



SPEAKER BIOS AND HEADSHOTS

James Cadogan, VP of Criminal Justice, Arnold Ventures: Moderator



James leads the pretrial justice portfolio, which focuses on bail reform, court diversion, prosecution, and jails. He joined Arnold Ventures after serving as the inaugural director of the Thurgood Marshall Institute at the NAACP Legal Defense Fund, where he led a team of civil rights lawyers, researchers, policy experts, organizers, and archivists.

Previously, James served as Counselor to the Attorney General of the United States at the U.S. Department of Justice (DOJ). There, he oversaw a broad criminal justice portfolio, including helping to design comprehensive federal reentry reforms; serving as a lead staffer on an initiative to reduce the use of solitary confinement at the Federal Bureau of Prisons; developing national community policing initiatives; and supporting Access to Justice programs. Earlier in his tenure at DOJ, James also held positions as Senior Counselor and Director of Policy & Planning in the Civil Rights Division and as Counsel to the Assistant Attorney General in the Civil Division.

Karol V. Mason, President, John Jay College of Criminal Justice: Opening remarks



Over the course of her long career, John Jay College President Karol V. Mason has been a legal pioneer and an exceptional voice for equality, fairness, and criminal justice reform. She was a leader in the Obama Administration on juvenile justice issues, bail reform and re-entry for individuals leaving prison, and in her distinguished career at Alston & Bird LLP, she was the first African- American woman elected as chair of the management committee at any major national firm.

As United States Assistant Attorney General and head of the Department of Justice's Office of Justice Programs, Mason oversaw an annual budget of \$4 billion to support an array of state and local criminal justice agencies, juvenile justice programs, and services for crime victims, and oversaw the National Institute of Justice and the Bureau of Justice Statistics, among a wide range of other efforts. She led the Department of Justice's work to address the issue of community trust in the justice system through a variety of programs including the



National Initiative for Building Community Trust and Justice, a partnership with John Jay College and other academic institutions across the country designed to address lack of trust in the criminal justice system.

Previously, Mason served as Deputy Associate Attorney General from 2009 to 2012. She led the Office of Justice Programs from June 2013 to January 2017 after being nominated by President Obama and confirmed by the U.S. Senate. Mason spent almost three decades at Alston & Bird, LLP, where she chaired the Public Finance Group. She was also a member of the Board of Trustees of the University of North Carolina from 2001 to 2009 and Vice Chair of that Board from 2007 to 2009. Mason received an A.B. in Mathematics from the University of North Carolina, and a J.D. from the University of Michigan Law School.

C.J. Davis, Immediate Past President, NOBLE: Opening remarks



Deputy Chief Cerelyn "C.J." Davis is an innovative and highly qualified leader in the Atlanta Police Department. With over 29 years of law enforcement experience, this seasoned executive has practical knowledge in a myriad of areas critical to leading any organization towards implementing the Six Pillars of 21st Century Policing. She has proven management acumen in the area of crime analysis and crime reduction, strategic planning, human resource management, effective community engagement, policy development, internal affairs, special operations, criminal investigations, homeland security, project oversight, and capital improvements. She is a decisive leader and change agent, who methodically assesses organizational effectiveness and strategically resolves critical incidents and crime trends. Davis has

a reputation for motivating the workforce through active and conscientious involvement, and understands the importance of developing and supporting employees for optimal results. She is actively seeking an opportunity to utilize her wealth of experience and leadership qualities to promote organizational effectiveness, and introduce proven crime fighting strategies in a promising organization.



Keisha Lance Bottoms, Mayor of Atlanta



Keisha Lance Bottoms is the 60th Mayor of Atlanta.

A daughter of Atlanta, Mayor Bottoms is committed to realizing her vision of One Atlanta – an affordable, resilient and equitable Atlanta – which stands as a model city for both commerce and compassion.

A lifelong public servant, Mayor Bottoms is the only Mayor in Atlanta’s history to have served in all three branches of government, serving as a judge and City Councilmember before being sworn in as Mayor.

Leading with a progressive agenda focused on equity and affordable housing, Mayor Bottoms serves as Chair of the Community Development and Housing Committee and the Census Task Force for the United States Conference of Mayors.

