



AGENDA REPORT

TO: Edward D. Reiskin
City Administrator

FROM: Felicia Verdin
Assistant to the City
Administrator

SUBJECT: Alternate Police Commissioner
Appointment

DATE: May 12, 2022

City Administrator Approval

Date: May 12, 2022

RECOMMENDATION

Staff Recommends That The City Council Adopt A Resolution Accepting The Selection Panel's Slate Of One Alternate Police Commissioner (Angela Jackson-Castain) To Serve On The City Of Oakland Police Commission.

EXECUTIVE SUMMARY

In accordance with the City Charter, City Council approval of the resolution will accept the Selection Panel's decision to appoint Angela Jackson-Castain as an Alternate Commissioner on the Oakland Police Commission. If approved, Ms. Jackson-Castain will assume the current vacant Alternate Police Commissioner seat, with a term ending on October 16, 2022.

BACKGROUND / LEGISLATIVE HISTORY

City Charter Section 604 (Police Commission) was first established by voter approval at the November 8, 2016 election, and later amended at the November 3, 2020 election. The ballot measures (also referred to as Measure LL and Measure S1) established a seven-member Police Commission, with two alternate commissioners, charged with overseeing the Oakland Police Department (OPD) to ensure that its policies, practices and customs meet national standards of constitutional policing. Duties of the Police Commissioners include overseeing the Community Police Review Agency (CPRA), which conducts investigations into allegations of officer misconduct; overseeing the Office of the Inspector General (OIG), which performs independent audits of OPD; proposing changes to, approving, or rejecting current or proposed OPD policies; removing the Chief of Police for cause; as well as other duties.

The measures also established a nomination process whereby a nine-person Selection Panel would be responsible for nominating four (4) Commissioners and one (1) Alternate Commissioner to the Police Commission. The Mayor is also responsible for nominating three (3) Commissioners and (1) Alternate Commissioner. All nominations are subject to City Council approval. The Mayor and each City Council Member nominate an individual to serve on the Selection Panel. The Selection Panel meets as needed to determine its nomination process and review candidates wishing to serve on the Police Commission.

City Council
June 7, 2022

On May 18, 2021, the City Council adopted Resolution No. 88643 C.M.S., confirming Jesse Hsieh as an Alternate Police Commission appointee to the Police Commission. On April 6, 2022 Henry Gage resigned his position thereby creating a vacancy on the Police Commission.

At its meeting on April 14, 2022, the Oakland Police Commission voted to fill the vacancy created by Henry Gage III and elevated Jesse Hsieh to the role of Commissioner. The action created a new vacancy on the Police Commission for an alternate member seat.

Per City Charter Section 605(c)(8), the Selection Panel was tasked with nominating a candidate to fill the vacant Alternate Commissioner seat since that position was previously held by a Selection Panel appointee.

ANALYSIS AND POLICY ALTERNATIVES

The Selection Panel conducted an interview process in nominating Angela Jackson-Castain as an Alternate Commissioner. During their 2021 nomination process, three candidates, including Ms. Jackson-Castain, were considered finalists but were ultimately not selected by the Selection Panel as they made one nomination to the Police Commission in August 2021. Those three (3) candidates were considered reserve pool applicants by the Selection Panel and would receive first consideration should a vacancy occur in late-2021 or early-2022.

Two (2) of the three (3) reserve pool candidates accepted an interview with the Selection Panel on April 26, 2022. After completion of the interviews and deliberation, the Selection Panel voted to nominate Ms. Angela Jackson-Castain as an Alternate Commissioner.

Should Ms. Angela Jackson-Castain's appointment be confirmed by the City Council, she will be eligible to immediately serve on the Police Commission. Ms. Jackson-Castain will assume the vacant term ending on October 16, 2022, and Ms. Jackson-Castain will be eligible to serve an additional three-year term should she be nominated by either the Selection Panel or Mayor in the future, subject to City Council approval.

