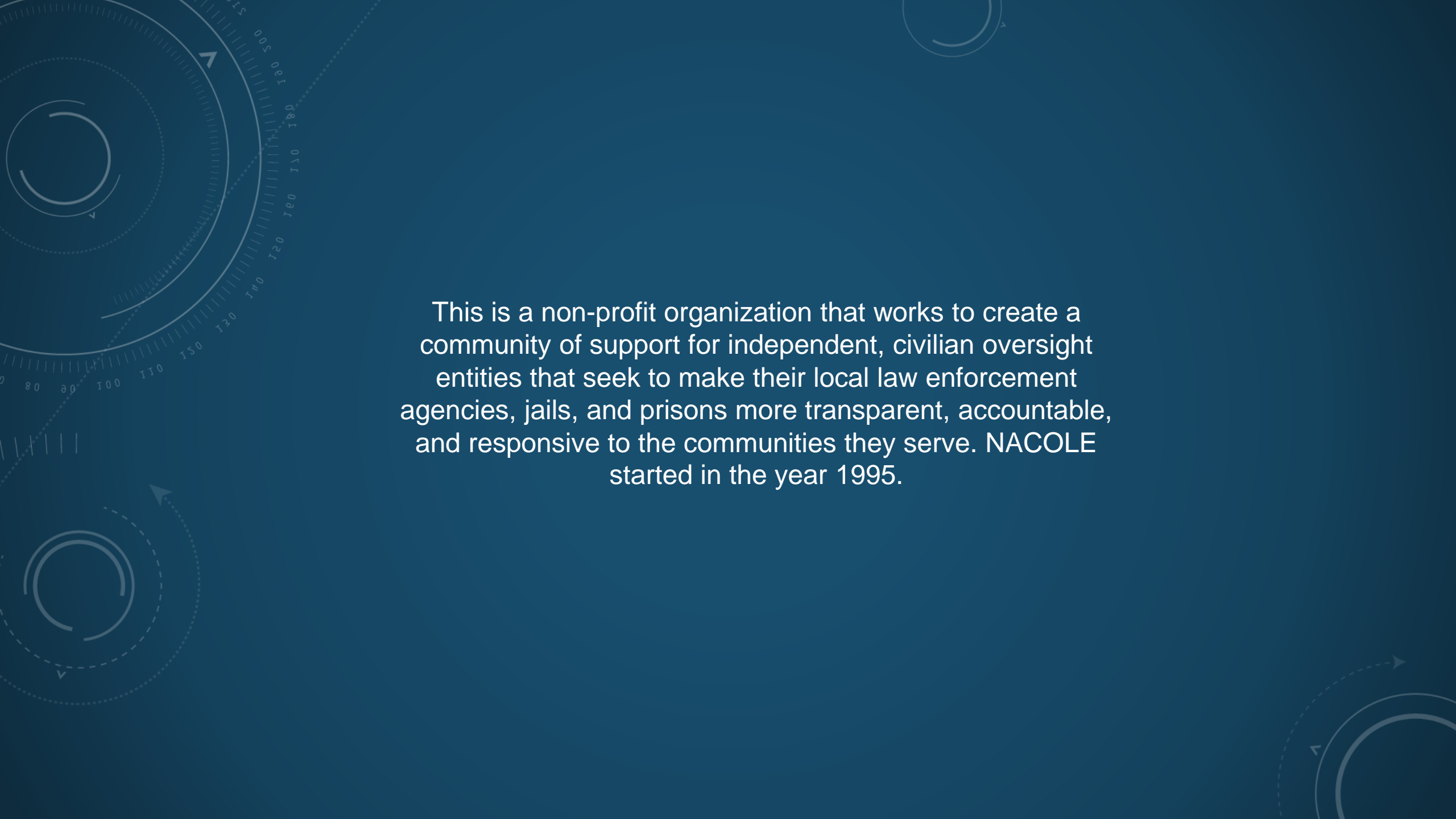


ITEM 4.a



# 2023 NACOLE CONFERENCE

BUILDING BETTER OVERSIGHT



This is a non-profit organization that works to create a community of support for independent, civilian oversight entities that seek to make their local law enforcement agencies, jails, and prisons more transparent, accountable, and responsive to the communities they serve. NACOLE started in the year 1995.

