



RTI International Policing Symposium

Hosted by the Center for Policing Research and Investigative Science (CPRIS)

Presenter Bios

Brian Aagaard

Brian Aagaard, a member of RTI's Policing Research Program, has extensive experience as a crime and intelligence analyst. Brian worked with law enforcement at the local, county, state, and federal levels for more than a decade, developing expertise in the collection, management, and analysis of law enforcement data. His current work focuses on the intersection of policing, technology, and analysis. He is particularly interested in the dynamics of law enforcement–community interactions, specifically during routine encounters such as traffic stops. Before joining RTI, Brian worked as an analyst at the Onondaga (NY) Crime Analysis Center, the North Carolina State Bureau of Investigation's Intelligence Unit, and the City of Durham (NC) Police Department. He is a member of the International Association of Crime Analysts and became an IACA-certified law enforcement analyst in 2013.

Trevor Allen

Trevor Allen was named director of the North Carolina Justice Academy in 2017. Trevor began his law enforcement career in 1992 as a deputy sheriff in Rowan County (NC). In 1993, he joined the Salisbury (NC) Police Department, where he rose to the rank of lieutenant of professional standards. In 2013, he began his service with the North Carolina Department of Justice as a research and planning specialist; in 2014, he became a deputy director of the department, where he led the Training and Research Section of the Criminal Justice Standards Division. In 2020, Trevor began developing and delivering law enforcement in-service mandates and train-the-trainer courses using classroom, e-learning, and blended media in 26 states. Trevor earned his bachelor of arts degree in political science from Catawba College and his master's degree in justice administration from Methodist University.

Loren Atherley

Loren Atherley is the director of Performance Analytics & Research (PA&R) and the senior research scientist for the Seattle (WA) Police Department. The PA&R Section is a continuation of the department's internal performance, evaluation, and advanced research methods capabilities, developed to demonstrate compliance with a federal consent decree. Loren leads a regional research consortium, a national data working group on analytics and evidence-based policing (affiliated with the Major Cities Chiefs Association), and an international research network. In addition, he consults across the criminal justice and data sciences, including in statistics and research methods; threat assessment and management; and responses to violent, aggressive, or psychopathic behavior. He provides strategic advice to the chief of police and the City of Seattle, as well as to other local, state, and federal agencies. Loren is an adjunct professor of criminal justice at Seattle University and a National Institute of Justice (NIJ) Law Enforcement Advancing Data and Science (LEADS) Scholar. Loren holds a master of arts degree in criminal justice from Seattle University, where he completed a thesis on behavioral profiling and serial sexual homicide, the Green River Killer, and the offender Gary L. Ridgway. He attends the University of Cambridge and anticipates the completion of a doctorate in criminology in 2025.

Peyton Attaway

Peyton Attaway is a research analyst in the Center for Policing Research and Investigative Sciences in RTI's Applied Justice Research Division. She specializes in substance use issues, sexual assault response reform, and the intersection of public health and policing. Her research interests include health, social, and justice issues in the context of substance use; violence against women; vicarious trauma in public safety; law enforcement coordination with public health; and police–community relations.

Duren Banks, PhD

Duren Banks is the Division Vice President for Applied Justice Research at RTI; the division includes research centers focused on community safety, law enforcement, forensic and investigative sciences, and courts and corrections. She is an

expert on many aspects of the court system in the United States, along with related issues of juvenile justice, school safety, and the interaction of law enforcement and community groups.

Kelle Barrick, PhD

Kelle Barrick is an expert on human trafficking. For more than 10 years, she has had federal and state funding to research both sex and labor trafficking. She has also participated in expert working groups on trafficking research, convened by the National Science Foundation and the United Nations Office on Drugs and Crime, among others. Kelle's current efforts include estimating the prevalence of sex and labor trafficking; identifying successful strategies for the identification, investigation, and prosecution of labor trafficking cases; increasing our understanding of opportunities to disrupt sex trafficking recruitment and network operations; and conducting a formative evaluation of a law enforcement-based victim services program.

