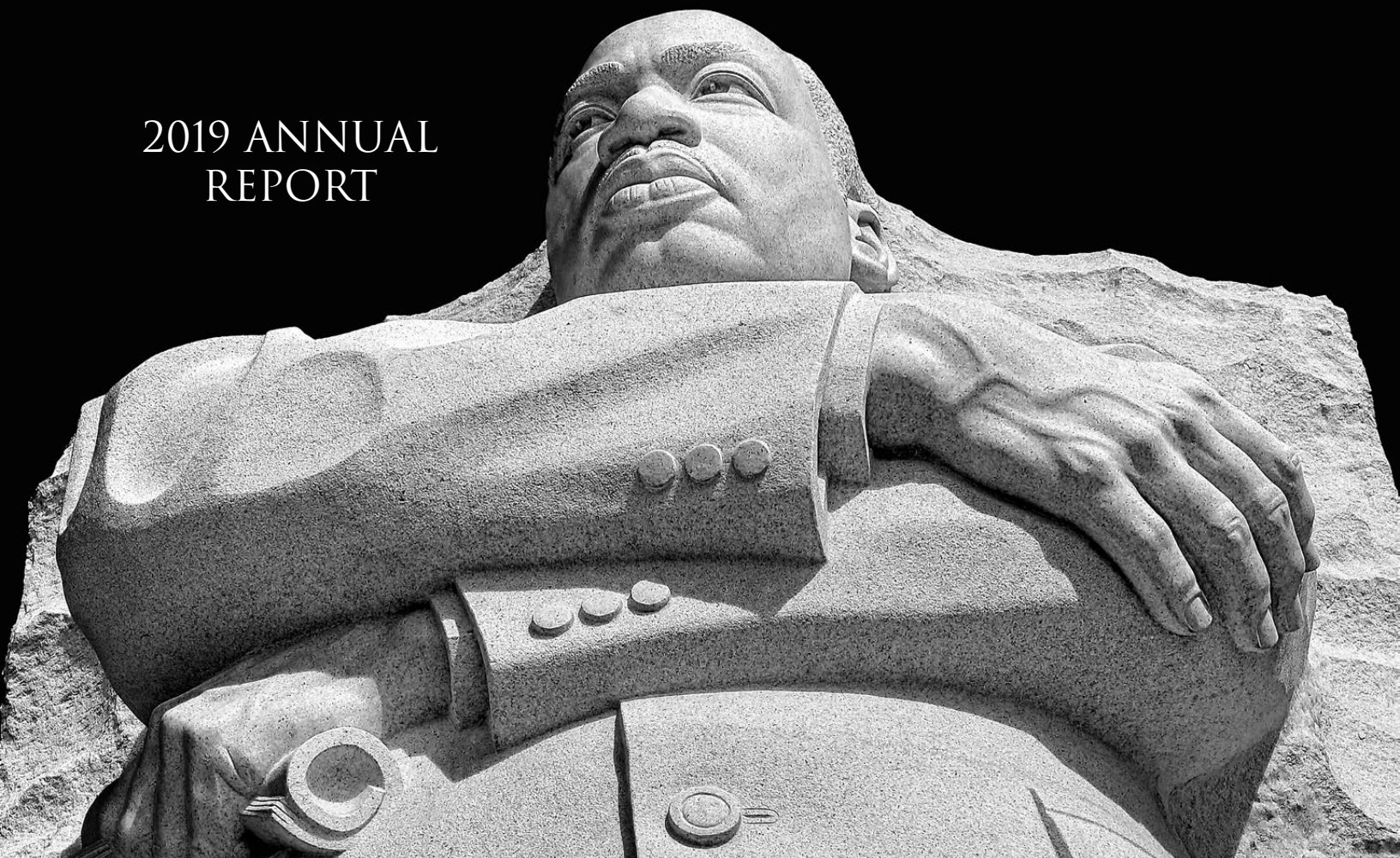


HUMAN & CIVIL RIGHTS COMMITTEE

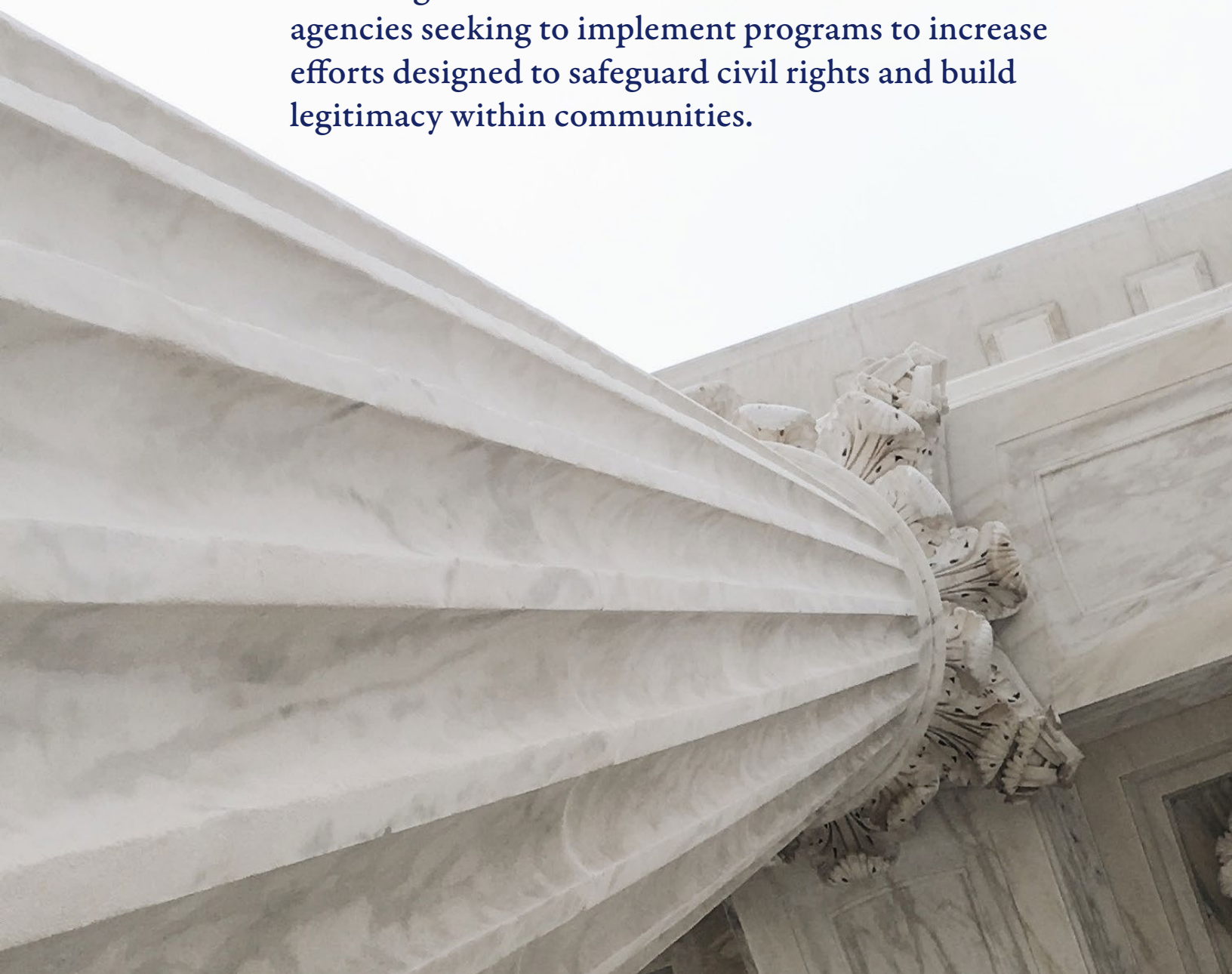
2019 ANNUAL
REPORT



THE COMMITTEE...

shall study, consider and evaluate programs, policies, and initiatives that will enhance law enforcement's role in strengthening and protecting the civil rights of all people.

The committee will work to set professional standards and best practices for civil rights policy and develop a clearing house of information for law enforcement agencies seeking to implement programs to increase efforts designed to safeguard civil rights and build legitimacy within communities.





