



**Division of Criminal
Justice Services**

Andrew M. Cuomo
Governor

Michael C. Green
Executive Deputy Commissioner

www.criminaljustice.ny.gov

Gun Involved Violence Elimination (GIVE) Initiative

2019 Annual Report

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I. Introduction

GIVE provides more than \$13.3 million in grants to 20 police departments, district attorneys' offices, probation departments and sheriffs' offices in 17 counties across Upstate New York and on Long Island.

With the support of DCJS, we have developed strong partnerships with the Onondaga Crime Analysis Center, the Onondaga County District Attorney's Office, the Onondaga County Sheriff's Office, the Onondaga County Probation Department, the New York State Board of Parole, the Bureau of Alcohol, Tobacco, Firearms and Explosives, the New York State Police, the Department of Emergency Communications, the Wallie Howard Center for Forensic Science, and U.S. Probation. While enforcement partners are essential, relationships with outreach workers, juvenile justice authorities, businesses, families, faith communities, civic organizations, and health and social service agencies are equally important. All of these stakeholders play a vital role in the planning, implementation and, ultimately, the success of our GIVE strategies.

—Chief Kenton T. Buckner, Syracuse Police

New York State is committed to supporting proven practices to reduce deadly crimes, while providing technical assistance to help agencies effectively implement evidence-based strategies. To that end, the Division of Criminal Justice Services (DCJS) administers the GIVE initiative, which focuses on four core elements:

- 1. People** – Strategies must focus prevention and enforcement on top offenders, who have been identified to be responsible for most shootings and homicides or aggravated assaults.
- 2. Places** – Strategies must focus prevention and enforcement on locations (hot spots) where Scanning and Analysis Sections show that most shootings and homicides, or aggravated assaults, occur.
- 3. Alignment** – Strategies must describe how partners will coordinate and align all existing resources identified in the Analysis Section to reduce shootings and homicides or aggravated assaults.
- 4. Engagement** – Strategies must clearly articulate how organized outreach to key stakeholders and the community-at-large will occur, how stakeholders and community members will be given a voice, and how coordination will occur with transparency, which fosters wide-ranging support for violence reduction efforts.

The evidence-based strategies supported by GIVE are **hot-spots policing**, **focused deterrence**, **crime prevention through environmental design (CPTED)** and **street outreach**. GIVE also emphasizes intelligence-gathering and crime analysis to fight crime. All jurisdictions have access to crime analysis personnel and resources through individual GIVE-funded analysts or through the network of 10 Crime Analysis Centers (CAC), which DCJS supports in partnership with local law enforcement agencies. CACs within GIVE jurisdictions are located in Albany, Broome, Erie,

Orange, Monroe, Niagara, Oneida, Onondaga and Suffolk counties and serve 12 of the GIVE counties. The Suffolk County Crime Analysis Center joined the DCJS network at the end of 2019.

“The partnership between Monroe County and DCJS’ GIVE Initiative is integral to the Office of Probation’s ongoing gun-violence reduction strategies. The tenets of GIVE are the real-life implementation of concepts that are included in the training of a new community corrections officer — specifically to reduce future violence through the promotion of lasting change. DCJS’ GIVE Initiative supported the Swift, Certain and Fair (SCF) program. In collaboration with the New York State Supreme Court and local GIVE partners, SCF is dedicated to the reduction of recidivism in the young, at-risk population.

Monroe County SCF is a unique supervision model that is implemented in a manner that reflects the GIVE philosophy and utilizes transparency, timeliness and known sanctions. With the support of GIVE, we have been able to apply lessons learned in the SCF program to the supervision of many more gun offenders.”

*—Joel S. Root, Probation Supervisor
Special Operations Unit, Monroe County Office of Probation*

New York State supports the centers with more than \$7 million annually, funding staff, training, technology, support and infrastructure. Local law enforcement and criminal justice agencies also assign staff to CACs and provide additional in-kind support.

II. Technical Assistance, Training, and Program Alignment

As DCJS developed GIVE, the agency’s leadership recognized the importance of providing partner agencies with guidance so they could successfully implement the required evidence-based components of the initiative. In addition to awarding grants to fund personnel and technology, DCJS provides technical assistance to the 20 participating police departments, district attorneys’ offices, sheriffs’ offices and county probation departments.

DCJS tapped nationally recognized experts in evidence-based practices to provide technical assistance and training and created a network among participating agencies, allowing them to seamlessly share information about effective practices. New York is unique in providing this level of comprehensive, hands-on, technical assistance and training to share the information and resources needed to successfully implement programs that have a demonstrated record of success.

In addition to embracing enhanced crime analysis, GIVE agencies must coordinate and align with other programs to engage the community in anti-violence efforts.

The New York State SNUG Street outreach worker program, funded and supported by DCJS, represents an alignment of violence-reduction efforts and community engagement. SNUG workers proactively defuse gun-fueled disputes and help those seeking to end violence in their communities.

Evidence-based strategies employed by GIVE agencies and technical assistance training on these concepts, provided through DCJS, include:

Problem-Oriented Policing

GIVE jurisdictions are required to utilize problem-oriented policing (POP) as a framework to examine potential root causes of violence. Jurisdictions must implement more than one responsive evidence-based strategy, while interweaving the concepts of procedural justice.

Problem-oriented policing uses crime analysis and operational intelligence to examine a cluster of similar incidents with the goal of identifying the underlying problem and discovering a new or enhanced way to address the problem.

Once a framework for a solution is identified, evidence-based strategies are developed to focus on preventative solutions that are not solely dependent on the criminal justice system. These strategies engage other public agencies, the community, and the private sector to help address an identified problem.

This approach also encourages information-sharing among non-law enforcement agencies, so effective practices can further enhance police response. Strategies are subject to rigorous evaluation to determine their effectiveness.

All jurisdictions were asked to use this model to guide overall strategy implementation in 2019.

Procedural Justice

Procedural justice focuses on the way that law enforcement interacts with the public and how these interactions influence crime rates, the public's view of law enforcement, and people's willingness to obey the law. It is not a practice, but a philosophy that promotes organizational change, upholds legitimacy in the community and enhances officer safety. The four pillars of Procedural Justice are: Voice, Neutrality, Respect and Trustworthiness.

All GIVE agencies are required to integrate procedural justice into their overall plans and strategies.

Hot-Spots Policing

Hot-spots policing focuses on small geographic areas, usually in urban centers, where crime is concentrated. Interventions are based on the understanding that there are settings with significant clusters of crime that generate a large proportion of crime reported in the broader community. Focusing law enforcement on hot spots is an efficient use of limited resources.

Training in hot-spots policing helps agencies develop and implement intervention strategies, while integrating the work of prosecutors and probation officers.

Focused Deterrence

Focused deterrence is based on the premise that a small group of individuals is typically responsible for most of the shootings, gun violence and firearm-related deaths in “hot-spots” neighborhoods. The strategy identifies those chronic offenders and targets them for enhanced attention, investigation, enforcement and prosecution. This strategy is sometimes also referred to as Group Violence Intervention – a strategy first popularized in Boston with Operation Ceasefire. An important component of this approach is a partnership among law enforcement agencies, community groups and social services organizations, which join to communicate directly with offenders. The partners outline clear consequences for continued criminal behavior, stress that the affected community wants the gun violence to stop and provide offenders with alternatives and assistance to change their behaviors.

Group Violence Intervention helps foster legitimacy and build trust between the police and the community. The pivotal piece of the strategy is a “call-in” or “notification,” which is repeated as often as necessary. At call-ins, law enforcement, community members, and social service providers join to deliver the message that violence will no longer be tolerated, and if violence does occur, every available legal lever will be pulled to bring an immediate and certain response. This “hard” message, usually delivered by police and prosecutors, is accompanied by a “soft” message that emphasizes the community’s willingness to help individuals change, as well as the availability of services (e.g., job training, drug treatment) for those interested in engaging in more pro-social behavior. Focused deterrence also involves “custom notifications,” where small teams of law enforcement officers and community members meet with particularly high-risk individuals in an effort to deter violent behavior. At these face-to-face meetings with offenders, the following messages are communicated:

- The shootings, firearm-related homicides and gun violence are wrong and need to stop.
- The community needs them alive, out of prison and with their loved ones.
- Any future gun violence will be met with clear, predictable and certain consequence.
- Help is available to all who are willing to accept it.

Jurisdictions that adopted focused deterrence were supported by hands-on technical assistance from the National Network for Safe Communities.

“Collaborative GIVE efforts have yielded positive results to date and will continue to make Albany County a better place to live, work and raise a family. The GIVE Initiative utilizes a coordinated, multi-agency approach to target, investigate, interdict and prevent violent criminal activity, as well as precursors to such activity. We are able to then rely on accurate information and intelligence to develop short- and long-term strategic responses to crime trends, prosecutorial initiatives, community-based intervention, coordinated initiatives and investigations, as well as long-term planning for maintenance and stabilization. We look forward to the continued success of this collaboration.”

—Albany County District Attorney David Soares

Crime Prevention Through Environmental Design (CPTED)

Crime Prevention Through Environmental Design (CPTED) is defined as a multi-disciplinary approach for reducing crime through urban and environmental design and the management and use of built environments. It operates around four principles: natural access control, natural surveillance, territorial reinforcement and maintenance.

The primary goal of training is to provide law enforcement, code enforcement, individuals and organizations involved in community crime-prevention programs with information needed to create their own prevention initiatives through environmental design. The training also allows law enforcement to practice what they have learned by performing a safety assessment of a neighborhood and evaluating how CPTED principles could be used.

Jurisdictions are encouraged to focus their CPTED efforts in identified hot spots within their jurisdiction in order to engage with the community and reduce crime in those areas.

Case Study: CPTED

During the months of March and April 2019, members of the City of Binghamton Crime Prevention Through Environmental Design (CPTED) Task Force became aware of a problem in Downtown Binghamton. The location is a three-story apartment building, which has a total of eight apartments inside. The apartment building is located on the main route of vehicular traffic in the City of Binghamton. Directly to the right of the building is a gas station. Directly to the left is a church. During 2018 and 2019, the Broome County Special Investigations Unit (SIU) conducted several narcotics search warrants at this building and large amounts of narcotics were taken off the street. However, the issues continued at the location. Community members complained of narcotics sales and use, litter and debris, loud parties and disturbances, as well as quality of life issues.

An investigation began in April of 2019. Several site visits were conducted by members of the CPTED Team. We located hypodermic needles and trash bags outside of the building and unregistered motor vehicles parked in the lot. The front of the building was supposed to have grass, but, with no positive Access Control, the grass was completely gone. Officers spoke with tenants, who claimed that the building was becoming uninhabitable. Inside the building, there was graffiti, busted light bulbs, drug paraphernalia, empty beer bottles and other code issues. Officers documented the findings during their visit.

The Binghamton Police Patrol Division had responded to several calls for service throughout the early months of 2019. They included:

- 3 Heroin Overdoses (reported to police)
- 3 Burglaries
- 4 Larcenies
- 12 Disturbances

On April 25, 2019 members of CPTED met for their monthly meeting and they discussed the location. In September of 2019, the location was condemned, all tenants were evicted, and the owner remedied all code violations. Through the work of the CPTED team and its partners, and repairs by the owner, the condemned status was lifted by January 5, 2020.

—Lieutenant David Bidwell
Binghamton Police Department, Crime Prevention/Southern Tier Crime Analysis Center

Street Outreach

Street outreach is both a proactive and reactive element of the GIVE initiative. Outreach workers have ties within the community and are sometimes individuals who formerly engaged in street violence. Street outreach workers respond to shootings to prevent retaliation, detect conflicts and

resolve them peacefully before they lead to additional violence. They engage individuals linked to gun violence and work with case managers to connect the individuals with resources – such as educational institutions and job training services – to help break patterns of violence. Street outreach workers also collaborate with neighborhood organizations and other community groups to organize events and public education activities that stand against gun violence. The goal of outreach is to change behaviors, attitudes and social norms related to gun violence by using credible messengers to deliver those key messages.

In 2019, six sites – Buffalo, Hempstead, Jacobi Hospital in the Bronx, Rochester and Syracuse – were granted additional funds to add staff, increasing total SNUG funding to \$4.8 million annually. A logo was designed for clothing, signs, decals, hats and public education materials for use in the 11 communities across the state. Program oversight, data collection systems, and resources for staff training were fully formalized. Training and technical assistance were provided to ensure that the key elements of the program model were delivered as designed. Two employee training programs were developed: a 40-hour course required for all new SNUG employees and a 40-hour intensive management program required for all SNUG supervisors.

