

May 21, 2015

BY EMAIL

Newark Communities for Accountable Policing
P.O. Box 32159
Newark, NJ 32159
Attn: [REDACTED]

Re: Newark Communities for Accountable Policing (“N-CAP”) May 5, 2015 letter to me
Requesting information concerning my application to serve as Monitor for the
Justice Department with respect to the Newark Police Department

Dear [REDACTED]:

Thank you for the captioned letter. Since it was solicited by them and addressed to them, I believe that the decision whether to provide N-CAP with a copy of my application is one for only the applicable Justice Department officials to make. If those officials are willing, I have absolutely no objection to their doing so. However, I am happy to provide you with a copy of my resume and that of my proposed team members (attached), as well as to answer the specific questions you posed in your letter. Those resumes and the responses below essentially summarize the application I submitted.

1. What do you see as the biggest challenge(s) to successful community engagement with the Newark Police Department? How do you anticipate working to overcome those challenges?

I believe that the biggest challenge is what I understand to be the lack of trust and confidence that many members of the community have in the police department’s willingness and ability to enforce the law in a fair and impartial manner. Rather than feeling respected and protected by the police department, racial minorities in particular tend to view the department as an occupying force, while many members of the

44 Offices in 21 Countries

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department tend to view members of the community as the enemy. Regrettably, this “us” against “them” mentality seems to be pervasive in cities across the country nowadays. I think the way to overcome this challenge is for the Justice Department to appoint a Monitor who will work intensively with the police department and the community to revise relevant procedures and protocols in a way that promotes the fair and impartial enforcement of the law, and that deters disparate treatment based on race, socioeconomic level, sexual orientation, disability, and other legally and morally impermissible factors. As Monitor, I would work, among other things, to promote dialogue, formal and informal, between the police and the community; to promote community policing; and to further efforts to diversify the ranks of the police force. The more engagement there is between the police and the community, and the more reflective the department is of the community, the more likely it is that the laws will be enforced in a fair and impartial manner.

2. What is your plan for ensuring that community participation is permanently integrated into the policies and decision-making of the Newark Police Department?

One element of the plan would be, as I say above, encouraging further efforts to make the police department, at all levels, more reflective of the community it is intended to serve. And, also as noted above, I would work to institutionalize community policing and regular dialogue between the department and the community. And, among the revisions to policies that I would envisage would be ones to deter racially biased policing, the excessive use of force, infringement on free speech rights and the like, by imposing tougher sanctions to deter such behavior. I would also envisage encouraging more and better training so that officers have a better understanding of what conduct in the discharge of their duties is legal and appropriate (recognizing that the two can be different things), and what is not.

3. Please describe your expertise, if any, with law enforcement practices, and with policing reform consent decrees in other jurisdictions. How will those experiences inform your approach to overseeing implementation of Newark’s consent decree? If you do not have such prior experience, what experiences prepare your team for overseeing a policing reform consent decree in Newark?

As noted on my resume, I served as the Inspector General of two important federal departments, the Department of State and the Department of Homeland Security. In that capacity, I was a federal law enforcement officer myself. In both Offices of Inspector General, I was also the ultimate supervisor of my own team of federal law enforcement officers, whose job was to investigate alleged criminal, civil, and administrative wrongdoing on the part of department employees, contractors, and grantees, and to refer any substantiated allegations of criminal or civil wrongdoing to the Justice Department for a determination whether to pursue further through a criminal prosecution or civil lawsuit. Additionally, at each department, as Inspector General I also had oversight

responsibility over the departments' various law enforcement agencies (in the State Department's case, the Diplomatic Security Service, and in the Homeland Security Department's case, the Secret Service, Customs inspectors, Border Patrol agents, Immigration and Customs Enforcement agents, and Federal Air Marshals, among others). Finally, I also, as Inspector General, oversaw the equivalent to Internal Affairs units at each of the aforesaid law enforcement agencies.

Indeed, as Inspector General at each department, I encountered significant internal resistance to my exercising oversight over department police forces in general and their Internal Affairs units in particular, even though my statutory authority was clear. Accordingly, I spent a considerable portion of my time personally negotiating and drafting memoranda of agreement between my office and these Internal Affairs units spelling out our respective authorities and responsibilities and ceding primacy to my office in those instances where there was arguably concurrent investigative authority. In practice, this meant that I exercised a "right of first refusal" over cases, taking the lead on any investigation that I thought important enough to merit the Inspector General's attention, namely, those involving the most serious allegations and any involving senior-level officials. Not only did I personally negotiate and draft each such memorandum, I also worked to enforce them by lobbying the Secretaries of State and Homeland Security, respectively, for support and, to the extent necessary or helpful, enlisting the support of the Congress and the press. (Please see the attached letter dated April 30, 2003 from me to Homeland Security Secretary Ridge indicating that I made aggressive oversight over the department's law enforcement agencies a priority from my very first days in office).