Lt. Ashley Brown

Ashley Brown began his law enforcement career in 2001. He has served in numerous roles, including patrol, criminal investigations, and the special response team, in the Greensboro (NC) Police Department. Ashley commands the Information Services Division, which encompasses the Records Section, Watch Operations, and the Electronic Monitoring Unit.

Dwayne Campbell, PhD

Dwayne is a husband and father, and an immigrant from Jamaica. In his professional life, he is an evaluator who uses data to develop equitable policies that improve conditions among historically disenfranchised groups. An Executive Fellow of FUSE Corps assigned to the Community Safety Department in Durham (NC), Dwayne is also the president of the North Carolina Evaluators' Network. He is a data-driven expert who employs empowerment and utilization-focused evaluation to construct initiatives and policies that advance the interest of communities that engage with them. His system change approach produces sustainable transformations that allow communities and participants to take ownership of the initiatives that they collaboratively implement and monitor their own progress. In his Durham job, Dwayne is the liaison between the city and the Community Safety and Wellness Task Force. He also works with a group of talented colleagues to understand the context of Durham's calls for service and to collaboratively use 911 calls data to develop pilots that will be implemented in summer 2022. He completed undergraduate studies at the University of the West Indies, master's degrees at Boston College, and a doctorate at the University of Rochester.

Terry Cherry

Terry Cherry has been with the Charleston (SC) Police Department for 10 years and is currently the agency's recruiter. Terry developed a 5-year strategic plan in compliance with the department's racial bias audit and developed quantitative measures to track the plan's success. She has applied evidence-based policing to drive changes in recruitment processes, policies, and marketing efforts. Her research interests include the improvement and expansion of data collection around recruitment and the effects of diversity on the law enforcement profession. Terry is excited to have the opportunity to partner with leading academic and police scholars to implement evidence-based policing; support local research; learn from other officers engaged in advancing evidence-based policing; and share successful outcomes with peers, agencies, and other national law enforcement organizations. She holds a bachelor's degree from the University of California, Los Angeles and a master's of business administration in global business, with an emphasis on international finance and economics, from Pepperdine University.

Jake Cramer, PhD

Jake Cramer is a senior policing researcher for the Center for Police Research and Investigative Science at RTI. His work focuses on policing analytics, use of force, and extremism. Before joining RTI in January 2021, Jake created and led the Analysis Division for the Tucson (AZ) Police Department. He earned his doctorate in political science from the School of Government and Public Policy at the University of Arizona in 2015.

Sgt. Lance Dardeen

Lance Dardeen joined the Indianapolis Metropolitan Police Department (IMPD) in 2009. From 2010 to 2016, he was a North District patrol officer, as well as a field training officer. He taught his fellow officers in numerous trainings in a train-the-trainer model. Through the years, Lance developed a passion for community policing. In the spring of 2016, he accepted the position of behavioral health detective under the umbrella of the Community Engagement Office, where he assisted citizens with mental illnesses in receiving the appropriate needed services. Having earned a promotion to sergeant in 2018, Lance is now the direct supervisor for the Behavioral Health Unit and Mobile Crisis Assistance Team, as well as the Crisis Intervention Team (CIT) coordinator for the IMPD. Lance serves the community and the department in a

variety of ways. He is a Fair and Impartial Policing instructor, CIT for Adult and CIT for Youth instructor, a state-certified instructor, an IMPD mentor, a member of the Bike Response Group, a field training officer, and a Mental Health First Aid instructor; he became an EMT in 2014. Lance graduated from the IMPD Leadership Academy in 2014 and is the president of the IMPD Leadership Academy Alumni Association. He has a public relations degree from the University of Southern Indiana and a master's degree in justice administration from Faulkner University.

Brandon Del Pozo, PhD

Brandon del Pozo spent 23 years in policing: 19 in the New York City Police Department, where he commanded two patrol precincts, and 4 as the chief of police of Burlington, VT. He is now a postdoctoral researcher on the consequences of substance use at Rhode Island's Miriam Hospital and the Warren Alpert Medical School of Brown University. His research interests include studying systems-level approaches to delivering substance use treatment services; overcoming the stigmas that obstruct evidence-based responses to the nation's opioid crisis; and confronting the overdose epidemic in rapid, effective ways that limit its spread.

