



2017 BODY-WORN CAMERA TRAINING & TECHNICAL ASSISTANCE NATIONAL MEETING

Attendee Guide

April 10-11, 2017
JW Marriott New Orleans



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Welcome

Welcome to the Bureau of Justice Assistance (BJA) **2017 Body-Worn Camera Training and Technical Assistance National Meeting**. This meeting is intended to create a forum for discussing important issues related to Body-Worn Camera (BWC) program implementation.

Participants at the national meeting include representatives from each of the FY 16 BWC Policy Implementation Program sites, members of the BWC training and technical assistance (TTA) Team, subject matter experts, and representatives from BJA.

Meeting Objectives

This is second National meeting of the BJA Policy Implementation Project (PIP) sites along with BJA's TTA partners -- CNA, Arizona State University and Justice & Security Strategies, and several of the subject matter experts (SMEs) working with us on this initiative. There are a number of objectives for this national meeting:

- reinforce thorough policy development and considerate implementation as the cornerstones of successful BWC programs;
- deliver technical assistance to PIP sites on pre-determined and site-generated topics;
- review BJA's BWC Performance Measurement Tool (PMT);
- facilitate peer-to-peer learning and networking;
- explain the array of TTA resources available and how to access them;
- examine new and emerging issues regarding BWCs; and
- discuss site progress, accomplishments, common challenges, and forward-looking strategies.

General Information

The BJA BWC TTA National meeting will be held, April 10-11, 2017 at the JW Marriott New Orleans, 614 Canal St. New Orleans, LA 70130. Registration for the meeting will begin at 8:00am on April 10th. Please follow the signs upon entry into the hotel for direction to the National Meeting. The meeting will be held in the Ile de France I and II meeting room. Break out rooms Ile de France III, Conde/Frontenac, and Maurepas will also be used throughout the meeting.

Break out room assignments

The majority of the meeting will be held in Ile de France I and II. However, during the breakout or workshop sessions, participants will be directed to use the three additional breakout rooms.

The following are the breakout room assignments during the meeting. Participants will be broken out into four groups (1, 2, 3, 4) based on their BWC TTA Team assignments. Each

participant will be informed of their group assignment upon registration. These group assignments will also be noted on participants' name badges.

- Ile de France III= Group 1
- Conde/Frontenac= Group 2
- Maurepas= Group 3
- France I and II = Group 4

Meals

Meals will not be provided for meeting participants or facilitators. There are a number of restaurants within walking distance of the hotel. For more information about local dining options, please see the materials in the folder provided to you at registration.

Participant Feedback

At the end of Day 2, please be sure to complete the Participant Feedback Form provided to you in the materials you received at registration. This feedback will allow us to improve future meetings and ensure that our presentations and materials suit your needs.

Agenda

Day 1 – April 10, 2017

Time	Activity	Room
8:00-8:30am	Registration	Ile de France I & II
8:30-8:40am	Welcoming Remarks Kristen Mahoney, <i>Deputy Director, Bureau of Justice Assistance</i>	Ile de France I and II
8:40-9:00am	Introductions and Agenda Overview John Markovic, <i>Senior Policy Advisor, Bureau of Justice Assistance</i> Dr. James “Chip” Coldren, <i>BWC TTA Director, CNA</i>	Ile de France I and II
9:00-9:45am	BWC 101 – What Everyone Needs to Know About BWCs John Markovic, <i>Senior Policy Advisor, Bureau of Justice Assistance</i> Dr. Michael White, <i>BWC TTA Co-Director & Professor in the School of Criminology and Criminal Justice, Arizona State University</i> Todd Maxwell, <i>Senior Information Technology Policy Advisor (Contractor), Bureau of Justice Assistance</i>	Ile de France I and II
9:45-10:00am	BREAK/ Podcast Filming (Riverside, Austin)	
10:00-11:30am	BWC Case Studies: Voices From the Field Dr. Charles Katz, <i>Professor in the School of Criminology and Criminal Justice, Arizona State University</i> Otha Sandifer, <i>Commander, New Orleans, LA Police Department</i> Ed Trapp, <i>Commander, Pittsburgh, PA Police Department</i> Brian White, <i>Captain, Wichita, KS Police Department</i> Shane DuPaul, <i>Inspector, Brooklyn Park Police Department</i>	Ile de France I and II
11:30-12:00pm	Keynote – Guidance from the Field: Implementing BWCs in the New Orleans Police Department Michael Harrison, <i>Superintendent, New Orleans Police Department</i>	Ile de France I and II

Time	Activity	Room
12:00-1:30pm	Lunch (on your own) / Podcast Filming (Bedford, Camden, Chattanooga)	
1:30-2:15pm	Technological Issues with BWCs Todd Maxwell, <i>Senior Information Technology Policy Advisor (Contractor), Bureau of Justice Assistance</i> Scot Haug, <i>Chief, Post Falls Police Department</i> Charles Stephenson, <i>Senior Advisor, CNA</i> Anthony Moffa, <i>Lieutenant, Camden County Police Department</i> Dan Brodie, <i>Lieutenant, Alameda County Sheriff's Office</i>	Ile de France I and II
2:15-2:45pm	Meet Your SMEs and Analysts <i>Attendees should report to their assigned breakout rooms</i> <i>Group numbers are noted on the back of your name badge.</i>	Group 1 = Ile de France III Group 2 = Conde/ Frontenac Group 3 = Maurepas Group 4 = Ile de France I and II
2:45-3:00pm	BREAK /Podcast Filming (Eaton County, Woodstock)	
3:00pm-4:30pm	Site Networking Activity Dr. James "Chip" Coldren, <i>BWC TTA Director, CNA</i> <i>Attendees should return to Ile de France I and II for a quick session introduction</i>	Groups 1 & 4 = Ile de France I and II Group 2 = Conde/ Frontenac Group 3 = Maurepas
4:30-4:45pm	Summary of Discussions Dr. James "Chip" Coldren, <i>BWC TTA Director, CNA</i>	Ile de France I and II
4:45-5:00pm	Day 1 Wrap-up Dr. James "Chip" Coldren, <i>BWC TTA Director, CNA</i>	Ile de France I and II

Day 2 – April 11, 2017

Time	Activity	Room
8:00-8:30am	Registration	Ile de France I and II
8:30-8:45 am	Overview of Day 2 Dr. James Coldren, <i>BWC TTA Director, CNA</i>	Ile de France I and II
8:45-9:30am	Site Progress and Accomplishments Dr. James “Chip” Coldren, <i>BWC TTA Director, CNA</i> Attendees should report to their assigned breakout rooms <i>Group numbers are noted on the back of your name badge.</i>	Group 1 = Ile de France III Group 2 = Conde/ Frontenac Group 3 = Maurepas Group 4 = Ile de France I and II
9:30-9:45am	Summary of Discussions Dr. James “Chip” Coldren, <i>BWC TTA Director, CNA</i>	Ile de France I and II
9:45-10:00am	BREAK /Podcast Filming (Scottsville, Cumberland)	
10:00-11:15am	TTA Workshops (See workshop descriptions) Dr. James “Chip” Coldren, <i>BWC TTA Director, CNA</i> Attendees should return to Ile de France I and II for a quick session introduction <i>Workshops</i> <ul style="list-style-type: none"> Procurement Considerations Body-Worn Camera Policy Issues and Trends Body-Worn Cameras: Privacy and Confidentiality for Victims Working with Prosecutors on BWC Implementation 	Ile de France I and II Conde/ Frontenac Ile de France I and II Maurepas Ile de France III
11:15-12:30pm	TTA Workshops (See workshop descriptions) <i>Workshops</i> <ul style="list-style-type: none"> Procurement Considerations Body-Worn Camera Policy Issues and Trends Developing a Policy Compliance Strategy 	Conde/ Frontenac Ile de France I and II Maurepas

Time	Activity	Room
	<ul style="list-style-type: none"> Use of Force Issues and BWCs 	Ile de France III
12:30-1:30pm	LUNCH (on your own) / Podcast Filming (University of North Alabama, Foothill-DeAnza, Syracuse University)	
1:30-2:00pm	Keynote: Strategic Communications, the Media, and BWC Videos Laura McElroy, <i>Principal Consultant, McElroy Media Group</i>	Ile de France I and II
2:00-2:30pm	BJA's BWC Performance Management Tool Dr. Laura Wyckoff, <i>Senior Performance Management Analyst, Bureau of Justice Assistance</i>	Ile de France I and II
2:30-2:45pm	BREAK /Podcast Filming (Pokagon Band; Little Traverse Bay Bands of Odawa Indians)	
2:45-3:15pm	Training Issues Regarding BWCs Dr. Michael White, <i>BWC TTA Co-Director & Professor in the School of Criminology and Criminal Justice, Arizona State University</i> Dr. Charles Katz, <i>Professor in the School of Criminology and Criminal Justice, Arizona State University</i> Daniel Zehnder, <i>Captain, Las Vegas Metropolitan Police Department</i> Tommi Lyter, <i>Assistant Chief, Pensacola Police Department</i>	Ile de France I and II
3:15-3:45pm	Site Reflection and Planning Dr. James "Chip" Coldren, <i>BWC TTA Director, CNA</i> Attendees should report to their assigned breakout rooms <i>Check the back of your name badge for your group number</i>	Group 1 = Ile de France III Group 2 = Conde/ Frontenac Group 3 = Maurepas Group 4 = Ile de France I and II
3:45-4:00pm	Closing Remarks & Wrap-up Dr. James "Chip" Coldren, <i>BWC TTA Director, CNA</i> John Markovic, <i>Senior Policy Advisor, Bureau of Justice Assistance</i>	Ile de France I and II

Welcoming Remarks

Kristen Mahoney, Deputy Director, Bureau of Justice Assistance

April 10, 2016 8:30-8:40am



Ms. Kristen Mahoney was sworn in as the new BJA Deputy Director for Policy on July 9, 2012. Prior to that appointment, she served as the Executive Director of the Governor's Office of Crime Control and Prevention for the state of Maryland and as President of the National Criminal Justice Association. She is a longtime friend of BJA and a champion of state, local, and tribal efforts to improve criminal justice in communities across the country. She brings tremendous knowledge, experience, and enthusiasm to her position.