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MESSAGE FROM THE CHAIR



I am so honored to be Chair of the IACP's Human and Civil Rights Committee. This committee focuses on such an important topic for law enforcement.

As law enforcement officers, we are the guardians of civil and human rights. It is up to each of us to ensure the safety of the citizens we serve. It is well-established that diversity adds value. We, as law enforcement, need to help create cultures where there are no real or perceived barriers that prevent any members of our community from coming forward for our assistance.

The work of our committee and our sub-committees, Education & Engagement, Hate Crimes, Explorers, Constitutional Policing & Best Practices, and Awards, is out in front making a difference on human and civil rights issues. You have made a difference through your dedication, ideas, and professionalism. I've heard nothing but positive feedback regarding the excellent work we are producing, particularly in response to our committee's various presentations at the IACP conference.

I would like to thank IACP Past President Paul M. Cell for his leadership. His support makes it possible for the Human and Civil Rights Committee to be an effective voice for our membership, our agencies and the communities we are sworn to protect. This has been a productive year which I believe you will note reviewing our 2019 annual report. Thank you.

Carmen Best, Chief of Police
Seattle (WA) Police Department
Chair, The IACP Human & Civil Rights Committee

SUBCOMMITTEE CHAIRS

EDUCATION & ENGAGEMENT



Marcia Thompson
*Vice President, Law
Enforcement Consulting-
Hillard Heintze*

HATE CRIMES



Cynthia Deitle
*Director of Programs
& Operations
Matthew Shepard Foundation*

CONSTITUTIONAL POLICING & BEST PRACTICES



Ronald Sellon
*Chief of Police,
Mansfield (MA)
Police Department*

EXPLORERS



Adrian Diaz
*Deputy Chief,
Seattle (WA)
Police Department*

AWARDS



Janet Crumley
*Captain,
Carter County (TN)
Sheriff's Office*

TIMELINE OF PROGRESS



*August 2019 -
Knoxville, TN*

Cynthia Deitle was interviewed on WVLT as an expert on “Preventing Future Violence.”

● **January 2019**

Washington, DC

Cynthia M. Deitle participated at the Jewish Council for Public Affairs Annual Conference “When Hate Goes Mainstream” panel discussion.

● **March 2019**

Seattle, WA

Chief Carmen Best SPD authored article on Hate Crimes published in “Police Chief” Magazine.

● **March 2019**

Raleigh, NC

Chief Cassandra Deck-Brown was a featured speaker at “Standing as One: Healing After Christchurch” service at the Islamic Association of Raleigh.

● **March 2019**

San Antonio, TX

Cynthia M. Deitle helped organize a Hate Crimes Conference sponsored by the Matthew Shepard Foundation and the Lawyers’ Committee for Civil Rights Under Law. This was the first of four total, held later in the year in Durham, NH, Brattleboro, VT, and Tampa, FL.

TIMELINE OF PROGRESS

April 2019

Philadelphia, PA

Cynthia M. Deitle participated in a panel discussion on “The Impact of Stigma and Discrimination Against LGBT+ Community.” Drexel University Thomas R. Kline School of Law.

April 2019

Galway, Ireland

Oonagh McPhilips and the Government of Ireland supported a major conference on Policing, Human Rights and Communities organized by the School of Law and the Irish Centre for Human Rights at the National University of Ireland, Galway.

April 2019

Seattle, WA

Chief Carmen Best and **Deputy Chief Adrian Diaz** participated in the Youth and Law Forum - a one-day event hosted by Seattle’s oldest African American Church bringing officers and youth together to understand rights and create a dialogue for future trust building.



June 2019 -

Mansfield, MA

The Mansfield Police Department was honored by the Al Noor Academy - a Muslim School in Mansfield - for the support that has been provided to them. This was the result of over five years.

TIMELINE OF PROGRESS



May 2019

Raleigh, NC

The **Raleigh Police Department** partnered with Alliance Behavioral Healthcare to host a series of monthly, 8-hour Mental Health First Aid classes for the public at no cost. The classes provided insight and skills to identify, understand, and respond to signs of mental illness and addiction.

