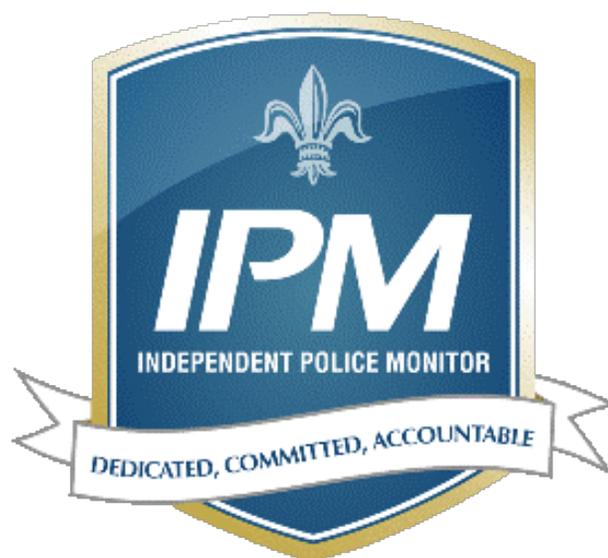


Office of the Independent Police Monitor

City of New Orleans

2020 Annual Report: Year in Review



Independent Police Monitor

May 30, 2021

Contents

NOTE FROM THE INDEPENDENT POLICE MONITOR	1
THE OFFICE OF THE INDEPENDENT POLICE MONITOR: OVERVIEW AND RESPONSIBILITIES	3
<i>Responsibility of the OIPM</i>	<i>3</i>
THE OIPM AND THE FEDERAL CONSENT DECREE.....	4
NOTABLE NOPD ACCOMPLISHMENTS	5
<i>NOPD Accomplishments of the Last Year.....</i>	<i>5</i>
<i>Announcement of Priorities for 2021</i>	<i>5</i>
OIPM IN 2020.....	6
<i>Covid19 and the OIPM.....</i>	<i>6</i>
<i>Community Protests and Tear Gas on Crescent City Bridge Investigation</i>	<i>6</i>
<i>Expert Resource to State and Local Government.....</i>	<i>7</i>
<i>Reviews of OIPM Work Quality</i>	<i>7</i>
<i>Staffing Changes and Budgetary Limitations.....</i>	<i>7</i>
<i>Use of Force and Critical Incident Monitoring.....</i>	<i>8</i>
<i>Mediation</i>	<i>8</i>
<i>Lawsuits and Claims</i>	<i>9</i>
<i>Impact of Criminal Liaison Work.....</i>	<i>9</i>
<i>NOPD Policy Development.....</i>	<i>9</i>
<i>Initiation of Two Major Projects regarding Policing.....</i>	<i>10</i>
<i>Public Facing Database regarding Police Misconduct</i>	<i>10</i>
CONCLUSION	11
APPENDIX: 2020 OIPM OUTREACH EVENTS	12

Note from the Independent Police Monitor

The Independent Police Monitor is required to issue at least one public report each year, by May 30, to the Ethics Review Board and New Orleans City Council detailing its monitoring and review activities and the appropriate statistical information from the internal investigations office, and other divisions of the New Orleans Police Department (NOPD). The Independent Police Monitor shall be required to report upon problems it has identified, recommendations made, and recommendations adopted by the New Orleans Police Department. The report shall also identify commendable performance by the New Orleans Police Department and improvements made by the department to enhance the department's professionalism, accountability, and transparency.

Ordinarily the Office of the Independent Police Monitor uses this report as an opportunity to provide the community, the NOPD, and the Ethics Review Board with relevant policing data from the year. This data review utilizes data inputted by the NOPD but analyzed by the OIPM. In this data analysis, the OIPM identifies potential patterns and trends within misconduct complaints, disciplinary proceedings, use of force and critical incidents and puts forth recommendations. The OIPM Annual Report is an opportunity for both the OIPM and the NOPD to reflect on the year of policing through this data work and create a plan for the coming year on how to better work together to change problematic trends and continue positive ones. However, due to the Cyber-Attack on the City of New Orleans in December 2019, the NOPD and the OIPM did not have access to shared databases until summer of 2020. The impact of the Cyber-Attack is still an obstacle to our data work today since relevant data from 2019 and 2020 is still being entered into these systems. As a result, the OIPM accessed what data was available to include in this report but will note that our ability to provide the full data analysis, critique of our data partnerships with the NOPD, and assessment of NOPD's compliance with data tracking, is more limited than we hope it will be in 2021.

