



## Steering Committee Members and Panelists

### **Bridging the Great Divide: Can Police-Community Partnerships Reduce Crime and Strengthen Our Democracy?**

**September 4 - 5, 2014**

**Mike Areyan** is currently an Urban Peace Program Associate with the Advancement Project (AP), where a good deal of his role consists of being a member of the Urban Peace Organizational Management Team where he aids in the organizing, oversight and facilitation of the Urban Peace Academy's 140 hour entry level training. He is also involved in the Urban Peace Expansion Training Team; traveling throughout the state and country supporting other cities in their efforts to bringing awareness and reducing violence by assisting in needs assessments and aiding in the creation and implementation of tailored trainings.

Prior to joining the AP, Mike was the Program Director of a non-profit organization providing substance abuse and violence intervention services to students at Lennox Middle School where he had an office on campus for the four years preceding his employment with AP. Mike first began volunteering as a mentor with at-risk youth and gang members in the late 1990's in the East Los Angeles area, and moved on to working as a Gang Intervention Worker. Working across the city and county of Los Angeles for the last fifteen years, he has provided substance abuse services and coordinated and directed afterschool and Gang Intervention Programs from the San Fernando Valley to Lennox.

While engaged in Hospital Based Intervention involving coordination of a program at Robert F. Kennedy Medical Center, he graduated from the first class in the collaboration of Cal State L.A., The School of Criminal Justice and the Edmund G. "Pat" Brown Institute's Gang Intervention Training and the first Accelerated Intervention Course offered through the Urban Peace Academy. He also obtained a certificate as an Alcohol and Drug Counselor through the C.A.D.C.

**William J. Bratton** has been appointed the 42nd police commissioner of the City of New York by Mayor Bill de Blasio; it is the second time he has held the post.

Police Commissioner Bratton established an international reputation for re-engineering police departments and fighting crime in the 1990s. As Chief of the New York City Transit Police, Boston Police Commissioner, and in his first term as New York City Police Commissioner, he revitalized morale and cut crime in all three posts, achieving the largest crime declines in New York City's history. At the NYPD in 1994 and 1995, he led the development of Compstat, the internationally acclaimed command accountability system now in use by police departments nationwide. As Los Angeles Police Chief from 2002 to 2009 and in a city known for its entrenched gang culture and youth violence, he brought crime to historically low levels, greatly improved race relations, and reached out to young people with a range of innovative police programs. He is the only person ever to lead the police agencies of the nation's two largest cities.

A U.S. Army veteran of the Vietnam War, Police Commissioner Bratton began his career in 1970 as a beat cop in the Boston Police Department, where he was cited with the department's top award for valor in 1976 for facing down a bank robber and rescuing a hostage. By 1980 he had risen to Superintendent of Police, the BPD's highest sworn position. He went on to lead progressive change as chief or commissioner of five other police departments.

A noted author, commentator, and consultant, Police Commissioner Bratton holds a Bachelor's degree from Boston State College and is a graduate of the FBI National Executive Institute. At Harvard University's Kennedy School of Government, he was a Senior Executive Fellow in Criminal Justice and a member of the school's National Executive Session on Policing. For his collaborative efforts in working with U.S. and British police forces, he was recognized by Her Majesty Queen Elizabeth II with the honorary title Commander of the Most Excellent Order of the British Empire (CBE).

Police Commissioner Bratton is married to attorney Rikki Klieman and is the proud father of David and grandfather of his son David's two children, John and Nicolas

**Jeffrey L. Brown** is a nationally recognized leader and expert in gang, youth and urban violence reduction and coalition building. He is the Managing Partner of RECAP (*Rebuilding Every City Around Peace*), a new national initiative organized to assist cities build better partnerships between the faith-based community, government and law enforcement agencies in an effort to reduce gang violence. He is also one of the co-founders of the Boston Ten Point Coalition, a faith-based group that was an integral part of the "Boston Miracle", a process where the city experienced a 79% decline in violent crime in the 90s, and spawned countless urban collaborative efforts in subsequent years that followed the Boston Ceasefire model. Rev. Brown consults to municipalities and police departments on issues around youth violence and community mobilization, and provides expertise to Fortune 25 corporations and the World Bank for the past 12 years on Collaborative Leadership and Managing Change.

He is the subject of a Harvard Business School case study on his efforts, and is an integral part of three others from Harvard's Kennedy School of Government. Rev. Brown is the recipient of numerous local and national awards and citations. His current project is convening a national conference of faith leaders and law enforcement, and facilitating a national conversation on the importance of faith institutions in public safety prescriptions. He pastored the Union Baptist Church in Cambridge, MA for 22 years, has spoken and lectured widely, and is known for his fiery and inspiring messages.

A resident of the Dorchester area of Boston, MA, Rev. Brown has three grown children, and continues his church ministry as Associate Pastor of the historic Twelfth Baptist Church of Roxbury, MA.

**Jim Bueermann** is the president of the Police Foundation, a national, nonpartisan, nonprofit organization dedicated to supporting innovation and improvement in policing through its research, technical assistance, training, professional services, and communication programs. As president, Bueermann directs all foundation operations and is a voting member of the board of directors.

Jim Bueermann worked for the Redlands Police Department for 33 years, serving in every unit within the department. He was appointed chief of police and director of Housing, Recreation and Senior Services in 1998. He retired in June 2011. As chief, he developed a holistic approach to community policing and problem solving that consolidated housing and recreation services into the police department and was based on risk and protective factor research into adolescent problem prevention. This strategy was recognized as one of the country's 25 most innovative programs in the 2000 Innovations in American Government program sponsored by Harvard's Kennedy School.