SNUG Outreach teams engage residents, religious leaders and law enforcement to change social norms and behaviors that perpetuate violence. Anytime a shooting involving injury occurs in a SNUG target area, a SNUG team responds to the shooting scene and the hospital to begin work on preventing retaliation. They also work with family members of victims to connect them to resources, such as the New York State Office of Victim Services, for financial relief, which can include medical and funeral expenses, loss of earnings or support, and counseling costs.

“The Buffalo SNUG site was able to provide a homicide victim’s family with emergency financial assistance to cover burial expenses. Thanks to the new SNUG Social Work Initiative, an innovative partnership between DCJS and OVS, the Buffalo SNUG team was able to inform the family about OVS financial assistance and help the victim’s family members apply. On Christmas Eve 2019, the victim’s family successfully applied for emergency compensation to make funeral arrangements for their son.”

—Jeff Clark, Director
SNUG Outreach

Training in 2019

In 2019, DCJS sponsored the following training courses:

Class Title	Dates	Location
Ceasefire University	05/20/19 – 05/21/19	Suffolk County
Ceasefire University	06/10/19 – 06/11/19	Erie County
Custom Notifications/Patrol Training	06/27/19	Oneida County
Criminal Debriefing	08/28/19 – 08/30/19	Erie County
Criminal Debriefing	12/11/19 – 12/13/19	Dutchess County
Problem-Oriented Policing	01/23/19 – 01/24/19	Albany County
Principled Policing – Master Instructors	09/4/1 – 09/5/19	Schenectady County
Principled Policing – Train the Trainer	09/23/19 – 09/27/19	Erie County
Principled Policing – Train the Trainer	11/04/19 – 11/08/19	Westchester County

Symposium

In October 2019, DCJS sponsored the “Law Enforcement Symposium”, a three-day symposium held in Albany and attended by nearly 500 police officers, prosecutors, academic researchers, SNUG program managers and other law enforcement professionals from across the state. The conference featured panel discussions, breakout sessions and presentations on topics including: The Four Pillars of Hot-Spots Policing; Introduction to Evidence-Based Policing; Real-Time Crime Analysis Services; The Problem of Gun Violence in Public Housing; Utilizing Calls for Service for Hot-Spots Creation; and Problem Oriented Policing (POP) for Prosecutors.

Featured speakers included: Cynthia Lum, Ph.D., and Chris Koper, Ph.D., of George Mason University; Captain Scott Meadors (ret.) from the Stockton Police Department and California outreach worker Wilisha Beatty-Cherry. (Refer to Appendices B and C for more details.)

Keynote addresses were provided by Police Foundation President Jim Burch and LaGrange Police Department Chief Louis Dekmar, of Georgia. (Refer to Appendix D for more details.)

III. Additional Information-Sharing and DCJS Oversight

DCJS’ Office of Public Safety (OPS) coordinates conference calls and facilitates information sharing among jurisdictions, allowing professionals to network and share their successes and challenges. The agency has also taken advantage of live meetings and webinars to connect with GIVE agencies.

DCJS provides assistance, support, guidance and oversight to GIVE jurisdictions through OPS and the Office of Program Development and Funding (OPDF). OPS staff also conduct site visits and work with jurisdictions to identify additional training and support as necessary. OPDF staff monitor and review grant spending. All GIVE partners must submit work plans detailing grant

spending on evidence-based strategies and submit vouchers for reimbursement to verify spending.

IV. Evaluation and Assessment

Evaluation and assessment play a key role in GIVE as the state aims to ensure that agencies are using resources wisely and implementing evidence-based practices, as designed. OPS and the Office of Justice Research and Performance (OJRP) collaborated to develop evidence-based strategy Self-Assessment Tools (SATs), with input from subject matter experts from across the country, as well as internal and external GIVE stakeholders. The SATs allow GIVE jurisdictions to evaluate their own implementation of evidence-based strategies by identifying key elements most critical to fidelity to the model and the components of those key elements. The SATs allow GIVE agencies to fulfill financial reporting requirements for participation in the grant-funded program.

V. Partner Agencies: Strategy and Funding Overview

GIVE funds personnel, including prosecutors, police and probation officers, field intelligence officers and crime analysts. The grant funding also pays for overtime for special initiatives, enforcement, equipment, technology, training and community outreach. Jurisdictions receiving GIVE funding were required to develop comprehensive plans that coordinate the efforts of all GIVE-funded partners, while integrating the use of evidence-based strategies and community programs to focus on the core principles of people, places, alignment and engagement in their communities. Below is a list of counties and participating agencies, as well as a high-level overview of the grants they share, including jurisdiction-specific details for grant-funded positions:

Albany County

Participating agencies: The Albany Police Department, District Attorney's Office and the Probation Department. GIVE funding supports six full-time employees and four part-time employees.

Grant Award: \$759,829

Broome County

Participating agencies: The Binghamton Police Department, District Attorney's Office and Sheriff's Office. GIVE funding supports four full-time employees.

Grant Award: \$391,243

Chautauqua County

Participating agencies: The Jamestown Police Department, District Attorney's Office, Sheriff's Office and the Probation Department. GIVE funding supports one full-time employee and two part-time employees.

Grant Award: \$193,463

Dutchess County

Participating agencies: The City of Poughkeepsie Police Department, District Attorney's Office, Sheriff's Office and the Probation Department. GIVE funding supports one full-time employee and two part-time employees.

Grant Award: \$343,669

Erie County

Participating agencies: The Buffalo Police Department, District Attorney's Office, Sheriff's Office, Probation Department and Central Police Services. GIVE funding supports 12 full-time employees and one part-time employee.

Grant Award: \$1,958,847

Monroe County

Participating agencies: The Rochester Police Department, District Attorney's Office, Sheriff's Office and the Probation Department. GIVE funding supports seven full-time employees and 10 part-time employees.

Grant Award: \$1,789,755

Nassau County

Participating agencies: Nassau County and Hempstead police departments, District Attorney's Office, Sheriff's Office and Probation Department. GIVE funding supports four full-time employees and one part-time employee.

Grant Award: \$861,743

Niagara County

Participating agencies: The Niagara Falls Police Department, District Attorney's Office, Sheriff's Office and Probation Department. GIVE funding supports four full-time employees and three part-time employees.

Grant Award: \$646,376

Oneida County

Participating agencies: The Utica Police Department, District Attorney's Office, Sheriff's Office and Probation Department. GIVE funding supports five full-time employees and one part-time employee.

Grant Award: \$646,048

Onondaga County

Participating agencies: The Syracuse Police Department, District Attorney's Office, Sheriff's Office and Probation Department. GIVE funding fully supports three full-time positions and partially funds seven full-time positions.

Grant Award: \$1,240,831

Orange County

Participating agencies: City of Newburgh and Middletown police departments, District Attorney's Office, Sheriff's Office and Probation Department. GIVE funding supports six full-time employees and one part-time employee.

Grant Award: \$848,512

Rensselaer County

Participating agencies: The Troy Police Department, District Attorney's Office and Probation Department. GIVE funding supports three full-time employees and two part-time employees.

Grant Award: \$422,587

Rockland County

Participating agencies: The Spring Valley Police Department, District Attorney's Office, Sheriff's Office and Intelligence Center and Probation Department. GIVE funding supports overtime for detectives and patrol. GIVE funding supports one full-time employee and one part-time employee.

Grant Award: \$107,146

Schenectady County

Participating agencies: The Schenectady Police Department, District Attorney's Office, Sheriff's Office and Probation Department. GIVE funding supports seven full-time employees and one part-time employee.

Grant Award: \$785,275

Suffolk County

Participating agencies: The Suffolk County Police Department, District Attorney's Office, Probation Department and the Suffolk County Crime Laboratory. GIVE funding supports eight part-time employees.

Grant Award: \$993,861

Ulster County

Participating agencies: The Kingston Police Department, District Attorney's Office, Sheriff's Office and Probation Department. GIVE funding supports one full-time employee and four part-time employees.

Grant Award: \$240,320

Westchester County

Participating agencies: The Yonkers and Mount Vernon police department, District Attorney's Office, Department of Public Safety and Probation Department. GIVE funding fully supports 11 full-time employees and one part-time employee.

Grant Award: \$1,080,968

Appendix A: Data

The Gun Involved Violence Elimination initiative began on July 1, 2014, with the first year of grant funding awarded through June 30, 2015, the second year awarded through June 30, 2016, the third year awarded through June 30, 2017, the fourth year awarded through June 30, 2018, and the fifth year awarded through June 30, 2019. The GIVE funding cycle begins in early summer, so law enforcement agencies have additional resources when crime traditionally spikes.

Each of the 20 police departments participating in GIVE submit statistics to DCJS on a monthly basis. Those statistics are posted to the [DCJS Website](https://www.criminaljustice.ny.gov/crimnet/ojsa/greenbook.html) and updated quarterly here: <https://www.criminaljustice.ny.gov/crimnet/ojsa/greenbook.html>

Appendix B: 2019 Firearm-Related Crime Activity

The overview that follows details trends in all 20 GIVE jurisdictions. Agency-specific data, however, are included for the following police departments: Albany, Buffalo, Hempstead, Mt. Vernon, Nassau County, Newburgh, Niagara Falls, Poughkeepsie, Rochester, Schenectady, Suffolk County, Syracuse, Utica and Yonkers.

Shooting-related data as reported by police departments in Binghamton, Jamestown, Kingston, Middletown, Troy and Spring Valley are included in the “All Other GIVE PDs” section.

Shooting incidents involving injury decreased 4.1 percent, 680 as compared to 709 in 2018. Shooting incidents for 2019 were also down by 16.1 percent when compared to the five-year average (810).

There were fewer shooting victims in 2019: 784 as compared to 803 in 2018, a decline of 2.4 percent. The number of shooting victims decreased by 16.2 percent when compared to the five-year average (936).

There were fewer people killed by gunfire when compared to the five-year average: 113 vs. 127 (-11.7%). Buffalo (37), Rochester (21), Suffolk (16) and Syracuse (11), accounted for 75 percent of the homicides (85 of 113).

Appendix C: Technical Assistance Providers

National Network for Safe Communities at John Jay College

The National Network for Safe Communities at John Jay College provides technical assistance to the cities of Newburgh and Albany for implementation of Group Violence Intervention. It also provides technical assistance to the City of Kingston for the implementation of the Intimate Partner Violence Intervention program. The Network supports cities implementing proven strategic interventions to reduce violence and improve public safety, minimize arrest and incarceration, strengthen communities, and improve relationships between law enforcement and communities.

John F. Finn Institute for Public Safety, Inc.

The John F. Finn Institute for Public Safety, Inc. is an independent, not-for-profit and non-partisan corporation, dedicated to the development of criminal justice strategies, programs and practices that are effective, lawful and procedurally fair, through the application of social science findings and methods. The Institute conducts social research on matters of public safety and security – crime, public disorder and the management of criminal justice agencies and partnerships – in collaboration with municipal, county, and state and federal criminal justice agencies, for their direct benefit. The findings of the Institute’s research are disseminated to criminal justice professionals, academicians, elected public officials and other interested parties, to contribute to a broader body of knowledge about criminal justice and to foster the practical application of those findings in other settings.

The Finn Institute, established in 2007, builds on collaborative projects and relationships with criminal justice agencies dating to 1998. The first of those projects was initiated by John Finn, who was at that time the sergeant who commanded the APD’s Juvenile Unit and partnered with the Albany Police Department (APD). Finn was later promoted to lieutenant and assigned to the department’s Administrative Services Bureau. He spearheaded efforts to implement problem-oriented policing and to develop an institutional capability for analysis that would support problem-solving. The APD’s capacity for applying social science methods and results expanded exponentially, based on Lt. Finn’s appreciation for the value of research, his keen aptitude for analysis and his vision of policing, which entailed formulating proactive, data-driven and, as needed, unconventional strategies to address problems of public safety. Lt. Finn was fatally shot in the line of duty in 2003. The Institute that bears his name honors his life and career by fostering the more effective use of research and analysis within criminal justice agencies, just as Lt. Finn did in the APD.