While the foregoing speaks to my specific expertise and experience with regard to law enforcement matters and the supervision thereof, I would add the general comment that, in my view, Inspectors General are uniquely suited to serve as Monitors. As you may know, while Inspectors General at Cabinet-level agencies are presidential nominees and, accordingly, usually share the party affiliation of the President who appointed them, once they are confirmed for the job by the Senate they are to check their partisan affiliation and ideological orientation at the door and carry out their inspection, auditing, and investigative work in a fair and impartial fashion. In practice, this means that an Inspector General who is doing his or her job will at least occasionally issue a report, provide testimony, and/ or give a press interview that will be critical of the record of the Administration in which he/she serves. Even a cursory examination of my service at both agencies will show that I was an aggressive, independent, and non-partisan Inspector General "who called things as I saw them." With regard to law enforcement officers specifically, I alternately praised and criticized them, inculcated and exculpated them, as the facts and circumstances warranted.

With this background, I can assure the Justice Department, the police department, and all Newark residents that I would be fair, impartial, independent, and aggressive in the discharge of my duties.

I would also call your attention to the members of my proposed team, Ralph Basham and colleagues of his at his security and law enforcement-oriented consulting firm, Command Consulting, and Dr. Delores Jones-Brown, the Founding Director of the Center on Race, Crime, and Justice, and a Professor in the Department of Law, Police Science and Criminal Justice Administration at John Jay College, City University of New York.

Mr. Basham is a former Director of the U.S. Secret Service, the former Commissioner of U.S. Customs and Border Protection, and the former Director of the Federal Law Enforcement Training Center. He and his colleagues (one of whom was appointed by Homeland Secretary Jeh Johnson some months ago to a panel to make recommendations to reform the Secret Service in the wake of recent security lapses) bring top-level expertise and experience in federal, state, and local law enforcement. They have served as senior law enforcement officers, commanded law enforcement agencies, trained law enforcement officers, and consulted for law enforcement agencies.

Professor Jones-Brown's areas of research include race, crime, and the administration of justice, as well as police/community relations. She is the author of *Race, Crime and Punishment*, and the co-editor of *The System in Black and White: Exploring the Connections between Race, Crime and Justice*, and *Policing and Minority Communities: Bridging the Gap*. The Professor has worked with the American Civil Liberties Union in Newark on the issue of the use of confidential informants, and she was educated at, among other places, Rutgers University School of Criminal Justice and Rutgers Law School-Newark. Accordingly, she is familiar with the City of Newark and issues associated with the police department. Finally, Professor Jones-Brown has testified before President Obama's Task Force on 21st Century Policing (attached).

I believe that, collectively, I and my proposed monitoring team have all the skills, experience, and perspectives needed to carry out the Monitor's duties in an optimal fashion.

4. What is your plan for educating Newarkers about your role in the reform process? How do you plan to educate the community about opportunities for involvement in that process? How do you anticipate overcoming potential skepticism or distrust in the community?

I would envisage regular dialogue with the community through formal town meetings and informally through visits to key community organizations, meetings with key community leaders, and neighborhood strolls and drop-bys. To the extent so authorized by the consent decree, I would also envisage occasional press briefings and public testimony. During the meetings and other encounters with the community mentioned earlier, I would make a point of stressing that I welcome their involvement in the process of reforming the police department and repairing the breach between the department and the community. I would attempt to overcome any skepticism or distrust by proving myself in

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Newark Communities for Accountable
Policing
Attn: Ms. Rashawn Davis

the discharge of my duties and in pointing to my record as an independent, aggressive, and impartial investigator as an Inspector General.

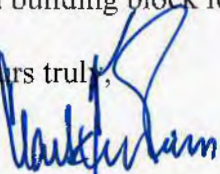
5. What changes, including policy changes, do you believe are critical to ending the civil rights and civil liberties violations identified in the Department of Justice investigation's findings, including racial profiling, unconstitutional stop-and-frisk practices, excessive force, retaliation against Newarkers engaged in First Amendment-protected activities, and a broken internal affairs system?

I cannot comment on what policy changes may be necessary, not having yet seen or reviewed those presently existing in Newark. But, I certainly anticipate recommending, at a minimum, as noted earlier, more and better training with regard to racial bias, use of force, and protected speech (for starters); sanctions appropriately harsh to deter unconstitutional, illegal, and otherwise improper behavior; and an external check of some kind on the internal affairs system to ensure that investigations are thorough and fair.

