nomination forms will be available in Spring 2019 for the 25th Annual NACOLE Conference.

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.

2018 Scholarship Recipients

Founders' Community Scholarship Award

Tyrone Campbell | Denver, Colorado
Simone Levine | New Orleans, Louisiana
Jauma Saura | Catalonia, Spain

Membership Scholarship Award

Douglas Case | San Diego, California
Melissa Cherry | Nashville, Tennessee
Joseph Pons | San Juan, Puerto Rico

Local Scholarship Award

Randolph Coyner | Sarasota, Florida
Jim Duffy | Santa Rosa, California
Rashidah Grinage | Oakland, California
Terrence Hughes | Denver, Colorado

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

Annual Conference Scholarship Fund

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

2018 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 to make an impact. Below you will find a description of each track and will be introduced to the color-coding that will help guide you through the conference schedule and session summaries.

Training for Oversight

Training for Oversight provides attendees opportunities to hone the technical skills used every day by oversight professionals. Topics touch on issues relevant to oversight methods including data analysis, review of less-lethal force and findings, and best oversight practices. Those who are new to oversight can benefit from some basics in Developing an Audit Work Plan and more experienced practitioners can build on existing skills in using Not Sustained Findings as a Tool for Officer Performance.

Building Public Trust

Building Public Trust highlights a central goal of police oversight: to enhance trust between police and the public they serve. These sessions look at issues of significant public concern, such as the #MeToo movement and the homelessness crisis, through the lens of law enforcement accountability. Attendees will hear about trial, error and success in building trust through lived experience, with a panel on the community response to shootings in Detroit. Other panels include discussions of implicit bias, police unions and oversight, and transnationalizing oversight.

Correctional Oversight

Correctional Oversight will present attendees with a range of topics specific to oversight of jails, prisons, and lock-ups. Areas of discussion include creating transparency and humane treatment in systems that are inherently opaque and inhumane, implementation of the Prison Rape Elimination Act, assessing institutional culture and its impact, and data driven reform. 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.

Sustainable Reform Efforts

Sustainable Reform Efforts focuses on one of the most challenging aspects of police accountability and systemic reform: lasting change. Attendees will benefit from discussions about reform of the money bail system and civilian oversight of law enforcement in the criminal court context. In the search for reforms that stick, this track also explores oversight's influence on training and how it can effect cultural change, as well as exploring front-end accountability practices.

Daily Schedule and Session Summaries

Sunday, September 30th

1:30 p.m. – 2:30 p.m.	<i>Building Community Trust in Public Safety: Youth & Law Enforcement – Community & Youth Roundtables</i>
2:45 p.m. – 3:30 p.m.	<i>Building Community Trust in Public Safety: Youth & Law Enforcement - Youth Justice Matters</i>
3:40 p.m. – 5:00 p.m.	<i>Building Community Trust in Public Safety: Youth & Law Enforcement - Can Oversight Change the Narrative for Youth/Law Enforcement Relations?</i>
6:00 p.m. – 8:00 p.m.	<i>Opening Reception: Join fellow attendees on the Esplanade at the Vinoy Renaissance Resort and Golf Club as we kick off the 24th Annual Conference</i>

Monday, October 1st

8:30 a.m. – 9:00 a.m.	Welcoming Remarks	
	TRACK II Building Public Trust	
9:00 a.m. – 10:00 a.m.	<i>Opening Keynote Speaker: Juan Cartagena, President & General Counsel, LatinoJustice PRLDEF</i>	
10:15 a.m. – 11:45 a.m.	<i>Oversight in the State of Florida</i>	
12:00 p.m. – 1:30 p.m.	Lunch on Your Own	
	TRACK I Training for Oversight (Concurrent Session)	TRACK II Building Public Trust (Concurrent Session)
1:30 p.m. – 3:00 p.m.	<i>Less Lethal Policies and Tactics</i>	<i>LatinoJustice PRLDEF: Reframing the Criminal Justice Conversation</i>
3:15 p.m. – 4:45 p.m.	<i>Analyzing Lawsuits: How Agencies Can Help the Police Draw Lessons</i>	<i>Unpacking Biases: Courage & Conversations</i>
6:00 p.m. – 9:30 p.m.	<i>Dinner Cruise: Join us for a sunset dinner cruise on the StarLite Sapphire. Attendees will be treated to an evening of fun, food, and time to network with your colleagues. Additional Ticket Purchase Required.</i>	

Tuesday, October 2nd

	TRACK I Training for Oversight (Concurrent Session)	TRACK II Building Public Trust (Concurrent Session)	TRACK III Correctional Oversight (Concurrent Session)
8:30 a.m. – 10:00 a.m.	<i>A Growing Crisis: What's Happening in Our Jails and Why We All Need to Talk About Correctional Oversight</i>		
10:15 a.m. – 11:45 a.m.	<i>The Audit Blueprint</i>	<i>Police Unions and the Work of Civilian Oversight</i>	<i>Roundtable Discussion on Assessing Institutional Culture</i>
12:00 p.m. – 1:00 p.m.	Networking Luncheon: <i>Additional Ticket Purchase Required</i>		
1:00 p.m. – 2:15 p.m.	<i>Public Access to Police Accountability Records</i>	<i>Trans-nationalizing Civilian Oversight of Law Enforcement: Experiences from Around the Globe</i>	<i>Prisons & Parameters: Achieving Data-Driven Correctional Oversight</i>
2:30 p.m. – 3:45 p.m.	<i>Best Practices for Volunteer Review Boards</i>	<i>A Trauma-Informed Approach to Oversight</i>	<i>Maintaining Independence: Challenges and Lessons from PREA Audits</i>
4:00 p.m. – 5:15 p.m.	<i>Prison Conditions: A Former Lifer's Perspective</i>		

Wednesday, October 3rd

	TRACK I Training for Oversight (Concurrent Session)	TRACK II Building Public Trust (Concurrent Session)	TRACK IV Sustainable Reform Efforts (Concurrent Session)
8:30 a.m. – 10:00 a.m.	<i>Analysis and Contextualization of Complaint Data: A Case Study</i>	<i>Anatomy of Police-Community Relations</i>	<i>Perspectives on the Safety and Justice of Money Bail</i>
10:15 a.m. – 11:45 a.m.	<i>Not Sustained Findings as a Tool for Improving Officer Performance</i>	<i>#MeToo and Law Enforcement</i>	<i>Monitoring Law Enforcement in the Courtroom: Expanding the Civilian Oversight Model</i>
12:00 p.m. – 1:30 p.m.	Lunch on Your Own		
1:30 p.m. – 3:00 p.m.	<i>Equitable Language Access</i>	<i>Law Enforcement and the Homeless: Where Do We Go from Here?</i>	<i>How to Positively Impact Agency Culture by Influencing Training</i>
3:15 p.m. – 5:00 p.m.	NACOLE Annual Membership Meeting and Elections		

6:30 p.m. – 8:30 p.m.	Sankofa Dinner and Awards Ceremony
Thursday, October 4th	
	TRACK IV Sustainable Reform Efforts
8:30 a.m. – 10:00 a.m.	<i>Improving Policing Through Front End Accountability</i>
10:15 a.m. – 11:45 a.m.	<i>The State of Civilian Oversight & Strategies for Evaluating and Reporting on Performance</i>
11:45 a.m. – 12:00 p.m.	Closing Remarks

Please note this schedule is subject to change.

