

2021 D.C. CRIMINAL JUSTICE FORUM SERIES

MAY 4, 2021

The Future of Policing in the District

A Roundtable Discussion on Reform

Report by the Council for Court Excellence
on behalf of the Office of the District of Columbia Auditor



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Introduction and Executive Summary

What follows is an edited transcript of a May 4, 2021, forum held by the Council for Court Excellence (CCE) and the Office of the District of Columbia Auditor (ODCA), which focused on recent calls for police reform and the future of policing in the District of Columbia. This forum is the first in a four-part series hosted by ODCA and CCE in 2021 focused on urgent criminal justice topics in the District. Each public forum features experts, significant local stakeholders, and impacted people coming together to address an emerging topic of criminal law or policy that is ripe for change in Washington, D.C. CCE and ODCA designed these discussions to address barriers to effective policy enactment or implementation, to explore why community perceptions and needs are or are not being addressed, and to dig in on viable options to address specific public safety and justice problems.

In this report, we are proud to share the detailed remarks from “*The Future of Policing in the District*,” as each discussant provided thought-provoking commentary, constructive criticisms, and concrete policy proposals. By offering a transcript that reflects the discussants’ own words, this report will allow readers to consider the nuances of each expert’s perspective and their real-time responses to one another’s ideas.

The concept for the May 4 forum was informed by the work of the DC Police Reform Commission (the Commission) and its final report entitled *Decentering Police to Improve Public Safety: A Report of the DC Police Reform Commission* released on April 1, 2021 (the Commission Report).¹ Two of the discussants, Mr. Robert Bobb and Professor Christy Lopez, co-chaired the Commission and drew from their experiences examining the culture of policing in the District and in other jurisdictions. The other discussants, including Kenithia Alston, activist and mother of Marquese Alston; Monica Hopkins, the Executive Director of the ACLU-DC; Chanell Autrey, a government affairs professional with experience working at the D.C. Council; and Patrick Burke, Executive Director of the DC Police Foundation and a retired Assistant Chief with the Metropolitan Police Department, brought their respective expertise to reimagine policing in the District of Columbia in order to recover the relationship between the community and the police, empower youth, provide adequate social and mental health services, and reduce the amount of violent crime in the District.

¹ DC Police Reform Commission, *Decentering Police to Improve Public Safety: A Report of the DC Police Reform Commission* (April 1, 2021), <https://dccouncil.us/police-reform-commission-full-report>.

As is detailed in this report, the expert discussants touched on many areas of reform, both long-term and immediate, that could improve police practices and public safety in D.C., including recommendations made by the Commission in 2021. The discussants agreed with the Commission Report's findings that the Metropolitan Police Department (MPD) suffers from a lack of transparency in its policing practices and fails to take accountability for its mistakes, particularly toward the Black community in D.C. Several specific examples of these problems are detailed by discussants in this report.

In addition to the important step of identifying and naming the problems, the discussants focused predominantly on possible solutions, particularly those which aim to reform policing holistically, rather than reform proposals that begin and end within the criminal justice system. The discussants considered policy and law changes that go far beyond the traditional criminal justice system. Many agreed that in order to reform effectively, leaders need to critically assess what constitutes "public safety" in the District, as public safety is not only an issue of being safe from crime, but also having stable or "safe" community support, educational and growth opportunities, mental health support, and housing. The discussants debated how the D.C. Council could prioritize these issues in future budgets and lawmaking.

The participants also described and weighed alternative models for situations in which a police response is not necessary. For example, the Crisis Assistance Helping Out On The Streets (CAHOOTS) model and the Support Team Assisted Response (STAR) model have both been introduced elsewhere in the country and were discussed as possible approaches to adopt in D.C. Under these models, mental health workers or other first responders respond to emergency calls, rather than the police, who are often ill-equipped to deal with individuals in mental health distress.

Additionally, the discussants addressed the importance of reforming the recruitment and training process at MPD. Several described specific reforms to the current recruitment process that might better ensure that only those who are mentally fit are eligible to become police officers. Additionally, they weighed the importance of hiring residents of the District to be police officers, and whether those who are familiar with and live in this community are more likely to be sensitive to the issues in the District, connect better with its residents, and take personal ownership over their role in keeping the District safe.

In short, this report reflects a thoughtful and detailed discussion of many of the recommendations made in the Commission Report, and the importance of targeted funding, continuous police monitoring, and increased public transparency and accountability. The forum's expert discussants articulated an urgent need for informed, data-driven, and community-oriented police reform, and each shared a variety of practical steps to

support implementation of those goals and their vision of the future of policing in the District.

For further reading on police reform and the issues discussed throughout the forum, please see the [Bibliography](#) section of this report. Biographies of the discussants are also included at the end of this report. Finally, a full video of the conversation can be found at: <https://youtu.be/zUgDK4TWZlY>.

Forum Participants

Moderator

Hon. Kathy Patterson, *D.C. Auditor*

Discussants

Kenithia Alston, *Mother of Marquese Alston/Activist*

Chanell Autrey, *Government Affairs Professional*

Robert Bobb, *Co-Chair, DC Police Reform Commission*

Monica Hopkins, *Executive Director, ACLU-DC*

Professor Christy Lopez, *Co-Chair, DC Police Reform Commission*

Hon. Patrick A. Burke, *Executive Director, DC Police Foundation*

The Future of Policing in the District: A Roundtable Discussion on Reform

The Forum convened virtually via Zoom at 7:00 p.m on May 4, 2021.

Opening Remarks

Auditor Patterson: Good evening, everyone. Welcome to this conversation about the future of policing in the District of Columbia. Thank you to CCE for putting this together. I'm going to be your moderator for tonight. There is a lot of experience and expertise around the virtual table and we are hoping that the audience tonight, as well as the audience of the report that we will publish, will find it informative and see this as forward movement in improving community safety in Washington. We will start by each introducing ourselves by name and by connection to these issues.

I'm Kathy Patterson, the D.C. Auditor. To the point of tonight's conversation, I served on the D.C. Council for 12 years, from 1995 to 2007. I served as Chairman of the Judiciary Committee and led two investigations of police department practices. I was the principal author of legislation in 2000, 2002, and 2004 looking at police reform across a broad set of issues.

Ms. Autrey: Good evening everyone, my name is Chanell Autrey. I'm a native Washingtonian and my connection to this issue is that I used to be a public defender in Baltimore. Then, for almost five years, I worked at the D.C. Council for Kenyan McDuffie on the Judiciary Committee working on the NEAR Act.² So, I have experience in the legislative reform that has taken place in the city.

Mr. Bobb: My name is Robert Bobb. I had the pleasure of serving as the co-chair of the D.C. Police Reform Commission.³ I am also a former city administrator for the District of Columbia, working under the Anthony Williams administration. I've been involved in police issues in municipalities across the United States, having served as city manager in a number of urban jurisdictions.