6. What role do you see existing community-based organizations and ongoing policing accountability work in Newark in your plans to oversee reforms to the RFP.

I would see such organizations as critical partners, and such work as the starting point and building block for my own efforts to reform NPD.

Yours truly,



Clark K. Ervin

Attachments



Clark K. Ervin

Partner, Washington, DC

T +1 202 457 5234

clark.ervin@squirepb.com

Practice Focus

- Government Investigations and White Collar Litigation
- Homeland Security
- International Practice

Education

- Harvard Law School, J.D., *cum laude*, 1985
- Oxford University, M.A., Rhodes Scholar, 1982
- Harvard University, B.A., *cum laude*, 1980

Admissions

- District of Columbia
- Texas (inactive)

Clark K. Ervin is a member of Squire Patton Boggs' Litigation and Dispute Resolution practice, helping clients under investigation, or facing the prospect of investigation, by federal Offices of Inspector General, to craft, coordinate and implement strategic defenses. An integral member of the firm's Homeland Security, Defense, and Technology Transfer practice, as well as its International practice, Mr. Ervin also provides invaluable counsel to clients on issues of national security and foreign policy.

Having served as Inspector General of three federal agencies during the administration of President George W. Bush, Mr. Ervin brings extensive experience and notable expertise to the firm's Government Investigations specialty practice. From 2003-2004, he served as the very first Inspector General of the Department of Homeland Security (DHS), and from 2001-2002, as the Inspector General of the Department of State and, simultaneously, the Broadcasting Board of Governors (BBG), the global media arm of the United States government.

In addition to counseling clients facing Inspector General-led investigations, Mr. Ervin's work also focuses on other executive branch, congressional and internal corporate investigations, and he plays an active role in the firm's dealings with state Attorneys General, applying knowledge gained while he served the State of Texas as Assistant Secretary of State and a Deputy Attorney General during then Governor George W. Bush's administration.

In 2008, Mr. Ervin served as the co-chairman of then President-elect Barack Obama's Transition Team for DHS, adding to the experience he gained while previously serving as the Department's first Inspector General. He was also a member of Homeland Security Secretary Janet Napolitano's Homeland Security Advisory Council. From its inception in 2008 to its expiration in September 2011, Mr. Ervin, an appointee of then House Speaker Nancy Pelosi, served as one of the eight members of the independent, bipartisan congressional [Commission on Wartime Contracting in Iraq and Afghanistan](#).

Mr. Ervin's government experience is complemented by his policy expertise. Since leaving DHS in 2004, he served as the director of the [Homeland Security Program](#) at the Aspen Institute and continues to serve the program as a consultant. In this capacity, Mr. Ervin convenes policymakers and thought leaders in homeland security and counterterrorism with a view to helping shape the policy debate. His signature program at the Institute, the annual [Aspen Security Forum](#), www.aspensecurityforum.org, brings top-level present and former government officials, industry and thought leaders, and nationally noted print and broadcast journalists to Aspen each summer to discuss and debate the key issues of the day in the fields of national security. Mr. Ervin also founded and serves as the executive director of the [Aspen](#)

Homeland Security Group, a bipartisan group of former government officials and policy experts, co-chaired by former Homeland Security Secretary Michael Chertoff and former Representative Jane Harman, that provides informal advice and counsel to the Homeland Security Secretary and other national security-related policymakers.

Formerly an on-air analyst and contributor at CNN, Mr. Ervin still appears as a guest commentator on television and radio networks, and is often cited as an expert by major national and international publications, including *The Wall Street Journal*, *Time* and *The Economist*. His opinion pieces have appeared in *The New York Times* and *The Washington Post*. Mr. Ervin's book on homeland security – "Open Target: Where America is Vulnerable to Attack" – was published by the St. Martin's Press imprint, Palgrave Macmillan, in 2006.

PROFESSIONAL AFFILIATIONS

- Member, Board of Directors, Clear Path Technologies, Inc.
- Member, Strategic Advisory Board, Paladin Capital Management
- Member, American Association of Rhodes Scholars
- Member, Council on Foreign Relations
- Member, Asia Society
- Member, The Trilateral Commission

HONORS AND AWARDS

- Rhodes Scholar (Texas and St. Catherine's 1980)

PUBLICATIONS, SPEECHES, PRESENTATIONS

- Speaker, "Government Investigations—An Inspector General's Perspective," National 8a Conference, Orlando, FL (February 11, 2014)
- Author, What to Expect when an Inspector General Investigates You – Answers to Frequently Asked Questions," *The Government Contractor* (January 30, 2013)
- Guest, "Government Shutdown," Segment One and Two, *Capital Thinking Radio Show* (October 17, 2013)
- Witness, Hearing: "A New Perspective on Threats to the Homeland," House of Representatives Committee on Homeland Security (February 13, 2013)
- Author, "Open Target: Where America is Vulnerable to Attack," Palgrave MacMillan (May 2006)



W. RALPH BASHAM

Mr. Ralph Basham has one of the most distinguished and diverse backgrounds in law enforcement and homeland security in the world today. Over the course of his 38 year career in federal law enforcement, he served in senior leadership positions at four of the eight operational components in what is now the U.S. Department of Homeland Security (DHS) and did so as a Senior Executive Presidential appointee in the Clinton, George W. Bush and Obama administrations.