Appendix D: GIVE Symposium Presentations and Presenters

2019 Symposium Presentations

The Four Pillars of Hot-Spots Policing

This presentation introduced conceptual and empirical foundations of hot-spots policing and provided an overview of the elements of effective hot-spots policing.

Communicating with Decision Makers

The goal of the session was to review techniques to enhance effective communication through writing, visuals and briefings. It covered ensuring the right questions are answered for decision-makers, conveying messages effectively by highlighting facts and findings in written documents, such as supporting graphics, and by conveying findings in compelling presentations.

What Happened? Exploring an Evidence-Based Approach to Police Interviewing

This presentation challenged attendees to reflect upon their interviewing practices and it provided an overview of the knowledge base for interviewing crime victims, witnesses and suspects. It stressed the importance of frontline police officers' initial contact and it covered proven techniques and methods to increase the amount and accuracy of information. It described an ongoing practitioner-led research effort being conducted to add to this knowledge base, with the support of the National Institute of Justice LEADS Scholar program. It outlined how the projects are essential to the growth of evidence-based policing in the United States.

Crime Gun Intelligence and What it Should Mean to You!

This presentation covered how to stay focused on denying violent criminals access to firearms, investigating gun crimes and gaining convictions, while embracing innovation, new concepts and technologies to combat firearms-related violent crimes.

Dayton Hot-Spots Foot Patrol Program: Lessons Learned from the Field

This presentation provided an overview of the Dayton Foot Patrol Program and discussed interviews with patrol officers that informed the use of crime analysis to design the program and the results of an impact evaluation. It provided insights from the police commander, who oversaw the program, and the research partner who evaluated it. It provided attendees with information to create similar programs in their jurisdictions.

Introduction to Evidence-Based Policing

This presentation provided an introduction to the principles of evidence-based policing, including the use of problem analysis and evaluations to inform police operations, and the organizational changes needed to institute it successfully.

From Mini Notifications to Custom Notifications

This session discussed the success of the Buffalo Police Department's addition of mini notifications since 2018 and the City of New Haven Police Department's customized notifications to reach high-risk individuals in an informal setting, as opposed to traditional formal notifications or call-ins. Buffalo police officers go directly to the homes of individuals to alert subjects of the

consequences of their undesirable behavior, once they have been identified through the Erie Crime Analysis Center (ECAC), social media, intel information, crime analysis data, officers' personal knowledge of gang members or police district briefings. The mini notifications engage at-risk and young individuals in hot spots to prevent future shootings and retaliation.

Real Time Crime Analysis Services

This session discussed the Real-Time Crime Services provided by the Capital Region Crime Analysis Center. It covered the information that is provided, the importance of relaying intelligence as situations develop and how analysts have built trust with patrol officers.

Data and Deployment – From Dots on a Map to Boots on the Ground

The City of Newburgh has experienced extensive gun violence for such a small jurisdiction. This session covered how the GIVE program in the City of Newburgh evolved to include weekly meetings between members of the police department, prosecutors, probation officials and others to share information on gun-related cases, gang affiliation and supervision status to successfully reduce gun violence in the GIVE zone.

Criminal Justice Knowledge Bank and Research Consortium

This presentation discussed the three main components of the DCJS Knowledge Bank, launched in December 2017. Components help police, prosecutors and probation professionals expand their evidence-based approaches, including Program Summaries, which describe initiatives, practices and strategies across the state; Resources, which presents links to national research on evidence-based criminal justice programs and practices; and the Research Consortium, which connects criminal justice professionals with academic partners for assistance on research projects.

Blue Courage

This presentation was the culmination of a two-year national evaluation of Blue Courage in-service police training, which aims to combat cynicism, increase awareness and self-care, and promote a guardianship-orientation in policing. It covered the training's impact on officers across the country, as well as challenges, policy implications and future research models related to its train-the-trainer model of delivery.

Crime Analysis Basics and Free Tools

The New York Association of Law Enforcement Analysts provided an overview of the basics of crime analysis and highlighted free resources available to crime analysts.

Crime Analyst Tool Bar

Crime Analysis is a configuration of ArcGIS Pro that can be used by crime analysts to conduct a series of key analysis functions (for example, Scan, Analyze, Respond, and Assess). Crime Analysis includes an ArcGIS Pro add-in that organizes existing geoprocessing tools used in crime analysis workflows and provides several new tools that support data management, tactical and strategic analysis, investigative analysis and information-sharing needs. The tools are provided in ArcGIS Pro context menus and on a single ribbon that simplifies their use by crime analysts.

Diversion: A Municipal Continuum and Culture

This roundtable summarized the efforts of a team of agencies in Albany, N.Y., where they work on pre-arrest diversion, post arrest diversion and post-conviction diversion, to halt mass criminalization and incarceration. Each agency embarked on their own initiatives to lessen recidivism and create a culture of diversion and deliver justice, while assuring basic human rights. Attendees learned the history of diversion and discussed barriers, as well as how the team overcame barriers and worked together to change the landscape of public safety in Albany County. It also covered nationally-based programs, such as Law Enforcement Assisted Diversion, unique jail-based treatment initiatives established with community partners, and groundbreaking felony-based diversion through uniquely developed restorative practices. Attendees learned how public safety, police-community relations and the legitimacy of the criminal justice system can be improved through non-traditional criminal justice approaches that address root causes of criminal behavior.

The Institutionalization of GIVE Strategies in the Face of Administrative and Personnel Change

This presentation discussed how agencies can institutionalize strategies and relationships with organizations to ensure the success, integrity and continuation of strategies, as well as timely information-sharing, regardless of turnover and leadership change.

Evidence-Based Policing – Getting the Most from Law Enforcement and Public Records Data

Law enforcement experts walked through real-world scenarios and advanced tips for using public records and cross-jurisdictional law enforcement data to find hidden connections and see a complete picture of incidents and individuals involved in order to accelerate investigations and gain unprecedented visibility into individual incidents, patterns and a comprehensive view of a jurisdiction.

Assessing Capacity to Implement Evidence-Based Policing

This session provided an overview of the NIJ/LEADS Agency Self-assessment Tool, designed to assist law enforcement agencies in taking stock of data utilization, analysis, research and evidence. The tool helps inform decisions and practices, while allowing agencies to identify strengths, weaknesses and gaps. The self-assessment is designed to be completed by chiefs, sheriffs, commanders, planners or analysts familiar with specific types of data available in their agency.

ArcGIS Panel: Dashboards and Story Maps

This presentation reviewed ArcGIS' Story Map platform, which allows users to display and share data through maps, text and images to 'tell a story' to increase transparency and information sharing between law enforcement, crime analysts, researchers and the community. The panel also discussed the creation of an ArcGIS online-hosted Dashboard Application for Incident and Case data used by Broome County law enforcement agencies. It covered the work required to create the online dashboard, the dashboard's relationship with the existing Records Management

System and some caveats that come with the analysis tool, which provides a quick glance of what is going on using maps and data.

Identifying Problems and Testing Solutions

This presentation addressed rapid-cycle research and the BetaGov learning mode, with examples and showing how to become a “pracademic” and how to identify and test strategies locally.

Evidence-Based Management of Violent Probationers

This workshop included a statistical overview of violent probationers under supervision, recidivism rates and what NYCOMPAS illustrates about violent offenders, who account for nearly 10% of approximately 93,000 persons currently serving probation sentences imposed by New York State criminal courts. It covered Office of Probation and Correctional Alternatives (OPCA) recommendations for probation departments to effectively manage violent felony offenders for increased community safety and improved criminal justice outcomes.

The Problem of Gun Violence in Public Housing

This presentation showed that, as New York City’s violent crime retreated over the past several decades, it continued to cluster around public housing. As violence decreased by 24.2 percent in New York City from 2011 to 2015, shootings increased by eight percent in public housing, where it is five times greater than the city average. In some developments, gun violence rates are 50 times higher than the citywide rate.

Implementing Evidence-Based Policing

This session addressed key issues and presented a case study of evidence-based policing (EBP) in action, through a four-month multi-agency study of vehicle “cruise lights” to enhance police visibility. Topics included lessons learned and plans to further innovate and evaluate policing practices.

Identifying Micro-Level Crime Hot Spots Using ArcGIS Pro

This presentation covered several hot-spots analysis techniques available with ArcGIS Pro software, implications of the techniques and case studies of the methods in practice. It included step-by-step instructions for conducting each technique and the implications of each technique on place-based policing.

Effective Implementation of New York State’s, "Red Flag" Law

This session covered New York State’s Extreme Risk Protection Order (ERPO) law, which took effect in August 2019 and allows law enforcement officers, concerned family members and school administrators to request a court order to remove guns from individuals in danger of causing serious harm to themselves or others. The law creates unique opportunities and challenges for frontline officers, including: the identification of individuals in danger of causing serious harm, the collection of evidence, working with partners to file petitions, testifying in support of petitions for ERPOs, serving ERPOs on high-risk respondents, and removal, storage and return of firearms. The presentation covered enforcement and best practices.

It's Not Drama... It's Trauma

The Suffolk County Outreach and Support Initiative comprises the Council of Thought and Action (COTA), a Cognitive Behavioral Therapy model, which uses trauma training to enlighten the relationship between police, previously incarcerated individuals and at-risk youth in order to reduce gun violence.

ShotSpotter – Creating the CGIC Environment

This presentation described the value of collection and analysis of gunfire data using ShotSpotter as part of a comprehensive gun-crime response strategy. The Crime Gun Intelligence (CGIC) Concept encourages the immediate collection, management and analysis of gun evidence, such as shell casings and firearms, to identify armed violent offenders for investigation and prosecution. It covered case studies and the use of technologies for tactical and strategic responses to reduce gunfire.

The Emerging Science of Violence Reduction

This presentation explored how homicide and gun violence are driven by very small numbers of very high-risk people who are also key drivers for preventing violence through proven and impactful evidence-based interventions. Interventions include focused deterrence, hot-spots policing, street outreach and hospital-based interventions.

Keynote Speaker – Jim Burch, President, Police Foundation

National Police Foundation President Jim Burch leads the 50-year-old, independent and non-partisan organization dedicated to advancing policing through science and innovation. Previously, Mr. Burch served for more than 20 years at the U.S. Department of Justice, having been appointed to various senior executive and leadership positions.

Utilizing Calls for Service for Hot-Spots Creation

This presentation discussed Calls for Service (CFS) as data points for hot-spots creation in medium-sized cities and two types of analysis used by the Albany Police Department. Community-generated CFS Analysis is a series of maps showing where the community has requested police services, where CFS densities have shifted and where officer-initiated calls cluster. Presenters also discussed Conflict Analysis to focus on areas where calls indicate clusters of violence.

Self-Made Unserialized Firearms

This presentation covered basic knowledge of what constitutes a firearm under federal law, how people are manufacturing their own firearms, telltale signs of a possible illicit firearm manufacturer and legal implications of the emerging trend of unfinished firearm receiver kits, which aren't assembled prior to sale to evade federal firearms laws. These increasingly popular kits can be assembled into fully functioning firearms by inexperienced people with basic, inexpensive and readily-available tools. The widespread popularity of these homemade firearms has resulted in a rise in untraceable, so-called "ghost guns" with no serial numbers, which are used in crimes and recovered by law enforcement all over the country.

Problem-Oriented Policing (POP) for Prosecutors

This presentation discussed the importance of police-prosecutor partnerships in problem solving and problem-oriented policing. It covered in-depth case studies on the San Diego and Milwaukee district attorneys' offices and other jurisdictions to illustrate the importance of analysis. For over 15 years, the San Diego District Attorney's Office has analyzed regional data and partnered with police to better inform effective responses. The City of Milwaukee has been a leader in implementing the Community Prosecution model in an urban environment, creating several sustained initiatives that are person-based, place-based and focus on collective, effective interventions.

From Start to Finish – An Examination of the Implementation of Crime Analysis Resources

This presentation showed how the Niagara Intelligence and Crime Analysis Center partnered with detectives from the Niagara Falls Police Department and other law enforcement to use license plate readers, LexisNexis Accurant, CLEAR, camera footage from various sources, social media, phone records analysis, phone tower dump analysis, Gmail account analysis and Geo-Time software to locate two armed robbery suspects who wore gloves and clothing to hide their features during a robbery spree that left a store owner dead. The evidence led to the indictment of Jonathan McEnnis and William Coleman for the murder of Ahmad Alsaid, who was fatally shot at the Bridgeway Market in Niagara Falls on Nov. 21, 2018. About 30 minutes later, the pair committed another armed robbery at 7-Eleven nearby, and the disguised suspects left scarce physical evidence behind.