Jim was the first police chief to be inducted as an honorary fellow in the Academy of Experimental Criminology and into the halls of fame at George Mason University's Center for Evidence Based Crime Policy and the School of Behavioral Science at California State University, San Bernardino. He is on policing advisory boards at Cambridge University, George Mason University, John Jay College, and the Council for State Governments and works extensively in the field of evidence-based policing, innovative technologies, and prisoner reentry.

Prior to coming to the Police Foundation, he was an executive fellow with the US Department of Justice's National Institute of Justice and a senior fellow at George Mason University.

He is a graduate of California State University, San Bernardino, the University of Redlands, the FBI National Academy, and the California Command College.

**Preeti Chauhan** is an Assistant Professor at John Jay College of Criminal Justice and on the faculty of the Clinical Psychology Doctoral Program at the Graduate Center, CUNY. She received the Ph.D. in clinical psychology from the University of Virginia and completed her predoctoral clinical internship at the New York Presbyterian Hospital, Weill Cornell Medical Center. Dr. Chauhan's research interests focuses broadly on the intersection of neighborhood and individual level risk factors for antisocial behavior, psychopathology, and victimization, with an emphasis on understanding their contribution to racial disparities.

**K. Edward Copeland** is a minister of the Gospel of Jesus Christ who has been blessed with many talents and skills. He is a musician, composer, preacher, lecturer, author and attorney. He is most widely known for his unique gift to teach the Bible with supernatural clarity and simplicity. He has a passion for helping ministers and ministries develop to their maximum potential. He is the author of *Riding in the Second Chariot*, a guide for ministers and church leaders.

Rev. K. Edward Copeland graduated from the University of Illinois, Champaign-Urbana in 1984 with a Bachelors of Arts degree majoring in English/Rhetoric. Since then he has earned a Juris Doctorate degree from the University of California, Berkeley and a Masters of Divinity degree from Golden Gate Baptist Theological Seminary in Mill Valley, California. He is currently working on his Doctorate of Ministry at Trinity Evangelical Divinity School. He has been a lecturer for the National Baptist Convention of America, USA Inc., National Baptist Convention of America, Inc., Church of God in Christ, Inc. (Illinois Fifth Jurisdiction West), as well as district associations, conventions, and conferences throughout the nation and across denominational lines. He is a board member of the National Evangelism Team and is a gifted trainer in the areas of evangelism, discipleship, youth ministry, sacred music, and men's ministry. He has been a part of the University of Illinois' Black Sacred Music Symposium since its inception. His 2003 musical composition "I'm Still Standing" was first performed at the symposium and subsequently recorded by gospel music artist Lemmie Battles.

He currently serves as pastor of New Zion Missionary Baptist Church in Rockford, Illinois where he lives with his beautiful wife Starla and their three children Jibri ("God's hero"), Abeni ("We prayed for her arrival"), and Titus Omari ("Pleasant/New Beginning").

**Antonio Crisostomo-Romo** is the senior coalition organizer and policy analyst with the Advancement Project – Urban Peace. Antonio manages Urban Peace Academy (UPA) projects such as training programs for intervention, law enforcement and other stakeholders. The UPA trainings serve as a platform for communities and sectors to create and implement violence reduction strategies. Antonio joined the Advancement Project after working for Occidental College as program manager of violence prevention services at Hathaway-Sycamores Family Resource Center. He received a B.S. in Kinesiology from San Francisco State University and is currently pursuing a graduate degree in Kinesiology at California State University Long Beach. Antonio is interested in sports and its intersections with social justice as a way to bring about social empowerment and transformation. Antonio also has experience serving as interim director for Pat Brown Institute's Youth Enrichment Project, a school based violence prevention program, and has coached high school basketball in the Oakland Bay Area.

**Susan Cruz** is the Director of Sin Fronteras. From mobilizing marginal communities in El Salvador, to founding Sin Fronteras, Susan Cruz keeps herself at the forefront of social justice issues related to youth in Central and North America. She helped developed two publications on how to respond to gangs, one for the City of Los Angeles and one for the National District Attorney's Association. Most recently she wrote a report on the sexual and reproductive health of Latino adolescents for a Maryland state agency. She has presented to various audiences in Central America, Mexico, Europe and the U.S. on topics related to youth in conflict with the law, gangs, migration, capital punishment, gender, sexual and reproductive justice and human rights issues. Susan has received recognition and awards for her community work from the U.S. Congress, California State Senate, California State University Northridge, the Violence Prevention Coalition of Greater Los Angeles, Children's Hospital Los Angeles, and the Central American Resource Center in Washington, DC among others.

Her educational background includes a B.S. in Public Health, with a focus on Education, a minor in Central American Studies, completion of various certificate programs in human services, and is completing a graduate program. She is a Women's Policy Institute Fellow and a Coro Neighborhood Leadership Program graduate, but it is her personal experience as a pan-ethnic immigrant, systems and gang-involved youth that strengthen her connection with the youth she has the honor to work with.