Ms. Alston: Good evening everyone. My name is Kenithia Alston and I am the proud mother and activist of my late son, Marquese Alston, who was killed by D.C. police on June 12, 2018. I am seeking full transparency and authentic accountability on behalf of Black lives.

Ms. Hopkins: I'm Monica Hopkins. I'm the Executive Director of the American Civil Liberties Union

2 Neighborhood Engagement Achieves Results (NEAR). D.C. Law § 21-125. The NEAR Act was passed by the D.C. Council in 2016 and "seeks to use public health approaches to prevent violence and reduce incarceration." See Safer Stronger DC, NEAR Act, <https://saferstronger.dc.gov/page/near-act-safer-stronger-dc>.

3 References to "the Commission" in this report are to the DC Police Reform Commission, unless indicated otherwise. References to "the Commission Report" are to *Decentering Police to Improve Public Safety: A Report of the DC Police Reform Commission* (2021), unless indicated otherwise.

(ACLU) of the District of Columbia. I have led the ACLU of DC for the past seven years. I think of the ACLU as sort of a three-legged stool. We do public education and outreach through “Know Your Rights” presentations about interactions with the police. We have also been deeply involved with our D.C. Council on legislation around policing. Specifically, we have done work around the NEAR Act, and the comprehensive bill on policing.⁴ And then, of course, our third leg of our stool is litigation. We have been party to litigation against the city and police practices and the lack of implementation of the NEAR Act.

Mr. Burke: Great to be here tonight. I’m Patrick Burke, I’m the Executive Director of the D.C. Police Foundation, which is a small organization, started by Mayor Williams and then police Chief Charles Ramsey, to basically support the police department. The majority of our work is really building trust with the community and working with youth in police programs. I am a 31-year D.C. resident where I live with my wife and four children. I did 27 years with the Metropolitan Police Department (MPD) retiring as an Assistant Chief where I oversaw training and recruiting. Prior to that, I was the Assistant Chief of the Homeland Security Bureau under Chief Lanier. I retired in 2016 to work as the U.S. Marshall for the District of Columbia under President Obama, and then resigned to work at the Police Foundation in 2017.

Prof. Lopez: Hello everyone, it’s great to be here. Thanks so much for having me. I am a teacher at Georgetown Law School, and I also served with Robert Bobb on the Police Reform Commission. I’ve been doing police reform work for a couple of decades now. Before coming to Georgetown in 2017, I was in the Department of Justice Civil Rights Division, investigating police departments and negotiating consent decrees, and trying to implement those consent decrees.

Magic Wand: One Change to D.C. Policy

Auditor Patterson: Let’s start our conversation by asking everybody to answer one question, a simple one, but not an easy one. If you could do one thing fast right now, you have your magic wand and you have 13 Council votes, and you have the Mayor’s support, what is the one thing you would do in policy or practice, to improve public safety in the District?

Ms. Alston: The one thing that I absolutely would like to have would be the full, unedited copy of the body camera footage of the killing of my son, Marquese Alston, so that I could understand what happened during that incident.

Mr. Bobb: The one thing that I would do would be to create an environment within MPD where there is complete transparency of how the police operate, which would be shared without any editing with the community. I think when there is complete transparency, in terms of how the police operate, it makes for a better partnership between the police department and the community that it serves.

Ms. Autrey: If I had to choose, I would probably say more funding for the Department of Behavioral

⁴ See Comprehensive Policing and Justice Reform Amendment Act of 2020, D.C. Act 23-882; Comprehensive Policing and Justice Reform Second Emergency Amendment Act of 2020, D.C. Act 23-336.

Health to implement more crisis intervention and work directly with District providers that have expertise in that area to expand their resources.

Mr. Burke: One of the things I think we could do right away reading through the Commission Report is conduct a legislative review. I noticed that one of the topics was on decriminalizing some lesser offenses, and that is something MPD has looked at for years. Whether it is citation in lieu of arrest or other alternatives to arrest, we've transitioned to scenario-based training where we give officers discretion, or the police department gives officers discretion on arrest, but there are certain things that maybe could be decriminalized that would keep people out of the criminal justice system.

Ms. Alston: I'd like to add to your point in regard to decriminalization. There are several examples of acts such as shoplifting, unlawful entry, or, particularly for homeless individuals, using the restroom outside or entering places where they are typically seeking to keep warm, that should be decriminalized.

Ms. Hopkins: It's such a hard question to answer with just one thing, and it shows how multiple things need to happen at once, and the beauty of the Police Commission Report is that it lays it all out. I agree with what other folks have said; I think one of the things is accountability. So, I would add to Bob's transparency piece and say without accountability, transparency might not be such a great thing, and that's how all of this works together.

Prof. Lopez: I think one of the reasons we're in the mess that we're in is that we don't address the need for reform holistically, so it is really hard to pick *one* thing for that reason. First, I have to go with Ms. Alston's desire for the footage of the killing of her son. MPD is reflexively not transparent, and there is no reason why the mother of someone who has been killed shouldn't have access to the complete video of what happened so she can understand a little bit better. That is the first thing I would do. With a little more time, I would want to look at the data to see which calls are taking up more of MPD's time and then look at implementing either a generalized first responder, like a CAHOOTS⁵ model, or a mental health crisis response. I think implementing something like that would do a couple of things: I think it would reduce a lot of human harm and pain that happens when we get the wrong response – we get a police response when another type of response is warranted. I think it would get buy-in from police officers so they understand that these new models can take care of calls that they don't want to respond to because they know they're not particularly good at it. I think it would allow communities to see that there are ways of getting help that do not require a police officer with a gun and a badge. I think that, after looking at data, implementing a first responder model (whether a mental health-specific or a more generalized response) would be a great place to start.

5 CAHOOTS stands for Crisis Assistance Helping Out On The Streets.

D.C. Police Reform Commission Recommendations

Mental Health and Alternative Response Models

Auditor Patterson: Can you explain what you mean by a broader emergency first responder system?

Prof. Lopez: Sure. I'll note that the call for co-responder response, mental health response, and a generalized first responder model isn't just something that the Commission recommended in its report. It is something that was in the NEAR Act that was passed four years ago, and that is supposed to be here already. If you look online, the website reflects that all of those boxes are checked off, suggesting that all of the NEAR Act has been done; but, in reality it hasn't. This is something the people of the District voted for and something that has been implemented elsewhere and is saving lives. It is taking time back from police and putting it in for people who can better respond to those calls, leaving police to the things that are more suited for police response.

CAHOOTS is a now very famous model out of Eugene, Oregon, a smaller community, but they decided to channel a lot of the 911 calls not to police but to a group of outreach workers, such as people with social work experience and mental health experience. These people would respond to certain 911 calls instead of the police. They are responding to thousands of calls. If they need a police backup, they call for police backup, but they hardly ever do. They are alleviating the need for police to respond to those calls, and they are providing a better response. By all accounts—police and communities alike—it has been a success and has recently been emulated in other places across the country. We absolutely need more of that, alongside the specialized mental health response, if needed for a really intense mental health crisis.