Color Legend

- Training for Oversight
- Sustainable Reform Efforts
- Building Public Trust
- Correctional Oversight Track



Sunday, September 30th

Building Community Trust in Public Safety: Youth & Law Enforcement

NACOLE's commitment to addressing the increasing division between communities and their law enforcement agencies inform these sessions. Historically, oversight entities have been charged with increasing police accountability in the name of improving public trust in law enforcement. Several oversight agencies have created robust programming to engage communities in conversations that address issues of public safety. Many of these agencies concentrate these efforts on improved youth and law enforcement relations.

Oversight participants will benefit from these sessions by understanding the benefit of addressing youth needs in outreach, programming, and police accountability to enhance community trust of law enforcement.

Community & Youth Roundtables

Building Public Trust Track

General Session 1 | 1:30 p.m. – 2:30p.m. | Vinoy Grand Ballroom

This session seeks to create an understanding of the experiences, sentiments, and needs of youth in relation to law enforcement contacts and public safety. Our youth can be extremely vulnerable during interactions with law enforcement, yet we rarely hear from them or understand their perspectives when it comes to recommending policy, training, or procedural changes in law enforcement agencies.

Participants will discuss these issues in small groups with St. Petersburg youth and report out to the larger group on possible strategies to address the needs of youth as related to interactions with law enforcement.

Facilitators:

- Michael Acuna, Program Coordinator, Office of the Independent Monitor, Denver, CO
- Gianina Horton, Project Manager, Office of the Independent Monitor, Denver, CO
- Asiya Mustefa, Program Coordinator, Office of the Independent Monitor, Denver, CO

Moderator:

- Susan Hutson, Independent Police Monitor, Office of the Independent Police Monitor, New Orleans, LA

Youth Justice Matter – Hasan Davis, Keynote Speaker

Building Public Trust Track

General Session 2 | 2:45 p.m. – 3:30 p.m. | Vinoy Grand Ballroom

Attorney A. Hasan Davis is committed to improving the lives of our nation's children and youth. Hasan's deep beliefs on the impact of committed adults on a child's success are based on his own early experiences as a youth in the juvenile justice system. From 2008 to May 2014, Hasan provided executive leadership to the Kentucky Department of Juvenile Justice, serving as Deputy Commissioner for Facilities and Operations and then as Commissioner. As Hasan says, *"I entered public service to create systems where youth have the ability to recover from tragic missteps. We must reverse the trend of marginalizing children who have made mistakes."* Hasan is committed to ensuring that systems are in place for all youth to be safe, supported, and provided a path to success

in school, work, and life. He travels the country providing technical assistance to youth serving organizations, motivating youth and those committed to youth, and tirelessly serving as a voice for juvenile justice reform. Hasan will speak to the importance of understanding that police contact for youth increases the chances that they will be system-involved as adults and the strong need for prevention models that ensure youth remain system-free.

Speaker:

- A. Hasan Davis, Juvenile Justice Reform Advocate, Berea, KY

Can Oversight Change the Narrative for Youth/Law Enforcement Relations?

Building Public Trust Track

General Session 3 | 3:40 p.m. – 5:00 p.m. | Vinoy Grand Ballroom

This session is dedicated to highlighting two oversight agencies that have created programming aimed at improving outcomes for youth when contacted by law enforcement. Denver’s Office of the Independent Monitor created the Youth Outreach Project, “Bridging the Gap: Kids and Cops.” The curriculum educates law enforcement on adolescent development, implicit bias, disproportionate minority contact, and de-escalation techniques related to youth contacts; educates youth on their rights and responsibilities when in contact with law enforcement; and convenes five-hour forums with community-led facilitated dialogue to allow youth and officers to collaborate and find solutions for improved relations on the street. St. Petersburg has several programs related to improving youth/officer relations which are part of the “My Brothers and Sisters Keeper Initiative.” These youth-focused programs include “Not My Son,” “Cohort of Champions Youth Training Program,” and “Just Girl Talk” conferences.

Panelists:

- Michael Acuna, Program Coordinator, Office of the Independent Monitor, Denver, CO
- Carlos Daniels, Coordinator, Cohort of Champions, City of St. Petersburg Urban Affairs Department, St. Petersburg, FL
- Paula Farlin, Actress, Sarasota, FL
- Gianina Horton, Project Manager, Office of the Independent Monitor, Denver, CO
- Rev. Kenny Irby, Community Intervention Director, St. Petersburg Police Department, St. Petersburg, FL
- Kimberly Lovato, Sergeant, Denver Police Department, Denver, CO

Moderator:

- A. Hasan Davis, Juvenile Justice Reform Advocate, Berea, KY

Open House to Welcome Conference Attendees

Vinoy Renaissance Resort | 6:00 p.m. – 8:00 p.m. | Esplanade

Please join us as we welcome attendees to the 24th Annual NACOLE Conference. At 7:00 p.m. welcoming remarks will be made by the NACOLE Board of Directors and members of the greater St. Petersburg community. While overlooking the marina, attendees will be able to enjoy light hors d’oeuvres and listen to music provided by some of the bay area’s favorite musicians, The Hot Sun Quartet. A cash bar will be available.

This is excellent opportunity get to know your fellow conference attendees, catch up with old friends, and learn more about what this year’s conference has to offer. We hope to see you there!

Continental Breakfast

7:30 a.m. – 9:00 a.m.

Opening Remarks

General Session | 8:30 a.m. – 9:00 a.m.

Opening remarks will be given by Brian Corr, President of the National Association for Civilian Oversight of Law Enforcement (NACOLE). Additional remarks will be given by the following:

- The Honorable Rick Kriseman, Mayor, St. Petersburg, FL
- Councilwoman Lisa Wheeler-Bowman, Chair, City Council, St. Petersburg, FL
- Chief Anthony Holloway, St. Petersburg Police Department, St. Petersburg, FL
- Sheriff Bob Gualtieri, Pinellas County Sheriff's Department, St. Petersburg, FL

In addition, the Annual Gift in honor of our conference speakers will be presented to the Pinellas County Ex-Offender Re-Entry Coalition, an organization dedicated to community empowerment through accountable collaboration, rehabilitation, advocacy and innovation, striving for successful re-entry of formerly incarcerated individuals.

Opening Keynote Speaker, Juan Cartagena

Building Public Trust Track

General Session 4 | 9:00 a.m. – 10:00 a.m. | Palm Court Ballroom



One of the nation's leading voices on equality and nondiscrimination, Constitutional and Civil Rights Attorney Juan Cartagena inspires change to systems that marginalize communities of color. As a public speaker, El Diario columnist, and Rutgers University lecturer, Juan focuses extensively on Puerto Rican and Latino rights issues, including the community impacts of mass incarceration.

Juan is a graduate of Dartmouth College and Columbia University School of Law and is the recipient of multiple recognitions, including Dartmouth College's Martin Luther King, Jr. Social Justice Award, and the U.S. Hispanic Leadership Institute's Cesar Chavez Community Service

Award. Juan lives in and represents the State of New Jersey, having previously served as a Municipal Court Judge in Hoboken and as General Counsel to the Hispanic Bar Association of New Jersey.