**Phillip Atiba Goff** is an Associate Professor of Social Psychology at the University of California, Los Angeles, on leave this year at the Harvard Kennedy School. He is the co-founder and president of the Center for Policing Equity, and an expert in contemporary forms of racial bias and discrimination, as well as the intersections of race and gender. Dr. Goff has conducted work exploring the ways in which racial prejudice is not a necessary precondition for racial discrimination. That is, despite the normative conceptualization of racial discrimination—that it stems naturally from prejudiced explicit or implicit attitudes—his research demonstrates that contextual factors can facilitate racially unequal outcomes. Dr. Goff's work has been recognized by NIMH, SPSSI, the Woodrow Wilson Foundation, the Ford Foundation, the Mellon Foundation, and the Russell Sage Foundation, and he is also the youngest member of the John Jay College of Criminal Justice advisory board for the Center on Race, Crime, and Justice. Dr. Goff has been recognized as a national leader in race and gender discrimination by legal practitioners as well, having served as an expert witness in several prominent regional and national cases. Most recently, he was recognized as the emerging leader in research on race, gender, and policing. Dr. Goff spent the 2008-2009 academic year as a Visiting Scholar at the Russell Sage Foundation. He is also the 2009 Early Career Award Recipient for APA's Division 9 and Division 48.

His current research investigates the possibility that contextual explanations play an under-explored role in producing racial inequality. Rather than focusing on racial attitudes that are internal to an individual, his research examines ways in which environmental factors can produce racially disparate outcomes. Through this research he hopes to expand the scope of what comes to mind when one thinks of the causes and consequences of inequality.

**Teny O. Gross** is Executive Director of the Institute for the Study and Practice of Nonviolence, a pioneering organization that teaches the principles and practices of nonviolence locally, nationally and internationally.

Its Nonviolence Streetworkers Program is widely recognized for stemming gang violence. The U.S. Conference of Mayors selected the Institute's work as "best practice" in combating gang violence, and the Association of Fundraising Professionals, R.I. has selected it as "Outstanding Philanthropic Organization for 2009." The Institute received Citizens Bank/NBC 10's first "Champion in Action" award for nonviolence, Metlife Foundation's Community Police Partnership award for "Gang Prevention and Youth Safety," R.I. Minority Police Association Community Service award, and the Dr. Martin Luther King, Jr. State Holiday Commission Recognition award.

A recipient of an Institute of Global Leadership Alumni Award from Tufts University where he earned his B.F.A, Teny received an M.T.S. degree from Harvard Divinity School and a fellowship in Strategic Perspective in Nonprofit Management from Harvard's Business School.

Prior to the Institute, Teny was a Program Coordinator for the Ella J. Baker House Youth Focused Community Initiative, a participant in the National Ten-Point Coalition, and a Senior Streetworker for the City of Boston. Teny has presented at Brown, Yale, Tufts, BU, Clark, PC, NIJ, IACP, DOJ, The White House, as well as abroad on the topics of violence reduction, managing outreach teams, working with Law Enforcement, and Nonviolence. Teny serves as an advisor to The National Network for Safe Communities at John Jay College, and has advised many cities in the US and abroad.

A native of Israel, Teny is a veteran of the Israeli Defense Force. Later as a civilian, through The Kennedy School of Government at Harvard, he participated in peace initiatives in the Middle East.

**Melvyn Hayward** has been instrumental in the Venice California Community as the Director of Operations and co-founder of H.E.L.P.E.R. Foundation (formerly known as Venice 2000), which has successfully rehabilitated over 1000

young men and women in the city's most violent neighborhoods, reconnecting them to their communities through mentoring, education, training and employment.

Through the H.E.L.P.E.R. FOUNDATION, the Cease Fire Committee, the Unity Collaborative and his work with the Advancement Project, Mr. Hayward has helped over 1200 adolescents break ties with gangs and prepare for lives as successful productive members of society. Mr. Hayward brings 10 years of experience working with at-risk youth who have been associated with gangs and crime in Los Angeles, and his commitment to affecting positive change in the youth and young adults from low income and communities plagued with violence has made a difference in the lives of thousands in Los Angeles and Antelope Valley Communities.

**Alan Jenkins** is Executive Director of The Opportunity Agenda, a communications, research, and policy organization dedicated to building the national will to expand opportunity. Before joining The Opportunity Agenda, Alan was Director of Human Rights at the Ford Foundation, managing grant making in the United States and eleven overseas regions. Previously, he served as Assistant to the Solicitor General at the U.S. Department of Justice, where he represented the United States government in constitutional and other litigation before the U.S. Supreme Court. Prior to that, he was Associate Counsel to the NAACP Legal Defense and Educational Fund, Inc., where he defended the rights of low-income communities suffering from exploitation and discrimination.

His other positions have included Assistant Adjunct Professor of Law at Brooklyn Law School, Adjunct Professor in Communications at the New School, Law Clerk to Supreme Court Justice Harry A. Blackmun, Law Clerk to U.S. District Court Judge Robert L. Carter, and Coordinator of the Access to Justice Project of the American Civil Liberties Union. Alan is a member of the Legal Services Corporation's Special Task Force on Fiscal Oversight, serves on the Board of Governors of the New School University, and is a Co-Chair of the American Constitution Society's Project on the Constitution in the Twenty-First Century. He holds a J.D. from Harvard Law School, an M.A. in Media Studies from New School University, and a B.A. in Psychology and Social Relations from Harvard College.

**Alexis McGill Johnson** is the Executive Director of the Perception Institute, a consortium of researchers, educators, and social justice advocates focused on understanding the role of bias in our society. She is also the current Board Chair of Planned Parenthood Federation of America.