Simple Statistics for Evaluating Interventions to Reduce Crime

This presentation demonstrated how simple statistics can help identify whether an intervention is likely to reduce crime. It was based on a peer-reviewed article entitled, "A Simple Weighted Displacement Difference Test to Evaluate Place Based Crime Interventions," (Wheeler & Ratcliffe, 2018) in the open source journal, Crime Science and covered how to identify control areas.

Procedural Justice in 21st Century Policing

This presentation addressed the historical context of American policing and root causes of distrust between law enforcement and the community with a focus on building a bridge toward 21st Century policing. It offered examples of ways in which Pittsburgh police are strengthening community relationships, working collaboratively to address crime and disorder, and decreasing overall crime by emphasizing prevention. It also illustrated how the perception of safety is changing neighborhood by neighborhood in Pittsburgh.

Learning from the Past, Planning for the Future

This session focused on how the New York State Crime Analysis Center program started as one idea and then expanded and grew to a network of 10 centers across the state. Presenters discussed the evolution and lessons they learned, stressing the importance of analysts working with sworn officers, building trust and continuing professional development.

CompStat and a Passion for Patterns

This panel discussed how using CompStat as a management and accountability tool for pattern identification, dissemination of pattern elements, and response can result in crime reduction anywhere.

Group Violence Intervention Implementation + Community Engagement

This presentation on Violence Intervention implementation and community engagement practices showed how Project Longevity has been able to overcome challenges associated with garnering community trust and involvement in public safety and violence reduction efforts.

The Impacts of Implicit-Bias Awareness Training: Findings from New York City

This presentation covered racial and ethnic disparities in policing and law enforcement, factors that give rise to those disparities, and questions about equal application of the law. It covered how implicit bias contributes to disparate treatment, which detracts from public trust and confidence in police, and how the New York City Police Department (NYPD) followed departments across the United States and in-service implicit bias training for patrol officers in 2018–2019.

GIVE Panel

This panel discussion provided an overview of the evidence-based initiatives, which are being implemented in three GIVE jurisdictions in Monroe, Oneida and Rensselaer counties. Monroe County provided an overview of their “Story Map” and other efforts, while the Utica Police Department reviewed their Evidence-Based strategies and successes. The Mohawk Valley Crime Analysis Center shared examples of services that they provide to local law enforcement partners. The Rensselaer County Probation Office explained the role of probation and how their partnership has addressed local crime issues.

CAC Network Updates: A Conversation

This conversation between DCJS Crime Analysis Center staff, regional Crime Analysis Center staff and board members covered updates on the progress of the CAC strategic plan and program. A forum allowed an open discussion for stakeholders.

Implementing Innovation: Local Evidence-Based Gun Violence Prevention for Law Enforcement

Everytown for Gun Safety’s Policy & Implementation team discussed recent developments in law enforcement gun-violence prevention strategy. It included an overview of gun violence in America and New York State’s recent successes, as well as recent legislative and other developments that enhance law enforcement’s gun-violence prevention efforts. The team also covered how non-governmental agencies can assist law enforcement and judges with gun violence prevention strategies and how law enforcement can co-produce public safety with local groups.

Prosecutor Roundtable

This roundtable discussion provided an open forum for prosecutors to discuss ideas and issues in field.

Community Supervision Roundtable

This session facilitated discussion on topics from an earlier OPCA session, including Evidence-Based Management of Violent Probationers and broader topics of interest to probation departments.

The Power of CLEAR Data in Law Enforcement

The presentation provided tips and tricks for leveraging CLEAR software's public and proprietary data, and the platform's other analytical tools, for investigations.

Problem-Oriented Policing 101

This session focused on knowledge and skills for law enforcement professionals who are responsible for scanning and analyzing crime issues. It covered definitions, practical examples and problem-oriented policing (POP) analysis methods.

Acknowledgement and Apologies for Past Harms: Do They have a Place in Contemporary Policing?

Chief Dekmar, a 42-year law enforcement veteran who served as chief of police and public safety for the City of Lagrange, Ga., since 1995, spoke about contemporary policing and acknowledging past harms. He was police chief for the City of Morrow, in the Atlanta-Metro area and served as president of the International Association of Chiefs of Police (IACP), president and chair of the Commission on Accreditation for Law Enforcement Agencies (CALEA), and president of the Georgia Association of Chiefs of Police. He is also a member of the National Organization of Black Law Enforcement Executives.

Trust Building through Procedural Justice

This presentation focused on the development of Trust Building Workshops in Stockton, Calif. The workshops are designed to bring community members and police personnel together for conversations around mistrust and relationships between police and the community. The workshops allow reconciliation for past events that have created mistrust by acknowledging and discussing them. The presentation covered the recruitment of community members and police personnel, as well as events to consider for historical reconciliation and action-oriented challenges.

2019 Symposium Presenters

Wilisha Beatty-Cherry, Founder and President, Fruitful Cherry

Wilisha Beatty-Cherry is an enthusiastic outreach worker at Claudia Landeen School in Stockton, Calif. She has worked for Lincoln Unified School District since 2009 and earned an Associate of Arts Degree in Social and Behavioral Sciences in 2015. She is currently a student at Stanislaus State, where she is working towards earning her Bachelor of Arts in social sciences. She is founder and president of Fruitful Cherry Nonprofit Organization, established in 2015, in Stockton, Calif. Beatty-Cherry takes pride in participating in trainings on Implicit Bias and Trust Building Workshops between community members and law enforcement, as well as partnering with the Stockton Police Department for procedural justice. Her daily message to herself and others is “Be Encouraged.”

Gary Berberian, Client Manager, Thomson Reuters Government Investigations

Gary Berberian is a client manager with over 20 years of progressive training and account management experience with a high degree of understanding the learning and development needs of governmental entities. He is an experienced communicator whose training and account management skills have resulted in accelerated product adoption rates for state/local government customers, as well as the private sector. He is a licensed attorney in Pennsylvania, New Jersey and Washington, D.C. He enjoys teaching public records investigation and legal research skills through his work with Thomson Reuters. He was previously an education & training manager for Thomson Reuters West’s Small Law channel and served as a large law firm account manager in Washington, D.C. Gary holds a Bachelor of Arts in international studies from The American University and earned his law degree from Hamline University School of Law, where he was a member of the Law Review.

Jerome Brown, Program Director, Albany 518 SNUG

Jerome Brown is the Program Director for Albany 518 SNUG. He has a background in security and has been a community volunteer since his youth. Jerome joined Buffalo SNUG in 2015 under the parent Organization Back to Basics. He rose through the ranks from violence interrupter to outreach worker supervisor. Brown was named 2016 SNUG Worker of the Year by the community for his hard work and mentoring of high-risk youth. Jerome began working as the director of Albany Cure Violence/518 SNUG in February 2017 and became a trainer for New York State SNUG in October 2017. He was honored to be a panelist for the G.I.V.E Symposium in December 2017 and has spoken at many other functions for DCJS and SNUG. Albany Mayor Kathy Sheehan honored Brown and named December 22nd as Jerome Brown Day for his help turning around Albany SNUG and his commitment to changing people’s lives.

Jason Christopher Bruder, Lieutenant, Charleston Police Department

Jason Christopher Bruder is a self-motivated, energetic leader with 19 years of experience including progressive responsibility in law enforcement. He is dedicated to providing safe communities and respecting individual rights and freedoms, through community engagement, evidence-based practices and transparency. He focuses on development and implementation of processes to improve efficiency, reduce workload and produce a better overall work product. He is committed to using intelligence, research, analysis and community partnerships for problem-

solving. He encourages the development of junior officers through mentoring and continued education.

James Burch, President, National Police Foundation

Jim Burch is the president of the National Police Foundation, a 50-year old, independent and non-partisan organization dedicated to advancing policing through science and innovation. Burch served for more than 20 years at the U.S. Department of Justice (DOJ) in various senior executive and leadership positions. As acting director of the Bureau of Justice Assistance from 2009–2011, Burch oversaw DOJ's largest agencies that support state and local law enforcement, with an annual budget exceeding \$500 million. As deputy assistant attorney general of the Office of Justice Programs (OJP) from 2011 through 2013, he served as the highest-ranking civilian in DOJ's research and funding arm, overseeing agency operations and management and interfacing with senior leadership in federal government. As acting assistant director at the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) from 2014 to 2015, he oversaw the Public and Governmental Affairs Directorate, including Congressional Affairs, Public Affairs, Inter-Governmental Affairs and public records. He spearheaded efforts to advance federal criminal justice and homeland security policy and initiatives that assist state and local law enforcement. He worked closely with other components of the U.S. Department of Justice, including the Civil Rights Division, the FBI and the ATF.

*Dan Carew, Senior Deputy Prosecuting Attorney,
King County Attorney's Office, Seattle*

Dan Carew is a senior deputy prosecuting attorney with the King County Prosecuting Attorney's Office (KCPAO) in Seattle, Wash. He is assigned to the Crime Strategies Unit (CSU) which focuses on data-driven approaches to reducing gun violence and works closely with the county's law enforcement agencies and the Department of Public Health to collect and analyze data from shots-fired incidents. The data informs KCPAO's prosecution and guides prevention and intervention.

Katharine Clark, Anti-Violence Coordinator, Albany Police Department

Katharine Clark has been employed by the Albany Police Department (APD) for over 10 years. She started her career with APD as a youth aide, working out of the Department's Children and Family Services Unit, providing case management services for truants and juvenile crime victims and offenders. She assisted with outreach programming to bridge the gap between youth and law enforcement. In 2014, she became APD's anti-violence coordinator and moved to the Neighborhood Engagement Unit. She assists with the newly-created Prevention Service Unit's outreach and case management and serves as project coordinator for APD's Group Violence Intervention strategy. Clark helps develop and support programs and policies that prevent and respond to gun violence, increase awareness and respond to traumatic incidents. She continues to improve the relationship between APD and Albany's youth to reach the goal of "Winning Over a Generation." She has a Bachelor of Arts in psychology and has been a licensed master social worker since 2008.

Michelle Collver, Lead Crime Analyst, Mohawk Valley Crime Analysis Center

Michelle Collver is a New York State-certified lead crime analyst with the Mohawk Valley Crime Analysis Center. She has been employed by the Finn Institute for six years, analyzing gun violence for Utica and Oneida counties as part of GIVE. She holds a Master of Science in cybersecurity and a Bachelor of Science in economic crime investigation from Utica College. She brings her experience and expertise to Utica College's Criminal Intelligence Analysis program, where she is an adjunct professor. She also is vice president of membership for the non-profit New York Association of Law Enforcement Analysts (NYALEA).

Brendan Cox, Director of Policing Strategies, LEAD National Support Bureau

Brendan Cox is director of policing strategies at the LEAD National Support Bureau. He retired as Chief of the Albany Police Department in January 2017, after 23 years with the department. He has a Bachelor of Science in criminal justice from the University of Dayton and a Master of Public Administration from Marist College. He is a graduate of the Police Executive Research Forum's Senior Management Institute for Police, a member of the New York State Juvenile Justice Advisory Group and Police Foundation Executive Fellow.

*Sharon Cromwell, City Gun Violence Manager,
Policy & Implementation, Everytown for Gun Safety*

Sharon Cromwell is the city gun violence manager for policy & implementation at Everytown for Gun Safety. She coordinates Everytown's City Gun Violence initiative, a national strategy to advance evidence-based gun violence intervention and prevention programs in cities grappling with high rates of firearm homicides and shootings. She worked for the Service Employees International Union Local 32BJ on immigration, labor and land use policy, locally, statewide and nationally.

Michael Curley, Sergeant, Utica Police Department

Sgt. Michael Curley is a 14-year veteran with the Utica Police Department, assigned to the night shift Criminal Investigations Division, where he oversees felony-level crimes and the Major Crime Unit. He also serves as one of the department's two public information officers. He has been involved in the GIVE Initiative since its inception six years ago. He began as the program's field intelligence officer and now supervises daily operations. That includes overseeing two field intelligence officers, a crime analyst and a quick-deployment strike team. He has a Bachelor of Arts from the University of Connecticut and has completed master's classes at the State University of New York (SUNY) at Albany.