Oversight in the State of Florida

Building Public Trust Track

General Session 5 | 10:15 a.m. – 11:45 a.m. | Palm Court Ballroom

The State of Florida has numerous civilian oversight bodies. There is an abundance of review models in cities such as Sarasota, Tampa, Orlando, Fort Lauderdale, and St. Petersburg. In this session, you will hear from members and staff from St. Petersburg, Sarasota, Tampa, and Miami. They will explain the genesis of their organizations and the laws and policies that guide their work. In particular, the panel will address the impact of the Police Officers' Bill of Rights on oversight in Florida.

Florida's Supreme Court recently decided a case brought by the City of Miami's Fraternal Order of Police challenging the subpoena power of the City of Miami's Civilian Investigative Panel. D'Agastino v. City of Miami, 220 So. 3d 410 (2017). John Quick, the Independent Counsel for the Miami Civilian Investigative Panel will discuss the state of the law in Florida and its impact on a city's authority to implement effective oversight.

Panelists:

- Rasheed Ali Aquil, Chair, Citizens Review Board, Tampa, FL
- Randolph S. Coyner, Member, Independent Police Advisory Panel, Sarasota, FL
- Richard Macdonald, Co-Chair, Civilian Police Review Committee, St. Petersburg, FL
- John O'Sullivan, Co-Chair, Civilian Police Review Committee, St. Petersburg, FL
- John J. Quick, Esq., Independent Counsel, Civilian Investigative Panel, Miami, FL
- Heather Robison, Administrator, Independent Police Panel, Sarasota, FL
- Michael Schmid, Esq., Legal Advisor, Citizens Review Board, Tampa, FL

Moderator:

- Cristina Beamud, Executive Director, Civilian Investigative Panel, Miami, FL

Lunch on Your Own

12:00 p.m. – 1:30 p.m.

Less Lethal Policies and Tactics

Training for Oversight Track

Concurrent Session 6 | 1:30 p.m. – 3:00 p.m. | Royal Ballroom

This panel will focus on the increased use and notoriety of less lethal tactics and the need for updated policies, as body-worn cameras and handheld phone cameras increase the visibility of less lethal tactics to the public. Canines, Tasers, OC spray, and 40mm shotguns are important to prevent deaths and subdue violent suspects. Departments need to keep their policies up to date to ensure the latest best practices prevent abuse and serious bodily injury.

NACOLE attendees will hear unique perspectives from oversight agency representatives and a use of force expert that works closely on less lethal force cases and policies. Further, they will learn about the issues the panelists have faced when training and reviewing less lethal force cases. They will learn about updated policies that represent national best practices which can be incorporated into their own work. The open dialogue between panelists and

the audience will enable attendees to ask questions that they may face in their own practice, and allow them to explore ways to resolve their own issues.

Panelists:

- Alejandro del Carmen, Ph.D., Executive Director, School of Criminology and Criminal Justice, Tarleton State University, Fort Worth, TX
- Tyrone Campbell, Technician, Denver Police Department, Denver, CO
- Denis McCormick, Deputy Monitor, Office of the Independent Monitor, Denver, CO

Moderator:

- Kevin Strom, Deputy Monitor, Office of the Independent Monitor, Denver, CO

LatinoJustice PRLDEF: Reframing the Criminal Justice Conversation

Building Public Trust Track

Concurrent Session 7 | 1:30 p.m. – 3:00 p.m. | Majestic Ballroom

LatinoJustice PRLDEF (LJP) is changing the narrative and binary conversation regarding criminal justice in America. For more than 40 years LJP has acted as an advocate against injustices in New York and beyond. In the early 1970's PRLDEF worked to ensure that bilingual education was offered to children while they learned English, that election ballots were bilingual and accessible, and that Puerto Rican veterans received full and equal benefits. They also pushed for policy changes that allowed for more diversity in judge and political appointments.

More recently, LJP launched legal challenges to anti-immigrant ordinances, environmental disregard in Vieques, Puerto Rico, and responded to Hurricane Maria. LJP has also helped mentor and prepare 10,000 Puerto Rican and Latinx attorneys through their education division. LJP promotes fairness, restoration and safety by using litigation, advocacy, community engagement, policy analysis and narrative change to make the invisible, visible to all – the concomitant plight of Latinx under a broken and racialized criminal justice system in America.

This panel will highlight key findings from a national survey commissioned by the LJP of Latinos to document their experiences and opinions about the criminal justice system in the U.S. It is the first ever poll of the Latino community focused on the criminal justice system and, among other findings, reports Latinos' overwhelming support to increase funding for rehabilitation and mental health services to reduce crime. The panel will also cover Latinos' views on drug policy reform, policy, and changes in their feelings toward public safety since the 2016 presidential election.

Panelists:

- David Ayala, Community Organizer, Southeast Office, Latino Justice, Orlando, FL
- Jerónimo Saldaña, Co-Director, Justice Reform Collaborative, New York, NY

Moderator:

- Gianina Irlando, Community Relations Ombudsman, Office of the Independent Monitor, Denver, CO

Analyzing Lawsuits: How Oversight Agencies Can Help the Police Draw Lessons

Training for Oversight Track

Concurrent Session 8 | 3:15 p.m. – 4:45 p.m. | Royal Ballroom

Law enforcement agencies are increasingly paying attention to lawsuits brought against them and their officers. By analyzing such information, police departments can spot personnel problems and also address systemic trends on a variety of issues ranging from illegal searches to excessive force. Oversight agencies can play a critical role in encouraging the use of litigation data to help bring about changes to law enforcement policies and practices. This session will examine the benefits and limitations concerning the use of police litigation data. The panel brings together three experienced oversight practitioners whose offices have either analyzed police department-related lawsuits in their jurisdictions or have recommended that police departments do so. The panel is comprised of Merrick Bobb, who for 22 years monitored the Los Angeles County Sheriff's Department; Philip Eure, the NYC Department of Investigation's Inspector General for the NYPD; and Camelia Naguib, a Special Investigator with the Office of the Inspector General for the LAPD.

Panelists:

- Merrick Bobb, Executive Director, Police Assessment Resource Center, Los Angeles, CA
- Philip Eure, Inspector General for the NYPD, NYC Department of Investigation, New York, NY
- Camelia Naguib, Special Investigator, Office of the Inspector General for the Los Angeles Police Commission, Los Angeles, CA

Moderator:

- Julie Abbate, National Advocacy Director, Just Detention International, Washington, DC

Unpacking Biases: Courage & Conversations

Building Public Trust Track

Concurrent Session 9 | 3:15 p.m. – 4:45 p.m. | Majestic Ballroom

This interactive workshop allows oversight practitioners, law enforcement, and community members to work collaboratively to understand implicit bias, especially as it relates to race, class, age, and gender. We will explore how bias impacts daily decision-making, both personally and professionally. This is not an academic session, but it will allow participants to assess their personal biases, provide an opportunity for them to engage in small group conversations, and develop ideas and solutions to change how biases impact their life and work. It is through these intentional and sometimes difficult conversations that participants can begin to understand how unpacking their individual biases can lead to building better community trust, public safety, and collective accountability.