Hannah Feeney, PhD

Hannah Feeney is a community psychologist in the Victimization and Resilience Research Program in RTI's Division of Applied Justice Research. She has a decade of experience with conducting research on the violence and victimization of marginalized communities. Her areas of expertise include communities' and systems' response to victimization, help-seeking behavior in survivors, and untested sexual assault kits. Hannah has extensive experience with quantitative and qualitative methods, evaluation theory and implementation, data management, and policy development. She also has research experience in the areas of hotlines as a help-seeking mechanism, serial sexual perpetration, and human trafficking. Hannah is well-versed in developing and supporting research partnerships with key stakeholders, including policy makers, law enforcement personnel, nonprofit organizations, and other victim service providers. This work includes providing training and technical assistance (TTA) to practitioners.

John Fudenberg

John Fudenberg is the executive director of the International Association of Coroners and Medical Examiners (IACME) and the owner of Fudenberg and Associates, which specializes in private consulting services in the medicolegal profession, disaster preparedness, and legislative services. John retired in 2020 after over 30 years of public service in law enforcement and the medicolegal profession. At the time of his retirement, John was the coroner for the Clark County Office of the Coroner/Medical Examiner in Las Vegas, NV, having been employed with that office since 2003. In October 2017, John led the critical incident response team after the mass shooting in Las Vegas, bringing to the forefront the need for continuous planning, coordination, and training in the medicolegal death investigation field as well as the need to aggressively address wellness and mental health in coroners' and medical examiners' offices.

Jaclyn Houston-Kolnik, PhD

Jaclyn Houston-Kolnik is a community research psychologist in RTI's Center for Community Safety and Crime Prevention, where she works on a variety of projects focused on exploring the impact of practices and programming on victims' help-seeking and healing. Jaclyn was formerly the manager of the Center for Victim Studies at the Illinois Criminal Justice Information Authority, where she led a team of researchers to conduct a statewide victim needs assessment to identify gaps in victim service programming and inform state funding opportunities to administer funding from both the Victims of Crime Act and the Violence Against Women Act. She also partnered with victim service providers to conduct assessments of trauma-informed practices to support staff and volunteer well-being.

Caroline Huffaker

Caroline Huffaker is the Victim Services & Chaplains Director, overseeing all of the advocacy services being provided to victims and survivors of crime, in the Chattanooga (TN) Police Department (CPD). In 2016, Caroline was hired by the CPD to build its first professional victim services unit. She regularly trains both sworn personnel and professional staff on victim-centered, survivor-led approaches in advocacy as well as trauma-informed policing and care. Caroline also supports victims through departmental policy development to ensure that best practices are being followed. She has also overseen the successful implementation of multiple state and federal grants for the department. Before joining the CPD, she worked in community-based programs that serve victims and survivors of domestic and sexual violence. Caroline has worked as a consultant on a number of national projects, including the International Association of Chiefs of Police's project for eliminating gender bias in law enforcement, the Sexual Assault Kit Initiative (SAKI) with RTI, and the Institute for Intergovernmental Research's work on the National Public Safety Partnership. Through these initiatives Caroline has provided TA and support to other law enforcement agencies and government municipalities regarding program development, strategic planning, training curricula, and policy review. Caroline holds a bachelor's degree from Berry

College and a master's degree in clinical mental health counseling from the University of Tennessee at Chattanooga. She is working toward a master's degree in public safety from the University of Virginia. Caroline lives in Chattanooga with her husband and their daughter.

Jaden Jules

Jaden Jules is a public health analyst in RTI's Applied Justice Research Division. A graduate of Vanderbilt University, he provides qualitative research and communications support for a variety of projects.

