

National Association for Civilian Oversight of Law
Enforcement
14th Annual Conference
Impacting Policy & Practice

Conference Schedule & Session Summaries

1:00PM **Registration Begins**

1:30PM **Model Specific Round Table Discussions:**
Auditor
Boards & Commissions
Investigative Agencies

3:00PM Session One

Essentials of Oversight

This session is intended to be a survey of the fundamental elements and practice of police oversight. Those who are new to the field of oversight will gain a basic understanding of the following topics:

- Models of Civilian Oversight of Law Enforcement
- Duties of Various Oversight Agencies
- Authority Granted to Oversight Agencies
- Role of Civilian Review Board Members or Commissioners
- NACOLE Code of Ethics
- Role of Oversight Executives and Professional Staff
- NACOLE Professional Standards
- Role of Law Enforcement Executives
- Role of Police Unions
- Overview of Key Legal Principles in Police Oversight
- Overview of the Complaint Investigation Process

Panelists:

- Pierce Murphy, NACOLE Past President and Community Ombudsman, Boise, IS
- Stephen T. MacConnell, Chair, Cincinnati Citizens Complaint Authority and President & CEO, Cincinnati
- Union Bethel, Cincinnati, OH
- Sam Pailca, Member, NACOLE Board of Directors, Seattle, WA
- Chief (ret.) Mike Worley, Police Practices Consulting, LLC., Louisville, KY

6:30PM **Welcoming Reception**

Please join us in the Hilton Netherland Plaza for an Opening Reception. Light Hors D'oeuvres will be accompanied by a cash bar.

8:30AM Session Two – Plenary Session
Colonel Thomas H. Streicher, Jr. Cincinnati Chief of Police

9:15AM Session Three – Plenary Session
Plenary Session: Merrick Bobb, President, PARC, Los Angeles, CA

10:15AM Session Four – Concurrent Session
Auditing Complaint Investigation: A Practical Application
This workshop will provide participants with a "hands-on" approach to auditing complaint investigations. Barbara Attard, Independent Police Auditor for the City of San Jose, California, will begin the session by providing insight into the developing "niche" of police auditing. Then, representatives from the Los Angeles Police Department, Office of the Inspector General, will facilitate a discussion, specifically focused on identifying high-risk areas to include when auditing complaint investigations. Workshop participants will then be provided an exemplar of a complaint investigation (based on an actual complaint investigation) and an auditing evaluation document (commonly referred to as a matrix) to assess the quality of the investigation.

Panelists:

Barbara Attard, Independent Police Auditor, San Jose, CA

Carol Charnay, Police Performance Auditor, LAPD Office of the Inspector General, Los Angeles, CA

Jennifer Gomez, Police Performance Auditor, LAPD Office of the Inspector General, Los Angeles, CA

John Grosdidier, Police Performance Audit Supervisor, LAPD Office of the Inspector General, Los Angeles,

CA

10:15AM Session Five – Concurrent Session
The Cincinnati Collaborative Agreement: Overcoming Mistrust
The Collaborative Agreement is a unique approach to improve relations between the community and police department while addressing issues of crime and disorder. Central to the process is the philosophy of problem oriented policing. To that end, the Cincinnati Police Department has adopted the problem solving methodology as a crime reduction approach that identifies and analyzes recurring crime or safety problems, develops and implements tailored responses based on the analysis, and evaluates the impact of the responses to the problem. The overall collaborative effort suggests that different groups within the community with different experiences and perspectives share much more in common than not, and can work together on common goals and solve problems together. Citizen oversight is an important component in fostering trust and promoting a climate of openness and transparency that enhances the overall professionalism of police.

Key stakeholders to the agreement will discuss their perspectives of the agreement and

its affect on relations between the community and police department and the role civilian oversight has played.

Panelists:

S. Gregory Baker: Executive Manager Community Relations, Cincinnati Police Department

Albert Gerhardstein: ACLU Attorney, Cincinnati, Ohio

Saul A. Green, Attorney, Detroit, Michigan, Cincinnati Federal Monitor

Donald Hardin: Attorney, Fraternal Order of Police (FOP), Cincinnati, Ohio

11:45AM **Keynote Luncheon:**
The Honorable Susan J. Dlott, U.S. Southern District Court of Southern District of Ohio

1:45PM Session Six – Concurrent Session

The History of Civilian Oversight

Civilian oversight has a much longer history than previously realized. The earliest civilian oversight agencies were believed to have started ~1940-1950, but research has recently revealed that the first civilian oversight work began much earlier. Although legislative investigations of police misconduct in the US began around 1810, the very first bone fide civilian oversight entity was probably the Citizens' Protective League (CPL) of New York, formed in August of 1900 by several prominent African-American ministers, doctors, lawyers, and business people.