Despite this setback, the OIPM still looks forward to presenting this year's Annual Report. This was a unique year for our community and for our office. Due to the Covid19 pandemic, the OIPM was forced to work remotely for most of the year and adapt our services to better respond to the changing needs of the community through this public health and safety crisis. This meant expanding our recommendations to include how officers used summons in lieu of arrests, the use of checkpoints, and Personal Protective Equipment (PPE) when officers engaged with the public or were in the workspace.

On May 25, 2020, the whole country was shaken by the death of George Floyd at the hands of police officers in Minnesota. In the wake of George Floyd's murder, the New Orleans community came together to protest and collaborate on our policing goals for our city. One protest ended with the police utilizing tear gas for the first time during a First Amendment assembly or in a crowd. In the aftermath of that tactical decision, the OIPM has worked with NOPD leadership, community activists and leaders, and those affected to determine receive misconduct allegations, monitor the subsequent use of force investigations, and determine what role – if any – tear gas should have in the future of policing in New Orleans.

Additionally, in 2020 the city prepared for a record number of hurricanes, which resulted in the OIPM examining the NOPD's preparedness for storms and how to best serve the community during possible evacuations and emergencies.

Through all 2020, OIPM maintained a high volume of regular work. For the second year in a row, the OIPM received nearly one hundred (100) complaints of misconduct, monitored eleven (11) critical incidents, facilitated meetings for the community with the NOPD, advised on multiple policies, reviewed and



monitored over sixty-four (64) disciplinary proceedings, facilitated ninety-eight (98) mediation referrals, and conducted over thirty-five (35) outreach activities. The OIPM looks forward to sharing this work from 2020 with the community, the NOPD and the Ethics Review Board.

I also want to personally note that in 2020 the city was forced to implement extensive budgetary cuts and as a result, employees, like mine in the OIPM, were forced to take furlough days and the OIPM had limited access to necessary contract services. Despite these challenges, the OIPM has remained open and dedicated to the public we seek to serve. This has not been an easy year for the team, but I am impressed by their passion and work ethic that drives this office each day. Now, as we consider the possibility that these budgetary concerns may continue into 2021, I want to assure the people of New Orleans that we will continue to serve them – to raise their voice, hear their complaints of misconduct and accounts of positive policing, to remain on call for critical incidents, and to ensure that we can provide the accountability and oversight to the NOPD that help navigate this department out of the Federal Consent Decree. We will continue to work effectively with our community and the NOPD no matter the challenges that come.

The OIPM would like to acknowledge the invaluable assistance of the Public Integrity Bureau (PIB) of NOPD for helping OIPM to meet its statutory obligations. On behalf of the OIPM, I thank PIB for their efforts in strengthening this report and look forward to achieving these goals together in 2021.

Finally, I would like to acknowledge and thank Susan Hutson for her leadership over the last eleven (11) years. Susan Hutson recently took a step back from her position as the Independent Police Monitor to run for Sheriff of New Orleans. Ms. Hutson oversaw this office through its initial creation and spearheaded valuable reform efforts within the NOPD. Ms. Hutson came to New Orleans in the shadow of Hurricane Katrina, the Danziger Bridge, and the Henry Glover shootings. When Ms. Hutson first arrived here, the city's trust in the NOPD was shaken. Shortly after her start, the city came under a Federal Consent Decree, and Ms. Hutson played a vital role in the resulting progress NOPD made to reduce uses of force, conduct thorough misconduct investigations and investigations into critical incidents, hold officers accountable, create the community-officer mediation program, and improve public transparency and community engagement around policing. Ms. Hutson became a national leader in police oversight. Though Ms. Hutson has taken a step back, her vision for police oversight remains.

Stella Cziment
Acting Independent Police Monitor



The Office of the Independent Police Monitor: Overview and Responsibilities

This last year has been truly remarkable. When preparing this Year in Review report, the Office of the Independent Police Monitor reflected on the unique obstacles, lessons learned, and the strength demonstrated by this city and the people in it during 2020.