Ms. Alston: I would just like to add in regard to the mental health piece that it is such a critical component for when families are impacted by police that have killed our loved ones here in D.C. For example, when the police came to my home to notify me of Marquese's death, they did not even tell me that Marquese was killed or died or succumbed to his injuries. They just said that Marquese was "involved in an incident yesterday," and they gave me a Google printout of the D.C. [Medical] Examiners' Office and said, call this number and see if your son is here. Now clearly, that identifies a huge need for MPD to collaborate with mental health professionals with regard to notifying individuals that their loved ones have been killed by the police. When I went to view the body camera footage, there was no mental health support available for me, and, in fact, the night before we were due to view the body cam footage, MPD eliminated my ability to have my pastor come with me to view the footage for emotional support. They said I could only bring the three individuals from my legal team with me.

Auditor Patterson: Can I ask Pat to jump in here and say what should have happened? What are the current rules for MPD that clearly weren't followed for Ms. Alston in terms of the notification and the outreach and social support?

Mr. Burke: From a human perspective, just showing compassion in any case—that goes beyond policy. To have someone there, a pastor or mental health staff, even at the time of notification; I am not sure if MPD

has something like that, but it is obviously something to look at. I remember the first time I made a death notification... it was a traffic issue. I was in the Operations Traffic Division, and I had to meet with an aunt and an uncle to ask them to identify two young children and their parents who were killed in a traffic crash. I have to admit, at the time, I had no training for it and was unprepared to deal with it. It was a traumatic situation for me and the people we had to notify. From that perspective, that is something we need to work on. Rule number one is always show compassion; we value human life, and loss of a life is a tragedy regardless of the circumstances.

I do agree on the larger issue of alternate forms of policing, when we think about the criminalization of homelessness, drug use, vagrancy and some of these things that we can take police out of.

Police as Guardians, not Warriors

Auditor Patterson: And how do we get there from here? How do we get to a place where the training and the recruiting is such that police are able to act more like guardians, not warriors?

Mr. Bobb: The Commission went very deep in its findings and recommendations. The individuals who served on the Commission were very passionate about our community and our city, and they understood the advantages and disadvantages to how law enforcement works in the city. The Commission made a conscious choice to hear from both city residents and MPD.

Decades ago, the Surgeon General for the United States recommended that police violence in our community be treated like a public health issue. Now we've come full circle. We are looking not only at the police, but how the police respond to issues within the community and perhaps those areas in which we do not actually need a police response. I would encourage members of our community to dig deep into the recommendations of the Police Reform Commission as well as recommendations that have been made by the ACLU and other community organizations so that we can move forward as a community and make our city safer than it is today.

Ms. Autrey: When we were working on the NEAR Act in 2015, we put cultural competency and anti-bias training into the Act. But we were faced with the amount of money that it would cost to do that additional training on an annual basis, and it just wasn't feasible in the budget. That is one of the things that is very telling and frustrating to me: we have to figure out how to realign budgeting. I like how the report talks specifically about realigning budgeting over the next four fiscal years to figure out how we can do some of these programs. Second, I think we have to be real about how deeply we go into the recruitment process. We need to think strategically: is this person really psychologically capable of being a police officer? Are they going to react trigger-first in a high stress environment? Are they going to use their de-escalation training? Are they amenable to this community, or does it make sense to move the officer to a different jurisdiction until they better adapt? I think we need to think more critically about the recruitment process, lateral transfers of officers, and how they both operate.

Ms. Hopkins: The [Commission] Report talked a lot about recruiting police from the actual communities they are serving. It is hard to understand the community you serve when you don't actually live there.

You see the community as an “us” versus “them” dichotomy. Then, when you pair that with the hyper-militarization of police, and we look at the increase in policing, these communities feel like the police are an “occupying force” that comes into their communities. I don’t think that serves the communities when they do need help. I also don’t think it serves the police. If the police really do think that their function is to help with public safety, they have to be able to rely on community members to turn to them. The militarization is one piece, but also really understanding the communities they serve, not just because they put on a uniform and go to that community. The police need to have gotten to know the community on a deeper level by living in a district.

Ms. Alston: I would like to add a couple of things that MPD needs to do. First and foremost, they need to be more accountable. They need to provide full truth and integrity for the community that they serve. MPD needs to admit their wrongdoings. If you are trying to provide public safety to a community, in order to engage and interact, you first need to deal with the wrongdoings and the dysfunction, split, and divide that has been created between the community and police officers. Instead of MPD taking accountability, it is the community that has to demand accountability through protest and through being on the frontline...that should not have to happen. We should not have to demand truth; it should come to us automatically, especially as family members of those killed by the police.

Ms. Hopkins: I think what Ms. Alston is saying is so interesting. She is saying that accountability has to happen first. If you look at the 2015 21st Century Policing Report from the Obama Administration, that is actually the first pillar.⁶ Police need to recognize how communities have been policed. When, as Ms. Alston said, there is a long history of wrongdoing, we need to acknowledge it and it needs to be upfront. That is the only way to say, “how do we move on from here? Where do we go? And how can we reimagine the world, together, and accomplish the goals we need to accomplish?”

Mr. Burke: I do believe that police, in order to earn and maintain the respect and trust, need to be guardians of the community, and once again, consider themselves members of the community. When I left the Department in 2016, we had about 25% of officers living in the city, and I think that is less than 20% right now. It is tough to live in the city; a lot of the young cops can’t afford it. I’d love to see some incentives, such as income tax abatement or other incentives, but we should think seriously about how we can get cops to live in the city beyond the cadets that we recruit from D.C.

Mr. Bobb: I’m an optimist, particularly with the new leadership at MPD. We have someone who grew up in the city and who came up through the ranks of the Department.⁷ So, I’m optimistic that we will have increased transparency. The community is not shy about advancing those issues about transparency.

⁶ President’s Task Force on 21st Century Policing, *Final Report* (May, 2015), https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf.

⁷ The same day that this panel took place, May 4, 2021, Robert J. Contee, III was officially confirmed as Chief of MPD.

Additionally, with regard to funding, why not create a Police Reform Commission Fund for the next five to ten years (similar to the Housing Production Trust Fund or the Public Arts Fund) that provides funding to implement these recommendations that the Police Reform Commission made. Funds can be given to community-based organizations to keep MPD accountable. What we find is that community-based organizations are on the front lines of public health and safety in the District. They bring a tremendous amount of expertise in terms of how to make our community better. As the Council goes through its budget process, it could create a specific bond with a 10-year funding guideline because that is likely how long it will take to see measurable results. With dedicated funding over a period of time, we will be able to see the implementation of the recommendations and some results.

Auditor Patterson: Well, \$2.3 billion is coming to the District on a three-year timetable from the American Rescue Plan.⁸ Some of that money could be used to beef up our behavioral health infrastructure. That could help us get out of the pandemic and also help with the epidemic of violence in our city. There may be some possible synergy there with the federal money that we are getting. Creating a new infrastructure takes a lot of funding.