If the City Council does not accept or reject Ms. Angela Jackson-Castain's nomination within sixty (60) days, she shall be deemed appointed by way of City Charter Section 604(c)(3)(c).

FISCAL IMPACT

There is no direct fiscal impact associated with City Council action on this report.

PUBLIC OUTREACH / INTEREST

No outreach was deemed necessary for this report beyond the standard City Council agenda noticing procedures.

COORDINATION

This report has been prepared in coordination with the Office of the City Attorney.

SUSTAINABLE OPPORTUNITIES

Economic: There are no economic opportunities associated with this report.

Environmental: There are no environmental opportunities associated with this report.

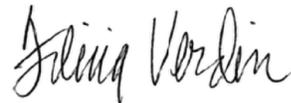
Race & Equity: There are no race and equity opportunities associated with this report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Adopt A Resolution Accepting The Selection Panel's Slate Of One Alternate Police Commissioner (Angela Jackson-Castain) To Serve On The City Of Oakland Police Commission.

For questions regarding this report, please contact Felicia Verdin, Assistant to the City Administrator, at (510) 238-3128.

Respectfully submitted,



Felicia Verdin
Assistant to the City Administrator

Attachments (1):

- A. Angela Jackson-Castain – Application for Police Commissioner



Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Jackon-Castain, Angela C. Date: 06/14/2021
Last First M.I.

Home Address: [Redacted]
Street Address *Apartment/Unit #*
Oakland CA 94608
City State ZIP Code

Phone: [Redacted] Email: [Redacted]

Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

Application Considerations

Check all that apply:

- I would like to be considered as a Selection Panel appointee? YES NO
- I would like to be considered as a Mayoral Appointee? YES NO

References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Lt. Colonel J. Rick Brown, Transparency Matters Relationship: Colleague
 E-Mail: _____ Phone: ---

Full Name: Rev. Dr. George C.L. Cummings, Imani Community Church Relationship: Pastor
 E-Mail: _____ Phone: _____

Full Name: Katherine Darke Schmitt, DOJ, Acting Director at Office of Victims of Crime Relationship: _____
 E-Mail: _____ Phone: _____

Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- Woman
- Do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

- Please check one of the boxes below:
- Yes, I have a disability (or previously had a disability)
 - No, I do not have a disability
 - I do not wish to answer

Required Questionnaire

4. How long have you lived in Oakland?

3-8 yrs; less yrs for school/wk

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

Family member & notification from Terri McWilliams; Imani Social Justice Member

Disclaimer and Signature

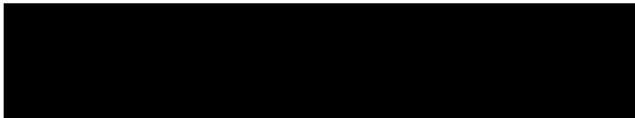
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature:



Date: 06/14/2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

As someone born and raised in Oakland, community engagement and advocacy were instilled in me at a young age. One of my first significant experiences preparing me for the work of the Commission was serving as Chair for the City of Oakland's Mayor's Youth Advisory Commission under former Mayor Jerry Brown while in high school. This experience afforded me insight into how communities addressed societal issues from a governance vantage point; and not just as individuals experiencing them. This was my introduction into city government, I then went on to major in political science in college.

Another significant experience was through work. I was instrumental in establishing the U.S. Department of Justice, Office of Justice Programs (OJP) Diagnostic Center where I lead the delivery of national best practices; training and technical assistance; and data-driven solutions to local communities across the country grappling with systemic criminal justice and law enforcement issues.

In this capacity, I honed my expertise to become a nationally recognized criminal justice professional and subject matter expert (SME) with over twelve years of experience in quantitative and qualitative analytical techniques and the application of rigorous research methodologies to assess the **efficacy of law enforcement**, systemic violence and other serious crime problems. I worked with top executives in law enforcement, municipal and judicial sectors and other leaders in the criminal justice community to help communities address these complex justice issues by developing empirically-based recommendations and customized solutions to persistent public safety and organizational challenges. The goal of this work was to develop holistic, tangible solutions that encompassed all facets of the community to build local capacity to implement recommendations and monitor progress for sustainable change.