Over this last year, the City of New Orleans has been challenged. We lost friends, family, and neighbors to Covid19. We mourn the loss of those important figures in our community. Jobs have been lost, put on hold, or moved to remote work, school was taught online, and the way we connect as a city has changed. We have also faced new challenges in the way the New Orleans Police Department (NOPD) polices during the pandemic and have seen national and local responses to incidents of police violence. This year has been full of obstacles but we, in the Office of the Independent Police Monitor, want to acknowledge the powerful and effective way the community overcame each challenge. While we worked remotely over this year, our community filed complaints and commendations with our office through Zoom, the internet, and phone calls. The community has engaged with us on policing issues over online forums, social media, email, and phone. When in person, we have seen everyone in masks and being respectful of the health concerns that exist. We want to start this report by thanking our community for working with the OIPM over this difficult year and demonstrating its resiliency – an inspiring ability to overcome that is truly New Orleanian. We hope to be in a different place next year, but wherever the next year takes us, we know we will get there together.

This section of the Annual Report will provide an overview of the OIPM, both of its work and its role in relation to the Federal Consent Decree. The Year in Review will also include the accomplishments and goals of the NOPD and summarize the major work and achievements of the OIPM during 2020.

Responsibility of the OIPM

Since first opening its doors in August 2009, the Office of the Independent Police Monitor has been responsible for representing the community of New Orleans, providing accountability and oversight to the NOPD, and assisting in the reforms required under the Federal Consent Decree. The Office of the Independent Police Monitor is an independent, civilian police oversight agency created by voters in a 2008 charter referendum. The OIPM operates through a Memorandum of Understanding (MOU) with the City of New Orleans and the New Orleans Police Department. It is protected and required by City Charter and Ordinance. This means this office was created by the people of New Orleans to represent all people interacting with the New Orleans Police Department in order to improve the way our community is policed.

The OIPM is responsible for these core responsibilities:

- **Critical Incident and Officer Involved Shooting Monitoring and Review** – the OIPM is responsible for providing oversight to the NOPD during critical incidents and officer involved shootings. The OIPM is on-call twenty-four hours a day all year long and will respond to the scene to monitor the investigation immediately proceeding the incident. The OIPM will continue to monitor the investigation until completion and will attend any subsequent Use of Force Review Boards and disciplinary proceedings.



- **Complaint Intake, Investigation, and Disciplinary Review** – the OIPM ensures complaints of police misconduct are classified and investigated or mediated appropriately. If investigated, the OIPM monitors to ensure the investigations are conducted fairly, timely, and thoroughly handled. If the account of misconduct is considered for disciplinary penalties, the OIPM reviews the disciplinary investigation and proceeding to ensure the discipline is fair, consistent, timely, and appropriate for the allegations. The OIPM makes sure this process is transparent and understandable to those outside of and within the system.
- **Commendation Collection and the Promotion of Effective Policing Techniques** – the OIPM is responsible for receiving and referring requests for officer commendations from civilians, fellow officers, and community partners and organizations. Based on the commendations received, the OIPM can provide feedback to the NOPD regarding what the community believes is good and responsive policing.
- **Mediation** – the OIPM is responsible for the creation and maintenance of the Community-Police Mediation Program. The OIPM screens eligible referrals for mediation, coordinates the mediation program, conducts the mediation, and receives feedback about the program and the process after the mediation is complete. The OIPM is responsible for the recruitment and training of mediators and is nationally recognized as a leader in the mediation field.
- **Share Data and Trends to Improve the NOPD** – the OIPM reviews and aggregates data from complaints, investigations, and disciplinary proceedings and then provides feedback to the NOPD and information to the public through recommendations for NOPD training, practice and policy.
- **Community Outreach** – the OIPM conducts community outreach to receive accounts from the community of policing, listen and respond to broader community concerns, and prepare the community for engagement in NOPD policy and practice. The OIPM conducts Learn Your Rights in the Community Trainings.

The OIPM and the Federal Consent Decree

The OIPM plays a unique role with the implementation of the Federal Consent Decree, which both overlaps and is separate from the role of the Office of the Consent Decree Monitors (OCDM) and is relevant to understand the work the OIPM conducts in misconduct complaints and disciplinary oversight.

The OIPM is a locally based staff and office who examines the NOPD in a broad approach. Our approach considers the Federal Consent Decree, along with NOPD policy, city, state, and federal law, national practices put forth by the National Association for Civilian Oversight of Law Enforcement and the needs of the community.