Alexis is a thought leader whose work spans politics, academia, and social activism. Throughout her work, Alexis has explored the shifting paradigms of identity politics in the post-civil rights era, increasing civic engagement among youth and people of color, and the implications for demographic and ideological changes of these constituencies on national politics. And her career and philanthropy have always, at their core, focused on improving the lives of young people, with an emphasis on youth of color. She is a frequent commentator on FOX News, CNN, MSNBC, and in press.

A political scientist by trade, Alexis has taught at both Yale University and Wesleyan University but has always sought avenues outside of the 'Ivory Tower' to discuss the real life concerns and experiences of mobilizing the Hip Hop generation. Writing an article entitled, "Can the Hip Hop Generation become the Next NRA?" landed her a dream job working with Russell Simmons, as Political Director of the Hip-Hop Summit Action Network. In July 2004, Alexis became Executive Director of Citizen Change, a leading nonprofit founded by Sean "Diddy" Combs to educate young voters, which launched the "Vote or Die!" campaign.

Alexis has remained a committed political activist and strategist for a variety of organizations and national political candidates to apply the same mix of traditional grassroots organizing with the non-traditional consumer-based models. These opportunities allow her to keep researching and testing models of empowerment. She continues to write, lecture, and build coalitions with other artists, foundations, and activists while taking time to think broadly and decisively about how to harness the power of future generations in our nation's service.

Alexis also serves on the boards of Center for Social Inclusion, and Air Traffic Control. She previously served on the board of the Citizen Engagement Lab and New York Civil Liberties Union and is a founder of the Culture Group.

**Delores Jones-Brown** is a Professor in the Department of Law, Police Science and Criminal Justice Administration and the founding Director of the Center on Race, Crime and Justice (CRCJ) at John Jay College. She has taught graduate courses in the John Jay Police Studies Certificate Program aimed at developing police leaders who can work effectively with multicultural populations. Her recent work has focused on the legal, practical and ethical implications of police practices in New York City, particularly with regard to its racial impact. In 2008, she helped plan, organize and execute the College's first tripartite convening of police practitioners, academic researchers and community-based organizations and advocacy groups to discuss the topic: Stop, Question and Frisk: Policy, Practice and Research, as an important aspect of police accountability. Subsequent convenings have compared police practices in the UK and the US and explored viable alternatives for achieving effective community-based policing. She is the lead author of "Stop, Question and Frisk Policing Practices in New York City: A Primer," a highly cited report describing the contours of stop and frisk policing in New York from 2002 to 2013. The revised primer is accessible through [www.stopandfriskinfo.org](http://www.stopandfriskinfo.org), an archive of academic and public policy research on policing. The site was co-developed by Dr. Jones-Brown and launched by the CRCJ in 2013. Dr. Jones-Brown's publications include an award-winning book, three co-edited volumes and numerous book chapters, journal articles and legal commentaries related to race and policing. Her work has been supported by the Open Society Foundations, Atlantic Philanthropies, and the Tides Foundation. She is an executive board member of the Center for Policing Equity at UCLA. She is currently in the process of revising, "The Significance of Race in Contemporary Urban Policing Policy," in K. Ismaili's U.S. Criminal Justice Policy: A Contemporary Reader (Jones and Bartlett). Dr. Jones-Brown has been on the faculty at John Jay College for 17 years and holds both a J.D. and a Ph.D. in Criminal Justice from Rutgers University – Newark.

**David M. Kennedy** is the director of the Center for Crime Prevention and Control at John Jay College of Criminal Justice in New York City. He directed the Boston Gun Project, whose "Operation Ceasefire" intervention was responsible for a more than sixty per cent reduction in youth homicide victimization. His work has won two Ford Foundation Innovations in Government awards, two Webber Seavey Awards from the International Association of Chiefs of Police, and the Herman Goldstein International Award for Problem-Oriented Policing. He was awarded the 2011 Hatfield Scholar Award for scholarship in the public interest. He helped develop the High Point Drug Market Intervention strategy; the Justice Department's Strategic Approaches to Community Safety Initiative; the Treasury Department's Youth Crime Gun Interdiction Initiative; the Bureau of Justice Assistance's Drug Market Intervention Program; and the High Point Domestic Violence Intervention Program.

David is the co-chair of the National Network for Safe Communities, an alliance of more than 60 cities and jurisdictions actively implementing the Center's strategies and dedicated to reducing crime, reducing incarceration, and addressing the racial conflict associated with traditional crime policy.

David is the author of *Deterrence and Crime Prevention: Reconsidering the Prospect of Sanction*, co-author of *Beyond 911: A New Era for Policing*, and a wide range of articles on gang violence, drug markets, domestic violence, firearms trafficking, deterrence theory, and other public safety issues. His latest book, *Don't Shoot, One Man, a Street Fellowship, and the End of Violence in Inner-City America* was published by Bloomsbury in September 2011.

**Susan K. Lee** currently serves as the National Director of Urban Peace at the Advancement Project where she oversees the implementation of a national Urban Peace agenda working in communities struggling with violence. She is the co-author of the 2007 "A Call to Action: A Case for a Comprehensive Solution to LA's Gang Violence Epidemic," which became the blueprint for the City of Los Angeles adopting a new comprehensive approach to gang violence.

Lee has more than 20 years of experience in non-profit management as well as research and expertise in immigration history and law, and currently works closely with and advises public sector leaders, school districts, law enforcement, philanthropy, and community based stakeholders to adopt a public health approach to violence reduction. Her work in the San Francisco Bay Area and in LA has focused on low-income immigrant communities of color, and boys and men of color specifically.