Most recently, Mr. Basham led an agency of over 53,000 employees as Commissioner of U.S. Customs & Border Protection (CBP), the nation's largest law enforcement agency and the largest operational component of DHS with overall responsibility for the border security of the United States. During his tenure as Commissioner, CBP embarked on an ambitious initiative to secure the border using state of the art technology such as ground based radar systems, unmanned aerial vehicles (UAVs), and an increased intelligence infrastructure. Mr. Basham led the agency's successful effort to double the size of the Border Patrol and modernized the way in which law enforcement agencies and the intelligence community work together in their efforts to screen passengers and cargo entering the United States. Mr. Basham led CBP through a period of unprecedented growth and intense public scrutiny on issues like immigration and border security, and managed the challenges of securing the global supply chain and enforcing trade laws while facilitating legitimate commerce. He also oversaw the rapid deployment of billions of dollars worth of assets and tactical infrastructure along the nation's borders.

Prior to becoming Commissioner of CBP, Mr. Basham served as the Director of the United States Secret Service (USSS), where he had overall responsibility for the security of the President, Vice President, all living former Presidents and their families, visiting heads-of-state, and a multitude of government facilities and installations. He also oversaw the Service's important investigative functions in the area of financial crimes and fraud. Mr. Basham began his career as a rank and file Secret Service Agent and would later lead a field office and the Vice Presidential Protective detail before serving as Director from 2003 until 2006.

In the wake of the September 11th terrorist attacks, Mr. Basham was named as the first Chief of Staff at the U.S. Transportation Security Administration (TSA). In this capacity, he designed and implemented the Federal Government's takeover of security operations at airports nationwide.

From 1998 until 2001, Mr. Basham served as the Director of the Federal Law Enforcement Training Center (FLETC), which operates the primary training facilities for nearly every federal law enforcement force in the United States.



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Commissioner, U.S. Customs and Border Protection

Director, U.S. Secret Service

Chief of Staff, U.S. Transportation Security Administration

Director, Federal Law Enforcement Training Center

JOSEPH W. HAGIN

Mr. Joe Hagin served in senior management positions at the White House for 14 years, over the course of three Presidential administrations, and has held executive positions with several major U.S. corporations.

Most recently, Mr. Hagin served as White House Deputy Chief of Staff for Operations from January 2001 to August 2008. In that position he was responsible for managing the overall administrative, security, and military support structure surrounding the President of the United States, as well as the day to day management of White House operations and the White House Complex. He also served as the principal official in charge of continuity programs for the Executive Branch and coordinated emergency planning across multiple jurisdictions. Mr. Hagin had oversight responsibility for: the Presidential Airlift Group/Air Force One; the President's Marine Helicopter Squadron; the White House Communications Agency; Presidential Policy, Plans and Requirements; the Presidential Protection Division of the United States Secret Service; Presidential scheduling and travel; human resources; information systems, as well as technology upgrade programs including the renovation and modernization of key White House facilities and systems including the White House Situation Room, classified communications and contingency systems, the historic Old Executive Office building and the White House Press Briefing Room.

Mr. Hagin led the extensive, post-September 11th effort to reorganize and modernize the structure and methodology for modern day Presidential support and was one of the principals responsible for planning the formation of the U.S. Department of Homeland Security. He also chaired the Enduring Constitutional Government Coordinating Council (ECGCC), the inter-agency planning team responsible for upgrades in executive branch Continuity of Government and Continuity of Operations (COOP) programs, plans, and exercises.

In preparation for the U.S. hosted 2002 Winter Olympic Games, Mr. Hagin chaired the White House Task Force on the Olympics. He was also the Senior White House official with responsibility for planning the 2004 G-8 Summit and the design and implementation of the 2005 and 2008 North American Leaders Summits. Mr. Hagin also oversaw the President's participation in all Asia Pacific Economic Cooperation (APEC) summits, G8, NATO and Summits of the Americas. He was responsible for the planning and execution of the President's covert travel to Iraq and Afghanistan.

