

**The Inaugural
Hon. Oliver F. Clarke
MEMORIAL LECTURE**
on
**CIVILIAN OVERSIGHT
OF LAW ENFORCEMENT**

**WEDNESDAY,
MARCH 26, 2025
@ 10:00 AM**



**PARTNERSHIPS
FOR PROGRESS:**
IMPROVING POLICING THROUGH
EFFECTIVE OVERSIGHT, FOR A
SAFER JAMAICA



POLICE CIVILIAN OVERSIGHT AUTHORITY (PCOA)

Established by Parliament in 2005, the Police Civilian Oversight Authority is an agency of the Ministry of National Security, mandated to provide monitoring, inspecting and auditing of the implementation of policies, standards and procedures of the Jamaica Constabulary Force (JCF).

The Authority is currently constituted of seven members who are appointed by the Governor General, after consultation with the Prime Minister and Leader of Opposition. They are as follows: Chairman, Mrs. Jacqueline Hinkson; Gladston Lewars, CD; Pastor Glen Samuels, OD; Mr. Norman Heywood; Ms. Vivette Miller; Rear Admiral (Ret'd) Peter Brady, CD; and, Professor the Hon. Terrence Forrester, OJ.

Rooted in the core values of professionalism, integrity, accountability and customer focused outcomes, the PCOA's vision is to provide efficient inspecting and monitoring of the JCF with a view to improving policing processes and building public trust and confidence in the police service.

The flagship initiative of the PCOA is its Transforming Our Police Service (TOPS) programme. Launched in 2019, the programme seeks not only to enhance the culture of policing in communities, but also encourage greater conformance with prescribed policies of the JCF as well as boost the morale among police personnel. The programme also facilitates a broader objective of the PCOA to enhance the culture of policing through professionalism and partnerships built on openness, trust and accountability.

The TOPS programme is comprised of four phases: The TOPS Area Competition; The TOPS Area Award Ceremony; The Area Performance Review Meeting; and TOPS Area Re-inspection. Most recently, the TOPS Poster Competition for Secondary Schools was added to the programme, so as to include the voices of young people, as active participants in the process of transformation of the JCF.

This year, as we celebrate the 20th year since the passage of the PCOA Act, 2005, we continue our commitment to support the transformation of the JCF and to enhance public safety and security for Jamaica.

THE OLIVER F. CLARKE LECTURE ON
CIVILIAN OVERSIGHT OF LAW ENFORCEMENT



PROGRAMME

The Jamaica Pegasus Hotel
March 26, 2025 • 10:00am - 1:00pm

National Anthem	
Prayer	
Welcome	Moderator George Davis
Opening Remarks	PCOA CEO, Mrs. Otarah Byfield Nugent
Greetings	Mr. Joseph Matalon Chairman, Gleaner Company (Media) Limited and the RJRGleaner Communications Group
Greetings	Ministry of National Security Video Tribute
Introduction of Presenters	Moderator George Davis
Lecture	Mrs. Marcia K Thompson, Esq. Chair & Assistant Professor, Criminal Justice Department Dr. Shon Barnes Chief of Police Seattle Police Department Washington, USA
Coffee Break	
Panel Discussion	
Closing Remarks	Moderator George Davis
Presentation to Guests	PCOA Chairman, Mrs. Jacqueline Hinkson
Musical Item	Jamaica Constabulary Force Band

DR. SHON BARNES



Shon F. Barnes is the Chief of Police for the Seattle Police Department in Seattle, Washington. Chief Barnes is a nationally recognized leader in crime reduction and community-police relations. In recognition of his contributions, Chief Barnes was honored as a National Institute of Justice, LEADS Scholar (Law Enforcement Advancement using Data and Science) for his innovative use of technology and scientific methods to combat crime. He previously served as the Chief of Police in Madison, Wisconsin and was the Director of Training and Professional Development for the Civilian Office of Police Accountability in Chicago, Illinois. Before that, Chief Barnes was the Deputy Chief of Police in Salisbury, North Carolina (2017-2020) and held the rank of Captain with the Greensboro Police Department, where he began his career as a patrol officer in the fall of 2000. He is also a council member on the National Police Institute's Council on Policing Reforms and Race, a nonpartisan initiative dedicated to using research and evidence to address pressing issues in police reform.