Now, as the NOPD nears compliance with the Federal Consent Decree, the OIPM has turned its focus towards the areas where the NOPD is categorized as “Significant Progress” and “Nearing Full and Effective Compliance.”

Due to the cyber-attack on December 13, 2019, and the need for the NOPD to recover that lost data and enter data from two years into shared databases, the ability to determine compliance with the Federal Consent Decree was limited. According to the reports released by the OCDM and the NOPD in 2020, relevant departments of the NOPD are in the category of “Full and Effective” include: (1) academy; (2) recruitment;



and (3) misconduct investigations. Relevant departments of the NOPD in the category of “Nearing Full and Effective Compliance” include: (1) supervision and performance evaluations; (2) promotions; (3) stops, searches, and arrests; and (4) bias free policing.

Now the City of New Orleans is closer than ever before to full compliance with the Federal Consent Decree and the OIPM and the OCDM will continue to assess NOPD progress towards full compliance. As the city transitions from the monitoring required by OCDM under the Federal Consent Decree to being monitored entirely by the OIPM, the OIPM will continue to audit the NOPD and provide feedback to improve practices and policies so the NOPD can stay in compliance. When OCDM departs, the OIPM will continue to engage with the community and the NOPD to ensure the NOPD stays in full compliance of the Federal Consent Decree and that the NOPD continues to progress and change to the needs of the community.

In 2021, the OIPM will continue its efforts to update and implement internal policies and practices, and build tracking mechanisms, to ensure the Consent Decree is captured in all work product related to misconduct complaints and disciplinary proceedings. The OIPM will include relevant data and updates regarding the Consent Decree in public reports to the Ethics Review Board and in other relevant reports and work product available to the public on the OIPM website. The OIPM will continue to include the community in its assessment of NOPD’s compliance with the Consent Decree so the public can remain engaged in the progress of NOPD.

Notable NOPD Accomplishments

NOPD Accomplishments of the Last Year

The NOPD highlighted four accomplishments from the 2020 year that captured the progress and work of the department.

- Accomplishment 1: Armed robberies are down for the fifth (5th) consecutive year
- Accomplishment 2: Car burglaries are down 21% from 2019.
- Accomplishment 3: NOPD has responded to more than 4,600 gathering calls since March, working to slow the spread of Covid19 in New Orleans.
- Accomplishment 4: During national civil unrest related to uses of force by police, the NOPD has been held up as a national model of reform across the country. NOPD noted that it recently partnered with the Georgetown Law Center to provide training to other jurisdictions on peer intervention using their EPIC program as a model.

Announcement of Priorities for 2021

The NOPD state that that in 2021, the department wants to continue to build on its successes and strengthn areas that saw significant challenges in 2020, particularly violent crime. The NOPD highlighted the following three priorities:

- Priority 1: Decrease violent crime, specifically homicides and shootings
- Priority 2: Increase community engagement
- Priority 3: Gain and maintain substantial compliance with the Federal Consent Decree. The last three focus areas are: (1) supervision and performance evaluations; (2) bias-free policing; and (3) promotions.



OIPM in 2020

Covid19 and the OIPM

This year was unlike any other in part because of the Covid19 Pandemic. The pandemic forced the City of New Orleans to adjust to new public health mandates that changed the way the city government operated and served the public. As a result of such mandates, the OIPM transitioned the majority of our services to remote or online work and had to respond immediately to shifts in policing practices and policies.

The OIPM assisted the NOPD to ensure safe policing practices during the pandemic. The OIPM provided input and assessment of the use of Personal Protective Equipment (PPE) for officers when responding in accordance with NOPD Special Order 12-2020. The OIPM conducted an audit of Body Worn Camera footage to check for adherence to NOPD Special Order 12-2020 and that officers were wearing required face covering when engaging with one another and the public.

The OIPM worked with the community and organizational partners to create and participate in two community coalitions: the “NOPD Accountability Network” and the “Prison and Covid19 Coalition.” Working with these partners, and in response to community feedback regarding public safety and public health concerns, the OIPM encouraged the expansion of summons in lieu of arrests policy and the end of police checkpoints.

Finally, the OIPM co-wrote an OpEd with the Law Enforcement Action Partnership (LEAP) regarding how to keep the community and officers alike safe during the Covid19 pandemic.

