

Joseph Lipari



April 17, 2020

Dear Ms. Gantz,

As the City of Boulder moves forward with the establishment of the office of the Independent Police Monitor, it will require an experienced leader who can meet public and institutional expectations on a variety of fronts. The position will require investigative experience; the ability to provide impactful recommendations based on the analysis of complaints, policy and existing training; a commitment to transparency; administrative skill; the capacity to build trust and confidence with community members through sustained outreach; and the ability to coordinate communication with multiple institutional stakeholders. Based on my prior experience as the Administrator of the Citizen Review Board in Syracuse, NY and my management and leadership experience in the Office of Inspector General for both New York City and Chicago, I feel that I am well-prepared to build Boulder's police oversight office from the ground up.

As the Administrator of the CRB in Syracuse, I rebuilt an agency that had become defunct over the previous decade. I personally investigated over 350 complaints involving everything from poor officer demeanor to serious uses of force involving injury and death. I managed the disposition and disciplinary recommendation process for the appointed members of the Citizen Review Board, communicated their findings to relevant stakeholders, and developed policy and training recommendations based on national best practices and lessons learned from the completed complaint investigations. Throughout my tenure in Syracuse, my focus was on helping the city revise its Use of Force policy. I also managed the CRB's budget, supervised staff, and built a robust community outreach operation.

As the Senior Policy Manager and Assistant Inspector General for OIG-NYPD, I had the opportunity to further hone my policy analysis and development skills. While there, I led teams of analysts, auditors, investigators, and attorneys as we examined NYPD policies, training, data, Use of Force reporting, response to individuals in mental or emotional crisis (CIT), and Body Worn Camera policies, among others.

As the Deputy Inspector General for Public Safety in Chicago, I am responsible for all operations of the Public Safety Section within the Office of the Inspector General. This includes day-to-day operations of both the Policy and Inspections Units within the Public Safety Section, coordination and collaboration with the office's Legal and Investigations Sections, personnel management, community engagement, and liaising with all institutional stakeholders including the Mayor's office and City Council.

Finally, I possess the training and certification that demonstrates the professional and technical competencies required to excel as Boulder's Independent Police Monitor. I am a certified Inspector General with the Association of Inspectors General (AIG), a Certified Practitioner of Oversight with the National Association for Civilian Oversight of Law Enforcement (NACOLE) and have received 40-hour training certifications in Use of Force and Police Internal Affairs.

I hope to have the opportunity to speak with you more about my qualifications, experience, and vision for how Boulder's Independent Police Monitor can assist in building trust and confidence between its public safety agencies and the communities they serve.

Thank you for your consideration.

Best regards,

Joseph Lipari  
Deputy Inspector General for Public Safety  
Chicago, Illinois

# Joseph L. Lipari

Deputy Inspector General for Public Safety  
City of Chicago

## PROFESSIONAL PROFILE

### **Deputy Inspector General for Public Safety, Office of Inspector General City of Chicago, August 2018 – Present**

- Formulate the strategic vision, objectives, and performance goals for the Public Safety section
- Day-to-day supervisory leadership, coordination, and guidance for the work of the Chief Performance Analysts and the Chief Investigator including training, evaluation, and the assignment of work
- Coordinate operations with the office's Investigations section
- Assure quality control for all Public Safety section outputs
- Managed the completion and public release of reports on topics including CPD's gang database, body-worn camera policies, predictive risk models, school resource officers, and internal affairs operations.

### **Assistant Inspector General, Office of Inspector General for the New York Police Department, New York, New York, May 2018 – July 2018**

### **Senior Policy Manager, Office of Inspector General for the New York Police Department, New York, New York, May 2016 – May 2018**

- Led teams comprised of policy analysts, attorneys, investigators, data assistants, and auditors who conduct investigations and review the operations, policies, and practices of the NYPD to develop recommendations for reform
- Manage the day-to-day operations of OIG-NYPD's Policy Analysis Unit
- Coordinate with OIG-NYPD's Investigative Unit where appropriate
- Supervise staff
- Ensure the proper training of employees within the unit
- Monitor and guide project progress
- Draft, review, and edit reports containing qualitative and quantitative analysis
- Interview and evaluate potential new hires
- Project Leader on the following reports:
  - *Putting Training into Practice: A Review of NYPD's Approach to Handling Interactions with People in Mental Crisis*, January 2017
    - Identified gaps in NYPD's Crisis Intervention Team (C.I.T.) policy and dispatch procedures
    - Provided 13 policy and training recommendations to improve program
  - *Addressing Inefficiencies in NYPD's Handling of Complaints: An Investigation of the "Outside Guidelines" Complaint Process*, February 2017

- Encouraged NYPD to overhaul its outdated, paper-based complaint tracking system
- Resulted in the creation of a new electronic case management system implemented in January 2018
- *An Investigation of NYPD's New Force Reporting System*, February 2018
  - Demonstrated that NYPD's Use-of-Force rate represents a significant under-counting of force used by officers
  - Provided 20 policy and procedure recommendations to ensure accuracy and reliability of use-of-force data

**Administrator, Citizen Review Board, Syracuse, New York, May 2012 – May 2016**

Responsible for all agency operations including:

- Complaint intake
- Interviews
- Conducting investigations
- Developing case disposition recommendations
- Managing and facilitating review board hearings
- Community outreach
- Office management
- Developing policy and training recommendations
- Producing quarterly and annual reports
- Managing agency budget
- Managing relationships with elected officials, relevant law enforcement agencies, and the District Attorney's office
- Managing multiple external accounts with third party contractors for outside legal counsel, media relations, mediation services, and medical consultation for cases involving physical injuries

**Advanced Practitioner Fellow, Eurasia Foundation, Social Expertise Exchange Program, Spring 2015**

- In April 2015 I travelled to Russia for two weeks as part of a partnership between the Eurasia Foundation and the National Association for Civilian Oversight of Law Enforcement. I was a member of the program's Rule of Law Working Group which was responsible for assessing the applicability of public oversight models currently used in Russia and the US and to identify opportunities for improvement. The Rule of Law Working Group aimed to expand the knowledge of citizens on how they could build effective institutions of police accountability.

**Executive Director, Citizens Alert, Chicago, Illinois, 2010 – 2012**

- Citizens Alert was a non-profit organization that provided information and assistance to the public on issues of police accountability. I also handled media relations, grant writing, and worked with community groups concerned with security policies and police-youth relations in Chicago Public Schools.

**Spokesperson and Chair of Community Outreach, The Chicago Coalition for Police Accountability (CCPA), 2008 – 2012**

- The CCPA was a partnership of civic and community groups (including the Cook County Public Defender's Office and the Illinois ACLU) that worked with the Mayor's office, the City Council, and police officials to strengthen and reform the city's police oversight mechanisms. In this capacity, I facilitated community meetings with the Chief Administrator of the Independent Police Review Authority, met with City Council members to build support for proposals to reform Chicago's Police Board, and consulted with the Mayor's office and City Council in a successful effort to pass a Police Board reform ordinance in 2011.

**Lecturer, African American and Urban History, University of Illinois at Chicago, 2006 – 2012**

- Areas of Specialization: Urban Policing, U.S. History, African-American History, World History
- Research Areas: History of Police-Community Race-Relations in Chicago, History of Police Reform Efforts in Chicago
- As part of my research, I examined the history and evolution of civilian oversight mechanisms in Chicago and throughout the nation.

**Family Support Coordinator, Habitat for Humanity of Greater Baton Rouge, 2000 – 2002**

- In this position, I provided social support services to families and individuals who purchased homes through Habitat for Humanity. I also wrote and received a grant from the State of Louisiana to assist the organization's homeowners in starting their own small businesses through a micro-finance program.

**EDUCATION**

- Ph.D. (ABD) 2006, University of Illinois at Chicago, Department of History  
Dissertation: Policing, Race, and Reform in 20th Century Chicago, 1897-1975
- M.A. 2004 University of Illinois at Chicago, Department of History  
Area of study: African American and Urban History

- B.A. 2000 Louisiana State University, Department of Geography and Anthropology (Major: Cultural Anthropology, Minor: Political Science)

## **TRAINING AND CERTIFICATION**

- Association of Inspectors General, Certified Inspector General, March 2019
- Police Internal Affairs Training (40 hours), Institute of Police Training and Management, University of North Florida, February 2014
- Use of Force Summit (21 hours), Daigle Law Group, LLC, Uncasville, Connecticut, December 2014
- Certified Practitioner of Oversight, National Association for Civilian Oversight of Law Enforcement (NACOLE)

## **PROFESSIONAL ASSOCIATION**

National Association for Civilian Oversight of Law Enforcement  
Member of Strategic Planning Committee, 2012 - 2016

- Assisted in interviewing and selecting a strategic planner to facilitate NACOLE's current five-year development plan NACOLE 2020, contributed to the redrafting of NACOLE's by-laws, developed grant proposals, and assembled a list of academic researchers in the fields of civilian oversight and police science to be made available on the NACOLE website;
- Attended NACOLE conferences in 2012, 2014, 2015 and 2019;
  - Facilitator, workshop on *How to Develop and Strengthen an Effective Oversight Agency – Lessons Learned from Small Agencies that Have Managed to Survive and Thrive*, Kansas City, MO, September 2014;
  - Panel Presenter, *International Perspectives on Civilian Oversight*, Riverside, CA, October 2015
  - Panel Presenter, *Chicago Oversight: Collaboration and Challenges in Practice*, Detroit, MI, September 2019

## **ACADEMIC PAPERS & PUBLICATIONS**

- *Putting Training into Practice: A Review of NYPD's Approach to Handling Interactions with People in Mental Crisis*. American Society of Criminology, Philadelphia, PA, November 2017
- *Transformations in Policing: Chicago and America in the 1960s*. Chicago History Conference, April 2010

- *Social Change and Police Reform: The Policing of Crowd Violence during Chicago's Era of Integration, 1945-1959*. Chicago History Conference, April 2009
- *Policing Race and "Vice" from the Progressive Era through the Depression, 1897- 1938*. Chicago History Conference, April 2008
- *Policing Inter-racialism in Jazz Age Chicago, 1915-1927*. University of Illinois- Chicago, History Department Lecture, March 2008
- "The Fraternal Order of Police," in *Encyclopedia of U.S. Labor and Working-Class History*, 3 vols., ed. Eric Arnesen. New York and London: Routledge, 2007
- *The Policing of Post-Katrina New Orleans* at The University of Illinois at Chicago, April 26, 2006. This presentation focused on the police and military response in New Orleans in the aftermath of Hurricane Katrina.