Prior to joining Advancement Project, she served as the Director of Children & Family Services at Koreatown Youth & Community Center, where she oversaw the implementation of a \$5 million dollar Early Childhood Initiative resulting in two new facilities providing high quality care for 105 infants, toddlers and preschool aged children.

Susan Lee holds a BS in Economics from University of California Berkeley, a JD from Boalt Hall, School of Law at UC Berkeley, and is currently on leave from the Ph.D. program in Ethnic Studies at UC Berkeley. She has over six years of experience teaching courses in Asian American history and community issues, and has published on issues of immigration, citizenship and immigrant rights. She is the recipient of numerous fellowships and awards including the Jurisprudence Award from Boalt Hall School of Law; Susan was also recently the Chair of the start-up Larchmont Charter School Board of Directors.

**Michael McBride** is a Pastor (known as “Pastor Mike”) and a native of San Francisco and has been active in ministry for over 20 years. Throughout the years, Pastor McBride's commitment to holistic ministry can be seen through his leadership roles in both the church and community organizations. A graduate of Duke University's Divinity School, with an emphasis in Ethics and Public Policy, Pastor McBride launched The Way Christian Center in West Berkeley, where he presently serves as the Pastor. In March 2012, he became the Director for the Lifelines to Healing Campaign with the PICO National Network, a campaign led by hundreds of faith congregations throughout the United States committed to addressing gun violence and mass incarceration of young people of color. Recently, Pastor McBride was selected as the #9 Top Clergy Leader in the US by the Center for American Progress. He is married to Cherise McBride and they have two beautiful daughters, Sarai and Nylah.

**Garry Francis McCarthy** was born on May 4, 1959. He and his two older brothers were raised in Bronx, NY, by his father, a World War II Marine and New York Detective, and his mother, a nurse.

McCarthy began a career in law enforcement in 1981 with the NYPD, where his dedication and ambition quickly propelled his career forward. In November of 1985, he was promoted to Sergeant and climbed through the ranks of Lieutenant, Captain, Deputy Inspector and Inspector until 2000, when he received his last promotion and was named Deputy Commissioner of Operations. In that role, the department saw a decline in the homicide rate that culminated in 2005 with the lowest murder rate since 1963. The results McCarthy garnered led to his assignment at the 70th precinct where he helped diminish the crime rate and achieved accomplishments that attracted both the attention and praise of the U.S. Attorney's Office.

In September 2006, McCarthy was chosen to lead the Newark Police Department where within a year they achieved a nine percent reduction in murder, the first reduction since 2002. Along with this reduction, Newark PD experienced additional improvements in efficiency and professionalism.

In 2011, McCarthy was chosen as Superintendent of the Chicago Police Department by Mayor Rahm Emanuel. As CPD Superintendent, McCarthy continues to reduce violence and crime by using proven crime fighting and prevention strategies that helped other cities including New York and Newark. Among these strategies is the CompStat program, which involves a weekly meeting with District Commanders to discuss how they are addressing crime in their districts.

Superintendent McCarthy stresses the integral relationship between the community and beat officers to work together to report, solve and prevent crimes. Thus far, his initiatives have paid off as 2013 yielded the fewest murders in Chicago since 1965.

**Bernard Melekian** has 36 years of local law enforcement experience, including serving as the Police Chief for the city of Pasadena for 13 years. He was selected as the Director of the Office of Community Oriented Policing Services (COPS) by Attorney General Eric Holder on October 5, 2009. He served in that capacity until March, 2013. He received his Doctorate in Policy, Planning and Development for his work on police discipline systems in August 2012 from the University of Southern California.

Dr. Melekian remains committed to actively serving American law enforcement. He is the founder and President of the Paratus Group, a law enforcement consulting firm. He is currently working with the cities of Seattle, Chicago and Baltimore on various projects. He was recently appointed to the Board of Directors of the national Police Foundation.

**Ron Noblet** currently works as the Gang Specialist at the Advancement Project in Los Angeles, where he develops training curricula for gang intervention workers and Law Enforcement Personnel. He is also the project manager of a pilot program in southeast Los Angeles that targets street gang members, prison gang members and drug cartel members.

Mr. Noblet started his career as a gang worker under the tutelage of Dr. Malcolm Klein at the University of Southern California in 1965 where he came to understand violence as a disease with roots in addiction. In 1970 Ron became Director of Gang Work at Casa Maravilla in East Los Angeles.

Ron has also served in capacities as: a consultant to several police departments (including those in Los Angeles and Chicago); an instructor at USC's Delinquency Control Institute (since 1972); a lecturer at the Los Angeles County Sheriff's Department and Los Angeles Police Department training academies, the Los Angeles Probation and DPSS departments, and the National War College (NWC) in Washington D.C; and as a writer for the NWC (1997-2003), where Ron was informed that he was not a "gang worker," but a Specialist in Low-Intensity Warfare.

Additionally, Mr. Noblet was the only civilian member of the original Prison Gang Task Force headquartered in Monterey Park, CA. He has worked as consultant to the screenwriters of the movies Colors, American Me, and Blood In, Blood out. He was the co-writer of the original curriculum for the Gang Certificate Program at California State University, Los Angeles.