Community Protests and Tear Gas on Crescent City Bridge Investigation

In the aftermath of the murder of George Floyd, OIPM monitored the local community protests, received complaints and community feedback regarding police interactions during protests which included over twenty-six (26) complaints submitted in one month, and monitored the subsequent Public Integrity Bureau investigation into the police actions on the Crescent City Connection Bridge on June 3, 2020. The OIPM wrote a public letter to Chief Ferguson highlighting key points shared in the complaints and stating our intent to collaborate with the NOPD to develop necessary policy and improve training and practice to ensure such tactics are not utilized by the police again.

As the incident was investigated by the Force Investigation Team, the OIPM provided feedback both to the investigation of the Use of Force investigation and the investigations conducted regarding the allegations of misconduct resulting from the police behavior on June 3, 2020. This monitoring activity included watching hundreds of hours of Body Worn Camera footage and witness interviews. The OIPM also reviewed early drafts of the investigation and provide critical feedback and facilitated meetings with community partners for them to express concerns as the investigation concluded. Once the investigation was complete, the OIPM attended the subsequent Use for Force Review Board meeting and continued to provide feedback regarding policy, training, and practice – both utilized on June 3, 2020 and moving forward.

Finally, the OIPM advised the NOPD on the creation of the new Civil Disturbance policy which will determine how the NOPD will respond to future incidents involving protests and civil disturbances, particularly when force is appropriate.



Expert Resource to State and Local Government

In 2020, the OIPM provided expert testimony to different governmental bodies regarding policing policy and practice. The OIPM provided expert testimony to the Community Relations and Internal Operations Subcommittee at the Louisiana State Capitol. At the Capitol, the Independent Police Monitor, Susan Hutson, provided testimony to legislators regarding community complaints, the Law Enforcement Bill of Rights, and the enforcement of the law while officers are under investigation for misconduct. This input will be used to shape and inform state-wide efforts to create police oversight.

The OIPM also provided testimony to the Orleans City Council and the Committee on Criminal Justice on various issues. OIPM brought insight to ordinances considering the release of Body Worn Camera (BWC) footage, the police use of tear gas, and the development of a public facing database for the community to access police histories. As a result of this testimony, the City Council chose to adopt new ordinances and resolutions to support efforts to hold the NOPD accountable and provide necessary resources to the community regarding policing.

Reviews of OIPM Work Quality

In 2020, the work product and reports generated by the OIPM in the previous years (2019) was again reviewed by the Quality Assurance Review Advisory Committee (QARAC) comprised of appointments from the Ethics Review Board, the Mayor, and City Council. This review was an in-depth assessment of the quality and quantity of work completed by the different sections within the OIPM. Again, the QARAC praised thoroughness of work and the quantity of work produced despite the limited staff and budget, noting “the OIPM has steadily expanded its work on all fronts.” The QARAC acknowledged the OIPM “continues to play a crucial and important role in the monitoring of the activities of the New Orleans Police Department.”

The QARAC provided recommendations on how the OIPM could expand impact and work product but again stated this further expansion would be dependent on “the City providing the OIPM with adequate resources and staff to make suggested improvements.” In 2020, the OIPM sought to start implementing the recommendations made by the Advisory Committee but progress will have to continue into 2021 as Covid19 and budgetary limitations affected our ability to implement the recommendations made.

Additionally, in 2020, the OIPM started the review process by Peer Reviewers appointed by the Ethics Review Board consisting of monitors from offices across the country. This is a thorough review of the work product produced by the OIPM which also included a review of training received by the staff, office operations and internal policy creation and adherence, a review of our tools and standards utilized in our work, and the effectiveness of our office as independent monitors. At the time of the submission of our Annual Report, the Peer Review is not yet completed, but the OIPM looks forward to receiving this critical and valuable feedback in 2021.