Kelly Keyes

Kelly Keyes, a board-certified medicolegal death investigator, is a research forensic scientist in the Center for Forensic Sciences at RTI, after having worked for more than 24 years working in a large sheriff coroner's office in California, primarily as a death investigator. Kelly spent much of her career as a supervising investigator, performing and overseeing over 10,000 death investigations and certifying thousands of death certificates over her career. She has investigated and supervised death investigations of all types—homicides, overdoses, suicides, child deaths, high-profile cases, law enforcement and in-custody deaths, work-related injuries, and countless natural deaths both in and out of hospital settings. Kelly is the president-elect for IACME, an affiliate member of the National Association of Medical Examiners, a member of the American Academy of Forensic Sciences (AAFS), and chair of the medicolegal death investigators subcommittee of the National Institute of Standards and Technology's Organization of Scientific Area Committees.

Lynn Langton, PhD

Lynn Langton is a senior research criminologist with RTI's Victimization and Resilience Program, where she is the co-principal investigator for Measuring the Impact of Victim Services: Developing the Victim Outcome and Satisfaction Survey Instrument and Platform. This project is developing and validating a Victim Outcomes and Satisfaction Survey for victim service providers to measure victim perceptions of the quality of services and the extent to which services and referrals were effective at addressing their needs. Lynn is also the co-principal investigator for a multilevel evaluation of the Project Safe Neighborhoods initiative (NIJ) and the principal investigator for an NIJ-funded project that assists the U.S. Postal Inspection Service in preventing the repeated victimization of older adults through mass marketing scams.

Melissia Larson

Melissia Larson, North Carolina Harm Reduction Coalition, oversees the development and implementation of Law Enforcement Assisted Diversion (LEAD) sites across the state. She is an experienced public safety project director with 21 years in the area of criminal justice and public safety initiatives, primarily geared toward local communities. Melissia holds a bachelor's degree in criminal justice.

Lt. Renae Lockhart

Renae Lockhart joined the Raleigh Police Department in 2002 after obtaining a bachelor's degree in social work from North Carolina State University. She has worked as a patrol officer, domestic violence officer, training officer, patrol supervisor, and youth programs supervisor. Having earned her master's degree in social work from N.C. State in 2011, Renae was first the sergeant and is now the lieutenant for the Addressing Crises through Outreach, Referrals, Networking and Services (ACORNS) program. She has been certified by the North Carolina Justice Education and Training Standards Commission as a criminal justice instructor for more than 14 years.

Maureen McGough

Maureen McGough is the chief of staff for the Policing Project at the New York University School of Law, where she oversees national efforts to improve accountability and transparency in policing. She joined the Policing Project from the National Police Foundation, where she led the nonprofit's research and TTA efforts as director of national programs. Before joining the National Police Foundation, Maureen spent a decade with the federal government in various roles with the U.S. departments of Justice and State. She was senior policy advisor to the NIJ's director, leading agency efforts to advance evidence-based policing, improve the representation of women in policing, and implement systems-level criminal justice reform initiatives.

Heather McKiernan, PhD

Heather McKiernan is an experienced forensic researcher, academic, and practitioner. She has a bachelor of science degree in biology from Bucknell University, a master of science degree in forensic science from Arcadia University, and a doctorate in cell and molecular biology from the University of Denver. She has worked in academia, serving as the interim and assistant director for the master's program in forensic science at Arcadia University and director for the master's

program in forensic biology at Thomas Jefferson University. Heather also worked for over 10 years at the Center for Forensic Science Research & Education, where she was director. In this role, she worked to optimize laboratory processes involving development and evaluation of new analytical testing, oversaw biological research initiatives and product evaluations, developed business relationships with external vendors and academic institutions, developed organizational strategic plans, and managed the development of on-site and distance learning courses. In addition to these appointments, Heather is a private forensic biology consultant and an NIJ-funded research scientist working in the area of forensic proteomics and genetic profiling of challenging sample types.