The Intersection of Police Reform, Housing & the Education System

Prof. Lopez: A lot of people have been talking about the need for housing in the conversation about the future of policing. I think this really underscores how we've come to over-rely on the police for our public safety needs without recognizing that shelter and housing is a public safety need. We put so many dollars—and so much of our hope—into policing rather than housing. We know that women who are the survivors of domestic violence often return to their abusers because of a lack of housing and that living on the streets is a stressor that can push people living with mental illness to a crisis.

We absolutely need workforce housing so people can live near where they work. But we also need housing for people who have been here for many generations who are having to move out because they can't afford it here anymore. There is a lot of investment that we need in housing that is a public safety need fundamentally. We need to start recognizing that connection as it is a better way to stop violence and keep us safe than any police tactic.

Ms. Hopkins: I think what Professor Lopez said is super important and underscores the need to look at this holistically. It's good for us all to step back and say broadly, "what does public safety mean to me?" That is the best starting place. And for me, it means that being able to know that I am safe in my home, to be able to cross my street. We need to be asking: "what is at the root of this? How do we build a full infrastructure where people can feel and know they are safe with housing, and resources, and community and a network of support?" Often when we feel threatened, our knee-jerk response is to do anything to feel safe immediately, and that often means calling the police. That's the easiest thing, rather than saying we need to advocate with the District Department of Transportation (DDOT) and put more funding and DDOT

⁸ The American Rescue Plan Act of 2021 is a \$1.9 trillion economic stimulus bill passed by Congress and signed by President Biden on March 11, 2021. H.R. 1319.

for traffic-calming measures, so people can actually cross the street, commune with their neighbors, check in on each other, and things like that. So, I think all of those things are tied, as Professor Lopez said, to public safety and what it means for public safety. Public safety is not the police.

Mr. Burke: That's why I think the police department would feel great to have social service agencies and these other safety nets in place so that police don't have to be the responders to everything. One big thing I took from the Commission Report is that everything comes back to training. As the police have evolved, we've implemented crisis intervention officers to train police officers to deal with mental health issues. If we could have support systems in place that would preempt a police response or some kind of evidence-based solution for other responders who are equipped with mental health training to handle those situations, I think that would be ideal.

Ms. Autrey: I think it is important to talk about the long-term care planning because that was also mentioned in the [Commission] Report. Crisis intervention is needed, but when someone has a mental health issue, it doesn't just go away after that initial crisis. There may be long-term care and long-term treatment plans that are needed to assist the individual in living a healthy and productive life. So, we have to think about more permanent supportive housing, crisis beds, and other ways in which we can be supportive of people who are struggling even with co-occurring disorders. This is a great time to be talking about mental health because it is the beginning of Mental Health Awareness Month. What better way to talk about that than by examining the intersection of mental health care and policing?

Auditor Patterson: Do you have a sense of the capabilities of our current behavioral health structure and mental health professions? What is the status of their readiness to take on new roles and fill some roles traditionally filled by police?

Ms. Autrey: I would say—and of course we have the experts here who actually authored and co-chaired the committee—but I found it fascinating to read that at one point there were only 16 crisis beds available at some facilities. And that's just not enough, right? We don't have enough in place to help people who are in need and who need those services. We need wraparound services.⁹ We need more BIPOC¹⁰ providers who can assist with those intersections of race and mental health when they arise. The [Commission] Report highlighted that we have a lot of work to do.

Mr. Bobb: There is still work to do. What we've done with the Report is identified those areas where there is really a need for a mental health 911 system. We have to sit down intentionally and map out our current services and say, "this is what our future state would look like in terms of services and resources." Then you have to break down the silos and say, "what can we provide this year? What do we need to provide next year?" And develop a roadmap. I am hopeful some of that planning will take place as the D.C. Council discusses the budget.

9 "Wraparound services" refers to a method of delivering mental health care, particularly to children and young adults, in a holistic, comprehensive, and collaborative manner that centers the young person and their family. For more information, consult the [National Wraparound Initiative](#) at Portland State University School of Social Work.

10 "BIPOC" stands for Black and Indigenous People of Color. According to [The BIPOC Project](#), the term is meant "to highlight the unique relationship to whiteness that Indigenous and Black (African American) people have, which shapes the experiences of and relationship to white supremacy for all people of color within a U.S. context."

I would also add that a big issue is removing the footprint of the police from the school system. When you look at the ratio of security officers in schools versus mental health workers, social services providers and counselors, it's not an equal game. I think that occurs because after you have some incidents in school you automatically think: "schools aren't safe, let's put in more police." But then at the end of the day, the school is still not safe. We have heard from our experts and from students themselves that when the police enter the school building in response to any type of student offense, having someone there with a gun only tends to escalate the situation. Community-based programs for police and students can take place off campus, but we need to fund those programs and base them off national standards within our school system. All of that is captured in the [Commission] Report.

Systemic Racism in Policing

Ms. Alston: Anti-Blackness is embedded in official police practices. It was authorized by the Supreme Court and embraced by law enforcement policies. In order for policing to be reformed, again, the city first needs to acknowledge the wrongdoing and accept the initial reasoning. Police were instituted as far back as the 1700s when patrol groups were created to stop runaway slaves. That is how all of this came about, and how it is still occurring today. For example, every study finds that Black people don't commit more traffic offenses than people of any other race, but they are stopped at a disparate level. We have the examples of Daunte Wright, Sandra Bland, Philando Castile, and countless others. In 2021 we are still experiencing the same treatment by MPD: they are stopping and frisking exclusively Black and Brown communities. They are using jump-out tactics in urban and project communities. Again, we have to be truthful and acknowledge that these instances exist, and then dismantle those racist systems.

Auditor Patterson: How does the [Commission] Report discuss the institutional and systemic kinds of issues that Ms. Alston identifies?

Prof. Lopez: I think Ms. Alston said it best when she talked about the anti-Blackness being baked into the system. Everyone wants kids in schools to be safe. But when it is a school filled with middle-class or even poor white kids, and there are issues, we have been programmed to think those white kids will benefit from social support, more playgrounds, more social workers, etc., whereas when it is a school full of Black kids, we have been acculturated to think that they respond to different stimuli and need police presence instead. The approach that we take in this country around providing children resources has evolved very differently for white kids than for Black kids. We have criminalized normal adolescent behavior for Black kids and not for white kids. We have treated Black kids and other kids of color like little criminals. I think we need to recognize the impact that has and be honest with ourselves about why we do that. It is baked into the history of our country; we need to admit that, come to terms with it and come up with a better way of supporting those kids.