From the 100 or so uniformed officers subpoenaed to testify about police abuses which were subsequently dubbed "the clubber's brigade" by the press, to the astoundingly circular logic expressed by police officials (If a man gets clubbed, its proof that he's where he has no business), to Jewish "riots" at a Rabbi's funeral, to the murder of a complaining citizen by a police officer who was later executed for the offense - each of these incidents have one thing in common - they resulted in attempts to institute civilian oversight in some form, and they all occurred before 1912.

Speaker:

Beth Mohr, City of Albuquerque, Albuquerque, NM

1:45PM Session Seven – Concurrent Session

Police Perpetrated Domestic Violence

In recent years, police perpetrated domestic violence has been in the news and a topic of serious concern. There have been allegations that police departments can be overly protective of officers accused of domestic violence. The impact of the issues regarding a particular case is compounded by the possibility that an officer could lose his/her ability to carry a gun and his/her career.

Moderator: TBA

Panelists:

Elizabeth Pittinger, Executive Director, Citizens Review Board, Pittsburgh, PA

Jan Russell, Domestic Violence Advocacy Program, Chicago Police Department, Chicago, IL

3:30PM

Session Eight – Concurrent Session

Stop & Frisk: Is Saturation Patrol and Effective Police Strategy

In recent years, several cities have adopted certain “aggressive” police tactics and strategies to combat rising crime. Sometimes these efforts are called “stop and frisk,” “proactive policing,” “broken widows,” “crackdowns” or another moniker, but essentially they are the use of saturation patrols to flood a high crime neighborhood with officers who make as many stops as possible and make arrests for any and all criminal violations observed. Academic studies and the experience of practitioners indicate that these approaches are not the most effective crime prevention strategy and that they have significant adverse consequences on the residents in that neighborhood, particularly minority residents. Moreover, more targeted and less adverse “problem-oriented policing” has been shown to be more effective. Given the role of civilian oversight in police policy review, how should oversight agencies respond to these efforts?

Panelists:

Richard B. Jerome, Deputy Monitor, Cincinnati Collaborative Agreement, Cincinnati, OH
TBA

3:30PM

Session Nine – Concurrent Session

Improving Oversight & Accountability for Jails & Prisons

Transparency, good oversight, and meaningful accountability are prerequisites for all well-run public institutions, including prisons and jails —this was the persistent message conveyed to the Vera Institute of Justice’s Commission on Safety and Abuse in America’s Prisons. Members of NACOLE understand this message because the dialogue about the benefits of oversight has been ongoing and evolving in the law enforcement community for decades. The conversation is less developed in the realm of corrections, and, as a result, many states and counties fail to provide adequate or effective oversight of their correctional institutions, at the same time those corrections administrators struggle to maintain safe institutions with too few resources.

This panel will present Vera’s new project, “Improving Oversight and Accountability for Jails and Prisons.” In this project, Vera is working with four jurisdictions, two states and two counties, where the leaders in corrections and government are interested in exploring different models of oversight from around the country and abroad. Over the course of almost three years, Vera will bring together leaders from each of these jurisdictions — including officials from the governors’ offices, state legislators, county executives, corrections leaders, the judiciary, and community advocates — for a shared educational experience as a predicate to oversight policy development and implementation. At the end of the project, each jurisdiction will decide for itself whether it would like to improve its correctional oversight based on what was learned.

Panelists:

Michela Bowman, Project Director, Vera Institute of Justice, Washington, D.C.
Juliene James, Senior Policy Associate, Vera Institute of Justice, Washington, D.C.

8:30AM Session Ten – Concurrent Session

Successful Strategies for Combating Racial Profiling

Racial profiling, whether real or perceived, has the potential to undermine the relationship between the police and communities of color and to weaken community trust of the police generally. Citizen oversight of the police, whatever the model, can therefore serve as an important bridge in building or restoring that trust. This coast-to-coast panel will explore strategies adopted by the state of Kansas and in two cities, Los Angeles and Washington, D.C., to proactively address concerns about biased policing.