Det. Theresa Nietzel

Theresa Nietzel, of the Erie County (NY) Sheriff's Office, has been working in law enforcement for 17 years. She is the office's liaison to the Human Trafficking Task Force and Alliance of the Western District of New York, where she has been the program director since 2014. Theresa is also a member of the sheriff's office's Underwater Recovery Unit and Motorcycle Unit. In 2019, Theresa was recognized with the Homeland Security Investigations Executive Director Award for outstanding efforts to combat human trafficking as a task force officer. In 2017, she received the Women in Federal Law Enforcement Partnership Award for her outstanding contribution as a state or local officer while serving as a task force officer with Homeland Security Investigations on human trafficking investigations. After earning her master's degree in public administration, she joined Medaille College as an adjunct professor in the social sciences division.

Stephanie Olson

Stephanie Olson is the strategic planning and performance manager for the City of Raleigh. In this position, she is responsible for overseeing the implementation of the city's 5-year strategic plan, departmental business planning, and other organization-wide performance management efforts. Stephanie enjoys helping Raleigh make strides in strategic and data-informed decision making. She is leading Raleigh's efforts to review 911 calls-for-service data across the city and to implement new, innovative pilot programs to provide specialized responses to emergency calls for service.

Bobbi Jo O'Neal

Bobbi Jo O'Neal, a registered nurse and a board-certified Fellow with the American Board of Medicolegal Death Investigators, has served in the Charleston County (SC) coroner's office since 1998, including as chief deputy coroner from 2011 to 2020. She was elected Charleston County coroner in 2020. With her leadership, the Charleston County Coroner's Office is one of only 26 IACME-accredited coroner offices in the country. Additionally, as a grant writer for the coroner's office, Bobbi Jo has obtained over \$899,000 for Charleston County. She is the president of the IACME and serves on the executive committee for the Lowcountry Healthcare Coalition, which has taken a lead in local coronavirus preparation and response.

Rebecca Pfeffer, PhD

Rebecca Pfeffer is a research criminologist in RTI's Victimization and Resilience Program with over 15 years of experience. An expert on human trafficking, Rebecca is leading or co-leading several studies for the NIJ. Topics include innovations in identifying and responding to labor trafficking cases, understanding differences in recruitment and labor trafficking victimization experiences across different labor sectors, understanding the health impacts and health services utilization among minor victims of sex trafficking, and understanding the impacts of the COVID-19 pandemic on victim service providers. She is also the associate project director for the Administration for Children and Families' Human Trafficking Policy and Research Analyses Project, which aims to advance the scope of knowledge and data around human trafficking by identifying priority areas for learning and conducting a series of studies that can immediately affect practice. Rebecca is an expert in qualitative data collection and analysis, survey development and implementation, and program evaluation.

Mike Planty, PhD

Michael Planty is the senior director for the Center for Community Safety & Crime Prevention in RTI's Division for Applied Justice Research. Mike has extensive research experience in the areas of victimization, school violence and safety, law enforcement, criminal justice systems, and national indicators of crime and violence. He has formulated, directed, and led numerous large-scale national projects in his roles as deputy director and unit chief for the Bureau of Justice Statistics.

Paige Presler-Jur

Paige Presler-Jur is a research public policy analyst for RTI's Applied Justice Research division. She supports research initiatives addressing health, social, and justice issues in the contexts of substance misuse and abuse community programs, sexual assault case reform, forensics, and multidisciplinary approaches. Her present work is focused on building bridges across disciplines at the intersection of public health and public safety to improve services and support to

victims of interpersonal violence and to facilitate effective responses to illicit substance use in order to improve access to treatment and recovery services. Key to this work is developing TTA that will identify and address the unique challenges that jurisdictions face on many criminal justice and public health issues nationwide. Paige is the TTA coordinator for the RTI Comprehensive Opioid, Stimulant, and Substance Abuse Program (COSSAP) TTA team, which facilitates a tailored and consistent response to COSSAP grantee needs, assesses the TA outcome, and ensures that TTA is reported to the Bureau of Justice Assistance. She is also the co-principal investigator for the Office of Victims of Crime project Advancing Hospital-Based Technology to Support Victims of Interpersonal Violence. In this project, RTI, together with MedReportGuard (MRG), will work with diverse jurisdictions across California to develop a new and expanded digital platform, the MRG Suite, to ensure that victims of all forms of interpersonal violence receive the support and services they need.