Louis Dekmar, Chief of Police, LaGrange Police Department

Chief Louis M. Dekmar, a 42-year law enforcement veteran served as chief of police and public safety for the City of Lagrange, Georgia, since 1995. Before that, he was police chief for the City of Morrow, in the Atlanta-Metro area. He was president of the International Association of Chiefs of Police (IACP) and president and Chair of the Commission on Accreditation for Law Enforcement Agencies (CALEA), as well as president of the Georgia Association of Chiefs of Police. He is also a member of the National Organization of Black Law Enforcement Executives. In 2004, he was selected as the delegation leader for the Georgia International Law Enforcement

Exchange (GILEE,) which traveled to Israel for a two-week training exchange with the Israel National Police. He is a GILEE board member.

Chris Delaney, ESRI

Chris Delaney joined ESRI in 2013 after a 13-year career as a law enforcement analyst. He helps agencies apply the ArcGIS platform to key law enforcement and national security missions. He was an intelligence analyst in the Rochester Police Department's (RPD) Narcotics Unit, where he develops workflows around spatial and intelligence analysis of gang activity and violent crime. From 2006–2009, he ran the Crime Analysis Unit of the RPD and was the managing analyst for the Monroe County Crime Analysis Center. He also served as director of Business Intelligence for RPD, where he oversaw GIS, strategic analysis, business intelligence, data management and technology integration. Delaney is a certified law enforcement analyst through the International Association of Crime Analysts. He holds a Bachelor of Science in criminal justice and a Master of Science in public policy from Rochester Institute of Technology, where he worked as an adjunct lecturer in the Department of Criminal Justice.

John Delvalle, Senior Probation Officer, Orange County Probation

John Delvalle is a senior probation officer with the Orange County Probation Department and a DCJS-certified general topics instructor and certified trainer for procedural justice and implicit bias. He has his Bachelor of Science in psychology from the College of Mount Saint Vincent and his Master of Arts in forensic psychology from the CUNY John Jay College of Criminal Justice.

John B. DeVito, Special Agent in Charge (SAC), ATF

John B. DeVito began serving as the Special Agent in Charge (SAC) of the New York Field Division of the ATF in January 2019 and is responsible for ATF operations throughout New York State. The men and women of ATF perform the dual responsibilities of enforcing federal criminal laws and regulating the firearms and explosives industries to protect against crime, violence and other public safety threats. He is also a member of the Senior Executive Service (SES).

*Gregory Drake, Ph.D., Senior Research Associate,
Center for Public Safety Initiatives, Rochester Institute of Technology*

Gregory Drake is a senior research associate at the Center for Public Safety Initiatives at the Rochester Institute of Technology. He has over 10 years' experience working with community partners and criminal justice practitioners in New York State and Michigan. He recently completed his Ph.D. in criminal justice at Michigan State University, where he wrote his dissertation on a multi-year evaluation of the police training program, Blue Courage. He specializes in policing, police training, research-practitioner partnerships and program evaluation.

Wendy Ethridge, Customer Success Manager, ShotSpotter, Inc.

Wendy Ethridge is the customer success manager for ShotSpotter, Inc., which provides precision-policing solutions for law enforcement to help deter gun violence and make cities, campuses and facilities safer. She works with police agencies nationwide to build analytics around gun crime. She served for four years as deputy director for the Denver Police Department, where she managed 12 crime analysts and facilitated the CompStat process. She spent over nine years as

a criminal intelligence analyst at the Colorado Springs Police Department. A Colorado native, she holds a degree in criminology from Colorado State University.

Alexandra Filips, Crime Analyst, Niagara Intelligence and Crime Analysis Center

Alexandra Filips has been a crime analyst with the Niagara Intelligence and Crime Analysis Center for over one year. She has a master's degree in criminal justice administration from Niagara University and graduated summa cum laude from Niagara University with her bachelor's degree in sociology and criminology, with a minor in law and jurisprudence. She has attended multiple trainings on crime analysis and presents information for cases in grand jury testimony.

Joe Gaynor, GIS Specialist, Broome County

Department of Planning and Economic Development

Joe Gaynor is a certified crime analyst in Binghamton, N.Y., where has worked for the Broome County Department of Planning and Economic Development, GIS and Mapping Services for 11 years. He has been the main crime mapper for the Binghamton Police Department, Broome County Sheriff's Office and other local agencies. He also handles general GIS requests from other local municipal departments and the general public. He has a bachelor's degree from SUNY Oneonta and a master's degree from Binghamton University in geography.

Marsha Gee, Field Intelligence, Niagara Falls Police Department

Field Intelligence Officer Marsha Gee, a 14-year veteran with the Niagara Falls Police Department (NFPD), is assigned to the Niagara Intelligence and Crime Analysis Center. She has been assigned to the Retail Crimes Division, Roving Anti-Crime Unit and patrol. She has obtained multiple certifications, including crime analyst, gang specialist and field training officer. In 2014, she received the NFPD's Unit Citation Award. In 2017, she received an award for Honorary Service. She studied at Niagara County Community College and is a U.S. Air Force veteran.

Jamie Giammaresi, Director, Erie Crime Analysis Center

Jamie Giammaresi works for DCJS as director of the Erie Crime Analysis Center, in Buffalo, N.Y. He was among the first CAC directors and has been with DCJS and the CAC since its inception in 2007. Before that, he served with the Buffalo Police Department, joining in 1982 as a patrolman. He retired in 2004 as chief of staff. He graduated from Canisius College with a Bachelor of Arts and has attended the Senior Management Institute for Police sponsored by the Police Executive Research Forum. In 2018, he was honored with the DCJS Joe Yattaw Award for Excellence and Mentoring.

Gary Govel, Community Correction Representative, 3, DCJS

Gary Govel is a community correction representative, with DCJS' OPCA, where he manages the Adult Operations Unit. He reviews and responds to probationer-involved critical incidents and regulatory review and enforcement of Title 9 NYCRR Part 358, "Handling of Ignition Interlock Cases Involving Certain Criminal Offenders." He provides technical assistance related to probation professional job specifications and state probation regulations. He provides guidance, technical assistance and training to probation professionals on risk assessment, probation professional qualifications, sex offender management and other topics. He has served on the

New York State Domestic Violence Fatality Review Team since its inception. Prior to joining OPCA in February 2006, he was employed at the Albany County Probation Department for over 15 years and became a supervisor. The majority of his work there focused on the supervision of adult probationers, where his assignments included the Intensive Supervision Program and the Warrant Squad. He holds a master's degree in public administration from Marist College, a bachelor's degree in psychology from the State University of New York at Plattsburgh and an associate degree in criminal justice from Hudson Valley Community College.

Joseph A. Gramaglia, Deputy Police Commissioner, Buffalo Police Department

Deputy Police Commissioner of Operations Joseph A. Gramaglia has served in the Buffalo Police Department for over 22 years. He started as a patrol officer in 1996 on the midnight shift on Buffalo's West Side. In 2008, he was promoted to lieutenant, assigned to patrol on the midnight shift. In July 2013, he was promoted to captain and assigned to the Investigative Services Division, commanding the Homicide and Sex Offense Squads. In 2016, he became district chief, assigned to Buffalo's Central District. There, he commanded approximately 95 sworn personnel and support staff. In May of 2018, he was promoted to deputy police commissioner and now oversees all department operations, including homeland security. He holds a Bachelor of Science in communications from the State University of New York at Fredonia and a master's degree in public administration from the State University of New York at Buffalo, where his master's project was on "Police Officers' Perceptions of Body Worn Cameras in Buffalo and Rochester," published in 2017 in the American Journal of Criminal Justice.

Michael C. Green, Executive Deputy Commissioner, DCJS

Executive Deputy Commissioner of the New York State Division of Criminal Justice Services, Michael C. Green was appointed by Governor Cuomo in March 2012. Green leads the agency whose mission is to enhance public safety by providing resources and services that inform decision-making and improve the quality of the criminal justice system. Green serves as chair of the New York State Commission on Forensic Science and co-chair of the Raise the Age Task Force. For the past three years, under his leadership, DCJS has been recognized by the Albany Times Union as a Top Workplace in the Capital Region, based on employee surveys. Prior to joining DCJS, Green served for 25 years in the Monroe County District Attorney's Office, including eight years as the elected Monroe County District Attorney. In 2007, Green was appointed to the New York State Sentencing Reform Commission. In 2008, he was appointed to the New York State Juvenile Justice Task Force. He was named 2009 Prosecutor of the Year by the New York Prosecutors Training Institute (NYPTI). In 2011, the District Attorneys Association of the State of New York (DAASNY) awarded District Attorney Green their Distinguished Service Award. In 2012, he received the prestigious Hogan Award from DAASNY, recognizing a "lifetime of distinguished and honorable service." He was awarded the 2019 Distinguished Achievement Award from the George Mason University Center for Evidence-Based Crime Policy. Green has served as an adjunct professor in the Criminal Justice Department at Rochester Institute of Technology. He has served as faculty for the National College of District Attorneys at the National Advocacy Center and has lectured for the NYPTI.

Stuart Greer, Lieutenant, Morristown Police Department

Lt. Stuart Greer has been a police officer in Morristown, (N.J.) since 1998. As commander of the Support Services Division, he is responsible for overseeing criminal investigations, public information, police records, property and evidence and internal affairs. Greer is a National Police Foundation Fellow in Washington, D.C., a LEADS (Law Enforcement Advancing Data and Science) Scholar at the National Institute of Justice and a founding member of the American Society of Evidence-Based Policing. He has consulted on numerous projects involving police technology, taught police commanders evidence-based approaches to reducing homicide and gun violence and advocated for the use of research to inform practice within policing. Lt. Greer received a Master of Studies in applied criminology & police management from the University of Cambridge in the United Kingdom and an Executive Master of public administration from the Robert F. Wagner Graduate School of Public Service at New York University.

Cory Haberman, Assistant Professor, University of Cincinnati

Cory Haberman, Ph.D., is an assistant professor in the School of Criminal Justice and director of the Institute of Crime Science at the University of Cincinnati. He received his Ph.D. from the Department of Criminal Justice at Temple University in 2015. He has published extensively on the geography of crime and police effectiveness and has worked closely with law enforcement agencies on crime analysis, problem solving, hot-spots policing, and focused-deterrence initiatives. He is currently working on projects related to hot-spots policing in Dayton, OH, implementing crime analysis, focused deterrence, and hot-spots policing in Ft. Myers, Fla., offender-focused policing and problem-oriented policing in Cincinnati, and opioid overdose reduction in the Cincinnati Metropolitan Area.

*Angela Hawken, Professor of Public Policy, New York University,
Founder and Director, BetaGov*

Angela Hawken, Ph.D., is a professor of public policy at the New York University and the founder and director of BetaGov. Her team includes faculty and research and practice scholars who work closely with state and local agencies and community-based organizations across 32 states and five countries to develop, implement and test practices, policies and new technologies. BetaGov is the research partner for the National Institute of Justice LEADS program, working with law enforcement officers to test new strategies in their departments. Hawken also directs NYU's Opioid Collaborative, which works with agencies in designing and testing responses to the opioid crisis. Her team's Segregation Solutions project works with corrections agencies to reduce the use of segregated housing and to reform practices to reduce violent behavioral infractions, to provide incentives for prosocial behaviors among prisoners and to reduce stress among staff and residents. The project supports corrections agencies with strategic planning, policy guidance, data analysis and evaluation. Hawken is the principal investigator of Graduated Reintegration, with two pilot sites in Illinois. Graduated Reintegration explores the feasibility and effectiveness of a resource reallocation program that allows prisoners to release early from prison into supported scattered-site housing and structured programming to ease the transition into the community. By more gradually transitioning reentrants from the restrictions of prison to the overwhelming experience of life on the outside, while meeting their basic needs, this model

aspires to improve access to services, employment, supervision compliance and desistance from crime, while reducing incarceration and post-release mortality.