Ms. Mahoney has also worked with staff in BJA's Programs, Planning, and Policy Offices for a number of years, and she understands the importance of BJA's work to the communities it serves. She has also served as Chief of the Technical Services Division of the Baltimore Police Department, as a Senior Policy Advisor in the COPS Office, and as the State Administrative Agent for Byrne Justice Assistance Grant funds for many years.



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Introductions and Overview of the Agenda

John Markovic, Senior Policy Advisor, Bureau of Justice Assistance

Dr. James "Chip" Coldren, BWC TTA Director, CNA

April 10, 2017 8:40-9:00am

 <p>BODY-WORN CAMERA TRAINING & TECHNICAL ASSISTANCE</p> <h3>Introductions and Agenda Overview</h3> <p>John Markovic, Senior Policy Advisor, Bureau of Justice Assistance Dr. James "Chip" R. Coldren, BWC TTA Director, CNA</p>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<h3>Agenda Overview – April 10</h3> <ul style="list-style-type: none"> › Welcoming Remarks › Introductions and Agenda Overview › BWC 101 –What Everyone Needs to Know About BWCs › Break › BWC Case Studies: Voices from the Field › Meet your SMEs and Analysts › Lunch › Technological Issues with BWCs › Keynote Presentation: Superintendent M. Harrison › Break › Site Networking Activity › Summary of Discussions › Day 1 Wrap-up 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

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BWC 101 – What Everyone Needs to Know About BWCs





John Markovic, Senior Policy Advisor, Bureau of Justice Assistance

Dr. Michael White, BWC TTA Co-Director & Professor in the School of Criminology and Criminal Justice, Arizona State University

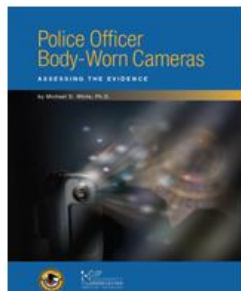
Todd Maxwell, Senior Information Technology Policy Advisor (Contractor), Bureau of Justice Assistance

April 10, 2017 9:00-9:45am

 <p>BODY-WORN CAMERA TRAINING & TECHNICAL ASSISTANCE</p> <h3>BWC 101 – What Everyone Needs to Know About BWCs</h3> <p>John Markovic, Senior Policy Advisor, Bureau of Justice Assistance Dr. Michael White, BWC TTA Co-Director & Professor, Arizona State University Todd Maxwell, Technology Policy Advisor, Booz Allen Hamilton</p> 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<h3>Overview</h3> <ul style="list-style-type: none"> ▸ Setting the Stage ▸ BJA's BWC Policy and Implementation Program ▸ Training and Technical Assistance Team ▸ What the Research Tells Us ▸ National Body-Worn Camera Toolkit  	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

 <p>BODY-WORN CAMERA TRAINING & TECHNICAL ASSISTANCE</p> <h2>Setting the Stage</h2> 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<h3>BWC Events Before Summer 2014</h3> <ul style="list-style-type: none"> ▸ 2005 – Plymouth Basic Command Unit (UK) tests BWCs ▸ 2007 – Home Office releases Guidance for the Police Use of Body-Worn Video Devices ▸ 2009-10 – Oakland & Albuquerque Police Departments roll out BWCs ▸ 2012- Phoenix Police Department receives federal Smart Policing Initiative grant for BWCs  <p>8</p>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<h3>BWC Events Before Summer 2014</h3> <ul style="list-style-type: none"> ▸ August 2013 – Ruling in the Floyd case against the NYPD (BWCs as a remedy) ▸ Sept 2013 – PERF holds Executive Session on BWCs ▸ 2013: “Nearly a third (32%) of local police departments provided at least some officers with body-worn cameras” (BJS, 2015: 1)  <p>9</p>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

Spring 2014: "Assessing the Evidence" and PERF/COPS Reports



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Summer of 2014 and Beyond

- Civilian deaths around the country
- Media coverage
- Calls for police transparency
- Research around use of force & citizen complaints



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BWCs as a Potential Tool for Police Reform

- **December 2014** – US DOJ Formalizes Support and Direction for BWC
 - COPS Plan
 - \$75 million pledged for 50,000 BWCs
- **May 2015** – US DOJ releases the National Body-Worn Camera Toolkit
- **May 2015** – US DOJ Initiates Body Body-Worn Policy and Implementation Program (BWC-PIP))

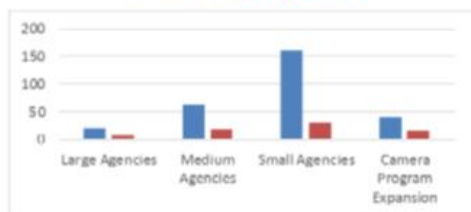


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BWC-PIP Funding To Date

September 2015 – 73 agencies awarded funding (\$20 million)

Body-Worn Camera Grant Applications
285 Submitted, 73 Awarded

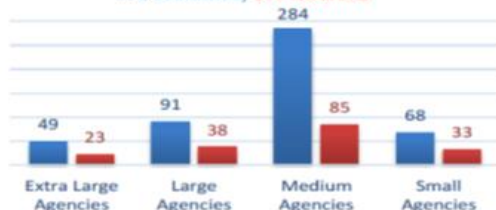


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BWC-PIP Funding To Date

September 2016 – 106 agencies awarded funding (\$21 million)

Body-Worn Camera Grant Applications
492 Submitted, 179 Awarded



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BWC-PIP Funding To Be Announced

September 2017 – \$17 Million to 50 to 70 Agencies

- Very Large (>100 Sworn)
 - Approximately 5 awards; capped at \$1 million
- Large (251 to 1000 Sworn)
 - Approximately 8 awards; capped at \$750,000
- Medium (26 to 250 Sworn)
 - Approximately 10 awards; capped at \$400,000
- Small (<= 25 Sworn)
 - Up to 40 awards; capped at 50,000

CONDITIONS

- 50% Match
- \$1,500 Camera Metric (except "Small")



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Potential Benefits?

Possible BWC Benefits are Enormous

- Increased Transparency
- Enhanced Legitimacy and Public Satisfaction
- Improved Police Officer Behavior
- Improved Citizen Behavior
- Reduced Citizen Complaints and Police Use of Force
- Expedited Resolution of Complaints and Lawsuits
- Improved Evidence for Arrest and Prosecution
- Opportunities for Police Training (violence reduction)



Potential Costs?

Possible Costs/Consequences are Enormous

- Citizens' Privacy
- Officers' Privacy
- Officers' Safety
- Impact on Citizen Attitudes (Satisfaction/ Legitimacy)
- Training and Policy Requirements
- Impact on Officer Productivity/Morale
- State and Federal Law (Public Records, HIPAA)
- Logistical/Resource/Cost Requirements





BJA's BWC Policy and Implementation Program

BJA BWC Policy and Implementation Program (PIP)

- 2015-16: 175+ grants awarded totaling \$36.2 Million



- National Training and Technical Assistance (TTA) Team

- TTA Services

- Administrative policy review
- Webinars and podcasts
- On-site assistance
- Speakers bureau
- Regional workshops
- Peer-to-Peer connections
- BWC TTA website (<http://www.bwctta.com/>)



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Informing Policy & Practice

- The Policy Review Process

- Grantee submits BWC policy to the TTA team for review
- TTA team reviews the policy with the Policy Review Scorecard framework
- Assessment of policy comprehensiveness
- TTA team works with grantee to modify policy (as needed)
- BJA verifies the scorecard and TTA team notes constitute a comprehensive and deliberate policy development process



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Overview of Scorecard and Review Process

- Eleven areas of BWC policy covering 41 specific issues

- Mandatory** issues must be covered in policy to pass (n=17)

- Score of 80% or better total (17/17 for mandatory issues)

- Comprehensiveness only, not prescriptive nor directional

Policy Issue	Possible Score	Agency Score
Policy Development		
Did agency review National BWC Toolkit and PERF/COPS report?	1	1
Did agency review other agency policies on BWCs?	1	1
Did the agency review or revise its Use of Force policy during the BWC policy development? If so, how?	1	1
Did agency involve appropriate internal units in policy development?	1	1
Did agency involve appropriate external criminal justice/local actors in policy development?	1	1
Did agency share policy with community and advocacy groups?	1	1
Did community members and advocacy groups play a role in policy development?	1	1
TOTAL - POLICY DEVELOPMENT	7	7



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Policy Review Areas

Goal: Good Policy → Good Practice

- Policy Development
- General Issues
- Video Capture – Activation
- Video Capture – Deactivation
- Data Transfer/Download
- Data Storage/Retention
- BWC Viewing
- Training to Policy
- Public Release
- Policy and Program Evaluation
- BWCs and Use of Force



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White et al. (2016) – BWC Policy Analysis (n=54)



Fifty-four agencies across 26 states within the FY 2015 awards had approved policies as of September 10, 2016.