Mr. Hagin's White House experience includes service as Deputy Assistant to President George H.W. Bush from 1989 to 1991, Assistant to the Vice President for Legislative Affairs from 1983 to 1985 and as Personal Assistant to the Vice President from 1981 to 1983.

Mr. Hagin serves as a member of the Board of Directors of Fox Factory, Inc. (Nasdaq:FOXF) of San Jose, California; an Advisor to Netskope, Inc. of Los Altos, California; a member of the Board of Jet Support Services, Inc. of Chicago, IL; and a founding Partner of Command Consulting Group of Washington, D.C.

A native of Lexington, Kentucky and longtime resident of Cincinnati, he has been active in business, volunteer and civic endeavors throughout his career. Mr. Hagin is a graduate of Kenyon College in Gambier, Ohio.



CONTACT

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Deputy Chief of Staff for Operations, The White House

Deputy Assistant to the President, The White House

Assistant to the Vice President for Legislative Affairs, The White House

ERNEST R. FRAZIER, SR.

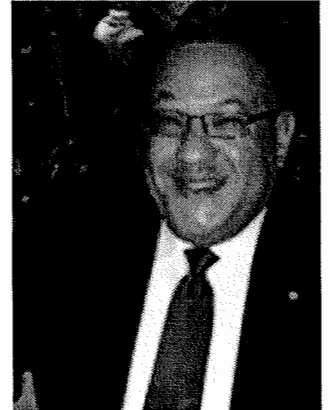
Chief Ernest Frazier has over thirty years of experience in police management, emergency preparedness, and transportation security. An expert in both the practical and the legal aspects of the security field, Chief Frazier has assisted not only all levels of government, but also law firms, transportation agencies, universities, security services, and private businesses to improve their safety and security capabilities.

Chief Frazier developed his security expertise through his years of leadership experience in the field of public security. From 2006-2007, he was the Director of Public Safety for the New Castle County Department of Public Safety in Delaware. Here, he held direct responsibility for the provision of public safety – including emergency communications, paramedic services, and emergency preparedness and response – to an area of approximately 450 square miles and with a population in excess of 550,000. He also successfully led the New Castle County Police Department through the accreditation process set forth by the Commission for Accreditation of Law Enforcement Agencies (CALEA) and administered the county's \$76 million budget. In addition, he has over a decade of experience acting as a private consultant and police expert responsible for conducting reviews and investigations for several major police departments, including those in Atlanta, San Francisco, Baltimore, Washington DC, Philadelphia, and New Jersey.

From 1981-2004, Chief Frazier worked with the NRPC Amtrak Police Department in Philadelphia, serving for ten years as its senior vice president and the Chief of Police and Security. In this role, Chief Frazier was the senior corporate executive responsible for oversight and the provision of security services for the Nation's intercity passenger rail transportation system. He also both led the AMTRAK Police Department through the CALEA accreditation process and developed extensive hands-on operational experience in managing transportation-related security matters and critical incidents – ranging from trespassing to homicide, and from crime prevention to homeland security. Moreover, Chief Frazier was responsible for creating, and later served as the superintendent of, the Amtrak Police Department's first internal affairs unit. Chief Frazier not only established a complaint process and created investigation guidelines for the entire agency but also, during his four year tenure as superintendent, personally conducted over 250 investigations nationwide and provided training to new staff personnel that rotated in every 18 months.

Chief Frazier also has experience on the "front lines" of security provision, having served both as a Detective Sergeant for the Havre De Grace Police Department in Maryland, and as a Sergeant in the Army Security Agency.

Chief Frazier graduated magna cum laude from Temple University with a Bachelor of Business Administration and a major in Business Law. He received his Juris doctor from Rutgers School of Law and is a licensed member of the bar in the state of New Jersey. Chief Frazier also has over 2000 hours of law enforcement and police-related training, including: Hostage Negotiation, Forensics, Internal Affairs, Task Force Operations, VIP Protection, Narcotics Investigation, Robbery Investigation, Homicide Investigation, and Homeless Sensitivity.



CONTACT

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Director of Public Safety, New Castle
Department of Public Safety

**Senior Vice President/ Chief of Police
and Security**, NRPC AMTRAK Police
Department

ROBERT T. JOHNSON

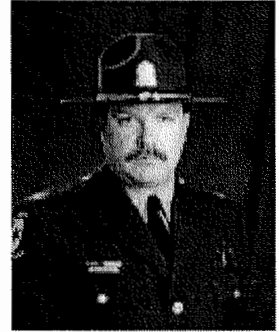
Mr. Johnson is a law enforcement veteran with 32 years of active service. He is a retired Lieutenant Colonel from the Illinois State Police. He continues to serve as a consultant and expert witness regarding law enforcement policies and practices as well as conducting sensitive internal investigations. He also serves as an Assessor (Team Leader) for the Commission for the Accreditation of Law Enforcement Agencies (CALEA) and has reviewed the operations of over twenty law enforcement agencies nationwide seeking accreditation. Moreover, he has conducted operational, organization and/or policy reviews for several agencies, most recently the Kane County Sheriff, the Armenian National Police (for the World Bank), and the Kankakee (IL) Police Department.