May 2019

Baltimore, MD

President Catherine Sanz

presented on Gender Bias at the Hispanic American Police Command Officer's Association.

May 2019

Seattle, WA

Assistant Chief Adrian Diaz

participated in a Community Conversation regarding the Westside Story theatrical play. The themes of the play are still social issues that affect our current generation including Immigration, Gangs, and Police Youth Relationships.

June 2019

Ontario, Canada

Deputy Chief Ingrid Berkeley-Brown participated in the 19th Annual "Race Against Racism."

TIMELINE OF PROGRESS

July 2019

**Human and Civil Rights
Committee:**

Co-sponsored Victim Services
Committee resolution, *"Encouraging
the Discontinuation of Victim Forms
to Waive Investigations"*

August 2019

**Human and Civil Rights
Committee:**

Co-sponsored Victim Services
Committee resolution, *"The
Importance of Law Enforcement-
Based Victim Services"*

August 2019

**Human and Civil Rights
Committee:**

Co-sponsored Community
Policing resolution, *"Definition and
Significant Value of Community
Policing"*



May 2019 -

Seattle, WA

Seattle Police Department participated in the Immigrant Family Institute. This is an eight-week program for immigrant families and police officers to get to know each other. The institute covers a variety of topics from school advocacy to understanding your rights. There were a total of 85 participants in the program.

TIMELINE OF PROGRESS



December 2018

Israel

The Boston office of the Anti-Defamation League, under the direction of Robert Trestan (middle row 4th from right), hosted their annual Police Leaders Seminar in December 2018.

Executives of local and state law enforcement agencies along with select community leaders from across New England spent 11 days immersed in the history and culture of conflict and peace building while touring Israeli and Palestinian communities. HCRC Member Noel C. March (kneeling 2nd from left) was one of the 15 chiefs and command staff to benefit from this important educational experience.

September 2019

Washington, DC

Deputy Director Gerri Ratliff testified before the House Appropriations Committee, Commerce, Justice and State Subcommittee, at oversight hearing on CRS mission, services, and programs.

September 2019

New Orleans, LA

Marcia K. Thompson co-presented a panel presentation on “*Creating Cultural Shifts in Policing: A Leadership Perspective on Creating Sustainable Change*” at the NOBLE National Conference.

October 2019

The IACP’s Diversity Task Force, including representatives from the **Human and Civil Rights Committee**, presented plans to foster greater diversity and inclusion within the Association.

2019 AWARDS

LEADERSHIP IN HUMAN AND CIVIL RIGHTS

AGENCY: ARLINGTON, TEXAS, POLICE DEPARTMENT

The Arlington Police Department (APD) has enhanced its hate crime reporting protocols and hosted specialized trainings to prosecutors, officers, and civilian investigators to improve their response to hate crimes. The goal of the Arlington Hate Crimes Training was to develop a greater understanding of the need for effective and prompt hate crime enforcement; identify bias indicators in response to hate crimes; strengthen the skills necessary to engage with the victim; enhance the ability to determine what facts are necessary to substantiate the criminal charge; determine how prosecutors and police can work together effectively to obtain a conviction; and accurately report hate crime data. In 2019, an 8-hour mandatory hate crimes course was given to all APD officers focusing on the clarification of a hate crime compared to other crime, reporting changes, and new protocol regarding hate crimes. Due to the policy and protocol changes, community members have a stronger collective voice when reporting egregious incidents that are motivated by hate or biases.



INDIVIDUAL: DETECTIVE JOSEPH MOELLER, GRAPEVINE, TEXAS

In the summer of 2017, an African American family moved into an apartment in Grapevine, Texas. Almost immediately, pervasive harassment began. The family called the Grapevine Police Department after finding a series of nooses hanging a dark-skinned baby doll on their apartment balcony. Detective Joseph Moeller began investigating and after conducting several interviews, identified a potential suspect. Detective Moeller employed a number of investigative techniques and took countless steps to collect evidence for the case. Detective Moeller not only identified and linked the suspect to the crime of harassment, he also contacted the U.S. Federal Bureau of Investigation's Dallas office and shared his investigation. The U.S. Attorney was able to then charge and convict the suspect with interference with housing on top of the harassment state charge.