Mr. Noblet has also worked internationally, having spent time in Northern Ireland working with paramilitaries, and Mexico when, in 1999 he trained municipal, state and federal police on methods of dealing with gang members. Ron has also traveled for work to El Salvador and Honduras.

**Terrance Pitts** is a program officer with the Justice Fund at Open Society Foundations (OSF) in New York where he manages the Justice Fund's police accountability and anti-death penalty grantmaking strategies.

Prior to joining OSF, Terrance was a program officer at the Academy for Educational Development where he designed and implemented leadership development strategies to support social justice leaders through the New Voices Fellowship Program. Terrance's international experience includes working as program director for the National Coalition to Abolish the Death penalty, where he collaborated with nongovernmental organizations (NGOs) to raise awareness about human rights and the death penalty. He also served as a research analyst and consultant for UNICEF, the Department of Humanitarian Affairs and the Intergovernmental Consultations on Refugee, Migration and Asylum Policies in Europe and North America. Terrance also worked as a consultant for Penal Reform International in Paris to coordinate conversations among NGOs about racial justice after the UN World Conference Against Racism in Durban, South Africa.

Terrance earned a JD from Northwestern University School of Law, a Masters of Arts in Law and Diplomacy from The Fletcher School of Law and Diplomacy at Tufts University, and an AB from Stanford University. Terrance's academic pursuits also include studies at the Sorbonne (Paris IV), Stanford-in-Florence study abroad, language studies in Spain and Geneva, and legal studies at Sciences Po in Paris.

**Fernando Rejón** is at the Advancement Project manages the overall operation of the training Academy for gang intervention workers, through coordination and facilitation of practitioner-led tables including the professional standards committee and regional training team. In addition, he manages the Advanced Law Enforcement Training, which provides an overview of the particular role of intervention practitioners in effective violence reduction and community policing strategies.

He has over 10 years of experience working in non-profits including 14 years of community organizing and program development experience. He began organizing as a university student fighting for the successful establishment of an Ethnic Studies program and working on preventing impending gentrification efforts in San Diego. While in college, he worked as a counselor for youth on probation re-entering the community from juvenile hall and camps. Later, he worked on issues of environmental justice in Pacoima where he co-developed and managed training institutes for community members, both youth and adults, focused on environmental health including the development of community-based curriculum to empower residents to seek social justice. He has also worked with indigenous communities organizing for alternatives to free trade agreements and to establish dialogues between U.S. people of color and indigenous peoples in México and beyond.

Fernando holds a B.A. in Sociology and Communication Studies from the University of San Diego and a M.A. in Chicano@ Studies from California State University, Northridge.

**Connie Rice** is a civil rights lawyer who engineers systemic fixes to entrenched inequality and injustice. California Law Business Journal twice designated her one of the top ten most influential attorneys in California. Through impact litigation, campaigns and inside bureaucratic maneuvering, she has led coalitions and clients to win more than \$30 billion in damages, bonds and policy changes. Bus riders, death row inmates, folks abused by police, school kids, whistleblowers, cops and sufferers of every stripe of discrimination, (sex, race, disability, age) have sought her counsel. But so have her opponents, like the Los Angeles Police Department she sued for 15 years but which now reserves a parking space for her at their new headquarters.

Connie grew up all over the world in an Air Force family headed by her parents Anna, a biology teacher, and Phillip, a pilot and Colonel. She graduated from Harvard-Radcliffe colleges in 1978, achieved her black belt in Tae Kwon Do in 1981 and entered New York University School of Law on a Root Tilden Scholarship. In law school she worked extensively on capital punishment cases at the NAACP Legal Defense and Educational Fund and after graduating from law school in 1984, she clerked for the Honorable Damon J. Keith at the United States Court of Appeals for the Sixth Circuit for two years before winging it west to California where she joined the law firm of Morrison & Foerster in San Francisco. She rejoined the NAACP Legal Defense Fund in 1989 as Western Regional Counsel, won several landmark cases and in the words of one magazine, established herself as “the voice of Los Angeles’ oppressed.” Together with Co-Directors Molly Munger, Penda Hair and Steve English, Connie launched The Advancement Project, a policy action and technology organization in 1998, and in the words of Los Angeles Magazine, “picked up where Clarence Darrow left off.” Connie serves on the board of public radio station KPCC and as chief of staff to Sinbad, her jet black cat.

**Richard Rosenfeld** is Founders Professor of Criminology and Criminal Justice at the University of Missouri - St. Louis. He has published widely on crime trends, crime statistics, and criminal justice policy. His current research focuses on the effects of police patrol strategies on crime. Professor Rosenfeld is a Fellow and past President of the American Society of Criminology. He currently serves on the Science Advisory Board of the Office of Justice Programs, U.S. Department of Justice. He is principal investigator of the St. Louis Public Safety Partnership and consults regularly with the St. Louis Metropolitan Police Department.

**William Scott** is a Commander in the Los Angeles Police Department. He was appointed to the Los Angeles Police Department in October 1989, and has worked assignments in patrol, detectives, gangs, administrative assignments, Internal Affairs, Professional Standards Bureau, Special Assistant to the Director, Office of Operations, Patrol Commanding Captain, and Area Commanding Officer.

Commander Scott was promoted to the rank of Commander on January 1, 2012, and has recently been assigned as the Assistant Commanding Officer, Operations-West Bureau and is currently the Assistant Commanding Officer, Operations-South Bureau in South Los Angeles and oversees approximately 1700 sworn and civilian employees.