Mr. Johnson most recently served as the Inspector/Director of Police (Western Region) for the National Passenger Railroad Corporation (Amtrak). He was responsible for Amtrak Police Department (APD) operations in thirty states, overseeing the Chicago, Indianapolis, New Orleans, Los Angeles, and San Francisco field offices. He also served on the APD Use of Force Review Committee, reviewing all APD uses of force nationwide and chaired the APD Training Committee with oversight for the defensive tactics and firearms training subcommittees.

Mr. Johnson began his career as a patrolman for the Metropolitan Police Department, Washington, DC. Two years later he joined the Illinois State Police where he rose through the ranks, retiring as a Lieutenant Colonel (1998) in charge of Region I (Chicago/Cook County), with over 600 employees under his command. Mr. Johnson managed a diverse workforce while overseeing the delivery of State Police services in one of the nation's largest metropolitan areas. He was charged with spearheading numerous critical State Police details and initiatives including the Cicero Detail, 1996 DNC detail, District Chicago Consolidation, launching of the Air One (Helicopter) Program, 1994 World Cup Soccer detail and several Chicago Bulls NBA Championship anti-riot details. In addition, Mr. Johnson was instrumental in the creation and oversight of several investigative projects targeting firearms, gangs, drugs, auto theft, and state program fraud. Mr. Johnson created the Public Integrity Task Force to investigate allegations of criminal misconduct by police officers and government officials as well as uses of deadly force. This task force has investigated virtually all police officer involved shootings in Cook County (excluding Chicago) since its inception in 1996.

Mr. Johnson has extensive experience in police administration, management and supervision, strategic planning, budgeting, policy development, collective bargaining, criminal investigations, patrol procedures, complaint/internal investigations and task force operations. He has consulted and testified for numerous police agencies as well as plaintiffs in litigation regarding the use of force/deadly force, pursuits, emergency vehicle response, and other policy issues.

Mr. Johnson holds a BS in Political Science from St. Joseph's College and has done graduate level work in criminal justice. He has attended numerous law enforcement courses including management programs conducted by the Northwestern University Traffic Institute, Federal Bureau of Investigation, Michigan State University, and the Illinois State Police. He has also attended several courses and seminars regarding use of force and police pursuits and has also been certified by the Force Science Research Center (FSRC) in analysis of the fundamentals of human dynamics involved in uses of force by police and in high-speed pursuits such as human behavior and memory under extreme stress.



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Inspector/Director of Police-Western Region, National Railroad Passenger Corporation (Amtrak)

Interim Police Superintendent, Cicero Police Department, Illinois Department of Law Enforcement

Lt. Colonel, Region I Commander, Illinois State Police

Major, District Chicago Commander, Illinois State Police

Delores Jones-Brown

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drjb44@aol.com

Education

Rutgers University, Graduate School - Newark
Newark, NJ
Ph.D., October, 1996

Rutgers School of Law-Newark
Newark, NJ
J.D., January, 1986

School of Criminal Justice, Rutgers University
Newark, NJ
M.A., May, 1985

Howard University
Washington, DC
B.A., Sociology/Administration of Justice, May, 1982
Minor: Secondary Education

Honors and Awards

Julius Debro Award, American Society of Criminology, Division
on People of Color and Crime, (2013)
W.E.B. DuBois Award, Western Society of Criminology (2012)
National Organization of Black Law Enforcement Executives,
William Brace Award (2008)
Academy of Criminal Justice Sciences, Minorities and Women's
Section, Becky Tatum Excellence Award (2006)
Presidential Research Award, John Jay College (2002-2003)
Fellow, National Development and Research
Institutes(1998-2000)

Delores Jones-Brown

Minority Post-Doctoral Research Fellowship (1997-1998)
Teachers College, Columbia University
Who's Who Among America's Teachers (1996)
Minority Graduate Student Travel Award (1993-1994)
National Science Foundation
Walter C. Russell Scholarship (1990-1991)
Levin Law Scholarship (1984-1986)
Ralph J. Bunche Fellowship (1982-1984)
Phi Beta Kappa National Honor Society
Kappa Delta Pi Educational Honor Society
Alpha Kappa Delta International Sociology Honor Society
National Competitive Scholarship (1978-1982)