Staffing Changes and Budgetary Limitations

In 2020, the OIPM experienced shifts in staffing that influenced our operations. First, Tonya McClary, the Chief Monitor of Use of Force, departed OIPM in February of 2020. Tonya McClary left to become the first



Police Monitor for the City of Dallas. Though OIPM was sad to lose her, the office is confident in her ability to bring the skills and experience she gained at OIPM to Texas. Bonycle Sokunbi transitioned to be our interim-Chief Monitor of Use of Force. Bonycle Sokunbi led our external relations and community outreach work in 2018 and 2019 and, as an experience lawyer and former prosecutor, is a natural fit for this role. Bonycle Sokunbi stepped into the role of interim-Chief Monitor of Force and immediately oversaw the monitoring efforts of multiple critical incidents and officer involved shootings in 2020. Most impressively, Ms. Sokunbi monitored the investigation and facilitated community concerns after the NOPD used tear gas against protestors on the Crescent City Connection Bridge on June 3, 2020. Ms. Sokunbi monitored every witness interview, viewed all Body Worn Camera footage, reviewed the NOPD's operations and tactics regarding force during protests, and provided critical feedback to the new policy regarding force during civil disturbances. Under Ms. Sokunbi's leadership, her department has continued to develop necessary review and oversight tools for Use of Force.

OIPM faced great budgetary challenges in 2020 that influenced our work. As a result of Covid19, the City of New Orleans faced a financial crunch that forced every department to make sacrifices. In 2020, the OIPM did not have access to contractors for most of the year, experienced a budget freeze, and staff was furloughed. Despite these challenges, the OIPM continued to produce a high volume of consistent and effective work product.

Use of Force and Critical Incident Monitoring

In 2020, there were eleven (11) Critical Incidents where are the most serious uses of force by the NOPD. Of the eleven (11) Critical Incidents, nine (9) were Officer Involved Shootings and zero (0) resulted in fatality. By contrast, in 2019, there were ten (10) Critical Incidents and 70% were Officer Involved Shootings and 40% resulted in fatality. Please see the OIPM's 2020 Annual Report: OIPM Use of Force Monitoring and Review Activities for more information.

In 2020, the Use of Force department made headway with two projects / partnerships. First, OIPM worked with the NOPD to write the Family Bill of Rights. This document will provide guidance and policy on how responding officers should work with the families of those affected by Officer Involved Shootings and how to sensitively engage the family during the investigation. OIPM looks forward to continuing this project in 2021 and eventually collaborating on its implementation.

Second, the OIPM continued our work with the organization: Families Overcoming Injustice (FOI). Families Overcoming Injustice are families of those affected by Officer Involved Shootings. Though the OIPM does not lead the work being conducted by FOI, it does provide guidance and support as required as the organization prepares for full independence. In 2020, OIPM assisted the organization with the planning of the National Day Against Police Brutality event and a webinar presentation at the National Association for Civilian Oversight of Law Enforcement titled: "From Pain to Purpose and Anger to Advocacy: Creating and Improving Oversight."

Mediation

In 2020, despite the challenges of the cyber-attack on the city at the beginning of the year, and the Covid19 pandemic, the Community-Police Mediation Program held thirty-six (36) mediations involving thirty-six (36) civilians and fifty-five (55) officers. A total of ninety-eight (98) cases were referred to the mediation



program from the New Orleans Police Department's Public Integrity Bureau (PIB). Participants in the mediations reflected the demographics of the city. Beginning in March 2020, all mediations were held via Zoom video call rather than in-person due to Covid19. The program was able to transfer all operations to virtual platforms and successfully held thirty-three (33) virtual mediations to maintain safety and health, while also remaining committed to offering high quality mediation services. Please see the 2020 Annual Report: Community-Police Mediation Program on our website for more information.

Lawsuits and Claims

In 2020, the OIPM continued to collect and analyze data regarding NOPD's involvement in lawsuits and claims. This information will be released this year in two separate reports regarding NOPD claims and NOPD lawsuits. This work allowed the OIPM to follow through on the recommendation made from the Quality Assurance Review Advisory Committee. In the July 19, 2019 Quality Assurance Review Advisory Committee Report for the Office of the Independent Police Monitor stated, "Municipal Ordinance Sec. 2-1121 (22) sets out as one of the duties of OIPM to monitor civil suits involving NOPD. No reports on civil suits were produced in 2018. The QAC recommends that OIPM consider keeping in one place a database on individual officers, coordinating information from use of force, complaints, discipline, and civil suits so that it can make recommendations as to particular officers." OIPM started internally tracking this information and intends to prepare more public facing documents regarding this work in the coming year.