Georgia Trend magazine named Mayor Bottoms the 2020 Georgian of the Year. Among Mayor Bottoms’ notable accomplishments to date include the establishment of the City’s first fully-staffed Office of Equity, Diversity and Inclusion, the appointments of a LGBTQ Affairs Coordinator and a Human Trafficking Fellow, the citywide elimination of cash bail bond, the closure of the Atlanta City Detention Center to ICE detainees, and the rollout of the most far-reaching financial transparency platform in the City’s history – Atlanta’s Open Checkbook.

Under Mayor Bottoms’ leadership, the City of Atlanta led the historically successful staging of Super Bowl LIII, which included unprecedented community benefits – a \$2.4 million renovation of John F. Kennedy Park on Atlanta’s Westside, more than 20,000 trees planted throughout the community and the seamless coordination of 40 federal, state and local public safety agencies.

A product of Atlanta Public Schools, Mayor Bottoms graduated from Frederick Douglass High School and received her undergraduate degree from Florida A&M University. She earned her Juris Doctorate from Georgia State University College of Law.



DeAnna Hoskins, President & CEO, JustLeadershipUSA



DeAnna Hoskins has been at the helm of JLUSA as the President and CEO of JustLeadershipUSA (JLUSA) since 2018. A nationally recognized leader and dynamic public speaker, Ms. Hoskins has been committed to the movement for racial and social justice, working alongside those most impacted by marginalization for over two decades.

Ms. Hoskins leads from the perspective that collective leadership, advocacy for justice with reinvestment, and bold systems change are only possible when those who are most harmed are provided the tools and resources to demand change. Her own life experience has been this driving force, having been directly impacted by the system of incarceration and the war on drugs, and with her professional experience, from working on grassroots campaigns to state and federal government. She is inspired to make the world more just with communities across the country, and for her three children – two that have experienced the criminal justice system.

Ms. Hoskins has been a part of JLUSA's national alumni network since 2016, as a Leading with Conviction Fellow. Prior to taking the helm at JLUSA, Ms. Hoskins was at the Department of Justice where she joined under the Obama Administration. There, she served as a Senior Policy Advisor (Corrections/Reentry) providing national leadership on criminal justice policy, training, and technical assistance and information on best and promising practices. She oversaw the Second Chance Act portfolio and managed cooperative agreements between federal agencies – the Department of Labor's Clean Slate Clearinghouse, supporting formerly incarcerated people with expunging their records; the National Reentry Resource Center; the National Inventory of Collateral Consequences and Convictions; the National Institute of Corrections Children of Incarcerated Parents initiative; and more. She also served as the Deputy Director of the Federal Interagency Reentry Council.

Throughout her career she has been committed to reducing stigma and harm in communities impacted by mass criminalization. Prior to joining the DOJ, Ms. Hoskins was the founding Director of Reentry for Ohio's Hamilton County Board of County Commissioners where she worked to reduce recidivism by addressing individual and family needs; increased countywide public safety for under-resourced communities of color; reduced correctional spending; and coordinated social services to serve populations at risk that were impacted by decades of generational disinvestment and deprived of first chances. She has worked in local neighborhoods in Cincinnati and at the Indiana Department of Corrections on improving



conditions and treatment of incarcerated people.

Ms. Hoskins is originally from Cincinnati, Ohio and holds a Master's Degree in Criminal Justice from the University of Cincinnati and a Bachelor's of Social Work from the College of Mount St. Joseph. She is a Licensed Clinical Addictions Counselor, a certified Workforce Development Specialist trainer for formerly incarcerated people, a Peer Recovery Coach, and is trained as a Community Health Worker.

Danielle Outlaw, Philadelphia Police Commissioner



Philadelphia Police Commissioner, Danielle M. Outlaw, is an experienced and respected law enforcement leader. She stands at the helm of the nation's 4th largest police department, which employs more than 6500 sworn officers and 800 civilians who work to help make Philadelphia a safer city. Commissioner Outlaw is the first African-American woman to lead the Philadelphia Police Department.

A believer in the power of connectivity and continued learning, she meets people where they are, engages critics and contributes nationally and internationally to ensure the Department's narratives are accurately told, and to benchmark against other organizations to ensure best practices in contemporary policing here. Her overarching community safety goals are rooted in crime prevention and reduction, organizational excellence and community engagement and inclusion.