Targeted 4 “Hot Button” BWC Issues

- BWC Activation and Deactivation
- Citizen Notification
- Officer Authority to Review
- Supervisor Authority to Review
- <http://bwctta.com/resources/bwc-resources/key-trends-body-worn-camera-policies>





What Does the Research Tell Us?



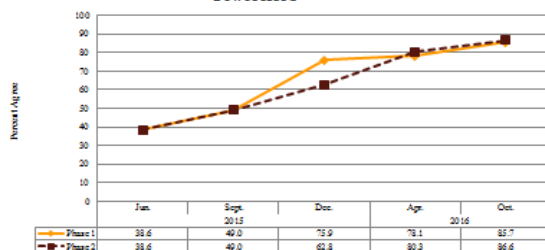
Selected Research on BWCs

Country	Study	Citation	Independent Evaluation	Comparative Design
England	Plymouth Head Camera Project	Goodall (2007)	Yes	No
Scotland	Renfrewshire/Aberdeen Studies	OOS Consulting (2011)	Yes	No
United States	Rialto (CA) Police Department	Farrar (2013); Ariel et al. (2015)	No	Yes
United States	Mesa (AZ) Police Department	MPO (2013); Young & Ready (2015, 2016)	Yes	Yes
United States	Phoenix (AZ) Police Department	Katz et al. (2015)	Yes	Yes
United States	Orlando Police (FL) Department	Jennings et al. (2014, 2015)	Yes	Yes
England	London Metropolitan Police	Grossmith et al. (2015)	Yes	Yes
Canada	Edmonton Police Service	Edmonton Police Service (2015)	No	Yes
United States	Spokane (WA) & Tempe (AZ) Police Departments	White et al. (2016, 2017)	Yes	Yes

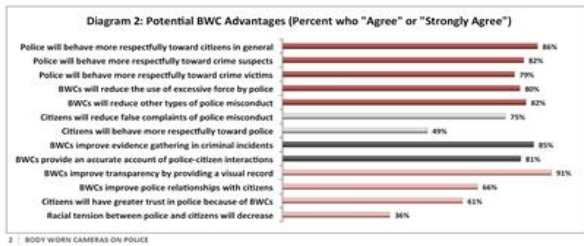


Research: High Levels of Police Officer Support

General Perceptions: Body Cameras Are Well Received By Coworkers



Research: High Levels of Citizen Support (general population)



2 | BODY-WORN CAMERAS ON POLICE

UNLV | CENTER FOR CRIME
AND JUSTICE POLICY

BODY-WORN
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Research: High Levels of Citizen Support (consumers of police services)

	Spokane (249)	Tempe (383)
	% Agree/ Strongly Agree	% Agree/ Strongly Agree
Video cameras should be worn by all officers in Spokane/Tempe PD.	85.9%	92.2%
Using video cameras will make officers act more professionally.	76.6%	79.3%
Citizens will be more cooperative when they become aware that an officer is wearing a video camera.	70.2%	76.2%
Police will be more respectful to citizens when wearing video cameras.	78.9%	79.6%
The benefits of police using video cameras outweigh the costs.	77.0%	82.5%

BODY-WORN
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Research: Consistent Reductions in Citizen Complaints and Use of Force

- Rialto (CA) Police Department**
 - Citizen complaints: 88% (24 to 3)
 - Use of force: 60% (61 to 25)
- Mesa (AZ) Police Department**
 - Citizen complaints: 60%
 - Use of force: 75%
- Orlando (FL) Police Department**
 - Citizen complaints: 60%
 - Use of force: 75%
- Phoenix (AZ) Police Department**
 - Complaints -- BWC officers: declined by 23%
 - Complaints -- Comparison officers: increased by 10.6%

BODY-WORN
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Research: BWCs Have Evidentiary Value

- ▶ UK Studies
 - ▶ Guilty pleas 70-80%
- ▶ Las Vegas Metropolitan Police Department
 - ▶ To date, 70% of BWC officers "exonerated" from complaints because of BWC evidence
- ▶ Phoenix/Essex (UK) studies
 - ▶ Enhanced Outcomes in Domestic Violence cases. BWC cases:
 - ▶ Initiated by the prosecutor's office
 - ▶ Charges filed
 - ▶ Guilty plea
 - ▶ Guilty verdict at trial



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BJA National Body-Worn Camera Toolkit

- ▶ February 26-27, 2015: Two-day Expert Panel at the White House
- ▶ May 2015: Toolkit "goes live" at: <https://www.bja.gov/bwc/>
- ▶ Serves as an information warehouse – everything you need to know about BWCs
- ▶ May 2016: Toolkit rebranding and relaunch
- ▶ 2017 & Beyond: Updates and changes



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BJA National Body-Worn Camera Toolkit



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BJA BWC Podcasts Series

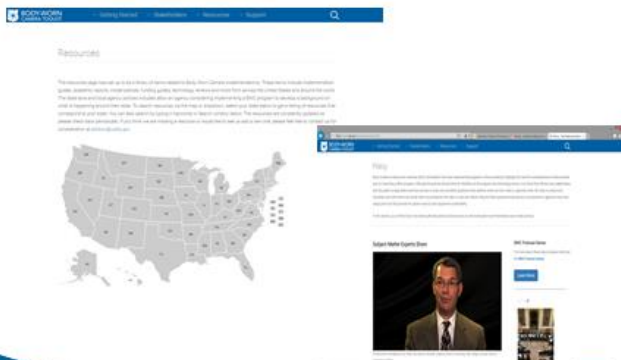


Available on BWC Toolkit, iTunes, & BJA.gov

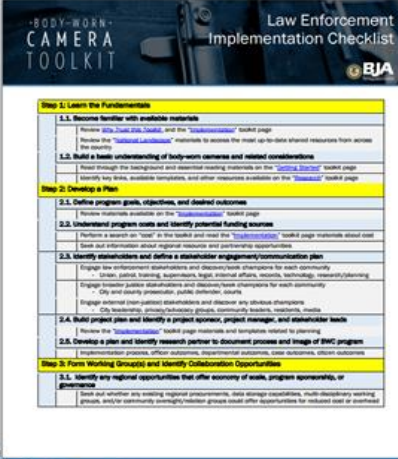



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Toolkit: Policy Resources



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<p>Thank you!</p> <ul style="list-style-type: none"> ▸ Questions? ▸ Comments? <p style="text-align: right;"> 26</p>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

BWC Case Studies: Voices from the Field

Dr. Charles Katz, Professor in the School of Criminology and Criminal Justice, Arizona State University






Otha Sandifer, Commander, New Orleans, LA Police Department

Brian White, Captain, Wichita Police Department

Ed Trapp, Commander, Pittsburgh, PA Police Department

Shane DuPaul, Inspector, Brooklyn Park Police Department

April 10, 2017 10:00-11:30am

 <p>BODY-WORN CAMERA TRAINING & TECHNICAL ASSISTANCE</p> <p>BWC Case Studies: Voices from the field</p> <p>Dr. Charles Katz, Professor, Arizona State University Cmdr. Otha Sandifer New Orleans (LA) Police Department Cmdr. Ed Trapp, Pittsburgh (PA) Police Department Cpt. Brian White, Wichita (KS) Police Department Off. Shane DuPaul, Brooklyn Park (MN) Police Department</p> 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
 <p>BODY-WORN CAMERA TRAINING & TECHNICAL ASSISTANCE</p>  <p>Body Worn Cameras: Increasing Transparency and Accountability in Policing</p> <p>Otha Sandifer, Commander, New Orleans, LA Police Department</p> 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

National Leadership on BWCs

- NOPD was among the first police departments nationwide to invest in a widespread deployment of body worn cameras. NOPD deployed body worn cameras in order to:
 - Increase Accountability;
 - Enhance Public Trust;
 - Increase Officer Safety; and
 - Improve the Quality of Investigations.



National Leadership on BWCs

In May 2014, NOPD deployed 420 Body Worn Cameras to its officers. The department has since purchased an additional 400 cameras. These cameras are produced by TASER International, which won a public bid to supply the technology. NOPD also uses TASER's 'evidence.com' system to store and manage videos.