Eric Hawkins, Chief, Albany Police Department

Chief Eric Hawkins was sworn in as the 25th police chief in Albany, N.Y. in September 2018. During his first year in Albany, he has enhanced the department's Health and Wellness Initiatives, hired almost 40 police officers, overseen a re-organization, strengthened community relations and overseen the implementation of strategies that resulted in reductions in violent and property crimes. He joined the Southfield Police Department in Michigan in 1990, starting as a cadet and became a sworn officer in 1991. He rose through the ranks and was appointed chief in October 2012. His assignments included: oversight of the Tactical Unit; command of the Downtown Substation, which involved coordination of all community-related programs, including crime prevention, D.A.R.E., traffic and school officers. He also served as coordinator of the Patrol Division. He earned a Juris Doctor from Western Michigan University Cooley Law School, a Master of Science in administration from Central Michigan University, a Bachelor of Science in public administration from Central Michigan University and an Associate in Business Administration from Oakland Community College. He is a graduate of the FBI's National Academy, Eastern Michigan University's School of Police Staff and Command, the FBI Command Institute for Police Executives and Central Michigan University's Law Enforcement and School Liaison Program Institute. His professional affiliations include: the International Association of Chiefs of Police, the FBI National Academy Associates, the FBI Law Enforcement Executive Development Association, the National Organization of Black Law Enforcement Executives, the Police Executive Research Forum (PERF), the New York State Association of Chiefs of Police and the Northeastern Association of Chiefs of Police.

Christopher Herrmann, Assistant Professor, John Jay College

Christopher Herrmann is an Assistant Professor in the Law and Police Science Department at CUNY John Jay College of Criminal Justice. He earned his Ph.D. at the CUNY Graduate Center in New York City – specializing in crime analysis and crime mapping. He is a former crime analyst supervisor with the NYPD, where he worked on crime prevention and control strategies, officer and resource allocation, and research of longitudinal crime trends throughout New York City. His current research interests include the study of crime at micro-levels using GIS and understanding spatiotemporal relationships of crime. He is currently working on the complex relationships between public housing, public transit and violent crime. He is also working with the new interdisciplinary New York State gun violence task force, States for Gun Safety, on data analysis of firearm-involved incidents and evidence-based policy.

Eric Holmes, Bureau Chief of Staff, City of Pittsburgh Police Department

City of Pittsburgh Bureau of Police Chief of Staff Commander Eric Holmes has served for more than 23 years. He holds an undergraduate degree from Slippery Rock University and a master's degree from Point Park University. He was appointed by the Clinton administration as a White House intern in 1993. He is currently enrolled in the Executive Leadership Institute in the Tepper School of Business at Carnegie Mellon University. His membership in professional and volunteer organizations includes Leadership Pittsburgh, Robert Morris University Criminal Justice Advisory

Board, and the City of Pittsburgh Commission on Human Relations, where he serves as a commissioner. In June 2008, Slippery Rock University established the Eric L. Holmes Criminal Justice Scholarship in his name. Holmes is an adjunct instructor at Point Park University's Criminal Justice Department. Holmes looks forward to continuing his work advancing 21st century policing.

Karl Jacobson, Assistant Chief, New Haven Police Department

Officer in Charge of the New Haven Police Department (NHPD) Criminal Intel Unit, Shooting Task Force and Narcotics Enforcement Unit, Lt. Karl Jacobson oversees the NHPD's strategies to reduce violence, execute target enforcement, enhance legitimacy and strengthen community relationships. This strategy, derived from the National Network for Safe Communities (NNSC,) is called Project Longevity. Jacobson also works with NNSC to teach strategies such as custom notifications. He and ATF RAC Michael Zeppieri started daily intel meetings at NHPD, which uses the collaboration of local police, state police, parole, probation and federal partners and Project Longevity tactics to combat violent crime. He is a 21-year veteran who started his career with the East Providence Police Department in Rhode Island, where he worked for nine years and was a Drug Enforcement Administration Task Force officer. In New Haven, he worked on the Connecticut State Police Statewide Narcotics Task Force and the FBI Safe Streets Gang Task Force. He was promoted to sergeant six years ago. He became a lieutenant two years ago. He has headed the efforts of Project Longevity for six years. He holds a bachelor's degree from Rhode Island College in justice studies and sociology.

Speruthia Jeantel, Lead Analyst, Monroe County Crime Analysis Center

Speruthia Jeantel is the lead analyst at the Monroe County Crime Analysis Center (MCAC) in Rochester, N.Y. She began her career as a tactical analyst in August 2016 before becoming lead analyst in April 2017. She is responsible for supervising and training the MCAC staff and sometimes assists with investigations, using several databases to provide analysis and intelligence. She was an analyst at the North Country Crime Analysis Center (NCCAC) for a year and earned her bachelor's degree in criminal justice from the University of New Haven and earned her master's degree in criminal justice from Rutgers University, Newark Campus.

Jeremiah P. Johnson, Ph.D., Sergeant, Darien Police Department

Sgt. Jeremiah Johnson is a policing researcher and practitioner, who was sworn into the Darien Police Department in Conn. in 2002. He is an appointed Practitioner in Residence at the Henry C. Lee College of Criminal Justice at the University of New Haven. He proudly serves as a Policing Fellow at the Police Foundation in Washington, D.C. and was the National Institute of Justice's Law Enforcement Advancing Data and Science (LEADS) Program Scholar. He holds a bachelor's degree in sociology from Geneva College, a master's degree in justice administration from Western Connecticut State University, a master's degree in criminal justice from John Jay College, and a Ph.D. in criminal justice from the City University of New York Graduate Center.

Kirk Kingsbury, Niagara County District Attorney's Office

Kirk Kingsbury retired from the Niagara County Sheriff's Office, in 2017, after 27 years. He was a field intelligence officer from 2006 to 2017, a jail information officer, a regional field intelligence

officer, a counter-terrorism regional coordinator, a member of the New York Gang Investigators Association and Niagara County gang regional coordinator. He is a New York State DCJS Municipal Police Training-certified instructor and has worked for the Niagara County District Attorney's Office since 2017 as a criminal intelligence officer.

Christopher Koper, Associate Professor, George Mason University

Principal Fellow, George Mason's Center for Evidence-Based Crime Policy

Christopher S. Koper, Ph.D., is an associate professor in the Department of Criminology, Law and Society at George Mason University and the Principal Fellow of George Mason University's Center for Evidence-Based Crime Policy. He holds a Ph.D. in criminology and criminal justice from the University of Maryland and has 30 years of experiencing conducting criminological research at George Mason, the Police Executive Research Forum, the University of Pennsylvania, the Urban Institute, the RAND Corporation, the Police Foundation, and other organizations. He specializes in issues related to policing, firearms, and program evaluation. His current research focuses on police technology, police crime control strategies (particularly place-based and firearms-focused strategies), the institutionalization of evidence-based practices in policing and regulation of assault weapons. His work on the methods of patrolling hot spots (often referred to as the "Koper curve" principle) is used by numerous U.S. police agencies and abroad. He is the co-developer of the Evidence-Based Policing Matrix, co-editor in chief of Criminology & Public Policy and the coauthor (with Cynthia Lum) of Evidence-Based Policing: Translating Research into Practice.

Cynthia Lum, Professor of Criminology, George Mason University

Director, Center for Evidence-Based Crime Policy

Cynthia Lum, Ph.D., is a professor of Criminology, Law and Society at George Mason University and director of its Center for Evidence-Based Crime Policy. Her research focuses on policing tactics, strategies, technology, and organization, crime prevention and deterrence, and evidence-based crime policy. She holds a Ph.D. in criminology and criminal justice from the University of Maryland and was a police officer and detective with the Baltimore City Police Department. She has developed numerous tools to assist police with translating research and analysis into practice. Her current research focuses on understanding police proactivity, use of patrol time, and the effectiveness of various policing technologies. She was appointed to the Committee on Law and Justice for the National Academies of Sciences (NAS), is a member of the National Police Foundation Board of Directors and the Research Advisory Committee of the International Association of Chiefs of Police. She is co-founder of the International Summer School for Policing Scholars and founding editor of Translational Criminology Magazine. She is co-editor in chief of Criminology & Public Policy. Her new book, with Christopher Koper, is entitled, "Evidence-Based Policing: Translating Research into Practice" (Oxford).

Kayla Macano, GIVE Director of Operations, Monroe County

Kayla Macano is director of operations for the GIVE Initiative in Rochester and Monroe County. She has been working on the GIVE Initiative in several capacities over the past three years. She worked on the statewide evaluation at Rochester Institute of Technology and was the community engagement and communications specialist in Rochester and Monroe County. She is responsible

for overseeing the GIVE efforts of all partner agencies and reporting out to DCJS, partners and the community. She makes recommendations to strengthen programs and proposes new, innovative initiatives. She also oversees community engagement and procedural justice efforts across the county's entire GIVE Initiative.

Lt. Sean McCarthy, City of Poughkeepsie Police

Lt. Sean McCarthy started his police career in 1994 with the Village of Pawling Police Department and was hired by the City of Poughkeepsie Police Department in 2000. After starting in patrol, he worked in community policing and narcotics before being promoted to sergeant. Two years later, he was promoted to administrative sergeant and was in charge of the 911 center, all reports and records, as well as all civilian staff. He is the midnight watch commander and commanding officer for the Hostage Negotiation Unit. He teaches several topics in the police academy and supervisor school for the Dutchess County Academy and the Ulster County Law Enforcement Training Group. A certified general topics instructor, Lt. McCarthy teaches Crime Prevention, Fair and Impartial Policing and Implicit Bias. He is certified in CPTED and is one of six New York State master instructors in procedural justice and travels the state teaching. He has helped develop and institute a procedural justice program for his department. He is completing his bachelor's degree with SUNY Empire State College. He is also president and a founding member of the Police Emerald Society of the Hudson Valley and sits on the boards of several other police and youth organizations.

Amanda McGlinchy-Tudor, Criminal Justice Policy Analyst, DCJS

Amanda Tudor is a criminal justice policy analyst for DCJS' OJRP. She has been with DCJS since 2013 and manages the development of the New York State Criminal Justice Research Consortium, which aims to match local academic partners with criminal justice agencies seeking assistance analyzing local crime problems. She came to New York from Philadelphia, Pa., where she worked in research for the Philadelphia Adult Probation and Parole Department. Prior to working for the City of Philadelphia, she was a clinical research coordinator for drug and alcohol treatment research at the University of Pennsylvania. She received her Master of Science in criminology from the University of Pennsylvania in 2011, and her Bachelor of Science in criminal justice from Saint Joseph's University in 2007.

Scott Meadors, Captain (Ret.), Stockton Police Department

Scott Meadors retired from the Stockton Police Department in August 2019, after more than 29 years of experience in law enforcement. His assignments included officer, training officer and narcotics officer, before being promoted and spending his last nine years as a captain, with primary responsibility for gun-violence reduction using the Ceasefire model. He took the lead on national initiative work on training for procedural justice and implicit bias and in the creation of the Trust Building Workshops as part of reconciliation.

Ryan Meagher, Lead Crime Analyst, John F. Finn Institute for Public Safety

Ryan Meagher is a lead crime analyst with the John F. Finn Institute for Public Safety, working at the Capital Region Crime Analysis Center since 2015. Ryan has been assigned to both the New

York State Department of Corrections and Community Supervision (DOCCS) Parole and Group Dispute (Gang) responsibilities and analysis. He holds a Master of Arts in criminal justice from the State University of New York at Albany and has achieved top crime analyst certification.

Ken Mekeel, Public Safety Business Development Manager, LexisNexis Risk Solutions

Ken Mekeel joined LexisNexis after serving more than 34 years with the New York City Police Department. During his time with the agency, he was responsible for providing immediate and comprehensive intelligence on criminal and terrorist activity through a complex network of digital and surveillance data at the state-of-the-art command center. He was commanding officer of the Detective Bureau Queens Major Crimes Unit; division commander and investigative coordinator for Detective Bureau Queens; commanding officer of the NYPD's Detective Bureau Training and Counter Terrorism Unit; commanding officer and executive officer of various NYPD precincts; and commanding officer of NYPD's Scuba Team.