Commissioner Outlaw's TEDx Talk – Humanity In Authority – dispels the belief that the two concepts are contrary in nature and explains how the two concepts can, and should, co-exist. She has also presented on various topics including Race and Policing, Women in Law Enforcement, De-escalation and Investigation of Use of Force, Building Community Relationships after Controversy, and Video Recording in Policing and Early Intervention Systems. She has been asked to provide technical assistance in areas of police accountability and risk management.

Prior to taking the helm as Philadelphia's top law enforcement officer, Outlaw was the Chief of Portland, Oregon's Bureau of Police. She was the first African American woman to hold that post. Commissioner Outlaw began her law enforcement career in Oakland, California where she spent 20 years in service with the Oakland Police Department.

The Oakland, CA native has received numerous awards, including the Police Executive Research Forum (PERF) Gary P. Hayes Award, the Cascadia Behavioral Healthcare Culture of Caring Award for Community Relations and Civic Engagement, and has been honored as a 2019 Marie Lamfrom Woman of Distinction by the Girl Scouts of Oregon and Southwest



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Washington.

Commissioner Outlaw earned a Bachelor of Arts in Sociology from the University of San Francisco and a Master of Business Administration from Pepperdine University. She is also a graduate of the Police Executive Research Forum Senior Management Institute of Police, the Major Cities Chiefs' Association Police Executive Leadership Institute and the FBI National Executive Institute.

Commissioner Outlaw is a member of the International Association of Chiefs of Police Human and Civil Rights Committee and is also an active member of the National Organization of Black Law Executives. She continues to demonstrate her civic advocacy through Alpha Kappa Alpha Sorority, Incorporated and The Links, Incorporated.

Wes Moore, Author and CEO, Robin Hood Foundation



Wes Moore is the CEO of Robin Hood, one of the largest anti-poverty forces in the nation. He is a bestselling author, a combat veteran, and a social entrepreneur. Wes' first book, "The Other Wes Moore," a perennial New York Times bestseller, captured the nation's attention on the fine line between success and failure in our communities and in ourselves. That story has been optioned by executive producer Oprah Winfrey and HBO to be made into a movie. He is also the author of the bestselling books "The Work," "Discovering Wes Moore," and "This Way Home."

Wes grew up in Baltimore and the Bronx, where he was raised by a single mom. Despite childhood challenges, he graduated Phi Theta Kappa from Valley Forge Military College in 1998 and Phi Beta Kappa from Johns Hopkins University in 2001. He earned an MLitt in International Relations from Oxford University as a Rhodes Scholar in 2004. Wes then served as a captain and paratrooper with the U.S. Army's 82nd Airborne, including a combat deployment to Afghanistan. He later served as a White House Fellow to Secretary of State Condoleezza Rice.

Before becoming CEO at Robin Hood, Wes was the founder and CEO at BridgeEdU, an innovative tech platform addressing the college completion and job placement crisis. BridgeEdU reinvents freshman year for underserved students. Wes remains chairman of the board of directors at BridgeEDU. He has also worked in finance as an investment banker with Deutsche Bank in London and with Citigroup in New York.

Wes' proudest accomplishments are his two children with his wife Dawn.



Sean Smoot, Director of the Police Benevolent and Protective Association of Illinois



Sean Smoot provides consulting services to several state and local law enforcement agencies as well as private companies. He is a member of the Baltimore and Cleveland Police Departments consent decree monitoring teams. He also serves as Director of the Police Benevolent & Protective Association of Illinois and the Police Benevolent Labor Committee.

Mr. Smoot holds a *Bachelor of Science* degree in Criminal Justice Sciences from Illinois State University and his *Juris Doctor* degree from the Southern Illinois University School of Law, where he served as the Business Editor of the SIU Law Journal. Mr. Smoot was a Member of the *Executive Session on Policing and Public Safety at the Kennedy School of Government, Harvard University 2008-2014*. He is very honored to have served as a police and public safety policy advisor to the *Obama-Biden Presidential Transition Teams*. He was appointed by the President of the United States to the *Task Force on 21st Century Policing on December 18, 2014*.