# 13 PRINCIPALS OF EFFECTIVE OVERSIGHT

- Independence
- Clearly Defined and Adequate Jurisdiction and Authority
- Unfettered Access to Records and Facilities
- Access to Law Enforcement Executives and Internal Affairs Staff
- Full Cooperation
- Sustained Stakeholder Support
- Adequate Funding and Operational Resources
- Public Reporting and Transparency
- Policy and Patterns in Practice Analysis
- Community Outreach
- Community Involvement
- Confidentiality, Anonymity, and Protection from Retaliation
- Procedural Justice and Legitimacy

# OVERVIEW

Item 1: 13 Principals of NACOLE; Code of ethics

Item 2: Improve relations between the community and the department and their importance to this process.

Item 3: Protect community members' civil rights during interactions with police.

Item 4: Trauma regarding Use of force involved officers, collective trauma, Vicarious, Betrayal & Institutional trauma.

Item 5: DATA

Item 6: Politics and Collective bargaining

Item 7: POST (Local policing, higher standards than National Policing)

Item 8: Civilian Oversight (Output v Outcomes)

# IMPORTANCE OF IMPROVING RELATIONS BETWEEN THE COMMUNITY AND POLICE DEPARTMENT



- Police posts regarding CPRB meetings
- Highlight current community relationships being built
- Hold community forums for residents to speak with CPRB
- CPRB to read comments from public during meetings
- Community members need to stay active

# PROTECT COMMUNITY MEMBERS' CIVIL RIGHTS DURING INTERACTIONS WITH POLICE

- MPD needs to protect human rights and civil rights, especially our youth.
  - Hold a KNOWYOUR RIGHTS CAMP or something similar
  - Police cards with QR code leading to Survey, Complaint process or MPD website
  - Social media posts giving examples on interactions with Police

**KNOW  
YOUR  
RIGHTS  
CAMP**

# TRAUMA

## IMPACT OF TRAUMA ON LAW ENFORCEMENT

### Higher risk of Sudden Cardiac Death

(Joseph, Violanti, Donahue, Andrews, Trevisan, Burchfield, & Dorn, 2009; McCraty & Atkinson, 2012)

Higher rates of depression (Wang et al., 2010), post-traumatic stress disorder (PTSD; Marmar et al., 2006), and alcohol use disorders (Rees & Smith, 2008)

More likely to die from suicide than in the line of duty & LEO; those with 15 to 19 years of experience have the highest rates of completed suicides (Miller, 2006)

Higher risk for developing diabetes, obesity, and metabolic syndrome (O'Hara, Violanti, Levenson, & Clark, 2013; Paton, Johnston, Clarke, Violanti, Burke, & Deenan, 2008)

Police officers forfeit seven to ten years of their life for their vocation (Violanti 1996)

*Slide courtesy of Lt. Richard Goerling*



# DATA

- Collection of data is important for the public to see
- Use of force data
- Settlement data
- Officer complaints
- Where , why and who is being stopped
- Community awareness of what is happening
- Access to data for the board to review
- NDI (National Decert Index) needs to be utilized



# POLITICS AND COLLECTIVE BARGAINING

- Understanding the Police Union contract
- How does the police union communicate with Officers in regard to this process
- Is the union a stakeholder in determining oversight role
- Recommendations by CPRB can be made throughout the year
- Adequate funding for CPRB (1-3% of police funds)
- Potential stipend
- Equitable access to DATA
- Inform public on public records requests

# P.O.S.T. IN CA

- 15 Members
  - 11 LE-affiliated
  - 1 county rep
  - 1 Local gov't rep
  - 2 civilian members
- Minimum training and fitness standards for recruits and officers in assorted areas
- Guidelines and training curricula for assorted subjects, including:
  - Response
  - Investigations
  - Officer wellness
  - First Aid



# CIVILIAN OVERSIGHT (OUTPUTS V OUTCOMES)

- Outputs- Reports, recommendations and town halls/forum, discussions.
  - Outcomes – Changes in real world impact of law enforcement on the community
1. How do we measure community awareness?
  2. How do we measure change both short and long term?
  3. How do we report sustained rate for each type of allegations?
  4. How are we going to measure policy change recommendations?
  5. Create SMART goals for each recommendation

BE SURE TO HAVE COMMUNITY INPUT/ FEEDBACK ON ALL RECOMMENDATIONS.



QUESTIONS?

[2023 NACOLE Conference Presentation](#)  
[Supporting Documents Link](#)