

Barbara J. Attard
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EXPERIENCE

POLICE PRACTICES CONSULTANT

2008-Present Self employed consultant, expert witness, and speaker on civilian oversight and police practices. Specialized focus on analyzing and conducting investigations of police misconduct, statistical analysis, policy review, audits of internal affairs practices and investigations, review of police reports. Trainer on interviewing and investigation techniques, ethics, statistical reporting, and civilian oversight.

SAN JOSE INDEPENDENT POLICE AUDITOR (IPA)

75 East Santa Clara Street Suite P-93, San Jose, CA 95113

POLICE AUDITOR Audited SJPD internal affairs misconduct investigations, developed comprehensive reports and made policy recommendations. Responded to 1/2005-12/2008 the scene of officer-involved shootings and reviewed shooting investigations. Conducted extensive community outreach through personal appearances, community forums, and media interviews. Fiscal and personnel management responsibilities. Reported directly to the San Jose City Council.

BERKELEY POLICE REVIEW COMMISSION (PRC)

1947 Center Street, Berkeley, CA 94704

PRC OFFICER **As chief investigator:** Conducted and/or supervised investigations of police misconduct complaints and policy review. Reviewed reports of 1/98-12/2004 investigation to determine need for additional legal research, analysis or investigation. Organized up to 30 annual hearings of misconduct cases.
As director of the PRC office: Fiscal and personnel management responsibilities. Worked with staff to develop new procedures and policies to increase productivity, efficiency and improve service.
As administrative officer to the PRC: Prepared agenda and supplemental information for meetings. Reviewed pending legislation and present recommendations for action to the PRC on relevant legislative issues. Presented PRC issues and recommendations to City Council. Handled media relations to include issuing press releases and responding to inquiries. Ensure that Commission business is conducted within the parameters of relevant open government laws. Liaison to City government. Conducted orientation workshops and training for commissioners. Organized public hearings and community forums on topical issues.

THE OFFICE OF CITIZEN COMPLAINTS, S.F. Police Commission

25 Van Ness Avenue, Suite 100, San Francisco, CA

SPECIAL ASSISTANT TO THE DIRECTOR
9/96-12/97

Worked to develop and implement outreach project, particularly to underserved populations. Analyzed complaint data for Early Warning System that targets officers with multiple complaints for counseling. Reviewed complaint issues to determine policy failures and prepared policy recommendations. Developed comprehensive training program for full staff and conducted in-house investigator training. Monitored legislation and determined strategy for agency response. Acted as liaison to other government agencies, spokesperson for agency when assigned. Coordinator of hearing and mediation programs.

SENIOR INVESTIGATOR
9/88-9/96

Supervised, trained, and evaluated investigative staff. Set office policies and procedures for the office as member of the management team. Spokesperson for the agency at various community and civic forums, and before the Police Commission and the Board of Supervisors in the absence of the director. Liaison between investigative staff members and police command staff. Helped develop organizational strategies and goals report. Prepared agency budget and statistical report.

INVESTIGATOR
9/83-8/88

Investigated complaints against police officers and made policy recommendations. Extensive report writing. Member of original staff group that organized OCC at its inception.

FRIENDS OUTSIDE, San Francisco, CA

PROGRAM DIRECTOR/ JOB DEVELOPER
8/78-8/83

Administrator, counselor and employment development director of program that worked with ex-offenders recently released from state prison and county jail. Responsibilities included program development, grant writing, interfacing with funding agency, budgeting, staff development and management.

SAN FRANCISCO SHERIFF'S DEPARTMENT, City and County of San Francisco, CA

COUNTY PAROLE COUNSELOR
1/78-7/78

Worked with inmates and those recently released from SF County Jail to develop re-entry programs. Placed participants in drug and alcohol programs, and educational and employment settings.