Panelists:

- Michael Acuna, Program Coordinator, Office of the Independent Monitor, Denver, CO
- Tyrone Campbell, Technician, Denver Police Department, Denver, CO
- Gianina Horton, Project Manager, Office of the Independent Monitor, Denver, CO

**Annual Conference Scholarship Fundraiser:
Dinner Cruise on the StarLite Sapphire
6:00 p.m. – 9:30 p.m. | Vinoy Yacht Basin**

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 Starlite Sapphire. Funds raised at this event will be used to help NACOLE continue its effort to offer 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 backgrounds.

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



Are You Interested in Serving on A Committee?

NACOLE Committees are the operational core of the organization as they work to further the mission of NACOLE 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 2018-19 committees.

Annual Conference Committee

Elections & Bylaws Committee

Finance Committee

Impact & Advocacy Committee

Media Committee

Membership Development & Support Committee

Strategic Planning Committee

Training, Education, and Standards Committee

Continental Breakfast

7:30 a.m. – 9:00 a.m.

A Growing Crisis: What's Happening in Our Jails and Why We All Need to Talk About Correctional Oversight

Correctional Oversight Track

General Session 10 | 8:30 a.m. – 10:00 a.m. | Palm Court Ballroom

More than two million community members are incarcerated in local jails and prisons on any given day in the United States. Although criminal justice reform efforts have contributed to an overall decline in jail and prison population, many facilities continue to see alarming increases, particularly in rural jails. Most of these correctional facilities have no formal independent external oversight. Unlike interactions with law enforcement on the street, people in locked facilities are not as readily able to make misconduct known or have it meaningfully addressed. Prisoners cannot record interactions with corrections staff on cell phones and sometimes have no means to communicate with the outside world at all. For hundreds of thousands of incarcerated people, the notions of correctional accountability and transparency remain elusive.

In recent years, NACOLE conferences have provided invaluable training and information to those working in, or seeking to create, independent correctional oversight. This panel seeks to build on that momentum. Panelists will discuss why it is critical to understand what's happening in our jails and prisons, how correctional abuses are connected to all law enforcement oversight work, and the importance of more robust discussion about ways in which we can work to increase the prevalence of independent correctional oversight.

Panelists:

- Michelle Bonner, Executive Director, DC Corrections Information Council, Washington, DC
- Nicholas Mitchell, Independent Monitor, Office of the Independent Monitor, Denver, CO
- Sara Norman, Managing Attorney, Prison Law Office, Berkeley, CA

Moderator:

- Suzanne Iantorno, Deputy Monitor, Office of the Independent Monitor, Denver, CO

The Audit Blueprint

Training for Oversight Track

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

This session will teach oversight professionals how to develop an Audit Work Plan (AWP) within Government Auditing Standards. The tools presented will help enhance the professionalism and consistency in police performance audits.

An AWP or “audit blueprint” is essential to a successful audit report. Developing an AWP enables oversight offices to approach topics of review in a methodical and systematic manner. This interactive workshop will explain the nuts and bolts of an AWP: forming objectives, choosing methodology, and creating a template for report writing.

Audits covering topics such as personnel complaints and use of force processes will be discussed. Presenters will discuss the team development of AWP and provide an exemplar that can be used by any agency as a template of an AWP. Participants will have the opportunity to work in teams to develop different aspects of an AWP.

Panelists:

- Daysi Alarcon, Police Special Investigator, LAPD Office of the Inspector General, Los Angeles, CA
- Jeffry Phillips, Commanding Officer, LAPD Audit Division, Los Angeles, CA

Police Unions and the Work of Civilian Oversight

Building Public Trust Track

Concurrent Session 12 | 10:15 a.m. – 11:45 a.m. | Majestic Ballroom

In many states, the role and authority of police oversight agencies depend on the outcomes of negotiations with police unions concerned with the workplace conditions of their members. Some union leaders see value in oversight, while others battle to squelch the establishment or growth of oversight agencies. Either way, it benefits those in oversight to understand their perspectives. The purpose of this panel is to provide NACOLE attendees an opportunity to learn more about the perspectives of police union leaders on oversight. How does oversight most impact union members? Which oversight activities do they consider most beneficial? Which duties do they feel are overstepping or unnecessary? Can we find some common ground?

Panelists:

- Steve Eggert, President, King County Police Officers Guild, Seattle, WA
- Dave Topaz, Labor Relations Representative, King County Office of Labor Relations, Seattle, WA

Moderator:

- Deborah Jacobs, Director, King County Office of Law Enforcement Oversight, Seattle, WA

Roundtable Discussion on Assessing Institutional Culture

Correctional Oversight Track

General Session 13 | 10:15 a.m. – 11:45 a.m. | Plaza Ballroom

Prison and jail facilities that experience high rates of assaults, sexual abuse, use of force, and other mistreatment of prisoners are often described as having a “poor institutional culture.” But what does “institutional culture” mean? How can it be assessed? Most importantly, how can a troubled culture begin to turn around, toward a healthy and respectful setting that benefits incarcerated people and corrections staff?

This discussion will feature three panelists with extensive experience monitoring a variety of custodial settings, ranging from large urban jails to state prisons to small detention facilities to juvenile confinement facilities, and one panelist who was formerly incarcerated and now serves as a national leader on prison reform issues.

The discussion will better equip oversight practitioners to identify cultural issues that underlie poor institutional conditions, provide meaningful guidance to the facilities under their review about strategies for improving the treatment of prisoners, and hold staff accountable for problematic practices. Practitioners who monitor police departments and those who oversee custodial facilities alike will learn how to identify and promote a healthy institutional culture.

Panelists:

- Margo Frasier, Criminal Justice Consultant, Austin, TX
- Ronald Simpson-Bey, Director of Outreach and Alumni Engagement, Just Leadership USA, Detroit, MI
- Debbie Unruh, former Independent Ombudsman, Texas Juvenile Justice System, Austin, TX

Moderator:

- Michelle Deitch, Senior Lecturer, University of Texas at Austin, Austin, TX

Networking Luncheon: Developing Professional Standards for Oversight

12:00 p.m. – 1:00 p.m. | Vinoy Grand Ballroom

At this year's networking lunch, we will ask attendees to take on the topic of the necessity of developing professional standards for civilian oversight. Agencies that oversee law enforcement are often the subject of critique. It is difficult for oversight professionals and advocates to counter criticism if there are no established standards to measure their performance against. As a result, criticisms are often based on political pressure and not on objective and measurable criteria.

The creation of standards for the practice of police oversight is a statement about *how* we practice police oversight. Standards will help to increase independence, authority, and methodological quality that we need in order to sustain quality oversight and achieve lasting reform. Join us to explore this topic and connect with friends and colleagues in the oversight community. A boxed lunch will be provided; however, an additional ticket purchase is required. Please visit the registration desk for details.

Public Access to Police Accountability Records

Training for Oversight Track

Concurrent Session 14 | 1:00 p.m. – 2:15 p.m. | Royal Ballroom

This session will focus on the continued debate about the appropriate level of public access to police disciplinary records. Florida's Sunshine Law allows unfettered access to police disciplinary records. By contrast, the majority of other states have significant restrictions on public disclosure. Using the Florida experience, the panel will debunk arguments that police need special privacy protections of disciplinary records to ensure their security. The panel will discuss how oversight practitioners can push law enforcement to provide information about discipline to the extent legally permissible in their states through summary reports or cumulative data. It will also identify strategies that have been successful in encouraging law enforcement to increase data transparency.