MEMBERSHIP DIRECTORY



General Counsel
Eric Atstupenas

*Massachusetts Chiefs of Police
Association*



Assistant Director
Katrina Berger

*United States Department of Homeland
Security, ICE*



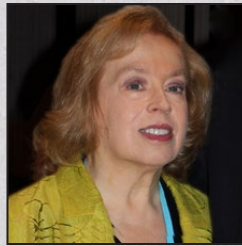
Deputy Chief of Police
Ingrid Berkeley-Brown

Peel Regional Police Service



Chief of Police
Carmen Best

Seattle (WA) Police Department



Captain
Janet Crumley

*Carter County (TN)
Sheriff's Department*



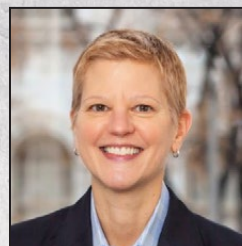
Attorney
Eric Daigle

Daigle Law Group LLC



Chief of Police
Cassandra Deck-Brown

Raleigh (NC) Police Department



**Director of
Programs & Operations**
Cynthia Deitle

Matthew Shepard Foundation



Associate Dean/Professor
Alex Del Carmen

Tarleton State University

MEMBERSHIP DIRECTORY



**Deputy Chief
Adrian Diaz**
Seattle (WA) Police Department



**Chief of Police (Ret.)
Chet Epperson**
Rockford, IL



**Director
Sharee Freeman**
*United States Department of the Interior,
Office of Self-Governance*



**Branch Chief
Alexander Graves**
*Federal Law Enforcement Training
Centers/DHS*



**Chief Executive Officer
Scott Greenwood**
Greenwood & Streicher LLC



**Chief of Police
William Grogan**
*Dunwoody (GA) Police
Department*



**President & CEO
Vanita Gupta**
*The Leadership Conference on Civil &
Human Rights*



**Chief of Police
Jeffrey Hadley**
*Chatham County (GA) Police
Department*



**Chief of Police
Ronnell Higgins**
Yale University Police Department

MEMBERSHIP DIRECTORY



**Chief of Police
Noel March**

University of Maine-Augusta



**Deputy Secretary General
Oonagh McPhillips**

Ireland Department of Justice and Equality



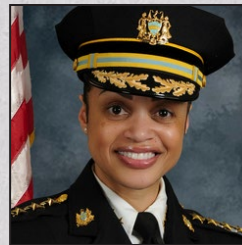
**Director Stop Hate Project
Becky Monroe**

Lawyers' Committee for Civil Rights Under Law



**Deputy Chief of Police
Karl Oakman**

Kansas City (MO) Police Department



**Police Commissioner
Danielle Outlaw**

Philadelphia (PA) Police Department



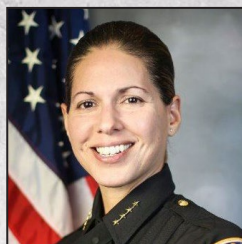
**Assistant Chief of Police
Katherine Perez**

Federal Reserve Board Police



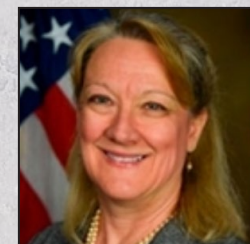
**Captain/Patrol Commander
Michael Pheil**

LaGrange (GA) Police Department



**Chief of Police
Sonia Quiñones**

Hallandale (FL) Police Department



**Deputy Director
Gerri Ratliff**

*United States Department of Justice
Community Relations*

MEMBERSHIP DIRECTORY



**Chief of Police (Ret.)
Charles Reynolds**

Dover, NH



**President
Catherine Sanz**

Women in Federal Law Enforcement



**Chief of Police
Ronald Sellon**

Mansfield (MA) Police Department



**Chief of Police (Ret.)
Richard Smith**

Wakefield (MA) Police Department



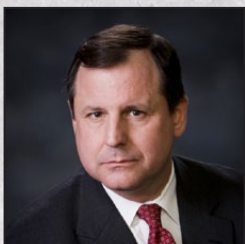
**Vice President, Law Enforcement
Consulting
Marcia Thompson**