Risco Mention-Lewis, Deputy Commissioner, Suffolk County Police Department

Suffolk County Police Department (SCPD) Deputy Commissioner Risco Mention-Lewis is both the first woman and the first African American deputy commissioner in the history of the SCPD. She was appointed by County Executive Steve Bellone in 2012 and her work entails creating programs to combat group violence and recidivism through focused deterrence and data-driven social network analysis. Mention-Lewis oversees the SCPD Community Relations Bureau and has worked to bring bias-free policing and cultural competence training to Suffolk County. She developed a comprehensive community-based intervention strategy, which has shown dramatic violence reductions in Suffolk County's historically underserved communities. She designed and implemented a support group, for those previously incarcerated and at-risk youth, called the Council of Thought and Action (COTA), which celebrated its tenth anniversary in New York and has now spread to Chicago. While serving 19 years as an assistant Nassau County district attorney, she created the first Nassau County Youth Part. Mention-Lewis has received numerous awards for as a prosecutor and for her innovative efforts to reduce crime by breaking cycles of recidivism. She attributes her innovative way of thinking to observations she made during her young transition from the projects of Massachusetts to the suburbs of Cape Cod and Hofstra University Law School, where she honed the skills needed to bring about change. She is a founding member of NYU Brennan Center, Law Enforcement Leaders to Reduce Crime and Incarceration, and had the honor to be invited to the White house by President Obama in 2015 to discuss over incarceration and the need to reevaluate mandatory minimum sentences. She is also on the John Jay College of Criminal Justice, National Network for Safe Communities Leadership Team where COTA is being touted as an innovative strategy to transform violent offenders.

Carmen Menza, District Chief, Buffalo Police Department

Buffalo Police Department District Chief Carmen Menza was sworn in as a Buffalo Police Officer in July 1988 and has had many ranks, positions and assignments, including patrol officer, detective, lieutenant and captain. He has always felt honored and privileged to wear the Buffalo Police Department badge. His father was a Buffalo police officer and his son is also in law enforcement, with aspirations of joining the BPD as a third-generation officer. In July 2014, he

was appointed as the Chief of the E District, a challenging area with a multitude of criminal and quality-of-life issues. Menza believes in leading by example and prides himself on treating every person with dignity and respect. He and the officers of E District work tirelessly to meet community expectations. Though they realize their work will never be done, they continue to keep up the fight, because they know this is a battle worth fighting. He will continue to use his position for positive changes in the department and the community and hopes that he has been a positive influence for the many officers that he has worked with over the years. He believes in two important qualities of leadership: leave a positive impression on the many lives that you touch along the way; and leave things better than how you found them. He will continue to work diligently to realize these goals.

Renee Merges, Assistant District Attorney, Albany County

Renee Merges started her career with the Albany County District Attorney's Office over 31 years ago, interning before she entered law school and returned to the office as a law clerk and eventually was hired permanently as a legal aide in 1983. She has served as a prosecutor and handled thousands of cases. She garnered the esteem of her colleagues for her first 16 years working on a felony court caseload, and from 1993 to 1999, she headed the Major Crimes Unit, prosecuting many notable cases, including several homicides and violent crimes. She also became the liaison to the internship program with Albany Law School and has mentored hundreds of young lawyers. Currently, 22 out of the 35 assistant district attorneys in the office have completed this internship program under her supervision. Merges also launched and supervised the Legal Lives program. In 2000, she took over seven of the local courts in Albany County and has since continued to represent the office as the lead prosecutor in these courts.

Mathew Myerson, Deputy Associate Chief Counsel, ATF

Deputy Associate Chief Counsel Matthew Myerson is the principal legal advisor for ATF's New York Field Division and a team leader for all ATF field attorneys on the East Coast, where he helps manage legal services for 10 ATF field divisions. He joined ATF shortly after 9/11 in Philadelphia before transferring to the New York Field Division in March 2002. He has been a special assistant U.S. Attorney in both the Eastern and Western Districts of New York, where he prosecuted firearms and tobacco offenses and engaged in civil litigation. Myerson is a graduate of SUNY Binghamton and the Benjamin N. Cardozo School of Law.

Laurie Owen, Senior Field Advisor, National Network for Safe Communities

Laurie Owen is responsible for working with the National Network's complex and high-profile partner jurisdictions to implement proven violence reduction strategies. She worked as a Senior Training Technician at the New York State Division of Criminal Justice Services and served as a program representative for the GIVE unit. She worked with local law enforcement to implement evidence-based strategies to reduce gun violence and served as a certified police officer in Westport, Conn., for four years.

Brent Peterkin, Statewide Director, Project Longevity

Project Longevity Statewide Director Brent Peterkin believes that communities become safer when they focus on and rigorously implementation strategies that join communities and actors in

the criminal justice system to create synergy, symbiosis and social organization. Project Longevity joins law enforcement agencies and communities to focus on serious violence, reducing arrests, direct support and social service coordination, along with opportunities for a genuine and sustained fellowship that is oriented towards collective efficacy and social impact. The program's best practices have been recognized nationally and internationally for violence reduction and strategic coordination. Peterkin serves on the Governor's Youth and Urban Violence Commission, co-chairs the Bridgeport Mayor's Initiative for Reentry Affairs, and is a board member of EMERGE, CT Against Gun Violence (CAGV), and the Phoenix Association. He served as a policy fellow in the Office of the Governor supporting the Office of Early Childhood and focusing on parent engagement and fatherhood development. He also worked with a Yale University based global anti-poverty initiative and supported at-risk high school students with emotional, behavioral and learning disabilities in Yonkers, New York. He studied public policy and public administration, nonprofit leadership, and social impact strategy at Fordham University, Northwestern University and the University of Pennsylvania. His commitment to social change led to his recognition as an honoree of Connecticut Magazine's 40 Under 40: Class of 2017 and a 100 Men of Color 2017 Honoree.

Debra J. Piehl, International Consultant, The Piehl Group

Debra J. Piehl most recently served as the senior crime analyst in the Office of Crime Control Strategies for the NYPD and was responsible for coordinating the selecting, hiring, training and supervising of NYPD's first civilian crime analysts. She previously served as a research and policy analyst for the Criminal Justice Coordinating Council (CJCC) for the District of Columbia in Washington, D.C. She supported projects related to criminal history records and combating gun violence, while coordinating the activities of the District of Columbia's Statistical Analysis Center (SAC) Interagency Advisory Committee. She also served as the analytical specialist for Data-Driven Approaches to Crime and Traffic Safety (DDACTS), where she was responsible for data and analysis components of DDACTS workshops and providing analytical support and technical assistance to police departments nationwide supporting DDACTS as a data-driven, location-based operational philosophy. Piehl served for over five years as the CompStat director of the Massachusetts State Police and was responsible for supporting analysis-driven operations for crime and crash reductions. She served the State Police as an intelligence analyst supervisor in the Commonwealth Fusion Center. She also served as director of planning and research at the Newton Police Department, where she implemented CompStat. As the Commission on Accreditation for Law Enforcement Agencies (CALEA) accreditation manager, she was responsible for maintaining updated policies and procedures and for grant administration. She led the Department through two CALEA re-accreditations and was invited to present on various topics at CALEA national conferences. Piehl currently works nationally and internationally to support implementation of crime analysis, analysis-driven operations and CompStat, locally, regionally and nationally. She was presented the International Association of Crime Analysts President's Award in 2003, 2010 and 2017 in recognition of her meritorious contributions to the crime analysis profession and her tireless work to create 100 new crime analyst jobs at NYPD.

Jacqui Pitt, Counsel, Policy & Implementation, Everytown for Gun Safety

Counsel Jacqui Pitt manages Everytown's national strategy to improve implementation of firearm dispossession laws via Everytown's Court Watch Program, engaging directly with courts and law enforcement to identify and elevate best practices. Pitt was also a governor's senior legal advisor regarding domestic violence law and policy, and she practiced as an attorney in federal litigation.

Eric L. Piza, Associate Professor, John Jay College

City University of New York John Jay College of Criminal Justice Associate Professor Eric L. Piza, Ph.D., has served as GIS specialist of the Newark Police Department in New Jersey, research director for crime analytics at the Rutgers Center on Public Security and research program coordinator of the Rutgers Police Institute. He is involved in applied research projects focusing on the spatial analysis of crime patterns, problem-oriented policing, crime control technology and the integration of academic research and police practice. He has published 40 peer-reviewed journal articles and secured over \$1.5 million in grants and funding support for his research. He was the 2017 recipient of the American Society of Criminology, Division of Policing's Early Career Award, which recognizes outstanding scholarly contributions to the field of policing by someone who has received his or her Ph.D. degree within the last five years. He received his Ph.D. from Rutgers University.

Jason Potts, Lieutenant, Vallejo Police Department

Vallejo Police Department Lt. Jason Potts has served for 19 years and is a watch commander and administrative lieutenant, assigned to the Patrol Division, where he leads the Department's field training program, special projects and youth services. He is also a U.S. Coast Guard Reserve, Investigative Service, special agent, who routinely travels to Fort Leonard Wood, Mo., to help instruct military agents on trauma-informed interviewing techniques. He has completed two randomized controlled trials in his department. One tested the effectiveness of automatic license plate readers and the other tested the deterrent effects of flashing blue, red and amber police lights on auto burglaries and theft in a high-density shopping center. He is a strong advocate for evidence-based policing and serves on the board of directors for the American Society of Evidence-Based Policing, is a Police Foundation Fellow and a Law Enforcement Advancing Data and Science (LEADS) alumni. He has written and presented nationally about his experiences implementing evidence-based policing. He earned a Master of Advanced Studies (MAS) in criminology, law and society from the University of California – Irvine. He holds a certificate of completion from the Police Executive Research Forum, Senior Management Institute of Police.

Michael Prate Sr., Sr. Investigative Analyst, LexisNexis Risk Solutions

Before joining LexisNexis, Det. Michael Prate served in the NYPD for 27 years, including 12 years in uniform patrol and 15 years as a detective, assigned to narcotics, the Burglary and Robbery Apprehension Unit (BRAM) and homicide. He has worked on the FBI Violent Gang Task Force with federal partners including the FBI, ICE and ATF. He served as a negotiator on the NYPD's Hostage Negotiation Team and as a peer support officer in the Police Organization Providing Peer Assistance (POPPA), which supports members of law enforcement struggling with personal

crisis, suicide and PTSD. He retired in 2012 as a detective, 1st grade, and received the NYPD Medal of Valor.

Dennis J. Richards, Chief of Detectives, Buffalo Police Department

Buffalo Police Department Chief of Detectives Dennis Richards started his law enforcement career as a civilian report technician in 1977, transitioning to police officer in 1982. He was promoted to detective in 1992, lieutenant in 1996, captain in 2004 and became chief in 2006. He received his Bachelor of Arts and Master of Arts in social policy from SUNY Empire State College. He serves as president of the Buffalo Police Athletic League.

John Riegert, Director, Capital Region Albany Crime Analysis Center (CRCAC)

For the past nine years, retired Troy Police Department Captain John Riegert has been the director of the Capital Region Albany Crime Analysis Center (CRCAC), one of nine Centers sponsored by DCJS, in partnership with local, state and federal law enforcement agencies. The CRCAC leverages crime analysis services, law enforcement data-accesses, and information technology resources to assist law enforcement as they address, respond to, and investigate criminal activity in and around Albany, Rensselaer, Saratoga, Schenectady counties. He served with the Troy Police Department for 20 years until 2008, and held command positions in the Community Services Bureau, patrol, and training and human resources. He also served as the agency's Operation IMPACT coordinator. The majority of his career was as a detective sergeant. He obtained extensive experience in major crime investigations, including several high-profile cases that culminated in first-degree murder convictions. He also served on the Emergency Response Team, Traffic Safety Unit and the U.S. Marshals Service Fugitive Task Force. He worked as an evidence technician and a certified polygraphist. He received the John J. Givney Memorial Award, given to the officer of the year, and the Owen G. Connally Award for community service. He previously served as a police officer for the Town of North Greenbush Police Department and as an investigator for the Rensselaer County District Attorney's Office. He holds a master's degree in public administration from Marist College and served as an adjunct professor in the Criminal Justice Department at the College of St. Rose.

Isabel Rojas, GVI Program Manager, Orange County District Attorney's Office

Group Violence Intervention (GVI) Project Manager Isabel Rojas has overseen the Orange County District Attorney's Office gun-violence reduction initiative since 2015. She has led the Newburgh team and helped them achieve an 80% reduction in violent crime. She worked for NYPD in the Bronx and on the Lower East Side of Manhattan, in community policing and undercover narcotics. She worked with Newburgh's Youth Police Initiative (YPI) to bring together police and youth. She received her bachelor's degree from John Jay College and her master's in public administration from Kaplan University in 2017, graduating magna cum laude.