Impact of Criminal Liaison Work

The OIPM took on various criminal liaison matters throughout the year that are worth highlighting. The OIPM utilizes the classification of "Criminal Liaison" for whenever the OIPM assists a civilian with navigating an NOPD interaction about a criminal investigation. Typically, this activity is reserved for when a civilian has an interest in an open criminal matter and would like the OIPM to facilitate communication with the officer assigned to investigate the criminal matter

The most impactful examples include when the OIPM received a call from a member of the community regarding an allegation of an officer entering a sexual relationship with a child. The OIPM worked quickly with leadership at the Public Integrity Bureau and within a couple days, the investigation identified the officer, the family was interviewed, and the officer was arrested. This was a powerful example of the importance of OIPM and the office's ability to effectively collaborate with NOPD to address or resolve the concerns of the community.

Other examples of our work's impact include the OIPM successfully working with a Deputy-Chief to remove a wrongful warrant from a civilian and on another occasion, providing investigation information and closure to an individual coping with a sexual assault from twenty years ago. In all these examples, the community turned to the OIPM for assistance when they did not know how to navigate the NOPD or did not feel comfortable going to the police alone.

NOPD Policy Development

In 2020, the OIPM provided valuable policy insight to the NOPD. The OIPM provided critical feedback and recommendations on policy regarding:

- employee conflicts;



- search and seizure;
- workplace sexual harassment and discrimination;
- retaliation during misconduct investigations;
- the disciplinary matrix and penalty schedule;
- multiple use of force policies; and
- participated in the development of the tear gas / civil disturbance policy.

To provide this input, the OIPM worked closely with NOPD rank from the Public Integrity Bureau, the Force Investigation Team, and the Professional Standards and Accountability Bureau. OIPM intends to continue to work with these departments to assist in identifying effect means to implement these new policies.

Initiation of Two Major Projects regarding Policing

In 2020, the OIPM started two major projects regarding policing. These projects are an opportunity for the OIPM to fulfil its requirements under the Memorandum of Understanding with the NOPD to assess its performance in “matters of significant public interest” under Paragraph 67. Based on community partner feedback, the OIPM chose to focus this critical examination on: (1) how the NOPD interacts and polices children; (2) how the NOPD interacts with and polices those living with mental health conditions or experiencing mental health crisis.

The OIPM started the Police and Children Project to learn more about how and why the police interact with children in New Orleans. This project is an opportunity for the OIPM to understand these police interactions, analyze and develop data regarding those interactions, and create policy recommendations to improve policing practices around children. The OIPM is achieving this goal through community feedback forums with multiple stakeholders in this work, including but not limited to governmental leaders on city and state levels, school district and school staff, family advocacy organizations, those working with incarcerated children, and the NOPD. The OIPM is also collecting relevant data from various sources regarding the arrests of children and police interactions with children. The OIPM intends to compile this information into a final report with recommendations in 2021.

The Police and Mental Health Project is an opportunity for the OIPM to conduct an in-depth analysis of the data behind police interactions with individuals experiencing mental health crisis, identifying how force is utilized during arrests or interactions that overlap with mental health crises, and creating policy recommendations to improve how the police identify and respond to those in crisis or having experienced mental health concerns. Similarly, the OIPM is conducting facilitated feedback forums with stakeholders in this work and assessing data regarding arrests and how these interactions are tracked. OIPM intends to draft a report with recommendations in 2021.

Public Facing Database regarding Police Misconduct

In 2020, the OIPM worked with City Councilmember-at-Large Williams (prior to the election for District Attorney) and City Councilmember-at-Large Moreno to create Resolution R-20-175 in support of a publicly accessible database with relevant policing data and disciplinary histories. Resolution R-20-175 was adopted by City Council and included in the 2021 proposed City Budget.

This database would enable the public, governmental agencies, and the media alike to access necessary information regarding officer disciplinary history, including accounts of misconduct, use of force, penalties,



along with accounts of positive feedback including commendations. This information will empower the community and other partners to have an accurate understanding of the performance of the NOPD and individual officers, to better identify problematic patterns and shortcomings in policy, practice, training, and resources, along with a stronger recognition of what is working and where there are commendable performances of officers. OIPM was vital in the creation of this resolution and will act as an administrator of the future database. OIPM appreciates the partnership of City Council and looks forward to starting this important work in 2021.