Throughout his career, Chief Barnes has championed Neighborhood Oriented Policing, which emphasizes smaller police beat responses, neighborhood ownership, and community engagement at all organizational levels. He is a national advocate for Evidence-Based Policing strategies and was inducted into the Evidence-Based Policing Hall of Fame at George Mason University. Most recently, he received the Excellence in Policing Award from The Center for Police Practice, Policy and Research at Radford University.

Chief Barnes holds a B.A. in History/Pre-Law from Elizabeth City State University (Elizabeth City, North Carolina) and a Master's degree in Criminal Justice from the University of Cincinnati (Cincinnati, Ohio). He has also earned a Ph.D. in Leadership Studies from North Carolina Agricultural and Technical State University (Greensboro, North Carolina) with a published dissertation that explored racial profiling in police traffic stops. This work was awarded the 2018 Outstanding Dissertation Award for the College of Arts and Sciences at North Carolina Agricultural and Technical State University.

His philosophy on policing can be summarized as follows: "Community policing should be neighborhood-oriented, community-focused (encompassing both businesses and residences), problem-oriented, and grounded in the most current empirical research available to swiftly reduce crime and enhance citizens' satisfaction with police services."



MARCIA K. THOMPSON, ESQ.



Marcia K. Thompson is currently a department Chair and Assistant Professor and has been a global human resources executive at Amazon where she served as the Director of Community Innovation. She is an attorney and has over 20 years of experience working on creating equitable workplaces in corporate, academic and within the public-sector. She started her career working for the Department of Justice (DOJ), where she realized her passion for helping people. During her tenure there she was trained in policy review, consensus building, mediation, and civil rights protections in the workplace and became a volunteer EEO counselor. Marcia also created a recruitment initiative while working at DOJ within her agency to assist with creating access to and diversifying one of the core positions.

The program's success won her an award and changed the way recruitment was conducted. Upon graduating from law school, she continued her work in creating spaces for diverse voices and skills as a consultant and attorney. She advised organizations, leaders, corporations, and government agencies on how to create respectful workplaces. Marcia has conducted organization wide assessments, both qualitative and quantitative reviews, training and served as a Chief Diversity, Equity, and Inclusion Officer (CDEIO) for a corporation. She has worked to assist

with employee belonging, engagement, organizational development, and change-management initiatives across various enterprises.

She has developed customized training and curriculum on a host of Title VII topics, taught for years as a criminal/social justice professor and often served as a curriculum reviewer for other entities. She is a certified mediator, and an executive coach and has worked with corporate and public agencies to resolve matters in the workplace that had a nexus with inequitable treatment based upon protected classes.

Marcia has served as general counsel for a national organization and provided guidance on a gamut of organizational matters. She has served on Boards and Committees for years committed to ethics, civil rights and equity in the workplace and has helped to develop internal strategies, national policies, and procedures for recruitment, hiring, retention, and mechanisms for building inclusive, and equitable organizations. She also served as an Ombudsperson on Capitol Hill and collaborated with human resources, legal, compliance, and organizational leaders across the Capitol to address and resolve concerns with policies, process, and procedures.

Marcia has also served as a certified workplace investigator and has conducted fact findings on administrative matters, she has also served as a federal hearing officer within the Department of Justice. She is a keynote speaker often seen at national conferences on leadership, data-driven problem-solving, as well as building healthy communities and public safety related topics.

For many years she has been working nationally on social justice, equity, reform, and community engagement in some of the nation's high-profile cities seeking assistance with police reviews, assessments, reform, and community trust building.



STATEMENT FROM
JOSEPH M. MATALON,
CHAIRMAN OF THE GLEANER COMPANY (MEDIA) LIMITED
AND THE RJRGLEANER COMMUNICATIONS GROUP



The Gleaner Company (Media) Limited and the wider RJRGLEANER Communications Group are honoured to celebrate the legacy of our former Chairman and Managing Director with the inauguration of The Hon. Oliver F. Clarke Memorial Lecture on Civilian Oversight of Law Enforcement.

Oliver Clarke had a long and distinguished history of supporting the police and policing activities, with a strong emphasis on oversight. While he was never one to seek recognition or have institutions named in his honour, we are confident that he would have wholeheartedly supported the staging of this lecture—albeit with characteristic humility. His deep commitment to good governance and accountability in public service makes this recognition both fitting and meaningful.

We are also pleased to commend the Police Civilian Oversight Authority (PCOA) for its invaluable, yet often underrecognized contribution to our nation. For two decades, you have quietly and effectively strengthened the relationship between law enforcement and the communities they serve.