Brad Ray, PhD

Brad Ray joined RTI's Division for Applied Justice Research as a senior justice and behavioral health researcher in 2021. Ray received his doctorate in sociology from North Carolina State University in 2012 and spent nearly a decade in higher education as a professor and research center director. He is a community-engaged researcher who focuses on mental health and substance use disorders, particularly where these populations intersect with the criminal legal systems. Much of his recent research has focused on evaluating policies and interventions aimed at the overdose epidemic and on translating evidence-based strategies into practice.

Casson Reynolds

Casson Reynolds has been an instructor developer in crime scene reconstruction at the North Carolina Justice Academy in Edneyville, NC, since 2017. He is certified as a senior crime scene analyst through the International Association for Identification and a board member of the Association for Crime Scene Reconstruction, a board member of the Bloodstain Pattern Analysis of the AAFS Standards Board, and the co-chair of the Training Committee of the North Carolina chapter of the International Association for Identification. Casson has a bachelor of science degree from Radford University and a master of science degree from Boston University, both in criminal justice. He was a sworn law enforcement officer for 14 years, with the majority of that time being in crime scene investigations and analysis. He worked for the Charlottesville (VA) Police Department, the Gastonia (NC) Police Department, and the Pittsburgh (PA) Bureau of Police. He has an Advanced Law Enforcement Certificate and an Advanced Gang Specialist Certificate from North Carolina. Casson is a recognized subject matter expert in crime scene reconstruction, shooting incident reconstruction, bloodstain pattern analysis, and latent print development and identification. He regularly teaches classes throughout North Carolina, provides TA to local and state agencies, and speaks at conferences across the country on crime scene reconstruction.

Jenn Rineer, PhD

Jennifer Rineer is an expert in the health, well-being, and performance of employees and organizations. As a program manager and research psychologist in RTI's Center for Policing Research and Investigative Science, she applies her academic knowledge and experience in industrial and organizational psychology and occupational health to workplace and workforce surveys, qualitative studies, employee trainings, evaluations, and experimental research in criminal legal contexts. Her research focuses on worker health, job-related stress, diversity and inclusion, organizational effectiveness, and related topics.

Ashley Rodriguez

Ashley Rodriguez has been a research public health analyst with RTI since 2021, where she has primarily been a forensic scientific advisor on the SAKI TTA Program. Before joining RTI, Ashley spent over 12 years working at the National Center for Missing and Exploited Children. During most of her tenure there, she was a senior forensic case manager, providing TTA to law enforcement and medical examiners/coroners working cases involving unidentified children. She has extensive experience collaborating with law enforcement to resolve highly sensitive cases using a variety of technical and forensic resources. As one example of her work, Ashley worked on a high-profile quadruple homicide case in New Hampshire. Her work helped local law enforcement agencies connect the case across jurisdictions to another case in California, ultimately identifying the suspect and leading to a New Hampshire Congressional Law Enforcement Award for Ashley. Ashley obtained a bachelor of arts degree in psychology and cognitive science from the University of Virginia in Charlottesville and a master of arts degree in forensic psychology from Marymount University.

Hope Smiley-McDonald, PhD

Hope Smiley-McDonald is a research sociologist with nearly 20 years of research experience in the areas of corrections, substance use, drug offenders, and substance abuse treatment. Her research interests include health, social, and justice issues in the context of substance use, including opioid use. She has published in the areas of drug courts, HIV risk

behaviors, reentry, employment, offender health and mental health, inmate mortality, community corrections populations, and women and substance abuse. Hope has worked on several community-based and corrections-based program evaluations of substance abuse treatment programs designed for women and drug offenders and has directed the outcome evaluations of an adult drug court and an offender reentry project. Her current work is focused on the collection and reporting of solid dosage drug analyses results from local, state, and federal crime laboratories.