Teaching Experience

Professor and Founding Director, Center on Race, Crime and Justice (1/1/06-present) John Jay College of Criminal Justice, City University of New York
(Center Faculty Research Fellow, as of 7/1/11)
(Member of the CUNY Doctoral Faculty)

Professor (Visiting), The College of New Jersey, Ewing, NJ (1/2005-8/2006) Courses: Advanced Criminology
Substantive Criminal Law
Justice & Social Control

Associate Professor, John Jay College of Criminal Justice, City University of New York (1/1/01-1/1/06)
Courses: Race, Crime & Admin of Justice (doctoral)
Perspectives on Race & Crime in America (masters)
Sociology of Delinquency
Police & the Community
Survey of Criminal Justice

Assistant Professor (9/1/96-1/1/01) Courses: Law and Evidence (UG)
Jurisprudence
Instructor (9/1/93-91/96) Criminal Law
American Judiciary
Internship

Adjunct Assistant Professor, Teachers College, Columbia University, NY, NY (9/1/97-8/30/98)

Delores Jones-Brown

Course: The Role of Schools
in Delinquency Prevention
(Graduate Seminar)

Special Instructor, Academy of Criminal Justice, Law
Related Education Program. Joint project with Martin
Luther King, Jr. High School and John Jay College,
NYC (7/97-2001).

Trainer/Instructor, New York City Health and Hospitals
(6/1/95-6/1/99). Corp.

Trained Hospital Police in the
Following areas: Sexual Harassment,
Justification and the Use of Force,
Criminal and Civil Liability

Adjunct, Rowan College of New Jersey (formerly Glassboro
State College)
(1987-1993)

Courses: Probation/Parole/Corrections
Introduction to Corrections
Survey of Criminal Justice
Incarceration Experience
Criminal Jurisprudence
Counseling and Guidance
of the Offender

Certified Instructor, Monmouth County Police Academy
(1992-1993). Basic Training Course for Special
Police Officer Recruits. Freehold,
New Jersey.

Visiting Assistant Professor, Temple University,
(1987-1991) Department of Criminal
Justice, Philadelphia, PA.

Courses: Issues in Criminal Procedure
Introduction to Criminal Law
Introduction to Criminal
Justice
White Collar Crime
Community Corrections
Law of Evidence

Instructor, Rutgers University, University College, Nwk, NJ
(1986-1987).

Courses: Constitutional Issues
in Law Enforcement
Criminal Law of New Jersey

Delores Jones-Brown

Instructor, Hudson County Jail, Jersey City, NJ
(1983-1984). Courses: Criminal Law and
Procedure
Constitutional Law

**John Jay College of Criminal Justice
Academic Committees**

Honorary Degree Committee
Honors Program
CUNY BA Mentor
McNair Program Mentor
Advisor, The Scholar Society
College Judicial Committee (former co-chair)
Undergraduate Academic Standards Committee
Departmental Committee on Grade Appeals
Student Election Review Committee
Criminal Justice Education Conference Steering Committee
Women's Studies Committee
(former, Research Seminar Coordinator)
Thurgood Marshall Scholarship Committee
CUNY Pipeline Program Mentor

Professional Experience

Assistant Prosecutor and Minority Recruiter, Monmouth
County Prosecutor's Office, Freehold, NJ, 1990-1993.

Professional Assistant and Consultant, Intensive
Supervision Program, Administrative Office of the
Courts of New Jersey, Division of Probationary
Services, Trenton, NJ, 1984-1990.

Consultant/Interviewer, BAILCARE Project, Philadelphia
Prisons, Philadelphia, PA, 1987-1988.

Institutional Rehabilitation Counselor, Brunswick
Correctional Center, Virginia Department of
Corrections, Lawrenceville, VA, May-August, 1986 (on
educational leave to 1987).

Research Associate, Rutgers School of Law, Newark, NJ,
Summer and Fall 1985.

Law Tutor, (Contracts and Constitutional Law), Rutgers
School of Law, Newark, NJ, Fall 1983 and Spring 1984.

Delores Jones-Brown

Teaching Assistant, Rutgers School of Law, Newark, NJ for
the Council for Legal Educational Opportunity (CLEO),
Washington, DC, Summer 1983.

Counselor, Project Transition, Bureau of Rehabilitation
For the National Capitol Area, Washington, DC, 1981-
1982.

Publications

Barrow, C. and D. Jones-Brown. (2014). "Unreasonable
Suspicion: Youth and Policing in New York City," in The
New York City Police Department: The Impact of Its
Policies and Practices, J. Eterno (ed), CRC Press.