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National Leadership on BWCs

- NOPD has also been recognized by the federal government as a leader on this issue and has been asked to participate in a number of new initiatives to lead BWC adoption throughout the country.
- In February 2015, NOPD Superintendent Harrison went to Washington, DC at the request of the White House and DOJ to provide input on the development of an online toolkit available online: <https://www.bja.gov/bwc/>.



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National Leadership on BWCs

- In April 2015, NOPD joined the White House's Police Data Initiative and is working to publish BWC metadata online, along with other policing data.
- In September 2015, NOPD was selected by DOJ to receive grant funding that allowed us to expand our BWC program by purchasing an additional 219 BWCs.



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Benefits of Body Worn Cameras

- We've seen some significant benefits as a result of investing in BWCs.
- We've given our District Attorney direct access to the system and they are using these videos to strengthen their prosecutions of dangerous criminals.
- We've been able to use BWC video as a training tool in the classroom, allowing our officers to evaluate and critique real-life situations in training



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Benefits of Body Worn Cameras

- BWCs have helped us to more effectively handle citizen complaints against officers, exonerating officers when no incident occurred and holding them accountable when they violate policy.
- These videos are also a valuable tool for supervisors, allowing them to more closely and effectively supervise officers.
- Above all, BWCs promote professionalism in policing and enhance community relations. They are a net positive for our department.



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Development of a BWC Policy

- As NOPD deployed BWCs early, there were only a few model BWC policies available to review. As a result, NOPD worked closely with its federal partners in the development of our policy.
 - This was the first body-worn camera policy development process to be reviewed and approved by US DOJ
 - Set the stage to other to develop policy
- This policy, Chapter 41.3.10 can be found online, along with other NOPD policies, at:
<http://www.nola.gov/nopd/publications/>



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Policy Overview

- Who wears BWCs?
 - District platoon (calls for service response) and general assignment (proactive) Officers;
 - School Resource Officers;
 - Gang Task Force Officers;
 - Special Operations Division Officers (SWAT, Canine, etc.); and
 - District Sergeants (as inventory permits).
- When are BWCs activated?
 - All field contacts involving law enforcement activity, including all calls for service;
 - Other contacts that become adversarial after initial contact in a situation that would not otherwise require recording; and
 - Other situations where the officer believes it would serve a legitimate law enforcement purpose.



49

Policy Overview Continued...

- Officer Requirements
 - Inspect the BWC at the start of each shift to ensure it is operational;
 - Activate the BWC "as soon as practical" at the onset of any situation that requires activation;
 - Deactivate the BWC when a contact has concluded, or request authorization from a supervisor to terminate the recording earlier due to privacy considerations; and
 - Place BWC in docking station at the conclusion of their shift, in order to charge and download the video.



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Policy Overview Continued...

- Supervisor Requirements
 - Ensure that any malfunctioning equipment is replaced before the officer responds to calls for service;
 - Perform random reviews of BWC recordings produced by their officers to ensure that BWCs are being used according to policy; and
 - Review videos of all incidents that they have been informed are the subject of a potential citizen complaint.



51

BWC Challenges

- BWC Adoption and Compliance – How do we deploy this new technology so that it becomes an accepted and widely used policing tool?
- Release of BWC Video – In what format and when should BWC video be released in order to conform with Louisiana public records law while protecting public safety?



52

BWC Challenges: Adoption and Compliance

- Adoption is an important part of deploying any new technology. We worked to increase adoption and acceptance of BWCs with officers through a multi-faceted strategy.
 - Education. Providing training on BWC use and internally messaging the benefit to officers of cameras.
 - Framework for Accountability. Instituting new systems to allow us to track BWC usage, including changes to daily activity reports.
 - Oversight. Involving supervisors in monitoring BWC usage and reviewing BWC videos.
 - Discipline. When necessary, holding members accountable for violations of BWC policy



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BWC Challenges: Adoption and Compliance

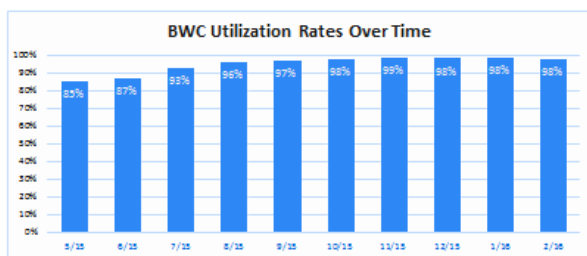
- In order to evaluate the effectiveness of this strategy, we conduct monthly spot checks of BWC usage. During these spot checks, members of the Compliance Bureau determine whether BWCs were activated in situations that require their use.



54

BWC Challenges: Adoption and Compliance

- We've seen significant success in full compliance with our policy, and are currently at 98-99% compliance according to these spot checks.



55

BWC Challenges: Public Release of Video

- As more video is created, there will be more and more requests from the public, media, and other entities to obtain these videos.
- NOPD recently worked with the U.S. Department of Justice and the team monitoring our consent decree to create a new policy on video release during critical incidents.



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BWC Challenges: Public Release of Video

- This policy provides for NOPD to obtain input from a variety of partners, including the District Attorney, City Attorney, and U.S. Attorney on whether video of a critical incident should be made public. Within nine days of a critical incident, a recommendation is made to the Superintendent on whether or not to release the video, and he makes the final determination on whether to do so.
- More information about this policy can be found online: <http://www.nola.gov/nopd/press-releases/2016/20160224-following-rollout-of-expansive-body-worn/>



57

BWC Challenges: Public Release of Video

- However, there are many unclear areas regarding how BWC video should be handled in relation to public record laws.
- Safety issues: How do we protect the identity of witnesses, victims, etc. in certain incidents while adhering to public records law?



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BWC Challenges: Public Release of Video

- Officer Bill of Rights: Bill of Rights prohibits public release of pictures of officers in certain circumstances – does this apply to video as well?
- Cost Considerations: Review of video to ensure appropriate redactions can be extremely time consuming and difficult to establish a “reasonable fee” schedule. Accommodating large-scale data requests can have significant cost impact on agencies.



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Outstanding Issues

- Agencies should obtain clarity on how to release BWC video in a way that comports with public records law but does not raise significant safety or cost issues for the public and the agency.
- There should be a framework for coordination of policies between law enforcement and outside agencies so that differing agency policies do not create gaps in BWC coverage. For instance, policies of hospitals and sheriff offices that require cameras to be turned off in these facilities create the potential for critical incidents to occur without associated BWC video.



Commander Otha Sandifer
New Orleans Police Department
osandifer@nola.gov
(504)913-6909



Pittsburgh, PA Body-Worn Camera Program Finally Gaining Traction



Commander Ed Trapp, Pittsburgh Bureau of Police

Why Body Worn Cameras?

- January 2010 - An infamous arrest
- In car cameras for cycles?
- Avoiding the fallout from one
- Possible solution for the other



History of Pittsburgh's BWC Program

- PBP begins testing BWCs in February 2012
- 50 cameras were purchased in August 2012
- Deployed on motorcycles and bicycles
- Early returns were encouraging



Challenges and Solutions

- Challenge: Collision with the law – *Chapter 1: Technical violation*
- Solution: Fix that technicality
- Challenge: Collision with the law – *Chapter 2: Molasses is quicker*
- Solution: Change the law – *Bang Head against Wall*
- Challenge: If it's Monday, who is the Chief?
- Solution: Sooo, What ARE your Thoughts on BWCs?



PBP and the Community

- Talking with the public
- Pitt
- CMU
- Duquesne
- New policy
- Can I have a camera?
- A double play saves 2
- What happened to the cameras?
- Finally moving



66

Lessons We Learned

- A good policy is key
- Get input from stakeholders
- Manage public expectations
- Take your time and get it right






67



Wichita, KS Body-Worn Camera Program

Captain Brian White, Wichita Police Department

<h2>Wichita, KS Police Department</h2> <ul style="list-style-type: none"> ▸ WPD has deployed Body Worn Cameras BWCs since 2009 ▸ WPD has 640 Commissioned LEOs ▸ WPD currently has 429 BWCs assigned to Patrol Officers. 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<h2>Implementation</h2> <ul style="list-style-type: none"> ▸ 2009 – Initial purchase of 20 BWC's ▸ 2010 to 2014 – Increased the number of BWC's to 60 ▸ 2014 – Pledge to community to outfit all patrol officers with BWC's ▸ 2014 to 2015 – Comprehensive research on "Full BWC Implementation" ▸ 2015 to 2016 – Staged roll of 429 cameras 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<h2>Challenges and Solutions</h2> <ul style="list-style-type: none"> ▸ Data Sharing with Prosecutors ▸ Training of the Agency and Education of Important partners ▸ Public Right to access, related to State and Local laws ▸ Policy Development – <ul style="list-style-type: none"> ▸ Community, Command Staff, Supervisors, Officers, Union, Records.... 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

Positive Impacts

- ▶ Creating a better account of what occurred.
 - ▶ Provides excellent evidence for the prosecution of cases.
 - ▶ Bolsters the officers report
 - ▶ Direct evidence
- ▶ Reduces the number of citizen complaints of police misconduct.
 - ▶ Can increase community trust in police department
 - ▶ Most officers have embraced the new technology