EDUCATION

1995 UNIVERSITY OF SAN FRANCISCO
Master of Arts Degree: Public Administration

1977 HUMBOLDT STATE UNIVERSITY, Arcata, CA
Bachelor of Arts Degree: Social Science and Philosophy

PROFESSIONAL TRAINING / LICENSES

1986 to present LICENSED PRIVATE INVESTIGATOR, State of California #00011670

PROFESSIONAL TRAINING POLICE OFFICERS STANDARDS AND TRAINING (POST)
Homicide Investigations, Criminal Investigations, Internal
Affairs, Officer Involved Shootings. Interview and Interrogations
PC 832, LAWS OF ARREST CERTIFICATION, S.F. Police Academy
CITY OF BERKELEY
Frontline Leadership, Performance Measurement, Progressive
Discipline, Sexual Harassment Prevention, CORE Employee Training
S.F. CIVIL SERVICE COMMISSION
Management Seminar, Managing Problem Performance
GRANTSMANSHIP AND PROPOSAL PREPARATION TRAINING
State Department of Mental Health
MEDIATION WORKSHOP: IACOLE Conference, 1995, Vancouver,
BC, Canada

PROFESSIONAL ASSOCIATIONS, BOARD OF DIRECTORS POSITIONS

NACOLE National Association of Civilian Oversight of Law Enforcement, current
1994-Present board member; President, 2006; Vice-President, 2001-2005; Secretary,
2000-2001

Hunter's Point Member of non-profit organization that provides educational and Family
Board of enrichment activities for severely at-risk youth in San Francisco's
of Directors Bayview Hunter's Point District
2007-Present

National Lawyers Member, Active on the Legislation Committee
Guild
2009-Present

HONORS AND AWARDS

2009 Commendation from Councilmember Madison Nguyen, awarded for leadership in
improving the police complaint process, and increasing accountability of the San Jose
Police Department.

2009 Freedom Fighter Award, awarded by the Silicon Valley Chapter of the NAACP, for
leadership of the Office of the San Jose Independent Police Auditor

2008 Don Edwards Civil Liberties Award, awarded by the Northern California ACLU, Silicon
Valley Chapter, for leadership of the Office of the San Jose Independent Police Auditor.

2008 Commendation from Assemblyman Mike Honda, for leadership of the Office of the San
Jose Independent Police Auditor.

2006 Public Safety Award from Mayor Gonzales, City of San Jose, for promoting public safety
through the Office of the San Jose Independent Police Auditor.

2002 Public Safety Award from Mayor and City Council, City of Berkeley, for promoting public
safety through leadership of the Police Review Commission.

1990 Public Managerial Excellence Award, Awarded by Mayor Agnos, City and County of San Francisco, for management and leadership of the Office of Citizen Complaints.

EXPERT WITNESS

April, 2009: CA Assembly Public Safety Committee—Testified as expert witness on civilian oversight for legislative committee hearing to establish BART oversight.

December, 2009: ProPublica Journalism Project—Provided review and expert analysis of internal affairs investigations of police shootings after Hurricane Katrina.

January, 2010: CA Assembly Public Safety Committee: Testified as expert witness on civilian oversight for committee hearing to establish BART oversight.

January 14, 2010: US District Court, Northern District of California, Judge Lowell Jensen—Certified as expert witness in criminal trial; provided testimony on police practices, foot pursuits, officer and public safety, safe handling of weapons, and supervision.

March, 2010: Provided review and expert analysis of officer's signed statements regarding police shootings following hurricane Katrina.

INVITED SPEAKING AND TRAINING PRESENTATIONS

- 2000 Lihue, HI NACOLE Conference, Presenter and Moderator, Mediation of Complaints
- 2001 Denver, CO, NACOLE Conference, Co-presented training session "Evaluation of Investigations"
- 2002 Cambridge, MA NACOLE Conference, Moderator and Speaker "Making Sense of the Choices: Gaining an Understanding of Established Models of Oversight"
- 2004 Toronto, Ontario, Canada Canadian Association for Civilian Oversight of Law Enforcement (CACOLE) Conference, Speaker on Trends in Oversight of Policing in the United States
- 2005 Brasilia, Brazil United Nations Development Program (UNDP) Conference on Civilian Oversight of the Police. Participated in 2-day conference and presented on oversight in the US.
- 2006 Vancouver, BC, Canada CACOLE Conference, Presentation on establishing a code of ethics.
- 2007 Chilpancingo, Guerrero, Mexico Conference to establish oversight of the police in La Montana Presenter on US oversight and consultant to review proposed oversight model.
- 2007 San Jose, CA Hosted Thirteenth Annual NACOLE Conference. Moderated and organized workshops on: Oversight through the Media, Oversight of Jails and Prisons, International Oversight; Presenter on Statistical Reporting
- 2007 Eureka, CA Presenter on models of civilian oversight in the United States