Panelists:

- Mark Caramanica, Partner, Thomas & LoCicero PL, Tampa, FL
- Anthony Holloway, Chief of Police, St. Petersburg Police Department, St. Petersburg, FL
- Bitia Shasty, Deputy Inspector General, Los Angeles County Office of the Inspector General, Los Angeles, CA

Moderator:

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

Trans-Nationalizing Civilian Oversight of Law Enforcement: Experiences from Around the Globe

Building Public Trust Track

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

Police accountability has remained a national issue in the United States in recent years, and the oversight community must not lose sight of policing issues around the world. While misconduct may look different in other parts of the world, the global civil society shares a common aim to ensure that law enforcement upholds its oath to serve and protect. Civilian oversight agencies can benefit from “peeking over the fence” at common struggles and experiences from around the world in the quest for better community-police relations at home. As our global counterparts incorporate the use of Body Worn Cameras, video, and policies on use of force and transparency in their oversight work, sharing their experiences will also better equip civilian oversight agencies in the U.S. to serve transnational migrants from other countries. Understanding the police/civilian relationships that migrants come from when entering the U.S. will help ensure U.S. officers have the proper tools and knowledge to effectively police our diverse communities.

Panelists:

- Hansel Alejandro Aguilar, Investigator, Office of Police Complaints, Washington, DC
- Satoshi Mishimi, Professor of Criminal Justice, Osaka City University, Osaka, Japan
- William Ramirez, Executive Director, ACLU, San Juan, PR
- Jaume Suara, J.D., Ph.D., General Deputy Ombudsman, Catalonia, Spain

Moderator:

- Ethan Trinh, Investigator, Office of Police Complaints, Washington, DC

Prisons & Parameters: Achieving Data-Driven Correctional Oversight

Correctional Oversight Track

Concurrent Session 16 | 1:00 p.m. – 2:15 p.m. | Plaza Ballroom

Interpreting data to understand how well the agencies they oversee function is critical to the work of oversight. Appropriately identifying, gathering, and analyzing data can reveal systemic failures and successes of the agency, as well as help identify the major areas of concern and where reform is most needed.

This diverse panel of experts will present striking examples of how obtaining the right data is essential to impacting policy change, including how one agency’s data analysis helped transform housing decisions for incarcerated people who are transgender. Panelists will also address strategies for accessing, vetting, analyzing, and publishing data so that practitioners have a better understanding of how to achieve data-driven oversight, and how data-driven oversight can most effectively impact reform.

Panelists:

- Esther Lim, Director, Jails Project, ACLU of Southern California, Los Angeles, CA
- Jody Sundt, PhD, Professor of Criminal Justice at the School of Public and Environmental Affairs at Indiana University, Indianapolis, IN
- Paul Wright, Executive Director, Human Rights Defense Center, Lake Worth, FL

Moderator:

- Emily Turner, Deputy Executive Director of Research, New York City Board of Correction, New York, NY

Best Practices for Volunteer Review Boards

Training for Oversight Track

Concurrent Session 17 | 2:30 p.m. – 3:45 p.m. | Royal Ballroom

Volunteer oversight bodies are a critical component of the national oversight landscape. According to the OJP report, *Civilian Oversight of Law Enforcement: Assessing the Evidence*, 40% of oversight bodies are review-focused and typically headed by volunteer boards. While they face many of the same issues that professional agencies do, volunteer boards also encounter unique challenges that require different solutions.

Many volunteers lack an extensive oversight network and come to the position with limited access to resources and information that can make a huge difference in how they perform their oversight duties. The information presented during this session will help equip attendees with practical solutions to implement in their jurisdictions.

This panel of experienced volunteer practitioners of oversight will speak to some of the unique challenges that volunteer boards and their members face, including how to be effective with limited resources and authority; aligning diverse volunteers on purpose, methods and approach; responding to criticism and building community support; maintaining institutional knowledge despite the natural turnover that occurs; and striking a balance between the immediate concerns of the community and the duty to act in a fair and consistent manner.

Panelists:

- Katina Banks, Chair, Citizens Oversight Board, Denver, CO
- Ronda Goldfein, Chair, Police Advisory Commission, Philadelphia, PA
- Duane Ingram, President, Citizens Police Complaint Board, Indianapolis, IN

Moderator:

- Mickey Bradley, Former Chair, Citizens' Police Review Board, Albany, NY

A Trauma-Informed Approach to Oversight

Building Public Trust Track

Concurrent Session 18 | 2:30 p.m. – 3:45 p.m. | Majestic Ballroom

What does “trauma-informed” mean? How is it relevant to civilian oversight? Learn what a trauma-informed organization looks like and how it is connected to broader issues within both law enforcement and civilian oversight. We need to understand the complicated role that trauma plays in the actions, behavior, and outcomes of interactions with the police. That understanding is essential for civilian oversight to assess “what went wrong” when incidents occur, and to ensure that law enforcement is responsive to the needs, values, and expectations of the communities it serves moving forward.

Within the contexts of civilian oversight and police/community relationships, the presenters will discuss the nature and impact of experiences of trauma and traumatic events; how they affect the people we encounter in our work, their actions, and their behavior; and the need to recognize the trauma experienced by victims and survivors, law enforcement, and oversight practitioners. After the panel discussion, attendees will talk in small groups – within

the contexts of civilian oversight and police/community relationships – about strategies and tools for addressing experiences of trauma and traumatic events.

Panelists:

- Brian Corr, Executive Secretary, Police Review and Advisory Board & NACOLE President, Cambridge, MA
- Elizabeth Speakman, Coordinator, Domestic and Gender-Based Violence Prevention Initiative, Cambridge, MA

Maintaining Independence: Challenges and Lessons from PREA Audits

Correctional Oversight Track

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

Since 2013, the Department of Justice (DOJ) has certified over 800 auditors to conduct audits of the Prison Rape Elimination Act (PREA) standards in prisons, jails, juvenile facilities, community confinement facilities, and police lockups. The DOJ holds auditors' certification, mandates that audits are conducted in adherence with a prescribed methodology, and can review audits for quality. However, PREA auditors are hired directly by the agencies they audit, establishing a financial relationship between the auditor and audited agency. Furthermore, audits are designed to include a corrective action period, during which the auditor is expected to work cooperatively with the agency being audited to help its facilities come into full compliance with PREA standards. Further, many PREA auditors return to agencies to audit multiple facilities within the same agency or the same facilities over time, thus establishing ongoing working relationships with the staff and leadership of those facilities.

Like oversight practitioners, PREA auditors need independence to conduct credible and reliable audits. Yet, like oversight practitioners, striking a balance between good working relationships with audited facilities and maintaining independence is challenging. This panel will explore those challenges and discuss strategies for maintaining independence while in an oversight role.

Panelists:

- Carol Cafferty, Certified PREA Auditor and Adjunct Faculty, School of Criminology and Justice Studies, University of Massachusetts, Boston, MA
- Kristi Dietz, Director, Office of Detention Facilities for the Wisconsin Department of Corrections, Madison, WI
- Marion Morgan, Sr. Project Manager, PREA Resource Center, Washington, DC

Moderator:

- Michela Bowman, Co-Director, PREA Resource Center, Washington, DC

Prison Conditions – A Former Lifer’s Perspective

Correctional Oversight Track

General Session 20 | 4:00 p.m. – 5:15 p.m. | Plaza Ballroom

This session features a conversation with Ken Hartman, an author and advocate for criminal justice reform and Cathleen Beltz, Assistant Inspector General, Los Angeles County Office of the Inspector General. At the age of 19, Mr. Hartman was sentenced to life in prison without the possibility of parole and served 38 years in the California prison system. After his sentence was commuted by Governor Jerry Brown to life with parole, Mr. Hartman was found suitable for parole by the California Board of Pardons and Parole, and was released in December 2017.