The experiences of my personal and professional life have more than adequately prepared me to contribute to the work of the Commission, as I have demonstrated experience in the following:

Policy & Practice

- Reviewing, customizing and developing **policing policy and procedures** in accordance with **national standards**; specifically, in the areas of police **misconduct and discipline, use of force, organizational risk management, police accountability** and the customization of Lexipol policies
- Establishing **police/civilian oversight, transparency and accountability** organizations
- Conducting **program evaluations** and developing and implementing **key performance indicators** and to track progress toward intended outcomes
- Serving as a **key contributor, panelist and trainer** at international and national conferences (i.e., IACP, NOBLE, NCJ, NFCJ, PERF; see resume for an exhaustive list and organizational affiliations)

Stakeholder Coordination & Collaboration, Strategic Planning & Resourcing

- Understanding of the **entire criminal justice system** and **key stakeholder groups** needed to support reforms and initiatives
- Establishing **criminal justice coordinating councils** for top officials across all sectors of the justice system
- Facilitating **community outreach and engagement**; hosting/moderating townhalls, focus groups, roundtable discussions, etc.
- Developing robust strategic plans with **identification and prioritization of initiatives, projects, and activities** in alignment with **near- and long-term goals and objectives**
- Understanding **municipal finances**; including financial structures, budget management and resource allocation
- Identifying and coordinating **local, state and federal resources** to support program initiatives

Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

Expertise & Knowledge Base

- Possessing **up-to-date knowledge** of key issues such as **racial disparities** in policing and **unconstitutional policing practices** confronting justice and social systems
- Working with and on behalf of **marginalized populations** to improve police interactions
- Developing/coordinating **effective policing solutions** on a range of topics; such as **racial bias, mental health, substance abuse, recidivism, juvenile justice, domestic and intimate partner violence and homelessness**

My hope is to be able to leverage these skills and experience to enhance the work of the Commission. Through my working relationships with renowned experts and national organizations, I am well-positioned to bring innovative solutions to the Oakland Police Department and the City of Oakland.

I voted to establish the Commission in 2016 and I am still committed to its vision and mission to improve upon and ensure best practices in policing, specifically for people of color and other marginalized groups. Moreover, I am personally committed to the eradication of systemic racism and injustice. Working with the Oakland Police Commission would provide me an opportunity to directly contribute to the growth and development of my community.

2. Please describe your contacts or experiences with the Oakland Police Department.

Aside from the D.A.R.E. program as an Oakland public school student and more recent requests for support from law enforcement/community liaison officer to address specific incidents/concerns in my West Oakland neighborhood, I have had virtually no other contact with OPD. In a professional capacity, the local departments I have worked directly with include Richmond, Vallejo and Salinas PDs.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: (a) as a police officer, (b) as a criminal prosecutor or defense attorney, (c) with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

N/A; neither I nor an immediate family member has worked or volunteered in these roles. I have only worked with the aforementioned in a professional capacity.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

YWCA Berkeley/Oakland Board of Directors

For the last five years, I have served as a Board member on the Board of Directors for the YWCA Berkeley/Oakland to support of its mission to eliminate racism and empower women. I am currently on the Executive Committee and have served on a variety of subcommittees; such as the Asset, Financial Development, Program & Policy, Nominating, and Personnel committees. I supported the development, review and approval of annual budgets, audits; evaluated and nominated potential candidates for membership; supported program leads in delivering the YWCA programs' services to Oakland and Berkeley; and participated and spearheaded funding raising events.

Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

Some of the most challenging aspects of my participation has been around representation. Until recently, I have been serving as the youngest Board member and being a Black woman on a Board that has historically been comprised of more affluent, white women closely aligned to the University (Cal Berkeley). Therefore, the approach to delivering services to underserved members of the community, in particular school-aged girls in Oakland, has come from a limited vantage point and perhaps, a lack of understanding of what needs should be met through our programming.

