

## EXPERT PANEL: STOPS, DE-ESCALATION, AND FORCE

*Moderated by RIPA Board Member Oscar Bobrow*

### Speakers

#### **Jack Glaser – Professor and Associate Dean of Public Policy at U.C. Berkeley Goldman School of Public Policy**

Jack Glaser received his Ph.D. in psychology from Yale University in 1999 and joined the faculty of the Goldman School in 2000. He is a social psychologist whose primary research interest is in stereotyping, prejudice, and discrimination. He studies these intergroup biases at multiple levels of analysis. For example, he investigates the *unconscious* operation of stereotypes and prejudice using computerized reaction time methods, and is investigating the implications of such subtle forms of bias in law enforcement. In particular, he is interested in *racial profiling*, especially as it relates to the psychology of stereotyping, and the self-fulfilling effects of such stereotype-based discrimination. Additionally, Professor Glaser has conducted research on a very extreme manifestation of intergroup bias - hate crime - and has carried out analyses of historical data as well as racist rhetoric on the Internet to challenge assumptions about economic predictors of intergroup violence. Professor Glaser is working with the [Center for Policing Equity](#) as one of the principal investigators on a National Science Foundation- and Google-funded project to build a [National Justice Database](#) of police stops and use of force incidents.

#### **Sergeant Vanessa Payne – Sergeant, Crisis Management Unit at the San Jose Police Department**

Vanessa Payne is a 27 year police veteran and Sergeant with the San Jose Police Department. Her assignments have included working as a Detective in the Sexual Assault Investigations Unit, Family Violence Unit as part of the Threat Management Team and Domestic Violence Team, Internal Affairs Unit, and School Liaison Unit. Currently she is the Program Manager of the Crisis Management Unit where she provides Mental Health Training to personnel, manages the Peer Support Team, coordinates Critical Incident Stress Debriefings, and provides other resources for employees in need

#### **Sam Sinyangwe – Campaign Zero/ Mapping Police Violence/ Use of Force Project**

Samuel Sinyangwe is a Data Scientist and Policy Analyst who co-founded [Mapping Police Violence](#) to collect comprehensive data on police violence and [Campaign Zero](#) to advocate for local, state, and federal policy solutions to end police violence. Samuel has been featured on MSNBC, CNN, BBC, LA Times, the Forbes 30 under 30 and The Root 100. Previously, Samuel worked at PolicyLink to support federally-funded Promise Neighborhoods communities to build cradle-to-career systems of support for low-income families. He grew up in Orlando, FL and graduated from Stanford University in 2012, where he studied how race and racism impact the U.S. political system.

**Chief Jim Bueermann (Ret.) – *President, Police Foundation*** (joining by video conference)

Jim Bueermann is the president of the Police Foundation, a national, nonpartisan, nonprofit organization dedicated to supporting innovation and improvement in policing through its research, technical assistance, training, professional services, and communication programs. As president, Bueermann directs all foundation operations and is a voting member of the board of directors. Jim Bueermann worked for the Redlands Police Department for 33 years, serving in every unit within the department. He was appointed chief of police and director of Housing, Recreation and Senior Services in 1998. He retired in June 2011. As chief, he developed a holistic approach to community policing and problem solving that consolidated housing and recreation services into the police department and was based on risk and protective factor research into adolescent problem prevention. This strategy was recognized as one of the country's 25 most innovative programs in the 2000 Innovations in American Government program sponsored by Harvard's Kennedy School.

Jim was the first police chief to be inducted as an honorary fellow in the Academy of Experimental Criminology and into the halls of fame at George Mason University's Center for Evidence Based Crime Policy and the School of Behavioral Science at California State University, San Bernardino. He is on policing advisory boards at Cambridge University, George Mason University, John Jay College, and the Council for State Governments and works extensively in the field of evidence-based policing, innovative technologies, and prisoner reentry. Prior to coming to the Police Foundation, he was an executive fellow with the US Department of Justice's National Institute of Justice and a senior fellow at George Mason University. He is a graduate of California State University, San Bernardino, the University of Redlands, the FBI National Academy, and the California Command College.

## **EXPERT PANEL: ACCOUNTABILITY AND THE RIGHTS OF IMPACTED FAMILIES**

*Moderated by RIPA Board Member Sahar Durali*

### Speakers

#### **Joyce M. Hicks – *Former Executive Director of the Office of the San Francisco Office of Citizen Complaints***

Joyce M. Hicks is an attorney, public administrator and civilian oversight of law enforcement professional who retired in 2017 from her position as Executive Director of the San Francisco Department of Police Accountability (DPA), formerly named the San Francisco Office of Citizen Complaints (OCC). In 2007, Mayor Gavin Newsom appointed Ms. Hicks to lead the OCC. The OCC was created by a voter adopted San Francisco City Charter amendment in 1982. The OCC's mission was to conduct fair and impartial investigations of civilian complaints of police misconduct or of failure to perform a duty by members of the San Francisco Police Department (SFPD). The charter also charged the OCC with making recommendations to the SFPD on its policies and practices. By an overwhelming vote of the electorate, the OCC was renamed the DPA in 2016 and given the additional power to audit the SFPD. The DPA uses a voluntary mediation program to resolve some of its complaints. The DPA's staff consists of civilians who have never been police officers in San Francisco.

Ms. Hicks was the Executive Director of the City of Oakland Citizens' Police Review Board from 2003 to 2007 (CPRB).

Ms. Hicks began her legal career in the Oakland City Attorney's Office in 1977 where she served as one of two Chief Assistant City Attorneys for thirteen years, from 1987 to 2000.