Mr. Hartman, author of acclaimed memoir, *Mother California*, spent many years working from the inside to make prisons safer and more consistent with rehabilitative goals. Among other contributions, he was instrumental in the creation of the Honor Yard at CSP Los Angeles County (Lancaster), which was so successful that the CDCR eventually downgraded it to a Level 3 prison despite Lancaster’s overall status as a Level 4 prison.

Through a discussion of one man’s experience, this session will highlight the need for external oversight of American jails and prisons. Mr. Hartman will share his perspective on the nation’s shift toward increasingly harsh and isolative prison conditions and his powerful story of transformation, redemption, and advocacy.

Speaker:

- Kenneth Hartman, Prison Reform Advocate, Lancaster, CA

Moderator:

- Cathleen Beltz, Assistant Inspector General, Los Angeles County Office of the Inspector General, Los Angeles, CA

Join us in the **ATTENDEE LOUNGE!**

In an effort to provide attendee 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 **Lassing/Miller Meeting Room** at the Vinoy Renaissance Resort.

- 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.

To continue the conversation, we will have facilitated discussions on the following topics from 5:30 p.m. – 6:00 p.m. on the nights listed below:

- *Supporting Agencies When They Are Threatened* (SUNDAY)
- *Cultural Competency in Law Enforcement and Police Oversight* (MONDAY)
- *When Should You Release BWC Video after an OIS?* (TUESDAY)

Continental Breakfast

7:30 a.m. – 9:00 a.m.

Analysis and Contextualization of Complaint Data: A Case Study Training for Oversight Track

Concurrent Session 21 | 8:30 a.m. – 10:00 a.m. | Royal Ballroom

Oversight agencies that investigate civilian complaints of police misconduct often have significant repositories of data, including information on types of allegations, case dispositions, and demographics of complainants and subject officers. However, the analysis and contextualization of that data for both internal and external use can be difficult for agencies to incorporate into their everyday processes.

This presentation will discuss how one such agency, the Civilian Complaint Review Board (CCRB) in New York City, examines and uses its complaint data. Topics will include how CCRB's data is used to provide feedback to its Investigations Division to improve internal protocols and allegation classifications, how the CCRB works to improve its data integrity to ensure accurate information and streamline the process of collection to output, and then how it reports and contextualizes data to the public, the New York City Police Department, advocates, elected officials, and the media. The discussion will further include an overview of initiatives that the CCRB undertakes to review its own data collection and reporting processes to ensure that data reporting efforts are consistent and replicable, and to enhance procedural justice.

This workshop will offer a demonstration of collection, analysis, and quality assurance protocols for data collected by the NYC Civilian Complaint Review Board. Attendees will learn of one agency's efforts to improve data analytics and reporting, which can provide ideas for other agencies' efforts to work with their own complaint data.

Panelists:

- Judith Lê, Policy and Legal Analyst, Civilian Complaint Review Board, New York, NY
- Sean M. M. McMahon, Senior Data and Policy Analyst, Civilian Complaint Review Board, New York, NY

Moderator:

- Florence Finkle, NACOLE Board Member-At-Large, New York, NY

Anatomy of Police-Community Relations

Building Public Trust Track

Concurrent Session 22 | 8:30 a.m. – 10:00 a.m. | Majestic Ballroom

On August 26, 2017 and October 9, 2017, two teenagers died in fatal encounters with law enforcement in Detroit's 9th Precinct. In the first, 15-year-old ATV driver Damon Grimes died after being chased by a Michigan State Police car. One of the state troopers fired a stun gun through an open window, connecting with the youth. In the second, two Detroit police special operations officers engaged in a high-speed chase in a residential neighborhood that ended in the death of Jerry Bradford Jr., 19. They failed to disclose the chase, which residents witnessed.

This presentation uses videos from meetings, news conferences, and TV coverage to show how strong police-community relations in Detroit, fostered by both the Police Department and the Board of Police Commissioners, helped keep the city and its residents calm when one such incident in a different location could have ignited widespread protest.

How did Detroit withstand two fatal police encounters within a month? The speakers will discuss elements in building bridges and effective police-community relations. They will examine civilian oversight configurations, public participation platforms, police culture, and other components that can help ensure an infrastructure of public engagement for law enforcement and how such an infrastructure can help a city deal effectively with crisis – or avert it.

Panelists:

- Todd Bettison, Deputy Chief, Chief’s Neighborhood Liaison Unit, Detroit Police Department, Detroit, MI
- Lisa Carter, Immediate Past-Chair, Detroit Board of Police Commissioners, Detroit, MI

Perspectives on the Safety and Justice of Money Bail

Sustainable Reform Efforts

Concurrent Session 23 | 8:30 a.m. – 10:00 a.m. | Plaza Ballroom

The presumption of innocence and the right to freedom pending trial establish the foundation for the current bail system in the United States. It was created to afford pre-trial detainees the opportunity for release pending trial with money bail serving as a form of surety that the accused would appear in court. In practice, the U.S. money bail system has a disproportionate impact on low-income communities, communities of color, and women. When detainees cannot afford bail, they are held in jail pending adjudication of their cases. Given the backlogged courts and other delays throughout the criminal justice system, pre-trial detention can be protracted, disruptive, and for many, destructive to defendants’ lives in the free world.

Problems and inequities inherent to the money bail system have reached troubling proportions and resulted in pre-trial detention reform efforts. Kentucky, New Jersey, Washington DC, and California have achieved some successes, focusing on the need for well-crafted, evidence-based risk assessments, and the establishment of appropriate bail schedules, among other initiatives. The bail industry and pre-trial detention remain largely outside of the purview of U.S. oversight agencies, which have no authority over their practices. However, because of its impact on law enforcement, public safety, and the criminal justice system, it is an issue that oversight practitioners must begin to understand.

Panelists:

- Daniel W. Baker, Chief Deputy Inspector General, Los Angeles County Office of Inspector General, Los Angeles, CA
- Tara Boh-Blair, Executive Officer, Kentucky Court of Justice, Administrative Office of the Courts, Department of Pretrial Services, Frankfort, KY
- The Honorable Serena R. Murillo, County of Los Angeles Superior Court, Los Angeles, CA

Moderator:

- Max Huntsman, Inspector General, Los Angeles County Office of Inspector General, Los Angeles, CA

Not Sustained Findings as a Tool for Improving Officer Performance

Training for Oversight Track

Concurrent Session 24 | 10:15 a.m. – 11:45 a.m. | Royal Ballroom

Not Sustained findings can be just as much an indicator of a pattern or practice by an officer that is outside of policy or procedure as a Sustained finding. When tracked and analyzed as diligently as Sustained findings, Not Sustained findings can be an important tool for addressing officer behavior. This interactive workshop will be a hybrid presentation of how to use the Not Sustained findings to help change the culture, conduct and performance of a department and a discussion on the "how to's" of a civilian oversight entity putting this review into practice.