As a result, we have shifted the focus of the Board to improve understanding and awareness of systemic racism and the cascading impacts. As a Board, we recently received racial justice and anti-racism training, we are launching an initiative on digital equity and partnering with other organizations to align investments as shareholders to promote social corporate responsibility, particularly in the realm of diversity, equity and inclusion.

Other Local Activities

Active member of the National Alumnae Association of Spelman College – Bay Area Chapter, volunteer in Oakland Public School District, PICO California, and Faith in Action. As a youth, served as the Chair of the Mayor’s Youth Advisory Commission for the City of Oakland and Chair of the Northern California chapter of A Better Chance.

Please see enclosed resume for full list of organization memberships and affiliations.

Encl.: Resume

Angela Jackson-Castain, M.S.

Criminal Justice and Public Safety Practitioner [®] Program & Project Manager

(=)california, 94608 (USA)

Security Clearances:

Active DoD Top Secret (since 04/04/2010)/SCI (in progress); DOJ Public Trust; DHS NPPD Suitability

Professional Qualifications

Over 13 years of professional experience in the private and non-profit sectors

Successfully organizes and manages large, cross-functional teams of professionals to complete complex projects

Recognized Subject Matter Expert in applied analytics, criminal justice, public safety and emergency

Adept at building, maintaining and growing client relationships in a team-based, professional services environment

Education

Master of Science, 2008
Georgia Institute of Technology
B.A. in Political Science, 2004
Spelman College