That better support starts when people are able to recognize that the style of engagement between kids and the police was done wrong before and should be done a different way going forward. Overall, the [Commission] Report points out that we should be reducing the number of interactions between youth and the police because those interactions have been proven to be criminogenic. Criminogenic means that the more contacts between police and kids, the more likely those kids are to commit crimes in the

future. In other words, when we have low expectations for certain kids, they tend to live *down* to those expectations. It is difficult; we are dealing with some kids that can be rotten, they can be annoying, and sometimes they can be violent, but we have to learn to deal with them as kids whose brains are in the process of developing. Research shows that kids are better off in places where they are allowed to progress through their youth without a criminal record. We can do that if we have faith that they will respond to the same non-police supports that kids everywhere do.

Interactions Between Youth and Police

Ms. Autrey: Even when we are talking about young adult offenders, we have to be mindful of that too. The brain does not stop developing until around the age of 25. A lot of times we are inclined to say that 18-year-olds are adults. Technically, they are legal adults, but their brains are still developing. We have to be mindful of how we treat the 18-25 population.

Prof. Lopez: That is so true, and there's a reason why you can't rent a car until you are 25. Actuaries look at that data and understand that people are not really responsible adults until they are about 25. Yet, we're treating kids in that 18-24 age range as if they are the same as a 25-year-old. We actually wanted to recommend increasing the age of majority in the Commission Report to 21. But we ran up against reality and the concerns from advocates and attorneys about their ability to represent people in the juvenile system. So, it is a difficult question, but we need to have our decisions on this driven by science and facts rather than arbitrary traditional notions.

Mr. Burke: Police shouldn't be brought into discipline issues in schools. That should be handled internally by the support systems that, based on science, are better equipped to handle those situations. Once again, in school situations, the police are called upon to deal with things that they may not necessarily be trained to deal with, particularly for adolescents.

Prof. Lopez: Definitely. On the redefining adolescence up to 21 proposal, we had some pushback from the community. We have to think about how we present that to the public in a persuasive way and it starts with outreach. The more that people understand it, the more that they will see that it is not scary or strange; it is a way the world can work better and be safer. But it is not a change that will happen overnight, it is going to take time. I understand and respect when people are taken aback by the idea because it goes against the established social norm that 18-year-olds are adults. At the same time, we all have a responsibility to learn and to be open to these ideas because people are being hurt and young people's lives are not being lived as fully or as well as they could be. This is all about innovation, and we should try something humane and supported by science and see how it works. This is what other countries are doing and we can do the same thing here in D.C.

Mr. Burke: As we have those conversations, however, we have to make sure victims are heard as well. We all want to support youth in that young adult age group. But there are some violent homicides and reprehensible criminal acts taking place in D.C., and people are hurting. We need to hold people accountable at some stage as well. When it comes to egregious violations, sometimes we have to keep the most dangerous people off the street, those recidivist violators who have a propensity for violence.

Ms. Hopkins: I think we tend to think too much in a dichotomy of worst-case scenarios, you either have to be victimized or you are the offender. In a lot of these communities, it is not that simple. A lot of people who are the victims of crimes are treated by the police as if they participated in a way that created their own victimhood. It is a really complicated situation and all of us need a little bit of humility. Maybe we don't have all the answers in the policing context or in the context of the entire pipeline of the criminal justice system, but we have to be willing to learn more. When Councilmember Allen held the hearing on policing in Deanwood, people were testifying about jump-outs or about gun recovery units. Older members of the community—people in their 70s—were saying that they'd been dealing with the "jump-out boys" since the 1960s. We've been doing the same thing under different names over time. I think it was Einstein who said that the definition of insanity is doing the same things over and over again but expecting different results. It's time to learn, and we need to be comfortable with complicating the notion of "victim versus offender," because it's a lot more nuanced than that.

Looking Ahead & New MPD Leadership

Mr. Bobb: We have to hear the powerful voices in our community, such as Ms. Alston, who have personal experiences and recommendations on how we can protect the community better. And then we need to hear from the police as well, because they have to be at our table. And as Professor Lopez noted, we can't expect all of our recommendations to be embraced overnight, but we were intentional in that we wanted the [Commission] Report to be evidence-based. When we made our recommendations, we gave a roadmap so that people could not only learn from what we are proposing, but from what others have proposed as well. We're not going to make improvements by marching in our own silos; we need to move the community forward together.

Ms. Alston: From my personal experience, I know that the immediate steps that can be taken to increase ethical policing would be full, true accountability for the harm and the repetitive trauma MPD has caused our community. That accountability requires dismantling the corruption that heavily lies within MPD. My experience has been that, oftentimes, MPD officers are very arrogant and un-empathetic. For example, within the past week, I have attended two balloon releases to support the family members of young men that were killed by MPD. And the police showed up. How insensitive. When we go to these events, we are then re-traumatized and triggered by their presence.

Another example is my ongoing advocacy for legislation regarding body camera footage. When Marquese was killed by MPD in June 2018, of course my first instinct was to confirm the allegations that Chief Newsham made against my son. I wanted the facts [behind those allegations], so I was told to request the body cam footage. I requested it but heard nothing; so then I was forced to get legal assistance, which I did. The first response that D.C. gave when we requested the body cam footage was that Marquese *himself* needed to request it.

The second response we got was that it was “still under investigation.” This was 18 months after the incident. Then they said I needed to file a FOIA request. We filed one, but they denied that FOIA request the first time I tried. This was all within a two-year time frame, and I was still advocating. I went to D.C. Council meetings to advocate for the body cam legislation to be amended. When I met with Councilmember Charles Allen, they told me that the legislation at the time didn't say that I [, as the parent of an adult child,] could *not* see the footage, but the legislation also didn't say that I *could* see the footage. They said this was a “gray area.”

So that's when I began to advocate even more. Then the emergency legislation came about that allowed parents of adult children to view body cam footage. But even after that legislation, I still could not see it. I met with the Attorney General for D.C., Karl Racine, and asked him to *please* request that the mayor release the body cam footage. He told me he couldn't guarantee anything, but that he would ask. Finally, the mayor told me she would release the footage, but only to me and the three individuals that I brought. I was still advocating, protesting on the front lines, and grieving [my son]—all at the same time.

Then, in May 2020, the legislation was amended so that the camera footage would be released within 72 hours and all officers' names would be released. But I have not received all of the officers' names. I have not gotten an unedited version of the body cam footage. I do not even know how the interaction between Marqueeese and MPD started. So, the legislation that I advocated for is in place, yet I still do not have the footage. Who holds the city accountable for that? They are damn sure not following or abiding by their own legislation.

So, I go to all the meetings and the hearings, we advocate for these amendments, we create this legislation, but the city still is not following it. So, what do we do from here? Please tell me, because I still do not know why police approached my son. I don't know, and that is hurtful. Think about that: your child [was killed], and you still don't know [why or how]. You only know the words that came out of the Chief's mouth after the fact saying, "allegedly, this is what your child did." You would want to know what actually happened to your child.

Auditor Patterson: I can put on my former Councilmember hat and say that is on us. Councilmembers, elected officials, should be held accountable. If I am an elected official in the District of Columbia and I am not doing my job the community should absolutely put pressure on elected officials to remain accountable.