Kevin Strom, PhD

Kevin J. Strom directs the Center for Policing Research and Investigative Science, which conducts research, TTA, and training across a variety of topics related to policing, investigations, and forensic science. His portfolio includes projects focused both in the United States and around the world. Kevin has led projects for the U.S. Department of Justice, including studies to increase efficiencies for processing forensic evidence as well as research developing more strategic and tactical applications for 911 calls-for-service data. He leads the national SAKI TTA project, which is supporting state and local jurisdictions from across the country in testing, investigating, and prosecuting cases associated with previously unsubmitted sexual assault kits. He also leads the National Crime Statistics Exchange project, an effort aimed at generating nationally representative, incident-based data on crimes reported to U.S. law enforcement agencies. Kevin was formerly the project director for RTI's contract with the U.S. Drug Enforcement Administration to administer the National Forensic Laboratory Information System. He regularly collaborates with law enforcement agencies and serves on the research advisory boards for both the International Association of Chiefs of Police and the Police Executive Research Forum.

Meme Styles

In 2015, Jameila "Meme" Styles founded MEASURE to promote community-led research and tools to tell real-life stories behind the numbers. As a catalyst for systems changes, MEASURE has grown to a fully operational nonprofit social enterprise that provides free data support to powerful Black, Indigenous, and Brown-led organizations. So far, the organization has provided over 3,000 free data support hours to community organizations. MEASURE has strategic partnerships with the University of San Diego, Texas State University, the University of Texas, and Texas Southern University, aiming to disrupt traditional research in exchange for community-led protocols. MEASURE has also hosted five national conferences called Big Data and Community Policing. These events encouraged law enforcement personnel, activists, researchers, and community members to work together to address systemic issues. Meme is a Frank McBee Jr. Fellow of the Austin Area Research Organization, past chairwoman of Miss Juneteenth, recipient of the Austin Police Chief's Award of Excellence, 2019 selectee of Austin's 40 under 40, past chairwoman of African TV5, and the DivInc Nonprofit Leader of the Year for 2021. Meme holds a bachelor of science degree in communications; a master's degree in public administration with a concentration in national security; and a certificate in diversity, equity, and inclusion, all from Cornell University. She is certified in performance measurement through George Washington University's College of Professional Studies. She is also the wife of a U.S. veteran and the mother of four children.

Commander Rachel Tolber

Rachel Tolber has been a member of the Redlands, CA, police department for 22 years. She has held various positions and is currently assigned to the Patrol Services Bureau and Community Services Bureau, where she oversees patrol services, community service officers, custody specialists, the field training and evaluation program, traffic, community policing officers, and school resource officers. Rachel has earned a master's degree from the University of California, Irvine, in criminology, law and society, as well as a master's degree in applied criminology from the University of Cambridge, United Kingdom. She serves on the San Bernardino Sexual Assault Services Board, the COMPACT Steering Committee, and the board of the Redlands Sunrise Rotary Club. She is a founding member and the current treasurer of the American Society of Evidence-Based Policing, an Executive Fellow at the National Police Foundation, and a recent graduate of the NIJ LEADS Scholar Program.

Erin Williams

Erin Williams has a master's degree in applied clinical psychology and is a licensed clinical mental health counselor supervisor (LMHCS). She has worked in the mental health field for approximately 12 years and has held positions in a variety of settings. She was a staff counselor at the University of North Carolina at Greensboro and previously led a community support team and an assertive community treatment team. Her current role is as the behavioral health team lead for the City of Greensboro's Co-responder Team, which started operating in January 2021.

Sean Wire, PhD

Sean Wire, a research public health analyst with RTI's Center for Policing Research and Investigative Science, has more than 7 years of experience in quantitative data analysis, research design, and research management. Sean previously

supported the Center for Evidence-Based Crime Policy at George Mason University as a graduate researcher. In that role, he developed, conducted, and managed research grants for both the National Institute on Drug Abuse and the Criminal Investigations and Network Analysis Center at the Department of Homeland Security, with the aim of leveraging data for scientific insights and producing deliverables to inform policy.