We extend our sincere gratitude for your dedication and commend your unwavering service.

The launch of this lecture series is an important initiative, bringing together expertise from across the world to enhance understanding—both among civilians and law enforcement—of the policies and practices that foster trust and cooperation. At a time when oversight is often met with resistance, your work is more crucial than ever.

In this the 190th year of publication of The Gleaner, we warmly welcome the distinguished experts who have committed to sharing their experiences with our oversight authority. By exchanging best practices, we ensure that the most effective approaches to civilian oversight are not only sustained but also embraced globally.

Within the RJRGLEANER Communications Group, one of our most recognized brands proudly carries the slogan: “Active for the good of our nation.” This reflects our Group’s deep-rooted commitment to national progress, a commitment we extend to the vital mission of the PCOA.

It is therefore both an honour and a duty for us to support this inaugural lecture, to champion the cause of police civilian oversight, and to pay tribute to a giant of our company, our industry, and our country—The Hon. Oliver F. Clarke.

Mr. Joseph M. Matalon,
CD, BSc (Econ) (Hons)
Chairman
The Gleaner Company (Media) Limited
and The RJRGLEANER
Communications Group



THE HONOURABLE OLIVER F. CLARKE

HONORING A CHAMPION OF REFORM: THE LEGACY OF THE HON. OLIVER F. CLARKE
AND POLICE ACCOUNTABILITY



While Hon. Oliver Clarke's name resonates with media empire, Caribbean leadership, philanthropy, and financial acumen, his dedication to police accountability and reform remains a vital, yet often understated, facet of his remarkable legacy.

This commitment manifested profoundly in his appointment to the Police Civilian Oversight Authority (PCOA) on August 21, 2006, by then Governor General, His Excellency, the Most Hon. Professor Kenneth Hall. His five-year tenure, mandated by the PCOA Act of 2005, also saw him serve on the Police Service Commission, a testament to his willingness to shoulder immense responsibility despite his demanding professional life.

Even before the PCOA was fully staffed, Mr. Clarke, alongside fellow founding members - The Most Rev. & Hon. Charles Dufour, Mr. Gladstone Lewars, Dr. the Hon. Marshall Hall, Mr. Rudolph Hamilton, Dr. Patrick Allen, and Mrs. Arlene Harrison-Henry - embarked on rigorous inspections of Jamaica Constabulary Force divisions. He personally oversaw crucial audits of Firearms, Ammunition and their Usage, and Firearm Incidents, delivering measured and incisive reports. These early efforts underscored his hands-on approach and pursuit of transparency and accountability.

At the heart of Mr. Clarke's passion lay a deep-seated desire to create a safer Jamaica, through partnership with the police and the public. This ambition was a charge for ownership of national security by all.

He immersed himself in the complexities of civilian oversight and police reform, becoming a driving force in advancing best practices. His pivotal role in organizing the groundbreaking seminar, "Broadening the Partnership of Civilian Oversight of Law Enforcement - International and Local Perspectives," in November 2010, exemplified his commitment to knowledge sharing. This landmark event brought together esteemed international experts, including Mike Franklin, Commissioner at the Independent Police Complaints Commission, UK; Jeffrey Schlander, President and Chief Executive Officer of Keypoint Government Solutions, USA; and Toronto Police Chief, William Blair at the time, to share invaluable insights. Mr. Clarke's opening address challenged attendees to embrace transformative change.

Mr. Clarke facilitated invaluable exposure for PCOA members and staff to international policing models and oversight bodies, assisting in orchestrating meetings with figures such as Sir Paul Stephenson, then Commissioner of the London Metropolitan Police, and a delegation from West Midlands, UK, including the Chair of the West Midlands Police Authority.

Hon. Oliver Clarke's contributions to the PCOA, and by extension, the advancement of civilian oversight and police reform, stand as a testament to his unwavering commitment to a better and safer Jamaica. His legacy serves as an inspiration, to all, that transformation of the JCF and advancing security and safety in Jamaica will require the active participation and partnership between the police and the public. We are profoundly grateful for his service.





Contact information
Police Civilian Oversight Authority,
5A West Avenue,
Kingston Gardens,
Kingston, CSO

Telephone:
876-754-7289 • 876-754-7993
• 876-754-8901

✉ info@pcoa.gov.jm • 🌐 www.pcoa.gov.jm • 📘 [pcoagov](https://www.facebook.com/pcoagov)
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