In Kansas, the state’s Human Rights Commission can investigate individual complaints of racial profiling. Complaints such as these are investigated internally by the Los Angeles Police Department while the Los Angeles Police Commission’s Office of the Inspector General (OIG) has played an active role in reviewing individual racial profiling investigations conducted by LAPD. Beyond the approaches pursued in Kansas and Los Angeles, the Office of Police Complaints in Washington, D.C., offers yet another strategy for tackling this issue: the development of policy recommendations that resulted in meaningful community involvement in the city’s multi-year data collection and analysis project and in other actions aimed at promoting fair policing.

By the end of this session, participants will have a solid grasp of best practices in the field, whether an oversight agency investigates profiling allegations or whether it reviews investigations of this nature that are conducted by the internal affairs unit of a police department. Participants will also be exposed to effective strategies advocated by oversight agencies and community groups, including the collection and analysis of stop data, to ensure that law enforcement agencies take concrete steps to combat biased policing.

Moderator:

Philip K. Eure, Esq., Executive Director, Office of Police Complaints, Washington, DC

Panelists:

Nicole Bershon, Assistant Inspector General, Office of the Inspector General, Los Angeles Police

Commission, Los Angeles, CA

Rick Fischli, Profiling Administrator, Kansas Human Rights Commission, Topeka, KS

Nicole Porter, Special Assistant, Office of Police Complaints, Washington, D.C.

Richard Webb, Commander, Internal Affairs Group, Los Angeles Police Department, Los Angeles, CA

8:30AM

Session Eleven – Concurrent Session

The Disciplinary Matrix: Ensuring Fair & Consistent Discipline

The fair and consistent imposition of discipline of police officers is essential to the integrity of any police organization. Disciplinary matrices have recently been developed in a number of cities in an attempt to ensure that the community has a positive perception of a police department's ability to police itself and to positively impact the morale and culture of the rank-and-file. This session invites a comparison of some of the disciplinary matrices now in place and a discussion of the extent to which these matrices may impact the future of police disciplinary decisions.

Moderator:

Richard Rosenthal, Independent Monitor, City & County of Denver, Denver, CO

Panelists:

Cliff Brown, City of Austin Police Monitor, Austin, TX

Michael Gennaco, Chief Attorney, Office of Independent Review, Los Angeles, CA

Thomas A. Johns, Captain, Internal Investigations Section Commander, Cincinnati Police Department,

Cincinnati, OH

Alvin LaCabe, Manager of Safety, City and County of Denver, Denver, CO

10:15AM

Session Twelve – Concurrent Session

Experiences of an FBI Whistleblower, Jane Turner, National Whistleblower

Center

Former FBI Special Agent Jane Turner, the first female Senior Resident Agent in the Bureau's history, will speak about her experiences after she brought to the attention of the FBI serious misconduct concerning failures to investigate and prosecute crimes against children, the misappropriation of seized property and property taken from the 9/11 Ground Zero crime scene by FBI personnel. Turner was accused by the FBI of "tarnishing" the image of the Bureau and was forced to retire after more than twenty five years of service. Turner sued the FBI and was eventually awarded \$1.5 million as compensation for the FBI's retaliation against her acts as a whistleblower.

10:15AM

Session Thirteen – Concurrent Session

International Session: Newly Formed Oversight Agencies – Discussion of Authority, Jurisdiction, and Startup Issues

Panelists:

TBA

1:45PM

Session Fourteen – Concurrent Session

Citizen Review Showcase

The past decade has brought tremendous proliferation and development in citizen review across the country. New agencies are being formed at a steadily increasing rate, and established agencies have changed their organization and focus. The Citizen Review Showcase will give five geographically and organizationally diverse agencies the floor to explain their structure, its strength and weaknesses, and their agencies' priorities in the year ahead.

With each agency following a prescribed template, conference attendees will come away better informed about the current status of citizen review nationwide, more aware of the options available, and with a better understanding of what works and what doesn't. Conference attendees will be inspired by the examples of agencies who have made a difference, and will know who to contact for more information about getting started on projects in their own jurisdictions.

Everyone involved in, studying, or advocating for citizen oversight will benefit from the Citizen Review Showcase.

Panelists:

TBA

1:45PM

Session Fifteen – Concurrent Session

In-Custody Deaths: Why Oversight Matters

The panel will begin by examining why civilian oversight agencies should examine every death that occurs in the custody of the law enforcement agency it monitors, how to get access to this information, and how best to review and evaluate these incidents. While many in-custody deaths do not involve any type of misconduct by law enforcement, but are instead the product of the inmate's particular circumstances or simple misfortune, each death nonetheless provides the law enforcement agency the opportunity to review its practices and training and to examine ways in which it might prevent such deaths in the future.