- 2007 Fresno, CA Delivered presentation on models of civilian oversight
- 2008 Palo Alto, CA Presenter on establishing Taser policy and oversight of use of Tasers
- 2008 Cincinnati, OH NACOLE Conference, Moderated and organized presentations on Domestic Violence Perpetrated by Police Officers and International Oversight
- 2008 Fresno, CA Speaker at forum on establishing oversight and overcoming resistance
- 2008 Abuja, Nigeria CLEEN Foundation Training Program for the Police Service Commission. Developed and co-trained workshops on ethics, investigations, analysis, statistics, use of force, early intervention, policy review, biased-based policing, civilian oversight in the US and internationally
- 2009 Oakland, CA Met with members of the Bay Area Rapid Transit Police (BART) Board of Directors to discuss development of oversight for BART police. Presentation on history of oversight and models of oversight in the U.S. Discussed statistical reporting, policy development and strengths and weaknesses of models.
- 2009 Met with delegation of members of the Jamaican Police Civilian Oversight Authority. Presented overview of civilian oversight agencies in the San Francisco Bay Area, discussed strengths and weaknesses of models, introduced delegation to members of oversight agencies in San Francisco and Berkeley.
- 2009 Sacramento, CA Worked with legislators in CA Assembly and Senate to develop legislation for oversight of the BART police department.
- 2009 Austin, TX NACOLE Conference, Organized panel presentation discussing hidden injuries of war, post traumatic stress disorder (PTSD) and traumatic brain injury (TBI)—the implications for policing, and the importance of testing and treating.
- 2010 San Francisco, CA Provided expert witness testimony to San Francisco Police Commission regarding an oversight perspective of police use of Tasers.

CAREER ACHIEVEMENTS

- Conducted international training on US civilian oversight models, investigations and professional standards: Abuja, Nigeria; Brasilia, Brazil; Chilpancingo, Guerrero, Mexico; Vancouver, BC Canada.
- Lead board member in producing NACOLE professional development conferences 2001-2007.
- Developed training manuals and training programs for staff in San Francisco OCC, Berkeley PRC and San Jose IPA offices.
- Published updated and expanded “A Student’s Guide to Police Practices,” three language primer for youth and parents on issues from profile stops and discrimination to “common crimes,” to bullying and cyber-bullying, youth as victims of crime, child abuse and internet safety.
- Brought forth successful policy recommendations to the San Jose City Council that the SJPD establish written TASER guidelines, provide additional training regarding calling for and waiting for backup before entering potentially violent situations, and expand its shooting at vehicles policy.
- Authored published article on mediation in police misconduct cases, “In Praise of Mediation.” Directed alternative dispute resolution/mediation programs at SF OCC and Berkeley PRC.
- Convened task force meetings with community groups and individuals, civic leaders, commissioners in Berkeley, CA, and BPD command staff to develop policy and training recommendations and City Council items. Subjects include: Gay, Lesbian, Bi-sexual Training; Homeless Issues; Critical Mass/Bicycle Issues; Proposal of a Canine Program.
- Developed "Early Warning System" for detecting and counseling San Francisco police officers whose citizen complaint records indicated possible problematic behavior patterns.
- Selected as member of “Police Discipline Roundtable”—a task force comprised of members of the San Francisco Police Commission, police administration, the police union, and the community, which made recommendations to solve problems in the S.F. police discipline system.
- Presentations on radio talk shows, at community forums and schools, at the commission meetings, and before the legislative bodies in San Francisco, Berkeley, San Jose, and Sacramento, CA.
- Negotiated procedures for referral of police complaints from the San Francisco Youth Guidance Center Juvenile Probation Department medical staff, and Juvenile Division police officers.
- Organized and promoted a series of community meetings culminating in a public forum on community policing in Berkeley, CA. Organized and promoted a successful PRC community forum on racial profiling and a public hearing on homeless issues.