Other Educational Experience

Domestic Exchange, 2003
Foreign Exchange, 2002
La Universidad de Sevilla, Spain

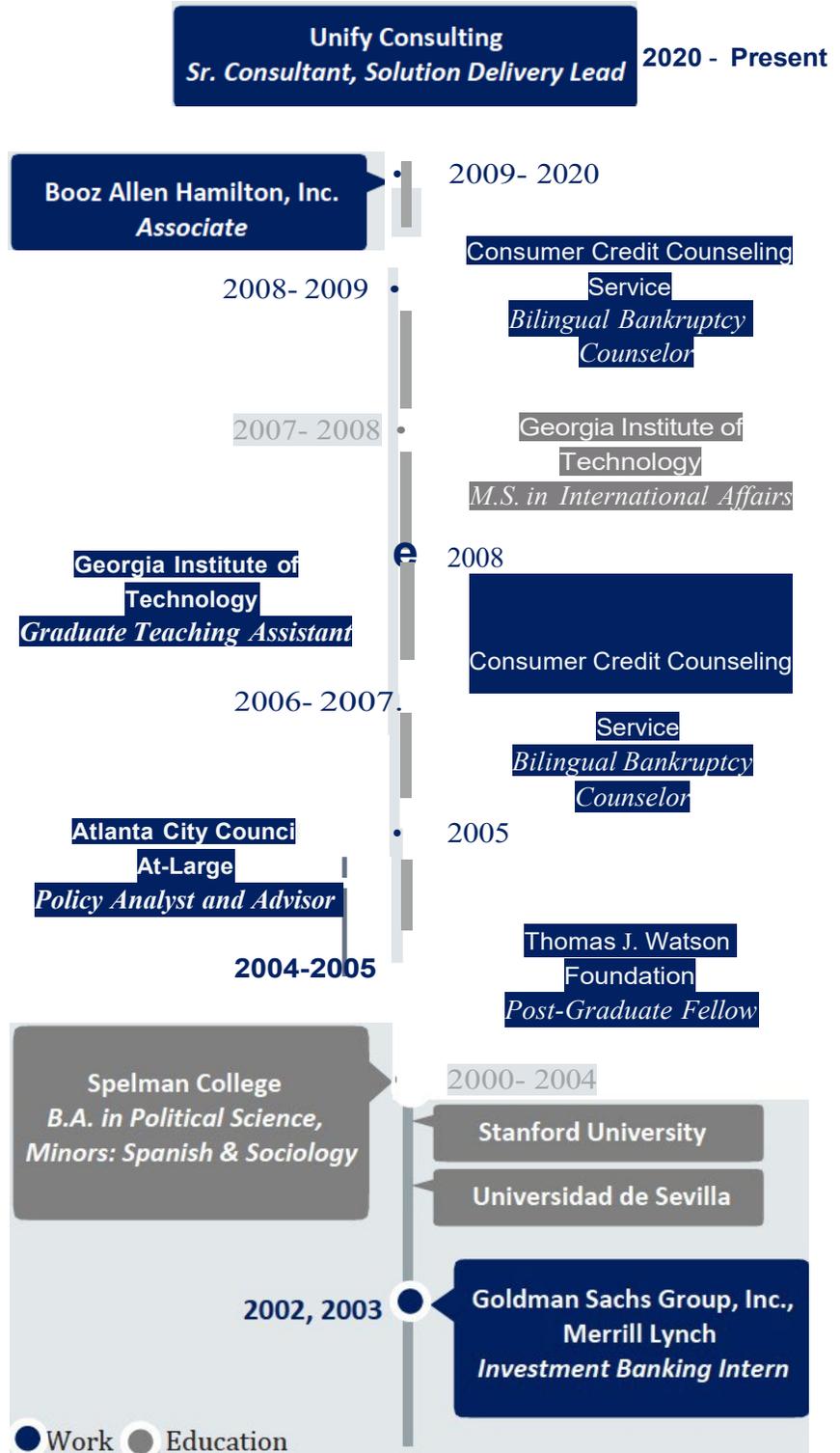
Core Competencies

Organizational and Instructional

Business and Intelligence Analysis

Geopolitical Affairs

Modeling, Forecasting & Decision-making



Work Experience

- 2009-2020** **Booz Allen Hamilton, Inc.** Washington, DCMetro Area
Associate
- Management Consulting**
- U.S. Department of Homeland Security (DHS), Cybersecurity and Infrastructure Security Agency
Facilitator 1, 2018-2020
- Provides strategic planning support and program management oversight on behalf of OHS' Cybersecurity and Infrastructure Security Agency (CISA) to enhance decision-making, coordination, and planning for emergency communications across all 56 states and territories.
 - Serves as primary facilitator for CISA's Interoperable Communications Technical Assistance Program.
 - Responsible for developing, delivering and facilitating multi-day, statewide workshops to ensure, accelerate and attain operable and interoperable emergency communications nationwide, while accounting for new/emerging technologies and national initiatives, for the national security/ emergency preparedness community.
 - Leads multi-disciplinary and multi-jurisdictional stakeholder groups in the development of strategic plans and implementation/monitoring tools to help states prioritize resources, strengthen governance, identify future investments, and address interoperability gaps.
 - Manages project staff and program activities; including, staff oversight and development; development of Monthly Status Reports, project plans and tasks, program updates, and final deliverables; monitors and tracks project budgets, expenditures, billable activities; and coordinates resources across federal components to deliver training and technical assistance to the field.
- U.S. Department of Justice (DOD Office of Justice Programs (OJP) Diagnostic Center,
Diagnostic Specialist, 2012-2017
- Lead the delivery of highly-customized, data-driven training and technical assistance to more than 60 communities nationwide to address systemic violent crime and public safety challenges.
 - Provided Subject Matter Expertise and innovative leadership to key stakeholders across the federal, state, local, and tribal justice systems, leveraging nationally-recognized evidence-based practices to address complex criminal justice issues of concern.
 - Coordinated resources across DOJ's many components to deliver information, training, and resources to address challenges identified by requesting government entities.
 - Managed, organized, and planned approximately 25 large-scale projects for various jurisdictions nationwide, examining justice systems to develop strategies and empirically-based recommendations to address crime problems and deliver required training and technical assistance to implement recommendations.
 - Identified and executed consulting agreements and subcontracts with more than 50 technical assistance providers; to include, individuals, agencies, and organizations, maintaining strong controls and accountability over task execution and deliverables.
 - Oversaw and facilitated the provision of direct technical assistance services to top-level executives in the criminal justice and law enforcement fields.
 - Core activities included: overarching project management (e.g., tasks, deliverables, timelines, and budgets) and management of subcontractor and other support staff; conducting baseline organizational assessments, gap analysis, quantitative and qualitative data collection and analysis, policy review, meeting facilitation, strategic planning, peer-to-peer mentoring, criminal justice information sharing and training.