Brooklyn Park, MN Police Department Body-Worn Camera Program



The City of Brooklyn Park

- ▶ NW suburb of Minneapolis, population 79,149
- ▶ 6th largest city in MN & 4th largest in metro area
- ▶ 27 square miles. Eastern border is the Mississippi River
- ▶ Diverse population
 - ▶ 50% non-white, 25% foreign born
 - ▶ Largest foreign born is from Liberia.
- ▶ 31 Neighborhoods
- ▶ 3 School Districts



The Brooklyn Park Police Department

- 109 officers
- 3 Divisions – Patrol, Investigations, Support Services
- 2 precincts - South and North
- **Patrol** – 69 sworn and 19 civilian
 - TRU, 3 - K9s, COPS unit, Training, Cadets-10, Jail-5, Crime Prevention Unit - 2, and Crime Analysts-2
- **Investigations** – 40 sworn
 - Detectives, Major Crimes Unit, Safe Streets Unit, Juvenile Unit, DTF, and VOTF
- **Support Services** – 33 civilian - 16 full / 17 part-time



The Brooklyn Park Police Department

Geographical based policing / crime trends

Problem Properties and People

Community Involvement:

- JCPP - Joint Communities Police Partnership
 - Brooklyn Park, Brooklyn Center, Hennepin Co, NW Hennepin Community Council
- Multicultural Advisory Committee (MAC)
- YVPI – Youth Violence Prevention Initiative
 - Zanewood Rec Center



Brooklyn Park Police Department Body-Worn Camera Program

- Early 2015 we received 28 free L3 body cameras when we did upgrades to our squad cameras
- April 2015 a staff study was conducted
- Discussion with the Brooklyn Park Police Federation in August
- Sept 2015 conducted a 60 day pilot project using the 28 cameras
- 16 patrol officers assigned a BWC. One BWC in each patrol area on each shift(excluding power shifts)



Brooklyn Park Police Department Body-Worn Camera Program

- We chose to stay with the L3 BWC due to the L3 infrastructure we already had in place and **owned**. (38 squads, 8 interview rooms, storage server, and back up workstation)
- L3 was also working on a system that was integrated with the squad cameras. (This is where we wanted to go)
- We had a draft policy for the pilot project and did a reevaluation of it after the pilot. This policy was presented to the community
- We held two community meetings 12/15/16 and 1/16/17.
- The City Counsel approved all patrol to wear and use BWC in February 2016



Brooklyn Park Police Department Body Worn Camera Program

- 2/23/16 - All patrol began wearing BWCs when working the street
- Early on it was apparent that the 28 BWCs were not going to be enough. The decision was made to purchase 72 BWC for the Patrol division
- L3 had a BWC (XV model) coming out in May. We received 3 beta units to test for them
- In Aug state law changed for BWC and we updated policy
- 9/16 - we received the BWCs and all patrol was issued their own



Brooklyn Park Police Department Body-Worn Camera Program

- Additional units issued to SWAT and SROs in September
- 10/16 received the word that we were awarded the grant to acquire the next generation BWCs
- 1/1/17 started a pilot project with Detectives. (Field Interviews, follow up, statements)
- Policy was approved / passed the score card
- Waiting for the Next Generation BWCs to be released



Lessons Learned

- Use Community Meetings to educate what the BWC can and can't do. Just because an officer is wearing a BWC doesn't mean it will capture everything.
- Police Union buy in
- Have enough BWCs - including spares / recharge time
- Pilot program is huge both for admin and for officers
 - Choose the officers who are interested in the pilot.
- Highlight the successes with officers
- School districts and SROs
- Uniform and BWC attachment



Positive Impacts

- Officers feeling supported and protected
- Complaints unfounded or officer exonerated
 - audio
- Use of Force Reviews
 - Excellent tool
- Department Training
 - Real incidents to use
 - Validates training



BWC Training

- Initial Training was how to use the camera and the policy
- We conducted follow up training in Aug and Sept about policy changes due to state law and the new XV camera model
- Future training is going to be geared to how the BWC can be used better to document crime scene and evidence and for court
- Annual training - Policy Test



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April 10, 2017 11:30-12:15pm

Break out groups

Group	Room	BWC TTA Lead/ Subject matter experts	BWC TTA Analysts
1	Ile de France III	Ed Trapp Orlando Cuevas	Tammy Felix Dominique Burton
2	Conde/ Frontenac	Scot Haug Damon Mosler	Ryan Bauer Keri Richardson
3	Maurepas	Brian White Steve Rickman Harold Medlock	Tammy Felix Angie DeGroot Carrie Shelton
4	Ile de France I and II	Craig Uchida Robert Haas Mike White Charles Katz	Christine Connor Danielle Wallace

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Technological Issues with BWCs

**Todd Maxwell, Senior Information Technology Policy Advisor
(Contractor), Bureau of Justice Assistance**

Scott Haug, Chief, Post Falls, ID Police Department

Charles Stephenson, Senior Advisor, CNA

Anthony Moffa, Lieutenant, Camden County Police Department

Dan Brodie, Lieutenant, Alameda County Sheriff's Office

April 10, 2017 1:30-2:15pm

This session includes a panel of SMEs from the BWC TTA Team as well as several PIP site representatives. Panelists will engage in a discussion on challenging technological issues related to BWCs.

Discussion questions:

1. Please take a moment to:
 - a. give some background on your agency including agency size, type of agency,
 - b. current level of BWC implementation to include how much your agency has invested in BWCs in terms of camera units and data storage, and
 - c. percentage of your technology budget BWCs constitute?
2. Please discuss which storage option you choose -- on premise vs. cloud -- and why you selected that method(s), including cost considerations around infrastructure, support personnel, space, etc.?
3. Please discuss which storage option you choose -- on premise vs. cloud -- and why you selected that method(s), including cost considerations around infrastructure, support personnel, space, etc.?
4. How does your agency's utilization of BWCs compare with, or complement, its use of other video technologies (e.g., car/dashboard cams, CCTV, LPR, facial recognition, etc.); are costs multiplying with each new technology or are their cost savings?
5. Please discuss the costs other than cameras and storage agencies should be considerate of when implementing and if you had unseen costs?
6. What do you see as the biggest technological challenge for your department as you proceed with BWC implementation, and where do think assistance should come from to help address this challenge?



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Keynote: Guidance from the Field: Implementing BWCs in the New Orleans Police Department

Michael Harrison, Chief, New Orleans Police Department

April 10, 2017 2:15-2:45pm



Michael S. Harrison was appointed Superintendent of Police, New Orleans Police Department (NOPD), on October 14, 2014, by Mayor Mitchell J. Landrieu.

Michael Harrison joined the New Orleans Police Department in 1991. He quickly advanced through the ranks of the department, becoming a detective in the Major Case Narcotics Section in 1995, Sergeant in the Eighth Police District in 1999, Supervisor in the NOPD Public Integrity Bureau in 2000 and Seventh District Assistant Commander in 2009. From January 2011 to 2012, he served as Commander of the Special Investigations Division in which he managed the narcotics, vice, criminal intelligence and gang enforcement units of NOPD. With nearly 23 years of service, Harrison most recently served as Commander of Seventh District, overseeing police services for eastern New Orleans since January 2012.

Under his watch, the Seventh District experienced crime reductions in 2012 and 2013. He helped craft and testified in favor of legislation to enable better enforcement of prostitution and solicitation, which was a major problem in the district.

Prior to joining the NOPD, Harrison served eight years with the Louisiana Air National Guard. He received a Bachelor's degree in criminal justice from the University of Phoenix, a Master of Criminal Justice from Loyola University. He is a graduate of Northwestern University's School of Police Staff and Command and the Senior Management Institute for Police. He is a member of the International Association of Chiefs of Police, Major City Chiefs Association and the Police Executive Research Forum. Harrison, a resident of Algiers, also serves as an elder at City of Love Church in New Orleans.

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Dr. James “Chip” Coldren, BWC TTA Director, CNA

Attendees should return to Ile de France I and II for a quick session introduction

This will be a “café style” session. Participants will be divided into 3 groups. The café style discussions will be led by the facilitators listed below. As the site groups sit in each room, the facilitators will rotate from room to room, engaging the participants in a series of discussions on key issues such as, community and stakeholder engagement, emerging training practices, and public release of video footage.