Civilian oversight practitioners who attend this workshop can be expected to engage in a robust debate and discussion on the use of Not Sustained findings to affect officer conduct and performance. Attendees can expect to leave with takebacks on "How do we put this into practice?" and "How do I talk with my department about looking seriously at Not Sustained findings?"

Panelists:

- Sydney Roberts, Chief Administrator, Civilian Office of Police Accountability, Chicago, IL
- Michael Tobin, Executive Director, Office of Police Complaints, Washington, DC
- Lori White, Executive Director, Citizens Police Complaint Office, Indianapolis, IN

#MeToo and Law Enforcement

Building Public Trust Track

Concurrent Session 25 | 10:15 a.m. – 11:45 a.m. | Majestic Ballroom

The #MeToo movement has fueled unprecedented attention to sexual violation and generated an increase in the reporting of sexual violations across the country. It has created a demand for law enforcement services that test both resources and expertise in handling these complex investigations. #MeToo touches upon many aspects of policing, and offers possibilities for oversight to positively engage. For offices wanting to influence policy, we will hear from an advocate for sexual assault victims and survivors about what victims most need from the officers investigating criminal charges on behalf of their clients. For offices interested in conducting systemic reviews, we will hear about a replicable project analyzing the adequacy of staffing in a police department's sexual assault unit. Finally, we will learn about the particular challenges of investigating allegations of sexual violation committed by law enforcement to help inform oversight reviews of these investigations.

Panelists:

- Daniel Boylan, Director of Investigations, Office of the Inspector General for the New York City Police Department, New York, NY
- Fara Gold, Special Litigation Counsel for the Criminal Section of the Civil Rights Division, U.S. Department of Justice, Washington, DC
- Theresa Prichard, Deputy Executive Director, Florida Council Against Sexual Violence, Tallahassee, FL

Moderator:

- Deborah Jacobs, Director, King County Office of Law Enforcement Oversight, Seattle, WA

Monitoring Law Enforcement in the Courtroom: Expanding the Civilian Oversight Model

Sustainable Reform Efforts

Concurrent Session 26 | 10:15 a.m. – 11:45 a.m. | Plaza Ballroom

Significant resources and attention have been devoted to policing in the 21st century, but most tend to emphasize use of force, disciplinary investigations of officers, and body worn cameras -- the high stakes incidents and tools that often make the news. The next step in our national dialogue should be to examine the everyday tools of law enforcement and law enforcement's regular performance in the criminal court context.

This panel discussion will allow NACOLE to build on its mission of developing a national forum providing information and education in civilian oversight of law enforcement, while specifically examining best practices for law enforcement in investigating and prosecuting criminal cases. Simone Levine, Executive Director of Court Watch NOLA, will describe her comprehensive model of monitoring law enforcement in the criminal courts and the survey instruments she uses to provide comprehensive monitoring. Emily Maw, Senior Counsel at the Innocence Project New Orleans (IPNO), will speak of IPNO's recent training initiatives with detective and command staff at the New Orleans Police Department on best practices for major incident investigations. Both speakers will provide insight on how they expanded their program as well as their interaction with law enforcement.

Panelists:

- Simone Levine, Executive Director, Court Watch NOLA, New Orleans, LA
- Emily Maw, Senior Counsel, Innocence Project New Orleans, New Orleans, LA

Lunch on Your Own

12:00 p.m. – 1:30 p.m.

Equitable Language Access

Training for Oversight Track

Concurrent Session 27 | 1:30 p.m. – 3:00 p.m. | Royal Ballroom

Paramount to the perseverance of a true democratic society is the civic engagement of its members regardless of race, country of origin, age, political or religious affiliation, physical abilities, etc. Although societies can establish requirements and place limits on certain activities such as voting or running for office, the First Amendment of the US Constitution protects the right "to petition the Government for a redress of grievances" This important protection allows members to hold governments accountable for misdeeds.

Yet not all members participate equitably in petitioning the government for a redress of grievances and some may be deterred, if not *de jure* certainly *de facto*, through the lack of access to such processes. One particular population that is disproportionately excluded from the grievance process is the foreign language community. This panel endeavors to assist oversight entities in getting a better grasp on the issues the foreign language community is experiencing. The presentation will review Language Access issues and the journey to codify and implement language access policies in St. Petersburg, FL and Washington, DC.

Panelists:

- Lendel Bright, ADA & Diversity Coordinator, City of St. Petersburg, St. Petersburg, FL
- Lindsey Murphy, Investigator, Office of Police Complaints, Washington, DC
- Winta Teferi, Director, Language Access Program, Office of Human Rights, Washington, DC

Moderator:

- Hansel Aguilar, Investigator, Office of Police Complaints, Washington, DC

Law Enforcement and the Homeless: Where Do We Go from Here?

Building Public Trust Track

Concurrent Session 28 | 1:30 p.m. – 3:00 p.m. | Majestic Ballroom

Homelessness is pervasive in nearly every large community across the United States and also in many smaller communities. For years, cities have turned to their police departments to “take care of the situation” – which frequently resulted in the homeless and transient population being disproportionately arrested for minor offenses in order to get them off the streets. More recently, law enforcement agencies have become better equipped to deal with the homeless population by providing alternatives to arrest and incarceration.

This session will focus on the current state of homelessness in America, how policing the homeless has evolved in the last 30 to 40 years, what oversight agencies can do to ensure this vulnerable population is able to access the complaint process when they feel that misconduct has occurred, and to become knowledgeable about resources that exist in their communities for the homeless.

Panelists:

- Kirsten Anderson, Litigation Director, Southern Legal Counsel, Gainesville, FL
- Andrew Greenwood, Chief of Police, Berkeley Police Department, Berkeley, CA
- Clarence Vaughn III, Executive Director, Police Advisory & Review Committee, Knoxville, TN

Moderator:

- Avice Evans Reid, Senior Director of Community Relations, City of Knoxville, Knoxville, TN

How to Positively Impact Agency Culture by Influencing Training Sustainable Reform Efforts

Concurrent Session 29 | 1:30 p.m. – 3:00 p.m. | Plaza Ballroom

Training is a key component of any law enforcement agency’s culture, and high-quality training is critical to developing fair and professional law enforcement officers. Accordingly, it is important for civilian oversight professionals to not only be engaged in an agency’s existing training, but also to be informed about current training best practices that the agency should adopt. The purpose of this presentation is to provide information about different strategies for overseeing and improving an agency’s training programs, as well as illustrating some useful tools for doing so. In the first part of the presentation, attendees will hear about the experiences of representatives from the LAPD’s Office of the Inspector General in providing input and guidance on the LAPD’s use of force training. Specifically, they will discuss the different methods they use to assess the LAPD’s current training

programs, identify training needs, provide input during the development of training, and monitor the implementation of new training.

The second part of the presentation will feature Dr. Bryant Marks. Dr. Marks has provided training in Implicit Bias to numerous law enforcement agencies across the country, both large and small, including the LAPD. In his presentation, Dr. Marks will discuss his experience in formulating and providing this training, including what challenges he has faced and how those challenges were overcome. He will also discuss how to assess the lasting impact of these types of trainings. Finally, the speakers will answer questions from the audience as well as invite audience members to share their experiences in contributing to training at their own agencies.