Ms. Hicks obtained her Juris Doctorate from the University of California Berkeley Law School, Boalt Hall, and her BA in Government from Pomona College, Claremont, California.

Ms. Hicks currently serves as an advisor to Raheem AI, a nonprofit chatbot startup. She is a past member of the NACOLE board of directors and the California Alumni Association. For nine years through June 30, 2015, she served on the board of directors of the University of California's International House of Berkeley and also served as its Vice Chair. She has also served as President of the Lawrence Hall of Science Advisory Council where she was a board member for 13 years.

Ms. Hicks' presentations include:

- *Bad Cop – Good Cop: Police Civil Liability and Misconduct – Municipal Law Institute League of California Cities and Chapman University School of Law – February 2015*
- *Mediating Complaints – National Association for Civilian Oversight of Law Enforcement Conference – September 2011*

- Citizen Complaints and Officer Dissatisfaction: Better Resolution Through Mediation National Association for Civilian Oversight of Law Enforcement Conference – October 2009
- Shifting the Balance: Copley Press and the Challenge to Transparency – National Association for Civilian Oversight of Law Enforcement Conference – September 2007
- Establishing Professional Standards for Oversight Professionals – National Association for Civilian Oversight of Law Enforcement Conference – September 2006
- Preparing Civilian Police Review Boards for the Challenges of the Twenty-first Century – National Association for Civilian Oversight of Law Enforcement Annual Conference – October 2004
- Providing Exceptional Customer Service—National Forum for Black Public Administrators Annual Conference – April 2003

### **Chief Allwyn Brown – *Richmond Police Department***

Allwyn Brown serves as the 16th Chief of Police for the Richmond Police Department in its 109 year history. Chief Brown has been a sworn member of the Department since 1984. He started off as a patrol officer, and over the decades worked various specialized disciplines across the agency, while also rising through the ranks to eventually lead the organization. He served as Deputy Police Chief between 2010 and 2015, Assistant Police Chief July 2015, and then Interim Chief of Police beginning January 2016. Chief Brown was appointed to be Richmond’s permanent Chief of Police on March 22, 2016, and the first internal selection in 23 years. Chief Brown’s career also includes promotions to the rank of sergeant in 1994, and to captain in 2008, skipping the rank of lieutenant.

Chief Brown attended POST’s Supervisory Leadership Institute – Class 86, and he is also a graduate of the PERF – Police Executive Research Forum, Senior Management Institute for Police (SMIP). Chief Brown holds a Master’s Degree in HR Management and an undergraduate degree in Business/HR Management. Chief Brown serves on the Board of Directors of the California Police Chiefs Association, is a member of the National Organization of Black Law Enforcement Executives (NOBLE), and he also serves on the Firearms Committee of the IACP – International Association of Chiefs of Police. Chief Brown has also worked with the US Department of Justice Civil Rights Division on “pattern or practice” investigations at different police agencies in other states.

### **Christy E. Lopez – *Distinguished Visiting Professor, Georgetown Law*** (joining by video conference)

Christy Lopez joined the faculty as a Distinguished Visitor from Practice in 2017. From 2010 to 2017, Professor Lopez served as a Deputy Chief in the Special Litigation Section of the Civil Rights Division at the U.S. Department of Justice. Professor Lopez led the Division's group conducting pattern-or-practice investigations of police departments and other law enforcement agencies, including litigating and negotiating settlement agreements to resolve investigative findings. Professor Lopez also helped coordinate the Department's broader efforts to ensure constitutional policing. Professor Lopez directly led the team that investigated the Ferguson Police Department and was a primary drafter of the Ferguson Report and negotiator of the Ferguson consent decree.

**Roxanna Altholz – *Assistant Clinical Professor of Law; Associate Director, International Human Rights Law Clinic at U.C. Berkeley School of Law***

Roxanna Altholz is an international human rights lawyer and scholar with extensive experience in international and national fora. Altholz has won several ground-breaking judgments from the Inter-American Court of Human Rights, provided expert testimony before UN human rights groups, and initiated legal actions on behalf of victims of drug trafficking in U.S. federal courts. She has also developed advocacy and research initiatives to address human rights violations suffered by immigrant communities in California’s Central Valley, to understand accountability mechanisms for private companies receiving international financing, and to improve the effectiveness of the Inter-American human rights system. Prior to teaching at Berkeley, Altholz served as a legal advisor for the United Nations Mission in Kosovo (1999-2000) and a staff attorney at the Center for Justice and International Law (CEJIL) in Washington, D.C. (2000-2005). At CEJIL, Altholz handled a docket comprised of approximately 40 cases involving massacres, extrajudicial killings, torture, disappearances and discrimination in Colombia, Guatemala, Dominican Republic, and Ecuador before the Inter-American human rights system.

Altholz’s most recent publications include: “Dam Violence: The Plan that Killed Berta Cáceres” (2017); “Accountability & International Financial Institutions: Community Perspectives on the World Bank’s Office of the Compliance Advisor Ombudsman” (2017); “Elusive Justice: Legal Redress for Killings by U.S. Border Agents” in Berkeley Law’s La Raza Law Journal (2017); “Chronicle of A Death Foretold: The Future of U.S. Human Rights Litigation Post-Kiobel,” in the California Law Review (2014). She is the recipient of the 2013 UC Berkeley Law Young Alumni Award and the 2013 UC Berkeley’s Foundation for Change Thomas I. Yamashita Prize.