Ms. Autrey: It breaks my heart to hear your pain, Ms. Alston. One of the things that is so tough about the legislative reform process is that it codified a standard at a particular time. So, we can see the history of what happens with written laws, but there has to be effective and transparent implementation, otherwise you don't get the result. It's very frustrating when implementation is not happening because then community members and organizations have to take it upon themselves to go forward in lawsuits and try to hold elected officials to task. There is no reason why Ms. Alston still doesn't have what she needs years later.

Ms. Hopkins: Ms. Alston, when I hear you talk, I can feel the pain you hold and I want to acknowledge that. You are here as one mother, and we should lift you up along with the other mothers who have been wronged in the same way. You are part of a club that nobody wants to be a part of. Those mothers have a strength that we as a society, our legislators and our law enforcement should not ask them to bear. We should not be asking them to fight at a time when they should be given space to grieve. I share in the frustration when I see folks turn out at Council meetings en masse to share their pain. We've seen public hearings where people have testified for hours about things like Chief Newsham's confirmation, police accountability, and the implementation of the NEAR Act. Yet we have a law enforcement agency who does not follow the law. The people in charge are leadership role models and should be held accountable.

Folks in the community are tired of not being heard, and some are approaching this reform with a lot of hopelessness. But what I see is that we can go into it with hope because there is a roadmap of things that need to be discussed and ways to come together. We owe it to mothers like Ms. Alston to do better. And we have to be just as outraged whether it was our own child or someone else's killed by police.

Auditor Patterson: As you may know, the new MPD Chief Contee was confirmed today. In response to the Police Reform [Commission] Report, he has said that MPD will release an Internal Affairs Report. But there are some accountability challenges to overcome to make sure that happens. We should be paying attention to that.

Mr. Burke: I am elated, personally, to see Chief Contee confirmed unanimously by the D.C. Council. I think that shows the overwhelming support for him. I think it is important for the police department to have a seat at the table, listen to these ideas, and talk them through with professionals as to how we can use evidence-based solutions and get these new ideas implemented. I testified to this at Chief Contee's hearing, but I've worked with him throughout his career and he really has his heart and mind in the right place to lead our city forward. But once again, we need to do better.

Ms. Alston: Robert Contee, a native Black Washingtonian, has been appointed Chief of MPD. I am skeptical and wary, but hopeful that Chief Contee's appointment will bring me closer to Marqueeese's truth. I am skeptical because of Chief Contee's long tenure with MPD and his ineffectiveness to keep Black D.C. residents safe. I'm wary because MPD has continued to avoid answering questions about what happened on that dreadful day. But I am hopeful because I have to be. To live otherwise would be an abandonment to my son.

Auditor Patterson: It is hard to bring hope here tonight, but I think we wouldn't be here if we didn't have some degree of hope. So, let's come back to accountability. How can we ensure that once something is enacted, such as the NEAR Act, that it works effectively the way it was intended to?

Ms. Hopkins: That's the function of oversight. That is the role of the Council, when legislation is put in place and things are required on an annual basis, that the Council holds those agencies—whether it's the police, schools, DDOT, or others—accountable. It is interesting to see what we will accept from one agency and absolutely not accept from another. We have to acknowledge that there is a disparate power dynamic between the police and other agencies because we as a society equate public safety with the police. Regardless, we need to look to our Councilmembers to keep our agencies accountable. When that doesn't happen, and agencies such as the police do not comply, it erodes the public trust in other agencies and in the legislative process itself.

Mr. Bobb: There's two sides to that question. You have the Council to implement the legislation and the administrators to keep agencies accountable. Then of course there is the fear of going to a performance hearing. You need to be able to show the Council there that you have taken full charge of the legislation they adopted and moved it or implemented it and identified areas for future growth or amendment.

It's not a perfect world. When a legislation is implemented, it becomes law, and there's pride in that. Even if you disagreed with the legislation, you need to implement the legislation regardless. This is how we hold ourselves accountable. There will always be disagreement between the legislator and the executive.

Additionally, you can't implement legislation without funding. So, even when the Council passes legislation, it still needs to be funded, or else you cannot expect for it to be fully implemented.

Final Thoughts and Recommendations

Auditor Patterson: The Office of the D.C. Auditor is in the midst of doing a project on the NEAR Act to analyze the intent and what has been implemented. So, what critical issues have we not touched on?

Ms. Autrey: One thing I'd like us to be mindful about and talk about is how we care for citizens returning home from incarceration and make sure that they have the appropriate social safety net. That conversation is sometimes difficult, but we need to make sure that we are providing adequate support and care and opportunities to relearn what it is like to be a productive citizen once you leave incarceration.

Prof. Lopez: I'd like to go back to what Assistant Chief Burke said earlier. While I appreciate Monica's point that it is not this binary "victims vs. perpetrators" world that we live in, we live in a world with people who are scared and are trying to be safe. I think what Assistant Chief Burke was saying is that while we need to be innovative and think of new things, a lot of these communities don't want to be experimented on; they want to be safe. We've seen over the years, police officers who are callous and rude and un-empathetic, but we've also seen police officers who are deeply touched by their work and pained when they have to go to the scene of a homicide. So, I just want people to be clear on what the Police Reform Commission did, we had victims who had been killed by the police, and victims who had been killed by other people, members of the public. We listened to all of those voices. To that end, we made proposals that really are meant to reflect the fact that violent crime is going up in the District and we can obviously be doing a better job with that. What we are doing now is not working the way we need it to. Within that, we looked at some of the data within the neighborhoods that had violence reduction workers and outreach workers. While this data is really new, these neighborhoods had lower rates of violence, especially homicides. That is what the evidence promotes. Community intervenors, people who have been victims, people who understand the neighborhood and the needs of people in the neighborhoods. They can empower the neighborhoods and do a better job than police.

I also want to highlight the other thing that people talked about a lot at the Commission, and that is domestic violence. If you take the police out, who is going to respond to those calls? We worked very closely with the D.C. Coalition Against Domestic Violence. They didn't agree with everything we said, but they agreed with us on the fact that we need to provide more funding so that there are domestic violence responders who are not police. So that individuals, mostly women, have another option that is not a criminal legal route. Some women just want a route to keep them safe. To that end, we talked about the need for housing for those women. I would encourage people to look at their response and to really understand that we were listening to the voices of people living throughout D.C., including areas impacted heavily by violence. We were trying to come up with solutions to service their needs, without being reflexive or sloganistic about it. We were trying to address the needs that are out there and do better by these communities.

Mr. Burke: The two main topics I picked up in the [Commission] Report were really funding and training being critical in so many places. My big push is to have the systems in place, the funding in place first,

before the police are taken out of it. You obviously have to get the funding and programs in place first. The [Commission] Report also mentions mental health for police officers too, and I think that is really important because of the trauma that police officers experience. We have to take care of our police officers because when they are struggling with stress, anxiety, alcoholism or other mental health issues they are not going to have good interactions with the public. I think the new Chief is prioritizing that.