The panel then will look at different types of in-custody deaths through the use of case studies and specific examples. The goal will be to facilitate discussion about how oversight agencies can work with law enforcement to see that each individual's death is investigated thoroughly, that any parties at fault are appropriately held accountable, and that necessary systemic changes are made. These include, but may not be limited to: A law enforcement officer's evaluation of an inmate's medical complaints and decision about the level of medical care required to address those complaints; how arresting officers should handle a suspect who attempts to ingest or is observed ingesting illicit drugs; an agency's responsibilities for monitoring and care with respect to arrestees who are intoxicated; and suicide prevention and intervention.

Moderator:

Julie Ruhlin, Attorney, LA County Office of Independent Review, Los Angeles, CA

Panelists:

Django Sibley, Assistant Inspector General, Los Angeles Police Commission, Los Angeles,

CA

TBA

3:30PM

NACOLE General Meeting & Elections

7:00PM



Sankofa Reception

8:30AM Session Sixteen – Concurrent Session

Tasers: Beyond Yes or No

With a growing number of law enforcement agencies employing widespread use of the Taser, and a similar increase in public debate over police use of the weapon, it is time to step back and take stock of the Taser as a modern law enforcement tool. Is it more dangerous than effective? Has it changed the behavior and tactics of peace officers, of suspects or inmates? Are deployment policies followed? This panel will draw on an increasing body of research attempting to grapple with these questions. The panel will explore the deeper questions of whether Taser use actually displaces other forms of force including firearms and they will consider optimal deployment policies. The panel will also explore the challenges that less lethal technologies such as the Taser present to internal affairs investigators and civilian oversight. The time for civilian overseers to get involved in this dialogue is now.

Moderator:

Rob Miller: Los Angeles County Office of Independent Review, Los Angeles, CA

Panelists:

Michael Gennaco: Chief Attorney, Los Angeles County Office of Independent Review, Los Angeles, CA

Charles S. Heal: Commander, Los Angeles County Sheriff's Department, Los Angeles, CA
TBA

8:30AM Session Seventeen – Concurrent Session

Dealing With Dishonesty

The truth hurts, and experts say every one of us occasionally tell lies. When police officers are dishonest, though, the stakes are high and the consequences far-reaching. Every citizen oversight agency will someday face the problem of responding to officer dishonesty- whether on the street, in the courtroom, or during an internal or agency misconduct investigation.

In this important, provocative session, experienced panel members will discuss a myriad of issues and scenarios related to dishonesty: Handling Complaints Alleging False Reporting or False Testimony; Detecting and Responding to Officer Dishonesty During the Interview; "Zero-Tolerance" or "Bright Line" Dishonesty Policies; Brady Disclosure; Lessons from the Oval Office: It's Always the Cover-Up That Gets You, and It Depends on What You Mean by "Is".

This session will be helpful to all citizen oversight practitioners, members of the media, academics, and policymakers.

Panelists:

TBA

10:15AM Session Eighteen – Concurrent Session

Tactical Review of Force Incidents

Incidents involving serious uses of force by police officers can have enormous human costs, as well as the potential to strain police-community relations. The chance that such incidents will occur depends in significant part upon the tactics used by officers when they encounter potentially violent situations. Effective tactics can promote officer-safety and reduce the risk that a situation will escalate to violence. Deficient tactics, meanwhile, can unnecessarily create situations where the use of force becomes necessary.

Thorough and well-informed tactical reviews of use of force incidents facilitate the identification of tactics that can increase or reduce the risk that a scenario will result in a serious use of force. Such reviews provide a basis from which improvements in an agency's management of its tactical performance can be developed.

In order to ensure that tactical reviews are conducted appropriately, it is vital for the oversight practitioner to understand relevant tactical principals and review methodologies. This session will define the principles and techniques that form the basis for a quality tactical review. Case studies will be used to demonstrate how lessons have been learned from tactical reviews of incidents involving Los Angeles Police Department officers.

Panelists:

John Kelley, Special Investigator II, Los Angeles Police Commission, Los Angeles, CA

Django, Sibley, Assistant Inspector General, Los Angeles Police Commission, Los Angeles, CA

10:15PM Session Nineteen – Concurrent Session

International Session: Updates on Oversight from International Colleagues

Panelists:

TBA

12:00PM Conference Concludes

Please note that this schedule and its contents are subject to change