Group	Room
1 & 4	Ile de France I and II
2	Conde/ Frontenac
3	Maurepas

- Orlando Cuevas, Assistant Chief (ret.) Camden County, NJ Police Department
- Scot Haug, Chief, Post Falls, ID Police Department
- Dr. Charles Katz, Professor, Arizona State University
- Harold Medlock, Chief (ret.) Fayetteville, NC Police Department
- Damon Mosler , Deputy District Attorney at County of San Diego, CA
- Steve Rickman, CNA

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April 10, 2017 4:30-4:45pm

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April 10, 2017 4:45-5:00pm

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Overview of Day 2

Dr. James “Chip” Coldren, BWC TTA Director, CNA

April 11, 2017 8:30-8:45am

 <p>BODY-WORN CAMERA TRAINING & TECHNICAL ASSISTANCE</p> <h3>Day 2 Agenda Overview</h3> <p>Dr. James “Chip” Coldren BWC TTA Director CNA</p>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<h3>Agenda Overview – April 11</h3> <ul style="list-style-type: none"> › Site Progress and Accomplishments › Summary of Discussions › Break › TTA workshops › Lunch › Keynote Presentations: Strategic Communications, the Media, and BWC Videos– Laura McElroy › BJA BWC Performance Management › Break › Training Issues Regarding BWCs › Site Reflection and Planning › Closing Remarks & Wrap-up 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

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Site Progress and Accomplishments

Dr. James "Chip" Coldren, BWC TTA Director, CNA

April 11, 2017 8:45-9:30am

This session will involve a group discussion through which the sites present their projects briefly and talk about progress, challenges, positive developments, etc. To facilitate discussion, the sites will be asked to address the following questions:

- What is the current status of your BWC project (especially regarding policy development)
- What challenges or problems have you had to overcome up to this point?

Breakout groups

Group	Room	BWC TTA Lead/ Subject matter experts
1	Ile de France III	Clarence Trapp Orlando Cuevas
2	Conde/ Frontenac	Scot Haug Damon Mosler
3	Maurepas	Brian White Steve Rickman Harold Medlock
4	Ile de France I and II	Craig Uchida Robert Haas Mike White Charles Katz

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April 11, 2017 9:30-9:45am

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BWC TTA Workshops

April 11, 2017 10:00-11:15am

This session includes a series of four technical assistance workshops based on predetermined issues and requests from the participating sites.

Workshop Descriptions

Procurement Considerations- Room: Conde/ Frontenac

John Markovic, Senior Policy Advisor, Bureau of Justice Assistance

Stephen Fender, Division Chief, Bureau of Justice Assistance

**Todd Maxwell, Senior Information Technology Policy Advisor (Contractor),
Bureau of Justice Assistance**

This workshop will address several helpful procurement topics for the BJA Pilot Implementation Program (PIP) sites – how to prepare for a procurement process, important lessons learned from several PIP sites that have successfully completed BWC procurement processes, important Federal guidelines and standards regarding BWC procurement, and technical assistance resources available from the BWC training and technical assistance (TTA) initiative regarding BWC procurement processes.

Body-Worn Camera Policy Issues and Trends- Room: Ile de France I and II

Dr. Charles Katz, Professor in the School of Criminology and Criminal Justice, Arizona State University.

Dr. Michael White, BWC TTA Co-Director & Professor in the School of Criminology and Criminal Justice, Arizona State University

The BWC policy development process is one of the most critical aspects of BJA's technical assistance approach for establishing a sound, comprehensive policy that responds to community concerns, and is the cornerstone for successful BWC implementation. This workshop will review trends in BWC policy development, based on a review of over 50 BWC policies under the BWC TTA initiative, and will address the fact that BWC policies, like most other police policies, should be evolving documents, based on experience, input from diverse stakeholders, and emerging evidence-based research regarding policy effectiveness.



Brian White, Captain, Wichita Police Department

Craig Uchida, President, Justice & Security Strategies

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BWC TTA Workshops

April 11, 2017 11:15-12:30pm

This session includes a series of four technical assistance workshops based on predetermined issues and requests from the participating sites (some workshops are repeated from the 10:00am session).

Workshop Descriptions

Procurement Considerations - Room: Conde/ Frontenac

John Markovic, Senior Policy Advisor, Bureau of Justice Assistance

Stephen Fender, Division Chief, Bureau of Justice Assistance

**Todd Maxwell, Senior Information Technology Policy Advisor (Contractor),
Bureau of Justice Assistance**

This workshop will address several helpful procurement topics for the BJA Pilot Implementation Program (PIP) sites – how to prepare for a procurement process, important lessons learned from several PIP sites that have successfully completed BWC procurement processes, important Federal guidelines and standards regarding BWC procurement, and technical assistance resources available from the BWC training and technical assistance (TTA) initiative regarding BWC procurement processes.

Body-Worn Camera Policy Issues and Trends- Room: Ile de France I and II

Dr. Charles Katz, Professor in the School of Criminology and Criminal Justice, Arizona State University.

Dr. Michael White, BWC TTA Co-Director, Professor in the School of Criminology and Criminal Justice, Arizona State University

The BWC policy development process is one of the most critical aspects of BJA's technical assistance approach for establishing a sound, comprehensive policy that responds to community concerns, and is the cornerstone for successful BWC implementation. This workshop will review trends in BWC policy development, based on a review of over 50 BWC policies under the BWC TTA initiative, and will address the fact that BWC policies, like most other police policies, should be evolving documents, based on experience, input from diverse stakeholders, and emerging evidence-based research regarding policy effectiveness.



Orlando Cuevas, Assistant Chief (ret.) Camden County, NJ Police Department

Dr. James “Chip” Coldren, BWC TTA Director, CNA

Implementation of BWCs will have important impacts on how police agencies respond to, investigate, manage, and learn from use of force incidents. This workshop will explore these issues, and engage participants in discussions about how enhancement of policy and training can happen in their agencies, and how technical assistance can support more comprehensive integration of BWC policies and practices so that use of force issues are reduced.

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Keynote: Strategic Communications, the Media, and BWC Videos

Laura McElroy, Principal Consultant, McElroy Media Group

April 11, 2017 1:30-2:00PM



After working in the media and as an agency communications director for 26 years, Laura McElroy, has dealt with almost every imaginable news story. This experience allows her to guide government agencies and large companies to manage high profile, controversial crises. She has helped leaders effectively manage worst case scenarios including racially tense officer involved shootings, political protests, a sex scandal at a public agency, negligent death cases, a murder suicide at a business, the death of a child in protective service care, officers involved in criminal activity, and many more. As the Principal Consultant of The

McElroy Media Group, Laura addresses every aspect of a crisis from strategizing how best to represent the organization in mainstream and social media, addressing the internal audiences and key stakeholders while minimizing the impact on operations.

As a subject matter expert with the U. S. Department of Justice, Office of Justice Programs and CNA's Institute for Public Research, McElroy works with law enforcement agencies around the country sharing best practices in crisis communication, media relations, social media, and community outreach. She has trained numerous police, sheriff and corrections commanders as a consultant for the Florida Department of Law enforcement and the Florida Police Chief's Association.

McElroy has conducted media training for franchise owners across the country and helped local businesses generate news stories about their operations and grow their digital footprint via social media training. With sixteen years of experience working in broadcast news, she has a clear understanding of the media and its daily objectives. As a reporter and anchor, she won local, state and national awards. During her 11 years as the Tampa Police Department's Communications Director, McElroy helped the agency navigate innumerable crises, all while strengthening its community relationships. By establishing new levels of transparency and accountability, she improved public trust in the department that resulted in extensive positive news coverage and helped mitigate controversial issues. In this role, she developed excellent working relationships with all Tampa media outlets and created new partnerships with activists, community groups and business leaders.

This media veteran led the multi-agency Joint Information Center for the 2012 Republican National Convention, comprised of more than a hundred Public Information Officers. The Center used social media to change the perception of law enforcement during the convention which historically generates negative publicity for agencies. The photographs

posted on social media helped set the tone of local and national stories about the event. Four years earlier, McElroy led the Joint Information Center for Super Bowl XLIII. Her six-month media campaign created positive publicity for local, state, and federal law enforcement agencies.

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April 11, 2017 2:45-3:15pm

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Site Reflection and Planning

Dr. James “Chip” Coldren, *BWC TTA Director, CNA*

April 11, 2017 3:15-3:45pm

Participants will be divided into four breakout groups to discuss how information from this meeting will inform their plans for the next 6-12 months.