Mr. Bobb: I think one of the most important things is more transparency within the police department. We were proposing a Deputy Auditor within the police department to audit itself. We were proposing more audit functions within the Office of the [D.C.] Auditor to play a deeper role in transparency. We have to ensure that getting back to a point of transparency with police officers and the department itself. We have made a proposal with respect to qualified immunity in the [Commission] Report. One of our other recommendations is that the officers' personnel records should be made available and visible to the public. These are issues that we felt should be brought to the table for discussion with the community even if they raise the ire of law enforcement.

We drew from recommendations from many communities and brought those ideas back to the Commission. We haven't discussed it in this panel, but the [Commission] Report brings up the issue of sex trafficking in our community. It is going to take a concerted effort on part of the entire community to unpack the [Commission] Report and also to analyze what they like and don't like about the current system. The [Commission] Report was not an attack on the police department; it was intentional with how to use evidence to reform the police department and calling attention to the challenges that we have seen. The ACLU should not have to file a lawsuit against our police department to get certain information. Those are the things I am pretty excited about bringing people together on this. Finally, I just want to thank all of the members of the Commission who did a tremendous amount of work and embraced the work that was being done by others in the community as well.

Auditor Patterson: And the community thanks the Commission for the prodigious work done on this. I recommend people read it front to back. Thanks to all of you for your participation and for this conversation tonight.

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Speaker Bios

Kenithia Alston

Kenithia Alston is the proud mother of Marquese Alston and serves as a local activist seeking police reform in DC. Ms. Alston currently serves as a member of the Coalition of Concerned Mothers and advocates to seek accountability for police violence against Black lives. Ms. Alston has presented testimony before the DC Council on police reform generally, as well as transparency in police investigations and trauma-informed responses that prioritize victim's families.

Ms. Alston grew up in Southeast DC and received her bachelor's degree in criminal justice from the University of Maryland (UMD). Ms. Alston is deeply engaged in the DC and MD communities in which she resides and has participated in DC's Youth Leadership Institute, as well as volunteering as an academic mentor at UMD and interning with Court Services and Offender Supervision Agency for the District of Columbia (CSOSA).

Ms. Alston's continued advocacy for police accountability and transparency is in loving memory of her late son, Marquese Alston, who was killed by D.C. Metropolitan Police on June 12, 2018.

Chanell Autrey

Prior to joining her current employer, Chanell Autrey served as Senior Director of Government and Community Affairs for Monumental Sports and Entertainment. In this role, she led and executed the government relations strategy and public policy initiatives for four venues and six sports teams, including the Washington Wizards, Mystics, and Capitals. A dedicated public policy lawyer, Ms. Autrey spent five years at the Council of the District of Columbia, serving in various roles, including as Committee Director for the Committee on Business & Economic Development. In that capacity, she executed the strategic direction of the Committee's 27 agencies and commissions and worked collaboratively with stakeholders to pass legislation on subjects ranging from equitable economic development to environmental justice for communities of color.

A graduate of Pennsylvania State University and George Washington University Law School, Ms. Autrey began her professional career as an Assistant Public Defender in Baltimore and is an active member of the Maryland Bar Association. She currently serves as a Member-at-Large of the National Bar Association, the nation's oldest and largest national network of predominantly African-American attorneys and judges.

Ms. Autrey is a board member of DC Justice Lab, a team of law and policy experts researching, organizing, and advocating for large-scale changes to the District's criminal legal system. She also sits on the board of the Musicianship, a youth development organization that offers a wide range of music education programs, geared towards enriching the lives of students, their families, and the communities in which they live.

Ms. Autrey has been named to the National Black Lawyers Top 40 under 40 and the National Bar Association's Top 40 Under 40. She is a native of D.C. and a proud member of Xi Omega Chapter of Alpha Kappa Alpha Sorority, Inc.

Robert Bobb

Robert C. Bobb leverages more than 40 years of executive management experience in both the private and public sectors. He is the owner, President and CEO of The Robert Bobb Group, LLC (RBG), a multi-faceted private/public sector consulting firm.

Recently, Mr. Bobb served as Emergency Financial Manager of the 87,000-student Detroit Public Schools (DPS) from March 2009 through May 2011. DPS was a school district in crisis due to decades of mismanagement and corruption. He immediately assembled a team of national turnaround experts to address the district's legacy deficit and develop a Master Education Plan for 21st Century Teaching and Learning. In his first year as the Emergency Financial Manager of DPS he was named the Champion for Children by the Michigan Association of School Administrators, a statewide association which represents the superintendents and first-line administrators of Michigan's local and intermediate school districts.

Mr. Bobb is the former City Administrator and Deputy Mayor for Washington, D.C. and served as the District of Columbia's Homeland Security Advisor. He managed a workforce of approximately 20,000 employees and an annual budget of \$8 billion dollars. In November 2006 he was elected city-wide as the President of the Washington, D.C. Board of Education and served on the Washington, DC State Board of Education. Mr. Bobb also serves as a member of the Board of Directors for the Washington, DC Chamber of Commerce as well as the Chairman of the Board for the DC Children's Youth Investment Trust Corporation. Prior to this, he served as the City Manager of Oakland, California, and Executive Director of the Oakland Redevelopment Agency; City Manager of Richmond, Virginia; City Manager of Santa Ana, California; and City Manager of Kalamazoo, Michigan. Mr. Bobb holds the distinction of having served on a continuous basis as the longest tenured African American City Manager/City Administrator in the Nation. He is an expert on the issues facing urban government in the realms of education, economic development, community and neighborhood development, municipal budgeting and finances, contract negotiations, public/private partnerships of sports franchises, libraries and recreation facilities, and public safety.

Mr. Bobb earned a Bachelor of Arts in Political Science from Grambling State University in Grambling, Louisiana and a Master of Science in Business from Western Michigan University in Kalamazoo, Michigan. He also completed the certificate program for Senior Executives in State and Local Governments from Harvard University's John F. Kennedy School of Government, where he served as a member of the Executive Alumni Council. Mr. Bobb finds time in his busy schedule to mentor urban youth and young professionals. Under his direction, several successful outreach programs were designed and administered to foster urban youth in civic responsibility, educational achievement, and competitiveness in the employment market.

Hon. Patrick Burke

The Honorable Patrick A. Burke currently serves as the Executive Director of the DC Police Foundation, after finishing a term as the U.S. Marshal for the District of Columbia and serving 27 years with the D.C. Metropolitan Police Department (MPD).

Mr. Burke was nominated by President Barack Obama on February 4, 2016 and confirmed by the Senate on May 25, 2016 to become the 42nd U.S. Marshal for the District of Columbia. During the President's nomination remarks he praised Mr. Burke's "stellar track record" in public safety. President Obama credited Mr. Burke with helping coordinate security for major events as MPD's principal coordinator and incident commander for a Papal Visit, G-20 Summit, Nuclear Security Summit, and for the 2009 Presidential Inauguration.