Commander Scott is a graduate of the California Peace Officer Standards and Testing (POST) Management School, The Police Executive Research Forum (PERF) Senior Management Institute of Policing (SMIP), Boston Massachusetts, The

Texas A and M Engineering Extension Services (TEEX) Incident Management Program, and has completed the Harvard Law Program on Negotiation.

Prior to joining the Los Angeles Police Department Commander Scott attended the University of Alabama where he earned a Bachelor of Science degree in accounting.

**Jon M. Shane** is an Associate Professor in the Department of Law, Police Science, and Criminal Justice Administration. He retired from the Newark Police Department after 20 years as a captain. The Newark Police Department, comprised of approximately 1,600 sworn personnel, is the largest municipal police agency in New Jersey and one of the largest agencies in North America. His assignments included patrol, anti-crime, research and planning (as executive officer); while a lieutenant he served as a precinct tour commander and during his years as a sergeant held such diverse positions as homicide unit supervisor, fugitive apprehension unit supervisor, and special assistant to the police director. As a commanding officer, then-Capt. Shane assumed command of several divisions, including two police precincts; the Management Information System (MIS); the Office of Policy and Planning, and the Command Operations Center. Professor Shane has also worked with law enforcement agencies across the country developing policy, conducting performance audits, and research and management studies to measure performance. His work includes serving as a staff member to the Newark mayoral public safety transition team; as a GIS/public safety consultant to the Essex County (NJ) College Police Academy; and as a staff member to the New Jersey Attorney General's Office—Camden Commission for Public Safety. Dr. Shane has published in leading professional journals, including the FBI LAW ENFORCEMENT BULLETIN and The Police Chief. He is the author of *What Every Chief Executive Should Know: Using Data to Measure Police Performance* (2007, Looseleaf Law Publications). With a foreword by Chief William J. Bratton, Los Angeles Police Department, the book is widely regarded as the seminal text on how to use data to measure police performance and why performance management is beneficial to the agency. A companion guide entitled *Developing a Performance Management Model* is available to help mid-level managers and supervisors implement the concepts described in *What Every Chief Executive Should Know*. Dr. Shane is a graduate of the 193rd session of the FBI National Academy and a graduate of the 25th session of the Senior Management Institute for Police (SMIP) held by the Police Executive Research Forum at Harvard's John F. Kennedy School of Government. He also holds a certification in non-profit management from Rutgers Graduate School of Public Administration. Prior to coming to John Jay College, he was a lecturer at Rutgers University—Newark campus and at Fairleigh Dickinson University—Teaneck (NJ) campus, where he taught courses in policing and criminal justice. He is currently a senior research associate for the Police Foundation, Washington, D.C. and a subject matter expert for the Center for Problem Oriented Policing.

**Karen J. Terry** is a Professor in the Department Criminal Justice John Jay College of Criminal Justice and on the faculty of the Criminal Justice Doctoral Program at the Graduate Center, CUNY. She holds a doctorate in criminology from Cambridge University. Dr. Terry's research focuses primarily on sexual offending and victimization, and she was recently the principal investigator for two national studies on sexual abuse of minors by Catholic priests. She is now working on projects assessing child sexual abuse within a variety of youth-serving organizations. Dr. Terry has also published in the area of policing, and is currently a Co-PI on two grants, *Innovative Policing Practices* and *Criminal Justice Education in China*.

**Phillip C. Tingirides** is a Captain in the Los Angeles Police Department. He was born in Lynwood, California, though his family roots are in South Los Angeles. He attended schools within Los Angeles County from elementary through high school, and upon his graduation from Lowell High School in 1976, he enlisted in the United States Army. Captain Tingirides received training at the U.S. Army Military Police School in Alabama and was later stationed in Germany and Key West Florida. Captain Tingirides was honorably discharged from the military in 1979. He then entered the Los Angeles Police Academy in February 1980.

In 1988 he was promoted to Sergeant and his initial assignment was to Central Area as a field supervisor. In 1989 he moved to Hollywood Area where he was assigned to Patrol, the Administrative Unit, Prostitution Enforcement Detail, Vice Unit and the Community Relations Unit. In 1996, Captain Tingirides transferred to Harbor Area where he was the

Officer-in-Charge of the Gang Unit. In 1997, Captain Tingirides was assigned to the Department Commander as his Aide. During this assignment he was involved in the Rampart Corruption investigation.

In 1998 Captain Tingirides became a Lieutenant at which time he held the following positions: Patrol Watch Commander, Detective Commanding Officer, Operations-South Bureau Vice and Special Events Coordinator, Officer-in-Charge Gang Impact Team, Metropolitan Division Mounted Unit and Underwater Dive Unit.

On July 2, 2006 he was promoted to Captain and was assigned to Wilshire Area as the Patrol Commanding Officer. In July 2007, he was promoted again to Captain III and was assigned to Southeast Division, where he is currently the Area Commanding Officer.