Conclusion

The OIPM plays an important role in the New Orleans and is responsive to both the needs of the NOPD and the needs of the community. As a result, the OIPM manages multiple streams of work providing oversight and collaboration to the NOPD and services and support to the community as they navigate policing issues. The OIPM plays a unique role from the Office of the Federal Consent Decree monitors in terms of assisting the NOPD reach full compliance with the Federal Consent Decree. In 2020, the OIPM overcame the working obstacles that resulted from the Covid19 pandemic, frozen budgets, staffing limitations, remote work, and increased workload to effectively undertake new projects, form new coalitions, engage in community outreach, and oversee consistent monitoring. In the coming year, OIPM intends to continue this critical work and further expand the office's impact in both the community and NOPD.



Appendix: 2020 OIPM Outreach Events

DATE	EVENT	LOCATION	DISTRICT
January	OIPM co-hosted a screening of “Just Mercy” and a community discussion about criminal justice system and policing in Louisiana	Broad Movie Theater	B
January	Award luncheon for the Fair Housing Action Center	New Orleans Jazz Market	B
January	Community Meeting regarding the Policing of Children	Virtual	All
January	Ethics Review Board Meeting	City Hall	B
January	Community meeting regarding the policing of persons with mental health challenges.	Virtual	All
February	Learn Your Rights in the Community Training	Day Reporting Center	B
February	Met with Louisiana Survivors for Reform	Promise Justice Initiative	D
February	Appeared on WBOK Radio Show Segment	WBOK	All
February	OIPM appeared on WWLTV Great Day Louisiana Segment	WWLTV	All
February	OIPM appeared on WTUL Radio Show Segment	WTUL	All
February	Ethics Review Board Meeting	City Hall	B
March	Panel discussion regarding misconduct databases for Cardozo Law School Webinar Class	Virtual	N/A
March	OIPM discussed with other legal organizations, including Orleans Public Defenders and the Innocence Project how technology and shared database can be utilized in tracking police misconduct	Virtual	All
April	Louisiana Fair Housing Action Center Tenant Rights Webinar	Virtual	All
April	Louisiana Fair Housing Action Center Landlord Informational Webinar	Virtual	All
April	Advocate OpEd regarding Arrest Reduction during the Pandemic	Virtual	All
April	Ethics Review Board Meeting	Virtual	All
May	Ethics Review Board Meeting	Virtual	All
June	Peace with the Police Walk	St. Maria Goretti Church	E
June	Monitoring Police Brutality / George Floyd Death Protests	Duncan Plaza	B

June	WWL Radio Interview	WWL	All
June	Nola.com Interview	Virtual	All
June	Criminal Justice Committee	Virtual	B
June	City Council Meeting	Virtual	B
June	Justice and Beyond Panel Discussion	Virtual	All
June	Ethics Review Board Meeting	Virtual	All
July	Vera Institute “We Got the Power” Panel	Virtual	All
July	Families Overcoming Injustice Meeting	Virtual	All
July	St. Charles Center for Faith + Action – Policing New Orleans	Virtual	All
July	Criminal Justice Committee – City Council Meeting	Virtual	All
July	Families Overcoming Injustice Meeting	Virtual	All
July	Ethics Review Board Meeting	Virtual	All
August	Ethics Review Board Meeting	Virtual	All
August	Families Overcoming Injustice Meeting	Virtual	All
September	From Pain to Purpose and Anger to Advocacy: Creating and Improving Oversight Panel	Virtual - NACOLE	N/A
September	Learn Your Rights in the Community Training Session	Liberty’s Kitchen	B
September	Families Overcoming Injustice Meeting	Virtual	All
September	Families Overcoming Injustice Meeting	Virtual	All
September	Stand with Kids Rally	1100 Milton Street	D
September	Criminal Law Seminar	Loyola Law School	A
September	Community Relations and Internal Operations Subcommittee	Louisiana State Capitol	N/A
September	Ethics Review Board	Virtual	All
October	Families Overcoming Injustice National Day Against Police Brutality Vigil	City Hall	B
October	Ethics Review Board Meeting	Virtual	All
October	Families Overcoming Injustice Meeting	Virtual	All
November	Learn Your Rights in the Community	Liberty’s Kitchen	B
November	City Council Presentation regarding OIPM Budget	City Hall	B
November	US Attorney Consent Decree Meeting	Virtual	All
November	Ethics Review Board Meeting	Virtual	All
December	Ethics Review Board Meeting	Virtual	All