Panelists:

- Alexa Daniels-Shpall, Police Special Investigator, LAPD Office of the Inspector General, Los Angeles, CA
- Jody Stiger, Sergeant, Los Angeles Police Department, Los Angeles, CA
- Dr. Bryant Marks, Sr., Associate Professor, Department of Psychology, Morehouse College, Atlanta, GA

Moderator:

- George Perezvelez, Senior Member, Berkeley Police Review Commission, and Chair, BART Police Oversight Citizen Review Board, Berkeley, CA

Annual Membership Meeting & Board Elections

3:15 p.m. – 5:00 p.m. | Plaza Ballroom



Sankofa Dinner and Awards Banquet

Vinoy Renaissance Resort | 6:30 p.m. – 8:30 p.m. | Vinoy Grand Ballroom

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 welcome our Sankofa Dinner keynote speaker, the Honorable Thelton E. Henderson, Senior United States District Judge of the United States District Court for the Northern District of California (Ret.), and honor this year's award recipients.

Continental Breakfast

7:30 a.m. – 9:00 a.m.

Improving Policing Through Front-End Accountability

Sustainable Reform Efforts

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

Much of civilian oversight has traditionally focused on “back-end” accountability--assessing the propriety of police conduct after a particular incident. Even where civilian oversight entities have the authority to engage in front-end accountability, they often do not. This panel brings together four very different models of front-end accountability currently underway in cities across the country. These models will serve as a framework to address the opportunities and challenges of front-end accountability; spark discussion about similar efforts underway elsewhere; and hopefully inspire creative thinking about whether and how to bring front end accountability to a law enforcement agency near you.

Panelists:

- Jonathan Aronie, Federal Court Monitor, New Orleans Police Department, Washington, DC
- Claudia D’Allegrì, Commissioner, Community Police Commission, Seattle, WA
- Barry Friedman, Jacob D. Fuchsberg Professor of Law and Director of the Policing Project at New York University School of Law, New York, NY
- Christy E. Lopez, Distinguished Visitor from Practice and Co-Founder, Program on Innovative Policing, Georgetown University Law Center, Washington, DC

The State of Civilian Oversight & Strategies for Evaluating and Reporting on Performance

Sustainable Reform Efforts

General Session 31 | 10:15 a.m. – 11:45 a.m.

The national landscape of civilian oversight has evolved rapidly in recent years, witnessing new trends and encountering challenges, both new and familiar. This session will discuss contemporary civilian oversight as a field of professional practice and body of academic research, with an emphasis on measuring, evaluating, and reporting on the performance of an oversight agency.

The first half of the session will begin with an overview of NACOLE’s work to develop best practice guidance through a research grant awarded by the Department of Justice’s Community Oriented Policing Services (COPS) office and a demo of NACOLE’s new online, interactive directory of civilian oversight agencies. NACOLE’s Research Fellow will provide a briefing on the state of the field and a discussion of the concept of best practices in civilian oversight. Oversight practitioners will then share their experiences incorporating best practices.

The second half of the session is dedicated to the role of evaluating and reporting on the work of an oversight agency. This shall include a discussion of the strengths and weaknesses of commonly used metrics, a review of the literature on performance evaluation, and examples of agency evaluation in practice. Strategies for developing a set of useful metrics will also be discussed. The session will conclude with recommendations for further research and an open conversation on the topic of performance evaluation.

Panelists:

- Cristina Beamud, Executive Director, Civilian Investigative Panel, Miami, FL
- Matthew Buttice, Policy Director, Office of the Independent Monitor, Denver, CO
- Farah C. Muscadin, Monitor, Office of the Police Monitor, Austin, TX
- Michael Vitoroulis, Research Fellow, NACOLE, Brooklyn, NY

Closing Remarks

11:45 a.m. – 12:00 p.m.



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For more information about this important training program, stop by the registration desk or visit www.nacole.org.

If you are currently participating in the CPO Program, do not forget to turn in your CPO attendance sheet to the registration desk before leaving the 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

Policing/Law Enforcement Policies and Procedures

- Understanding of 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 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.

2018 Annual NACOLE Conference Core Competencies Addressed

Session	Session Title	Civilian Oversight of Law Enforcement	Investigations	The Public and Transparency	Law	Policing/Law Enforcement Policies and Procedures	Remediation and Discipline
1	Building Community Trust in Public Safety: Youth & Law Enforcement, Community/Youth Roundtables	✓		✓		✓	
2	Building Community Trust in Public Safety: Youth & Law Enforcement, Youth Justice Matters	✓		✓		✓	
3	Building Community Trust in Public Safety: Youth & Law Enforcement, Can Oversight Change the Narrative for Youth/Law Enforcement Relations?	✓		✓		✓	
4	Opening Keynote Speaker: Juan Cartagena	✓		✓			
5	Oversight in the State of Florida	✓					
6	Less Lethal Policies and Tactics					✓	
7	LatinoJustice PRLDEF: Reframing the Criminal Justice Conversation	✓		✓	✓	✓	
8	Analyzing Lawsuits: How Oversight Agencies Can Help the Police Draw Lessons	✓	✓	✓	✓		
9	Unpacking Biases: Courage & Conversations	✓					
10	A Growing Crisis: What's Happening in Our Jails and Why We All Need to Talk About Correctional Oversight	✓	✓			✓	
11	The Audit Blueprint		✓				
12	Police Unions and the Work of Civilian Oversight	✓		✓			
13	Roundtable Discussion on Assessing Institutional Culture	✓				✓	
14	Public Access to Police Accountability Records	✓		✓	✓	✓	✓

Session	Session Title	Civilian Oversight of Law Enforcement	Investigations	The Public and Transparency	Law	Policing/Law Enforcement Policies and Procedures	Remediation and Discipline
15	Trans-Nationalizing Civilian Oversight of Law Enforcement: Experiences from Around the Globe	✓	✓	✓	✓	✓	
16	Prisons & Parameters: Achieving Data-Driven Correctional Oversight	✓		✓	✓	✓	
17	Best Practices for Volunteer Review Boards	✓					
18	A Trauma-Informed Approach to Oversight					✓	
19	Maintaining Independence: Challenges and Lessons from PREA Audits	✓		✓			
20	Prison Conditions – A Former Lifer’s Perspective	✓		✓	✓		
21	Analysis and Contextualization of Complaint Data: A Case Study	✓		✓			
22	Anatomy of Police-Community Relations	✓		✓		✓	✓
23	Perspectives on the Safety and Justice of Money Bail	✓		✓	✓		
24	Not Sustained Findings as a Tool for Improving Officer Performance	✓	✓			✓	✓
25	#MeToo and Law Enforcement	✓				✓	✓
26	Monitoring Law Enforcement in the Courtroom: Expanding the Civilian Oversight Model	✓		✓	✓	✓	✓
27	Equitable Language Access	✓	✓		✓	✓	✓
28	Law Enforcement and the Homeless: Where Do We Go from Here?	✓				✓	
29	How to Positively Impact Agency Culture by Influencing Training	✓				✓	
30	Improving Policing Through Front-End Accountability	✓				✓	
31	The State of Civilian Oversight & Strategies for Evaluating and Reporting on Impact	✓					