Breakout groups

Group	Room	BWC TTA Lead/ Subject matter experts
1	Ile de France III	Clarence Trapp Orlando Cuevas
2	Conde/ Frontenac	Scot Haug Damon Mosler
3	Maurepas	Brian White Steve Rickman Harold Medlock
4	Ile de France I and II	Craig Uchida Robert Haas Mike White Charles Katz

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April 11, 2017 3:45-4:00pm

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Appendix A: BWC TTA Resources

TTA Type	Description of TTA	Example Topic Areas for TTA
BWC TTA Website	A dynamic website with podcasts, an extensive library of resources, and details on BJA PIP site accomplishments and lessons learned. In addition, social media channels will provide an online forum for discussion of relevant topics for the broader law enforcement, advocacy, and researcher communities.	<ul style="list-style-type: none"> Hear stories from PIP sites through podcasts Enhance your knowledge or request resources on BWC challenges and solutions Engage and interact with the BJA PIP community of organizations and stakeholders
BWC Webinars	A series of topical discussions, determined in large part by the experiences and needs of the PIP sites, with practical examples of how to approach and resolve challenges presented by implementation of BWCs, as well as forward thinking approaches to preventing problems	<ul style="list-style-type: none"> How BWCs impact Use of Force policies and practices Learning the lessons in BWC procurement from other PIP sites Strategies for determining and addressing BWC impacts on prosecutors' offices Emerging perspectives on victims' concerns with BWCs And more....
SME Assistance	On-site or telephonic assistance from police, research, and other practitioners regarding how to manage and prevent common problems that arise with BWC implementation	<ul style="list-style-type: none"> Conducting outreach and engaging diverse stakeholders Calculating storage needs Anticipating downstream impacts in the justice system Negotiating with vendors And more....
Peer-to-Peer Assistance	Opportunities for PIP sites to visit other agencies utilizing BWCs to see, first hand, how they are organized and how they resolve problems and challenges, or to have other agencies visit their sites	<ul style="list-style-type: none"> Visit and discuss BWC data problems with IT, crime analysts, and video technology professionals Observe BWC training operations in different departments Discuss video transfer and sharing solutions with police and prosecutors
Other BWC TTA	CNA can tailor and develop additional technical assistance in response to requests that are not described above and are specific to a BWC PIP site needs.	<ul style="list-style-type: none"> Produce podcasts and webinars to meet specific needs of PIP sites Recruit new subject matter experts based on PIP site needs Develop practical guides and playbooks for site implementation

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Appendix B: Facilitator Bios

Office of Justice Programs (OJP)/Bureau of Justice Assistance (BJA)

John Markovic, Senior Policy Advisor, BJA

Mr. Markovic is a member of the Justice Information Sharing Team (JIST) for the BJA Policy Office. Mr. Markovic has broad experience in applied research, crime analysis and mapping, public health approaches to violence, data integration, and information policy development in criminal justice settings. Mr. Markovic's portfolio at BJA includes the Body-Worn Camera Pilot Implementation Program, site support for the Violence Reduction Network, technology forecasting, and national standards development. Prior to BJA, Mr. Markovic was a Senior Social Science Analyst for the DOJ Office of Community Oriented Policing Services (COPS), where his work focused on projects related to urban violence and on police communications and interoperability. Previous career work focused on development of justice information systems and applied criminal justice research. As a Program Manager at the International Association of Chiefs of Police, he oversaw national project assessing civil rights consent decree implementation and geographic information system development. While working for the Vera Institute of Justice in New York City, he managed development of an early prototype web-based cross-jurisdictional crime mapping for New York State and provided training on crime mapping and analysis in Brazil and Colombia. Earlier in his career, while with the Project on Human Development in Chicago Neighborhoods, Mr. Markovic was responsible for collection and analysis of agency record data to support a large scale social science project. He holds a Bachelor of Arts degree in Sociology/Criminal Justice from Northern Illinois University and Master of Arts degree in Criminal Justice from the University of Illinois at Chicago.

Todd Maxwell - Senior Information Technology Policy Advisor, BJA (contractor)

Todd Maxwell is a Senior Information Technology Policy Advisor for Booz Allen Hamilton where he works onsite at the Bureau of Justice Assistance in Washington, DC consulting them on technology topics including Body-Worn Cameras, video analytics & redaction, implementation strategies, software integration, cloud solutions and emerging technologies. He is a member of the Standards Coordinating Council and its Architecture and Security working groups along with being a member of the Global Justice Information Sharing Initiative (Global) Advisory Committee. Prior to Booz, he worked for 10 years with InterAct public safety as the Director of Technical Implementation where he led the strategic team to deliver integrated mission critical public safety solutions to high profile municipal, state and federal clients. He also worked for 10 years on the technology side for the newly formed North Carolina and Florida Departments of Juvenile Justice implementing and training statewide records management systems.

Laura Wyckoff, Ph.D., Senior Performance Management Analyst, BJA

Laura Wyckoff is a Senior Performance Management Analyst at the U.S. Department of Justice's Office of Justice Programs, Bureau of Justice Assistance (BJA). Laura oversees all aspects of BJA's performance management system which includes the development of performance measures, analysis of performance data, and the production of performance reports as well as products for both internal and external audiences. Laura also has a vast expertise in criminal justice program implementation, applied research and evaluation, and the application of evidence-based practices within the various aspects of the criminal justice system (i.e., policing, prosecution, and corrections). Prior to joining BJA in 2014, Laura was a Senior Faculty Researcher at the University of Maryland. She also served as a Science Advisor to the Police Foundation in Washington DC. In these positions, she developed and delivered training curriculum to criminal justice professionals, provided technical assistance on a wide range of topics, as well as conducted process and impact evaluations. She specializes in criminology of place, the application of police strategies for crime prevention and reduction, crime analysis and crime mapping, as well as both quantitative and qualitative research methods, measurement, and analysis. Dr. Wyckoff earned her B.A. in Sociology from North Carolina at Chapel Hill, her M.A. in Criminal Justice from Rutgers School of Criminal Justice in Newark, New Jersey, and her Ph.D. in Criminology and Criminal Justice from the University of Maryland at College Park.

Body-Worn Camera Training and Technical Assistance Team

CNA

James "Chip" Coldren, Ph.D., BWC TTA Director

Dr. James R. "Chip" Coldren, Jr., is the Project Director on BWC TTA and is a Managing Director for the Safety and Security Division at CNA Corporation. He has more than 35 years of experience with research; program and policy evaluation; policy development; advocacy; development, coordination, and delivery of training and technical assistance; and justice system reform. In addition to serving as the Project Director on BWC TTA, Dr. Coldren is also the National Director for the Bureau of Justice Assistance (BJA) Smart Policing Initiative and BJA Violence Reduction Network. He also serves as Principal Investigator on two National Institute of Justice-funded research projects: a national study of equipment modalities and correctional officer safety, and a randomized experiment with Body-Worn cameras in the Las Vegas Metropolitan Police Department.

Denise Rodriguez, BWC TTA Project Manager

Denise Rodriguez is a Research Scientist at CNA, and serves as the Project Manager on BWC TTA. She has been with CNA for over seven years and has managed a number of projects, conducted assessments of police policy and procedures relating to police use of force, reconstructed police critical incidents and large-scale events, developed use of force policies, and developed law enforcement specific after action reports for a number of federal and local-level law enforcement agencies. Ms. Rodriguez has led, analyzed, and provided research support on police involved critical incidents and collaborative reform

initiatives for the Tampa, FL Police Department, Baltimore, MD Police Department, the Las Vegas, NV Metropolitan Police Department, the Washington, D.C. Homeland Security and Emergency Management Agency, the Spokane, WA Police Department, and the Fayetteville, NC Police Department. Ms. Rodriguez also manages CNA's National Institute of Justice study on the impact of Body-Worn cameras (BWC) in the Las Vegas, NV Metropolitan Police Department.

Tom Woodmansee, BWC TTA Senior Advisor

Tom Woodmansee is a Senior Advisor at CNA, working on BWC TTA. Prior to joining CNA, he worked for the Madison, WI Police Department for 25 years. Mr. Woodmansee's experience includes: Patrol Officer, Undercover Narcotics Officer, and 13-years as a Detective. He also served on the SWAT team as a tactical operator, later as a Negotiator and then a Commander and oversaw the police Academy and several specialized investigative units. Mr. Woodmansee has worked with many agencies around the country on a variety of projects and systems improvements through BJA Smart Policing Initiative and BJA Violence Reduction Network.

Charles Stephenson – BWC TTA Senior Advisor

Charles Stephenson is a senior advisor for the BWC TTA and is currently a public safety technologist for CNA. For the past 15 years, he has assisted public safety agencies in addressing their technology needs and challenges while supporting the Department of Justice's Bureau of Justice Assistance along with various Office of Justice Programs such as the National Institute of Justice and the National Law Enforcement and Corrections Technology Centers. Some of his more notable work has involved the implementation of body-worn cameras, the use of situational awareness tools, the development of dynamic open architecture radios, gunshot detection technologies, and methods to combat the illicit use of cell phones in correctional facilities. Mr. Stephenson is a retired Army Officer who served in the Signal and Ordnance Corps. Mr. Stephenson holds an MBA in project management from Columbia Southern University and a BS Degree from the University of Maryland.

Orlando Cuevas – BWC TTA Lead

Orlando Cuevas was Assistant Chief of the Camden County Police Department from May 2013 to October 2016. He has eight years of unique executive level leadership experience including the inception of a new police department with over 600 employees and creation of all subsequent functions. He has managed the implementation & creation of several automations, concepts & best-practices in public safety such as: criminal investigations, community relations, strategic operations & public safety technology. Mr. Cuevas has vast experience working successfully with a broad range of external agencies with diverse missions, including inter-agency task forces. He also serves as an Adjunct Professor at the Fairleigh Dickenson University and Camden County College.

Scot Haug – BWC TTA Lead

Chief R. Scot Haug serves as the Police Chief. With more than two decades of law enforcement experience, he oversees a department that employs 65 sworn officers and civilian personnel, as well as 20 volunteers. Chief Haug began his professional career in law enforcement with the Post Falls Police Department in 1986, as a reserve police officer. Since that time he has served in many different capacities within the Department. In 2009 he was appointed Chief of Police. Chief Haug is a graduate of the FBI National Academy, 2001 Session. He holds a Degree of Associate of Applied Science with a major in Law Enforcement from North Idaho College, as well as, as degree in Administration of Justice.