Prior to joining the U.S. Marshals Service, Mr. Burke received his undergraduate degree in criminal justice from the State University of New York College at Buffalo, and holds a Certificate in Public Management from the George Washington University, as well as two Master's degrees: one from Johns Hopkins University in management; the other, from the Naval Post Graduate School's Center for Homeland Defense and Security in Executive Homeland Security Studies. Mr. Burke completed intense executive training at the Senior Management Institute for Police. He also is a distinguished graduate of the Federal Bureau of Investigation's National Academy. He has taught at both the graduate and undergraduate level at the George Washington University College of Professional Studies, and at the Graduate level at Georgetown University's School of Continuing Studies in Applied Intelligence.

Mr. Burke received the Center for Homeland Defense and Security's Straub Award for Academic Excellence and Leadership and the National Highway Traffic Safety Administration's Award for Public Service. He received MPD's Achievement Award for Meritorious Service, Lifesaving Medals and the Police Medal. Mr. Burke also is the recipient of the prestigious Morris and Gwendolyn Cafritz Foundation Award for Distinguished D.C. Government Employees for excellence in public leadership. During his tenure with MPD, he served as the agency's first Homeland Security Chief and later served as the Assistant Chief of the Strategic Services Bureau. Mr. Burke lives in Washington, D.C. with his wife and four children, where he serves on several boards and is heavily involved with youth intervention and coaching.

Monica Hopkins

Monica Hopkins is the Executive Director of the ACLU of the District of Columbia (ACLU-DC). She took the helm of the D.C. affiliate of the American Civil Liberties Union in 2014. Prior to joining the ACLU-DC, Ms. Hopkins served as the Executive Director of the ACLU of Idaho from 2008–2014 during which time she oversaw sweeping statewide victories, particularly in the areas of criminal justice reform, LGBTQIA equality, immigrants' rights and upholding the First Amendment. Prior to joining the ACLU, Ms. Hopkins had held several executive and development positions in the nonprofit sector.

Under Ms. Hopkins's leadership, the ACLU-DC has grown its capacity and reach allowing the organization to become a resource for all District residents. As Executive Director, she oversees substantive

programmatic and advocacy efforts to defend and advance the ACLU-DC's work on civil rights and civil liberties for the over 700,000 residents of the District of Columbia.

As the organization's principal spokesperson she helps increase public awareness of the ACLU-DC's work. Ms. Hopkins has been quoted by national radio, television, and print media outlets, including the *Washington Post*, the *New York Times*, the *Atlantic Monthly*, Al-Jazeera, Politico, and NPR.

Ms. Hopkins is a graduate of Boise State University. She is also a 2012–2013 Rockwood Institute LGBT Advocacy Fellow and currently serves on the board of the National Reentry Network for Returning Citizens.

Christy Lopez

Professor Christy E. Lopez joined the faculty of Georgetown University Law Center as a Distinguished Visitor from Practice in 2017, and was made Professor from Practice in 2020. 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. She also led investigations of many other law enforcement agencies, including the Chicago Police Department, the New Orleans Police Department, the Los Angeles Sheriff's Department, the Newark (New Jersey) Police Department, and the Missoula, Montana investigation. The Missoula matter was the Division's first pattern-or-practice investigation to focus on the collective law enforcement response to allegations of sexual assault, and the first to focus on a prosecutor's office. Professor Lopez helped formulate and draft the DOJ statement of interest in the Floyd litigation, challenging the New York Police Department's stop-and-frisk practices, as well as DOJ guidance released in 2015 on preventing gender bias in the law enforcement response to sexual assault and domestic violence.

Professor Lopez's career has been largely focused on criminal justice reform, and constitutional policing in particular. After clerking on the Alaska Supreme Court for Justice Robert L. Eastaugh, she began her civil rights career as an Honor's Attorney in the Civil Rights Division, investigating and litigating cases regarding jails, prisons, and police departments. Professor Lopez later served as a federal court monitor of the Oakland (California) Police Department for Senior District Judge Thelton E. Henderson of the Northern District of California. Throughout her career, Professor Lopez has been involved in police reform efforts at the state, local, and federal levels. She has conducted independent reviews of police shootings; served on the Maryland Attorney General's Task Force on Electronic Weapons; was a contributing writer on the Prison Rape Elimination Act (PREA) Commission Report on sexual violence in prisons, jails, and lockups; and has served on various other commissions and working groups related to police standards.

In 2016, Professor Lopez was awarded the Flame Award by the National Association for Civilian Oversight of Law Enforcement (NACOLE) for her long-term commitment to police accountability and civilian oversight. In 2015, she was awarded the Department of Justice's highest employee honor, the Attorney General's Exceptional Service award, for her work leading the Ferguson Police Department pattern-or-practice investigation. In 2013, Professor Lopez was awarded the Attorney General's John Marshall Award for her work leading the New Orleans Police Department investigation and consent decree negotiation.

At Georgetown, Professor Lopez teaches courses on Criminal Justice and Police/Criminal Justice Reform. She also co-leads Georgetown Law's Program on Innovative Policing. She currently serves as an Advisor on the American Law Institute (ALI) Principles of Law, Policing. She authored the 2010 American Constitution Society Issue Brief, "Disorderly (mis)Conduct: The Problem with 'Contempt of Cop' Arrests." She has previously taught law school courses on unlawful racial, national origin, and religious profiling, and on negotiations.

Hon. Kathy Patterson

The Honorable Kathleen (Kathy) Patterson, former 3-term D.C. Councilmember, became D.C. Auditor on December 15, 2014, after being nominated and confirmed unanimously by the D.C. Council. Ms. Patterson comes to the Office of the District of Columbia Auditor (ODCA) after working for nearly eight years for the Pew Charitable Trusts, first as federal policy director for Pre-K Now, a 10-year Pew campaign that succeeded in doubling state investments in high-quality voluntary pre-k across the country, then as a director in Pew's Government Relations department. Her work for Pew included outreach to federal and state policymakers on a wide range of public policy issues including performance budgeting, home visiting, dental care for children, election reform, and corrections reform.

Ms. Patterson was elected to the D.C. Council from Ward 3 in 1994, was re-elected in 1998 and 2002, and ran unsuccessfully for Council chairman in 2006. She chaired the committees on Government Operations, Judiciary, and Education, Recreation and Libraries. She was part of the leadership that brought the District out of financial crisis in the mid-90s and earned a reputation for effective oversight of executive branch agencies. Ms. Patterson's major legislation included smoke-free D.C., the First Amendment Rights and Police Standards Act of 2004 governing police practices handling demonstrations, school modernization, personnel reform, and authorization for public charter schools. Council reforms she initiated included the legislature's annual performance hearings, authorization for special investigations, and a separate Council budget office.

Ms. Patterson is a former newspaper reporter including serving as a Washington correspondent for the Kansas City Star, and former communications director for the American Public Welfare Association. She holds a Bachelor's degree in journalism from Northwestern University and a Master's degree in English from Georgetown University.



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