- Served as primary author of key contract deliverables and products to inform the broader justice community on data-driven approaches to identifying and solving the most pressing crime-related challenges confronting justice systems.

U.S. Department of Defense, *All-Source Intelligence Analyst*, 2009–2012

- Worked within the functional areas of threat modeling and applied analytics to develop methods and approaches to intelligence problems; provided data collection, analysis, and policy recommendations to U.S. Government (USG) clients in support of their security and defense missions.
- Conducted Research & Development, as a model and methods developer, leveraging a variety of social science methodologies and analytical techniques to systematically dissect complex problems and provide empirically-based recommendations.
- Conducted statistical, quantitative, and qualitative data coding and analysis, as well as social network analysis to research potential threats, terrorist and transnational crime networks.
- Authored case studies on relevant international human security issues and civil-military relations for countries of interest for the U.S. Combatant Commands (COCOMs).
- Provided geospatial analysis in support of U.S. Pacific Command (PACOM) to enhance hazard assistance disaster relief knowledge management platforms and for the Broadband Technology Opportunities Program to evaluate broadband and wireless capabilities for municipalities.
- Developed complex databases and methodology to analyze unstructured data on the global dispersion of populations of interest. In support of the same USG client, conducted in-depth interviews with key subject matter experts to develop a Best Practices Guide on Agent-Based Modeling.

**2008–2009 &
2006–2007**

Consumer Credit Counseling Service

Atlanta, GA

Bilingual Budget/Credit Counselor, Bilingual Bankruptcy Counselor

**Non-Profit
Financial**

- Provided financial counseling and high-quality customer care to English and Spanish-speaking clients faced with bankruptcy, budget, and credit issues.
- Responsible for training new employees on the process of counseling clients and the creation of personalized Debt Management Plans, as well as managing compliance with law firm affiliates.
- Served as media spokesperson to relay current market trends and program offerings to news media personnel and other key stakeholders.
- Supported educational outreach projects to provide basic financial education and budget management strategies to local residents.

2008

Georgia Institute of Technology

Atlanta, GA

Graduate Teacher Assistant

Education

- Served as sole teaching assistant for an Ethics in International Affairs course, serving approximately 200 undergraduate students.
- Managed and developed supplemental course material; developed and executed grading scheme for students' assignments.
- Assisted students by reinforcing course content presented by the professor, answering questions, and leading pre-exam tutorial sessions.

2005

Atlanta City Council – Post 3: At Large

Atlanta, GA

Policy Analyst and Advisor

Government

- Addressed constituent concerns, researched legislation, and attended Neighborhood Planning Unit and council meetings.
 - Served as Supervisory Office Manager and managed a staff of five; provided workforce training skills to staff members and facilitated community engagement activities.
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2004-2005	Thomas J. Watson Fellowship <i>Watson Fellow</i>	Global
Independent Research	<ul style="list-style-type: none"> • Conducted post-graduate independent research in Brazil, Egypt, India, and the Dominican Republic to analyze the impact of the international monetary lending system and on local education. • Examined aggregate statistical data on education and international funding; conducted in-depth research on national educational systems. • Conducted structured interviews of government officials, non-profit organizations, local school administrators, parents, and students to observe and document educational disparities among various populations of the countries visited. • Authored a paper: "Education for All? A Comparative Study of Educational Disparities" documenting all findings and outcomes of the study and presented at a national conference. 	