Harold Medlock – BWC TTA Lead

Chief Medlock served as Chief of Police of the Fayetteville Police Department for nearly four years, retiring in December 2016. He served over two decades with the Charlotte-Mecklenburg Police Department in a variety of assignments; promoting through the ranks. Chief Medlock promoted to Deputy Chief in 2008, overseeing the Field Services South Group, and serving as National Special Security Event (NSSE) Co-Chair for the 2012 Democratic National Convention.

Chief Medlock earned his Bachelor of Arts in Criminal Justice and an MBA from Pfeiffer University. He is a graduate of the FBI National Executive Institute, the FBI National Academy and the Senior Management Institute for Police.

Chief Medlock actively served on a number of law enforcement and social issue boards including the North Carolina Governor's Crime Commission, the North Carolina Police Executives Association, the North Carolina Criminal Justice Training and Standards Commission and the N.C. Commission for Racial and Ethnic Disparity. He was asked to present written and verbal testimony for the President's Task Force for 21st Century Policing. He currently serves with CNA as a consultant for Body Worn Camera and Smart Policing Initiatives.

Damon Mosler – BWC TTA Lead

Damon Mosler has been a San Diego County Deputy District Attorney for over 24 years and is currently the Chief of the Economic Crimes Division. He has served as Chief of the Narcotics Division and Special Operations as well as a law enforcement liaison for the San Diego County Sheriff's Department. He has taught on a range of topics including: case preparation, predator/club drugs, informant handling, 4th amendment law and body worn camera concerns. He is a body worn camera subject matter expert for the Bureau of Justice Assistance.

Stephen Rickman – BWC TTA Lead

Stephen Rickman has decades of experience in the management and direction of government programs and projects impacting all levels from the federal government to local communities. He is a Senior Advisor for the Smart Policing Initiative TTA program at CNA and currently serves in a similar capacity for the U.S. Department of Justice,

Office of Justice Programs Diagnostic Center. He has more than 16 years of experience in leadership positions in the public safety and community support areas. He served as Director of Washington D. C.'s Criminal Justice Statistics Analysis Center, organizer and Vice Chair of the Community Prevention Partnership, President of the Justice Research Statistics Association, Director of the Washington D. C. Emergency Management Agency, Division Director for the U. S. Department of Justice's Bureau of Justice Assistance, Director of the Department of Justice's Weed and Seed Program, and Readiness Director for the White House Office of Homeland Security. During his tenure as the Crime Act Programs Division Director for BJA, he had oversight responsibilities for several national programs, including, Drug Courts. While working for the District of Columbia, Mr. Rickman established a network of community empowerment centers in distressed neighborhoods to improve the coordination of service delivery. He championed public/private sector partnerships while directing the Weed and Seed Program, working with community development corporations and local non-profit entities to leverage federal dollars to expand economic opportunities and enhance public safety in distressed communities. Mr. Rickman is adept at coordinating and leading diverse collaborations of government leaders and community stakeholders focusing on public safety and violence reduction. Mr. Rickman holds a B.S. in Clinical Psychology from Howard University.

Ed Trapp – BWC TTA Lead

Commander Ed Trapp has been a police officer since 1983, joining the Pittsburgh Bureau of Police in 1993. He has been a Sergeant in uniform patrol and witness protection. As Lieutenant, he served as a planner and lead supervisor for various protests held in the city since 2005, Super Bowl Celebrations and Parades, the Stanley Cup Celebration in 2009 and 2016. He served as the Civil Disturbance Planner and Assistant Operations Commander for the G-20 Summit held in Pittsburgh in 2009. After the Summit he was charged with creating and overseeing the Litigation Support Unit which assisted the Law Dept. with the Bureau's defense for G-20 related lawsuits. He has overseen the Intelligence Unit including Dignitary protection. Since his promotion to Commander, he is in charge of the Special Deployment Division and Public Safety Planning, overseeing units such as Traffic, SWAT, EOD (bomb squad), River Rescue, Flood Response, School Crossing Guards and planning for major events, litigation support, oversight of all secondary employment and he is the Project Manager for the Bureau's Body Worn Camera project.

Brian White – BWC TTA Lead

Brian White is a 27 year veteran with the Wichita Police Department (WPD). During his career with WPD he has seen assignments in undercover operations, Sex Crimes, Robbery, Homicide investigations, and Gang Enforcement. Captain White has a Bachelor of Science Degree from the University of Central Missouri and a Mini Masters of Public Administration from Wichita State University.

Arizona State University

Michael White, Ph.D., BWC TTA Co-Director

Dr. Michael D. White serves as the Co-Director on BWC TTA and is a Professor in the School of Criminology and Criminal Justice at Arizona State University. He is Associate Director of ASU's Center for Violence Prevention and Community Safety. He is also a Senior Diagnostic Specialist for the Office of Justice Programs Diagnostic Center and a Senior Subject Matter Expert for the Bureau of Justice Assistance's Smart Policing Initiative. Dr. White has commented extensively in the media on police issues, especially Body-Worn cameras, including in Scientific American, the Wall Street Journal, the New York Times, the Washington Post, TIME Magazine, NPR, and MSNBC. He also testified about Body-Worn cameras before the President's Task Force on 21st Century Policing. Dr. White is currently conducting a multi-site randomized controlled trial testing the impact of police officer Body-Worn cameras in Tempe, Arizona and Spokane, Washington (funded by the Laura and John Arnold Foundation). He is one of the primary authors of the U.S. Department of Justice Body-Worn Camera Toolkit, and he is author of a U.S. Department of Justice report titled, Police officer Body-Worn cameras: Assessing the evidence

Charles Katz, Ph.D., BWC TTA Senior Advisor

Dr. Charles Katz serves as a Senior Advisor on BWC TTA and is the Watts Family Director of the Center for Violence Prevention and Community Safety and is an Associate Professor in the School of Criminology and Criminal Justice at Arizona State University. He received his Ph.D. in Criminal Justice in 1997 from the University of Nebraska at Omaha. Much of his research focuses on gangs and strategic responses to community gang problems. Currently, Dr. Katz is involved in a locally funded project interviewing recently booked arrestees in Maricopa County, Arizona. The research aims to understand the scope and nature of the county's gang problem, organizational structure of gangs, and the connection between crime, drug use, and gangs. He is also working with the Organization of American States (OAS) to understand the gang problem in the Caribbean and develop a regionally-based gang prevention program. Additionally, he is currently working on a project funded by the U.S. Department of Homeland Security examining the connection between MS13 in El Salvador and the United States, and is a partner in The National Center for Border Security and Immigration (BORDERS) funded by the U.S. Department of Homeland Security.

Justice & Security Strategies

Craig Uchida, Ph.D., BWC TTA Senior Advisor

Dr. Uchida serves as a Senior Advisor on BWC TTA and is President of Justice & Security Strategies, Inc., Dr. Craig D. Uchida is responsible for locating funding streams, negotiating contracts, directing projects, leading and managing staff, and ensuring that projects are completed on time and within budget. He has expertise in management and operations, and training and education, and has substantive knowledge in law

enforcement, homeland security, criminal justice, and public health issues. He provides direct assistance to clients through training and technical assistance, developing and implementing research and evaluation plans, and assisting in implementing change within organizations.

Robert Haas, BWC TTA Lead

Robert C. Haas served as the Chief Executive Officer for the Cambridge Police Department from April 2007 to May 2016. The Cambridge Police Department consists of 319 personnel, servicing a very diverse and dynamic residential population of over 106,000, which spans across the entire ethnic/cultural and socio-economic spectrum.

Prior to coming to Cambridge, Commissioner Haas had served as Secretary of Public Safety and as Undersecretary of Law Enforcement and Homeland Security from 2003-2007 during Governor Romney's administration. As Secretary, he had administrative oversight for 18 state public safety agencies with a \$1 billion budget, and he served as the Homeland Security Advisor to the Governor. He formerly served as Chief of Police in Westwood, MA for 12 years, where he played a significant role in the creation of the Metropolitan Law Enforcement Council. He served as the first President of the Metropolitan Law Enforcement Council, which was created and put into place to provide regional support to 39 communities.

Prior to coming to Massachusetts, he served as a ranking officer at Morris Township Police Department, New Jersey, where he started his law enforcement career. He received a bachelor's degree from William Paterson College, a master's degree in Criminal Justice Administration from Rutgers University, and completed the course requirements for the Law, Policy & Society Doctorial program at Northeastern University.

Christine Connor, BWC TTA Lead

Since 2010, Ms. Connor has served as a Research Associate for Justice & Security Strategies, Inc., a criminal justice and public policy consulting firm. She manages and supports complex technology contracts that include evaluation, selection, and implementation processes, and has an in-depth understanding of hardware and software capabilities and vendor relationships. This is her second year working on the Body Worn Camera TTA project, and she currently serves as a Subject Matter Expert. Ms. Connor holds a Master's Degree in Criminal Justice, specializing in Public Administration.

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Appendix C: Attendee List

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