**Jeremy Travis** is president of John Jay College of Criminal Justice at the City University of New York. Prior to his appointment, he served as a Senior Fellow in the Urban Institute's Justice Policy Center, where he launched a national research program focused on prisoner reentry into society. From 1994-2000, Travis directed the National Institute of Justice, the research arm of the U.S. Department of Justice. Prior to his service in Washington, he was Deputy Commissioner for Legal Matters for the New York City Police Department (1990-1994), a Special Advisor to New York City Mayor Edward I. Koch (1986-89), and Special Counsel to the Police Commissioner of the NYPD (1984-86). Before joining city government, Travis spent a year as a law clerk to then-U.S. Court of Appeals Judge Ruth Bader Ginsburg. He began his career in criminal justice working as a legal services assistant for the Legal Aid Society, New York's indigent defense agency. He has taught courses on criminal justice, public policy, history and law at Yale College, the New York University Wagner Graduate School of Public Service, New York Law School and George Washington University. He has a J.D. from the New York University School of Law, an M.P.A. from the New York University Wagner Graduate School of Public Service, and a B.A. in American Studies from Yale College. He is the author of *But They All Come Back: Facing the Challenges of Prisoner Reentry* (Urban Institute Press, 2005), co-editor (with Christy Visser) of *Prisoner Reentry and Crime in America* (Cambridge University Press, 2005), and co-editor (with Michelle Waul) of *Prisoners Once Removed: The Impact of Incarceration and Reentry on Children, Families, and Communities* (Urban Institute Press, 2003). He has published numerous book chapters, articles and monographs on constitutional law, criminal law and criminal justice policy.

**Jennifer Trone** has 20 years of professional experience in the nonprofit sector, helping organizations use communications strategically to shape and advance specific projects and their mission overall. As a complement to her communications skills, Jennifer has a keen understanding of the landscape in which social change organizations operate – particularly the pressure to innovate and measure results – and is knowledgeable in several areas of public policy, ranging from criminal justice to elder care.

Over the course of her career, Jennifer has taken a lead role in branding and launching several new ventures and has helped established organizations assess and refine their activities, plan for the future, reposition themselves, and generate support for their work. She has written dozens of publications and edited countless others, ranging from in-depth reports, educational materials and detailed strategic plans to identity brochures, web copy, and op-eds.

Working as a consultant since 2008, Jennifer's clients include nonprofit organizations, government agencies, foundations and academic institutions. Prior to working independently, she served as Communications Advisor to the first Prosecutor of the International Criminal Court Luis Moreno-Ocampo. Before that, she spent nearly a dozen years at the Vera Institute of Justice as Senior Writer and Editor, as Interim Director of Communications, and finally as Communications Director for the Commission on Safety and Abuse in America's Prisons, which Vera staffed.

Jennifer began her career in book publishing, initially at Viking Books and then at Farrar, Straus & Giroux and Pantheon Books, where she focused on nonfiction and worked with both established and first-time authors to shape and edit their manuscripts. She is a 1988 graduate of Oberlin College.

**Tom R. Tyler** is the Macklin Fleming Professor of Law and Professor of Psychology at Yale Law School. He is also a professor at the Yale School of Management. He joined the Yale Law faculty in January 2012 as a professor of law and psychology. He was previously a University Professor at New York University, where he taught in both the psychology department and the law school. Prior to joining NYU in 1997, he taught at the University of California, Berkeley, and at Northwestern University.

Professor Tyler's research explores the role of justice in shaping people's relationships with groups, organizations, communities, and societies. In particular, he examines the role of judgments about the justice or injustice of group procedures in shaping legitimacy, compliance, and cooperation. He is the author of several books, including *Why People Cooperate* (2011); *Legitimacy and Criminal Justice* (2007); *Why People Obey the Law* (2006); *Trust in the Law* (2002); and *Cooperation in Groups* (2000). He was awarded the Harry Kalven prize for "paradigm shifting scholarship in the study of law and society" by the Law and Society Association in 2000, and in 2012, was honored by the International Society for Justice Research with its Lifetime Achievement Award for innovative research on social justice.

He holds a B.A. in psychology from Columbia and an M.A. and Ph.D. in social psychology from the University of California at Los Angeles.

**Vincent Warren** is the Executive Director of the Center for Constitutional Rights (CCR), a national legal and educational organization dedicated to advancing and defending the rights guaranteed by the United States Constitution and the Universal Declaration of Human Rights. Vince oversees CCR's groundbreaking litigation and advocacy work which includes using international and domestic law to hold corporations and government officials accountable for human rights abuses; challenging racial, gender and LGBT injustice; and combating the illegal expansion of U.S. presidential power and policies such as illegal detention at Guantánamo Bay, rendition and torture. Prior to his tenure at CCR, Vince was a national senior staff attorney with the American Civil Liberties Union (ACLU), where he litigated civil rights cases, focusing on affirmative action, racial profiling and criminal justice reform. Prior to the ACLU, Vince monitored South Africa's historic Truth and Reconciliation Commission hearings and worked as a criminal defense attorney for the Legal Aid Society in Brooklyn.

**Rosie Washington** is a Minister and Organizer for the MICAH Project. Rosie Washington was born and raised in Kansas City, MO. Her life's journey has taken her to school in Louisville, Kentucky and New Orleans, LA where she currently resides. Rosie is a youth minister and a community organizer at The Micah Project. She leads the organization's work around local criminal justice reform, anti-gun violence, re-entry, and civic engagement. Prior to working for Micah, Rosie worked as a youth minister in Louisville, KY. As a minister she was able to aid New Life Ministries in Christ in creating several community centered programs that provided supplemental income and food to families in need. Rosie also served as a Muhammad Ali scholar at the University of Louisville and was able to travel to Senegal, West Africa where she participated in a social justice academy. Also while attending the University of Louisville Rosie was a member of the Malcolm X debate team where she addressed issues of race and the lack of access for people of color to collegiate debate. Upon completing her debate career Rosie served as an assistant debate coach for two years.