A nationally recognized subject matter expert regarding police related topics such as, Public Employment Labor Law, Pension & Benefits Law, Section 1983 Civil Rights Litigation, and Police Use of Force; he has written several articles for police publications and newsletters and speaks regularly at state, national, and international forums regarding community policing, public safety, and public employee labor issues. He co-authored "*Police Leadership Challenges in a Changing World*" published in July, 2012, and authored a contribution to the Special Report titled "*Mending Justice: Sentinel Event Reviews*" published in September 2014, both by the US Department of Justice, National Institute of Justice.

Mr. Smoot also serves as the Area 4 Vice-President of the *National Association of Police Organizations* ("NAPO"), a national law enforcement advocacy group representing over 250,000 police officers. He has served on the Advisory Committee for the *National Law Enforcement Officers' Rights Center* in Washington, D.C. since 1996.

He serves on the Advisory Committee at the Chicago-Kent College of Law's *Public Sector Labor Relations Law Program*. On November 13, 2015, he was appointed to serve on the Illinois Commission on Police Professionalism. On August 25, 2020 he was appointed to the *Illinois Law Enforcement Training and Standards Board (ILETSB)*. He previously served on *ILETSB's Use of Force Advisory Committee, Police Pursuit Advisory Committee, Racial Profiling Advisory Committee*, and the *Task Force on Police Integrity*.

Mr. Smoot holds several Certificates in Police Union Leadership from the Harvard Law School.



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He has been repeatedly selected for inclusion in *Super Lawyers & Rising Stars* and has been recognized as one of the "Top Employment & Labor Attorneys in Illinois" by the publishers of *Chicago* magazine. He was admitted to practice before the United States Supreme Court in June of 2011.

Mr. Smoot and his family reside in the City of Leland Grove, Illinois where he served as an elected Alderman and the Police Commissioner for twelve years.

Erica Ford, Founder, LIFE Camp



"I co-founded LIFE Camp because the number of funerals I was attending for young people made me think there HAD to be something else. There had to be another way... Gun violence is not a problem that is specific to one neighborhood, city or state. Gun violence has permeated our national conscience. It is a disease that is spreading and needs to be stopped. I believe it's imperative that we attempt to understand people on both sides of the pistol. They both need our help, because hurt people hurt people. This is the philosophy of LIFE Camp and this is why we have been able to stop so many potentially violent situations." – Erica Ford

An internationally-recognized and widely-respected peacemaker, Erica Ford has been at the forefront of reducing youth and community violence in New York City and beyond for over 30 years.

Believing in the power of partnership, Erica has championed personal and systemic approaches to conflict resolution worldwide. Through LIFE Camp, Inc.'s groundbreaking programs, Erica has empowered thousands of individuals and families to break the cycle of violence and promote peace. Erica's concept for increasing safety has been adopted and implemented by New York City resulting in a 10% reduction in violence citywide.

Through the years, Erica's dedication to reducing violence among New Yorkers has garnered countless awards, accolades and praise by notable public figures such as former New York City Mayor Michael Bloomberg, Oprah Winfrey and hip hop mogul Russell Simmons. Her recognized leadership has brought extensive travel and teaching opportunities in prisons, community centers, high schools, college campuses and conferences throughout the world.

Erica Ford is widely respected as one of the most diligent and hardworking activists of her generation. She is uncompromisingly dedicated to improving the lives of Black and Latino youth and the community-at-large. For more than 30 years, this outstanding leader and internationally

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recognized peace activist has led the effort to combat violence and inspire youth in devastated communities.

Medaria Arradondo, Chief, Minneapolis Police Department



Appointed in 2017, Chief Medaria Arradondo is the 53rd Chief of the Minneapolis Police Department (MPD). The Chief is an active member of several community boards and national and international police associations. As the MPD's liaison with the National Initiative for Building Community Trust and Justice organization, he has led initiatives on Procedural justice, Implicit bias, and Reconciliation training. Chief Arradondo's career at the MPD includes the following highlights: He joined the MPD in 1989 as a patrol officer in the 4th Precinct. He worked his way up the ranks before being named the Inspector of the 1st Precinct in 2013. Before being appointed Chief by the mayor in 2017, he served in the following roles: School resource officer, Northside beat officer, Commander of the Internal Affairs Unit, Deputy Chief and Assistant Chief.