Other Relevant Skills

Computer Applications & Programming Languages	<ul style="list-style-type: none"> • Proficient in Windows XE/7/8/10 and MS Office, all versions through 2013/365, MS Project, MS Planner, MS Access, SharePoint, Adobe Acrobat Professional, ArcGIS and ESRI products, APAN, Social Network Analysis tools, Palantir, SPSS, Stata, Stella, Web 2.0 tools, Bloomberg, HOSTaccess and Timpani
Additional Professional Training Courses	<ul style="list-style-type: none"> • Salesforce, Software as a Service (Saas), Customer Relationship Management (CRM) • Organizational Leadership and Team Development • Tableau Fundamentals • Agile Fundamentals • Intelligence Analysis Bootcamp • Financial Intelligence • Advanced Geospatial Information Systems
Languages	<ul style="list-style-type: none"> • Spanish (Fluent), Portuguese (Novice - Conversational), Arabic (Novice)

Other Professional Experience

Conferences & Training Events	<ul style="list-style-type: none"> • Nevada District Court Judges: 2018 Annual Seminar, April 2018 <i>Faculty</i> Topic: "Pretrial Risk Assessment: History and Developing Trends" • Nevada Limited Jurisdiction Judges: 2018 Winter Seminar, February 2018 <i>Faculty</i> Topic: "The Design and Validation of the Nevada Pretrial Risk Assessment" • Vera Institute and Police Foundation, October 2017 <i>Subject Matter Expert</i> Participation requested for a national professional focus group to advise on methods, opportunities, and approaches to harvesting useful data from the community, law enforcement, and other criminal justice system for improved policing as part of a formal research project to inform the development of CompStat 2.0. • International Association of Crime Analysts (IACA): 27th Annual IACA Training Conference, September 2017 <i>Instructor</i> Topic: "Data Analytics for Violence: A Two-City Case Study on Gun and Interpersonal Violence and Developing a Targeted Violence Reduction Strategy"
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Conferences & Training Events (continued)

- **National Organization of Black Law Enforcement Executives (NOBLE): 41st Annual Training Conference and Exhibition, August 2017**
Moderator
Topic: “Building Community Engagement and Reducing Violent Crime in Richmond, California”
- **National Council of Juvenile and Family Court Judges (NCJFCJ): 80th Annual Conference, July 2017**
Faculty, Panelist & Moderator
Topic: “Prioritizing Reform: Nevada Blue Ribbon for Kids Commission’s Strategic Reform of the Child Welfare System”
Topic: “Improving the City of Seattle and King County’s Capacity to improve Responses to Juvenile Domestic Violence”
- **International Association of Chiefs of Police (IACP), October 2015**
Topic: “Addressing Police Misconduct and Accountability: Two Case Studies”
- **National Organization of Black Law Enforcement Executives (NOBLE): 39th Annual Training Conference and Exhibition, July 2015**
- **Academy of Criminal Justice Sciences (ACJS), March 2015**
- **National Criminal Justice Association (NCJA): National Forum, August 2014**
Panelist
Topic: “Offender Reentry: The Burden of Shifting Case Loads”
- **National Forum on Criminal Justice (NFCJ), 2014**
- **Police Executive Research Forum (PERF), May 2014**
- **Smart Policing Initiative (SPI) Conference: April 2013**
- **George Mason University, April 2013**
- **World-Wide Human Geography Data Working Group, March 2012**
- **Computational Social Science Society of the Americas (CSSSA) Conference, October 2011**
Agent-Based Modeling Workshop

Professional Affiliations & Memberships

- Project Management Institute (PMI)
- International Association of Chiefs of Police (IACP)
- Computational Social Science Society of the Americas (CSSSA)
- American Political Science Association
- Military Operations Research Society