Detective Sergeant Joseph Rutigliano, City of Newburgh Police Department

Det. Sgt. Rutigliano began his law enforcement career with the City of Newburgh Police Department in July 2003 and was assigned to the Anti-Crime Unit and the Narcotics Units before being promoted to detective in June 2008. Sgt. Rutigliano remained in the Narcotics Unit until January 2012, when he transferred to General Investigations and worked on dozens of homicides

and non-fatal shootings, both as a lead detective and as support to the lead detective. He was Newburgh's field intelligence officer from 2014 to 2016 and was promoted to sergeant in October 2016. He was assigned to supervise the Detective Division in April 2017 and has been an instructor at the Orange County Police Chief's Association Police Academy in New Windsor, N.Y., for four years. He teaches general topics, Basic Criminal Investigator School and Supervisor's School.

Jason Smith, ShotSpotter Customer Success Director, Northeastern U.S.

Customer Success Director Jason Smith identifies best practices and law enforcement strategies that enable gunfire reduction and community collaboration for the most efficient use of ShotSpotter and its technology integrations across the Northeastern U.S. He served in the Milwaukee Police Department's command staff, working to reduce historic gun violence and connecting communities to law enforcement. He also served as administrator in the Wisconsin Department of Justice – Division of Criminal Investigation, providing service to 72 counties and over 530 Wisconsin law enforcement agencies.

P. David Soares, District Attorney in Albany County

Albany County District Attorney P. David Soares was elected in 2004 and is serving his fourth term. He handled thousands of cases in Albany County's city courts and witnessed the failings of the criminal justice system. In 2004, he sought office to ensure justice for Albany County residents. Since taking office in 2005, he has continued to devote his energy to bringing "one standard of justice" to Albany County. He remains committed to leading an office that is tough on crime and smart on prevention by reducing street violence through creative, non-traditional means, building hope for the people of Albany County by restoring communities, dealing with the crisis of re-entry, and emphasizing prevention over prosecution.

Michael-Sean Spence, Director, Policy & Implementation, Everytown for Gun Safety

Everytown for Gun Safety Director of Policy & Implementation Michael-Sean Spence supervises the national non-partisan gun-violence prevention organization's nationwide non-legislative policy advocacy and implementation efforts, including Everytown's Court Watch Program and City Gun Violence Initiative. He previously served as a special assistant in OPS at DCJS, where he contributed to the GIVE initiative and developed model policies, rules and regulations on behalf of the New York State Municipal Police Training Council (MPTC) and supported law enforcement agencies across the state. He served as an assistant district attorney at the Queens District Attorney's Office, where he prosecuted domestic violence, organized crime and was counsel to NYPD's 113th Precinct.

Krystle Steen, DCJS Certified Crime Analyst, Niagara County Sheriff's Office

Krystle Steen has a bachelor's degree in psychology and philosophy from University at Buffalo – State University of New York. She served eight years in the U.S. Army as a human intelligence collector.

Jason Stocklas, Senior Special Agent, ATF

ATF Senior Special Agent Jason Stocklas has been with ATF for 12 years and was a uniformed police officer with the Troy Police Department. He has been assigned to ATF field offices in Albany and Rochester and temporarily served in Flint, Mich., for a violent crime reduction initiative. He has a Bachelor of Science degree in chemical engineering from Rensselaer Polytechnic Institute in Troy, N.Y., as well as a Master of Science degree in explosives engineering from the Missouri University of Science and Technology in Rolla, Mo. He also completed a graduate certificate program in forensic science, arson and explosives investigations through Oklahoma State University in Tulsa. He is a Certified Explosives Specialist and Bomb Technician (CESBT) and a firearms specialist for ATF. He has testified as an expert witness on firearms and explosives in federal and state courts. His expertise has been utilized by local, state and federal law enforcement agencies, as well as non-law enforcement government agencies. He is well versed in the manufacture, function and design of all manner of firearms and ammunition and has personally witnessed the manufacturing process of approximately 20 firearms and ammunition manufacturers in depth. He routinely provides instruction at both federal and state/local law enforcement academies and is a frequent presenter at various symposiums and in-service trainings in his fields of expertise.

Chief Deputy Kerry B. Thompson, Albany County Sheriff's Office

Chief Deputy of Administration Kerry B. Thompson is charged with overseeing professional standards, accreditation, training and support services. He is a lifelong resident of Albany County with over 25 years of law enforcement experience. He began his career with the Albany County Sheriff's Office in 1997 as a deputy sheriff and was promoted to investigator, sergeant and lieutenant before becoming the chief deputy of Field Command in 2013. He has been instrumental in assisting Sheriff Craig D. Apple, Sr. with coordinating numerous special projects that transformed the Sheriff's Office philosophy from a policing agency to a policing and serving agency. He has been the driving force in implementing numerous progressive diversionary programs aimed at reducing recidivism and changing lives, including the Sheriff's Heroin Addiction Recovery Program (SHARP) which provides treatment and support services to those struggling with addiction.

Colleen Thorn, Community Correction Representative 2, DCJS

Colleen Thorn joined OPCA in 2012 as a community correction representative and currently works in the Adult Operations Unit, ensuring data collection from the counties, conducting Critical Incident Reviews and providing technical assistance related to Caseload Explorer and NYCOMPAS. She worked for over 20 years for the Albany and Otsego counties' probation departments and was as a probation assistant, probation officer trainee, probation officer, senior probation officer and acting director. She has conducted pre-sentence investigations and juvenile intake, worked the Pre-trial Unit and has supervised the DWI and ignition interlock caseloads. She is one of four members of the Office of Probation and Correctional Alternatives (OPCA) staff qualified to train DOCCS staff to administer the University of Cincinnati's Women's Risk and Needs Assessment tool (WRNA) and one of two OPCA staff members certified to train DOCCS staff to complete the NYCOMPAS. She holds a bachelor's degree in sociology from Sage College, Troy, N.Y.

Andrea Vey, Crime Analyst, City of Newburgh Police Department

Andrea M. Vey has been working with law enforcement for over 20 years and is currently the crime analyst for the City of Newburgh Police Department, where she established a Crime Analysis Unit that does extensive work on violent crime and group violence analysis. She regularly works with gun-related incidents and call data to complete geographic and temporal analysis of the City's hot spots. She also works with patrol commanders to evaluate officer proactively levels and analyzes calls data to develop "hot dots" for increased patrol scrutiny. She completed analytic work on major federal gang cases and worked closely with commanders in an extensive ground search for a missing child. She served as the director of the Crime and Disorder Analysis Unit for the Lawrence Police Department in Massachusetts, where she oversaw the CompStat program and worked with neighborhood groups on crime prevention programs. She was the domestic violence crime analyst with the Lowell Police Department in Mass., where she worked exclusively on domestic incidents and repeat offenders. Vey was also the Weed & Seed coordinator for New Hampshire's first federally designated site in Manchester. She was a grant coordinator for the Utica Police Department. She has taught "Crime Analysis for Line-Level Officers" and "Computer Applications for Investigators" at the Orange County Police Chiefs' Police Academy, as well as courses on "Computer Applications in Criminal Justice" at the University of Massachusetts. She earned her Bachelor of Science in criminal justice from Utica College of Syracuse University and a Master of Arts in criminal justice from the University of Massachusetts – Lowell. She has been a member of the International Association of Crime Analysts (IACA) for several years and has presented on numerous topics for the Massachusetts Association of Crime Analysts, as well as the IACA conference.

Julie Wartell, The Analysis Group

Julie Wartell has spent the last 25 years working with local, state and federal criminal justice agencies and communities around crime analysis, research and prevention. She has been a crime analyst for police and prosecution agencies. She managed a regional crime mapping and analysis initiative and conducted research and evaluation for the Institute for Law and Justice. She was a fellow for the National Institute of Justice and has served as an independent advisor. Wartell has performed a wide range of research on and analysis of crime problems, as well as in-depth studies of police and prosecutor processes. She has worked on strategic planning efforts, program evaluations and assessing policing and prosecutorial information technologies. Wartell has conducted extensive training and made presentations to officers, prosecutors, analysts and community members on topics relating to crime analysis, problem-solving and policing. She has edited and authored numerous publications and currently teaches "GIS for Urban and Community Planning," as well as "Craft Breweries and the Urban Economy" at the University of California–San Diego. She has a master's degree in public administration with an emphasis in criminal justice administration from San Diego State University and a postgraduate diploma in applied criminology and police management from University of Cambridge.

*Robert Wasserman, Senior Vice President,
Law Enforcement Consulting, Hillard Heintze*

Robert Wasserman is one of the most trusted and experienced senior experts in policing in the world today. Over more than five decades, Robert has been a strong advocate of Constitutional

policing and has worked with many police agencies to address issues that impact the legitimacy of police in the eyes of the community. He currently serves as a Policing Project Fellow at New York University Law School and through this relationship, is part of a team providing design leadership for the Chicago Police Department. Through the Newark Police Department Federal Monitor Program in New Jersey, he continues to provide consent decree oversight. Wasserman's extensive career in law enforcement has included serving as a senior police department executive in several large American cities, including Boston and Houston. He was Director of Public Safety for the Massachusetts Port Authority. He served as chief of staff of the White House Office of National Drug Control Policy and was tasked to Bosnia following the war, as deputy commissioner of operations and commissioner of the United Nations International Police Task Force, where he oversaw the country's restructuring of its police force. He completed his undergraduate study in sociology at Antioch College in Ohio and graduate work in police administration at Michigan State University.

Andrew P. Wheeler, Assistant Professor of Criminology, University of Texas at Dallas

Andrew P. Wheeler is an assistant professor of criminology at the University of Texas at Dallas in the School of Economic, Political, and Policy Sciences. He received his doctoral degree in criminal justice from the University at Albany – State University of New York. His research focuses on spatial analysis of crime at micro places, evaluating police interventions to reduce crime and practical problems faced by crime analysts.

Clair White, Assistant Professor, Department of Criminal Justice and Sociology

Clair White completed her Ph.D. at Arizona State University in the School of Criminology and Criminal Justice in 2015. After a postdoctoral fellowship at the Center for Evidence-Based Crime Policy at George Mason University, she joined the faculty at the Department of Criminal Justice and Sociology at University of Wyoming in 2018. Her research interests include crime and place/communities, policing and the criminal justice system's response to mental health problems. Her current work focuses on police responses to mental health crisis calls and the location of mental health crises in micro-geographic places in Baltimore, as well as other public health issues and social problems at crime hot spots. She also has extensive experience with survey research design and primary data collection.

Robert E. Worden, Director, John F. Finn Institute for Public Safety, Inc.

Professor Robert E. Worden is the director of the John F. Finn Institute for Public Safety, Inc., and associate professor of criminal justice at the University at Albany – State University of New York. He holds a Ph.D. in political science from the University of North Carolina at Chapel Hill. He is coauthor of "Mirage of Police Reform" (University of California Press, 2017) and "The Power to Arrest" (Springer, 2019). In 2018, he was recognized by the Police Section of the Academy of Criminal Justice Sciences with the O.W. Wilson Award for outstanding contributions to police education, research and practice. He has served on the New York State Law Enforcement Accreditation Council since 2001.

Dawn M. Wozneak, Ph.D., Cyber Threat Intelligence Analyst

Dawn M. Wozneak, Ph.D., is a cyber-threat intelligence analyst for a global cybersecurity firm, producing intelligence and geopolitical analysis related to international cybersecurity threats. She has over 17 years of experience using analytic techniques, methods and tools to produce actionable research, intelligence and analysis for decision-makers. This experience includes 12 years as an intelligence professor and graduate program chair at Mercyhurst University, where she developed and delivered intelligence education and training as a faculty member on campus, in virtual higher education classrooms and in government-affiliated training initiatives. She continues to teach intelligence and terrorism courses at Gannon University. She also served as an analyst and sworn law enforcement officer in Western New York and as an intelligence analyst for the FBI.

Matthew Zacharewicz, Crime Analyst Supervisor, Albany Police Department

Matthew Zacharewicz is a New York State-certified crime analyst supervisor at the Albany Police Department, where he has held that position for 16 years. He oversees analysis work at the Capital Region Crime Analysis Center and was chair for certification for three years. He is a contract instructor at the Division of Criminal Justice Services and adjunct professor at the College of St. Rose in Albany. Mr. Zacharewicz is a founding member and current president of the New York Association of Law Enforcement Analysts.