Hillard Heintze



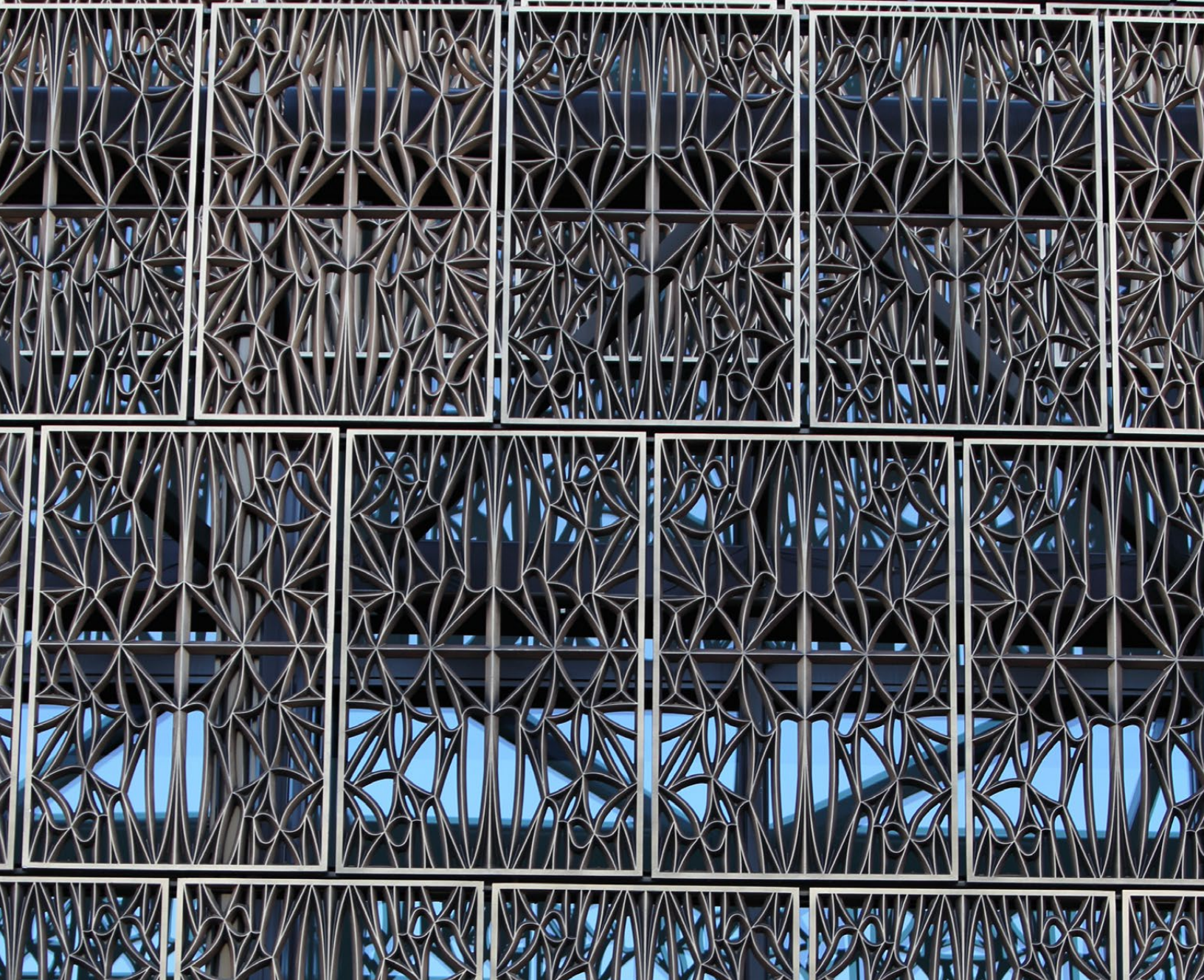
**Director of Investigations
John Torres**

University of California-Oakland



**Criminal Justice Faculty
Michael Webb**

Capella University



IACP

International Association of
Chiefs of Police

