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NEW ORLEANS POLICE DEPUTY SUPERINTENDENT PAUL NOEL RECEIVES 2021 HAYES AWARD FROM POLICE EXECUTIVE RESEARCH FORUM

Sept. 22, 2021, Washington, D.C. -- The Police Executive Research Forum (PERF) has presented its 2021 Gary P. Hayes Memorial Award to New Orleans Police Deputy Superintendent Paul Noel, for his work in helping to implement the New Orleans Police Department's nationally recognized program, Ethical Policing Is Courageous (EPIC).

EPIC is a peer intervention program, developed by the NOPD in collaboration with community partners, to promote a culture of high-quality and ethical policing. EPIC educates, empowers, and supports the officers on the streets to play a meaningful role in "policing" one another. EPIC was the vision of Michael Harrison, then Superintendent of Police in New Orleans, currently Police Commissioner in Baltimore and President of PERF. Superintendent Harrison made this program a cornerstone of reform efforts in the New Orleans PD.

"EPIC strives to redefine police culture so that intervention to prevent or stop harmful action is not an exception to good teamwork; it is the very definition of good teamwork," according to New Orleans' [EPIC](#) home page. EPIC was a forerunner to Georgetown University's ABLE Project (Active Bystandership for Law Enforcement), a national peer intervention program. Deputy Superintendent Noel serves on the Board of Advisors for the ABLE program.

"Paul's most significant accomplishments are in his efforts to bring meaningful culture change to his profession," said Scott Thomson, retired Chief of Police in Camden County, NJ and former President of PERF, who nominated Noel for the Hayes Award. "He partnered with local pastors, social workers, and community members to design a community collaboration focused on victims' families and preventing gun violence. He transformed NOPD by leading the creation of data analytics and data-driven management. He works with law enforcement agencies across the country to reduce mistakes, prevent misconduct, promote health and wellness, and deliver sustainable cultural change to policing across the nation."

As Deputy Superintendent for the NOPD's Investigation and Support Bureau, Noel also has an extensive history of improving essential services. "Paul improved investigations of homicides and other serious crimes, and increased the clearance rate," said PERF Executive

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Director Chuck Wexler. “He worked with the District Attorney’s Office to establish a focused deterrence program, and improved the NOPD’s crime lab. Paul is exactly the kind of person we like to recognize with the Hayes Award – leaders who not only help their own department, but also improve the profession on a national level. We’re confident that we’ll be hearing more from Paul in the coming years.”

The Gary P. Hayes Award honors the memory of PERF’s first executive director, who helped lead a major wave of improvements in American policing. It is presented annually to “up-and-coming” law enforcement professionals whose character, record of leadership, and commitment to better policing and innovative policies and programs embody the ideals to which Gary Hayes was committed.

Past recipients of the Hayes Award have included many leaders in policing, including New York City Police Commissioner Dermot Shea; Philadelphia Police Chief Danielle Outlaw; former Washington, DC Metropolitan Police Chief Cathy Lanier; former Philadelphia Police Commissioner Charles Ramsey; former NYPD Commissioner William Bratton; former Seattle Police Chief Gil Kerlikowske; former Milwaukee Police Chief Ed Flynn; and others.

The Hayes Award was presented to Deputy Superintendent Noel on September 22 during PERF’s virtual Town Hall Meeting, an event that features leading police chiefs and others discussing current issues in policing.

The Police Executive Research Forum is a Washington, D.C.-based think tank dedicated to conducting research on policing issues, as well as a national membership organization of progressive police executives from city, county, and state law enforcement agencies. PERF is dedicated to improving policing and advancing professionalism through research and advancement of policy debate. For additional information, go to www.policeforum.org.

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