Jones-Brown, D., B. Fraziers and M. Brooks (2014). African
Americans and Criminal Justice: An Encyclopedia,
Greenwood Press/ABC-CLIO.

Jones-Brown, D. (2014). "When the Officer is Unfriendly," in
The Psychology of Black Boys and Adolescents, K. Vaughn
and W. Spielberg (eds), Praeger/ABC-CLIO.

Jones-Brown, D., B. Stoudt, B. Johnston and K. Moran (2013).
*Stop, Question & Frisk Policing Practices in New York
City: A Primer (Revised)*. Center on Race, Crime and
Justice. John Jay College of Criminal Justice, City
University of New York.

Jones-Brown, D. (2012). "Could You Go Fishing: Teaching and
Understanding White Privilege," *The Criminologist*, 37:4
(July/August).

Jones-Brown, D. (2011) "If You See Something, Say Something,"
WSQ: Women's Studies Quarterly, 39:1 & 2
(Spring/Summer).

Jones-Brown, D. and J. Shane (2011). "An Exploratory Study of
the Use of Confidential Informants in New Jersey,"
Report of the American Civil Liberties Union of New
Jersey, Newark, NJ (June).

Jones-Brown, D. and E. King-Toler (2011).
"The Significance of Race in Contemporary Urban

Policing Policy," in U.S. Criminal Justice Policy: A Contemporary Reader, K. Ismaili (ed), Jones and Bartlett.

Jones-Brown, D. and B. Maule(2010). "Racially-biased Policing: A Review of the Judicial and Legislative Literature," in Race, Ethnicity and Policing: New and Essential Readings, S. Rice and M. White (eds), New York University Press.

Jones-Brown,D., J. Gill and J. Trone (2010)(on-line). *Stop, Question & Frisk Policing Practices in New York City: A Primer*. Center on Race, Crime and Justice. John Jay College of Criminal Justice, City University of New York.

Jones-Brown, D. (2009). "The Right to Life? Policing, Race and Criminal Injustice," Human Rights, American Bar Association.

Henriques, Z. and D. Jones-Brown (2009). "A Violation of Trust and Professional Ethics: Sexual Abuse of Women Prisoners by Correctional Staff," in F.P. Reddington and B.W. Kriesel (eds), Sexual Assault: The Victims, the Perpetrators, and the Criminal Justice System, 2nd ed., Carolina Academic Press.

Jones-Brown, D. (2007) "Forever the Symbolic Assailant: The More Things Change, the More They Remain the Same," Reaction Essay to "Police Don't Like Black People": African-American Young Men's Accumulated Police Experiences" by Rod K. Brunson, Criminology and Public Policy, 6(1):103-122.

Henriques, Z. and D. Jones-Brown (2005). "A Violation of Trust and Professional Ethics: Sexual Abuse of Women Prisoners by Correctional Staff," in F. Reddington and B. W. Kreisel(eds), Sexual Assault: The Victims, the Perpetrators and the Criminal Justice System. Durham, NC: Carolina Academic Press, pp. 171-178.

Jones-Brown, D. (2005). "Race Relations," in Encyclopedia of Law Enforcement. Thousand Oaks, CA: Sage Publications, pp. 395-399.

- Jones-Brown, D., E. Chandler and M. Liddie (2005). Criminal Justice in New York, 2004-2005 Update, Pearson Education Inc.
- Jones-Brown, D. and K. Terry (eds) (2004). Policing and Minority Communities: Bridging the Gap, Upper Saddle River, NJ: Prentice Hall.
- Dantzker, M. and D. Jones-Brown (2004). "Policing and Minority Communities: An Introduction to the Exploration," in D. Jones-Brown and K. Terry (eds), Policing and Minority Communities: Bridging the Gap, Upper Saddle River, NJ: Prentice Hall, pp. 1-7.
- Jones-Brown, D. (2004). "Epilogue: Changing the Image of the 'Symbolic Assailant'," in D. Jones-Brown and K. Terry (eds), Policing and Minority Communities: Bridging the Gap, Upper Saddle River, NJ: Prentice Hall, pp. 204-209.
- Volpe, M. and D. Jones-Brown (2003). "Conflict Resolution Approaches to the Reduction of Adolescent Violence: Collaborative Problem Solving, Negotiation and Peer Mediation Initiatives," in Understanding and Dealing with Violence: A Practical Handbook for Psychologists and Educators, B. Wallace and R. Carter (eds.), Thousand Oaks, CA: Sage Publications, pp. 247-268.
- Jones-Brown, D. (2002/03). "U.S. Policing in Black and White: A Cross Racial Comparison of how Black and White Youth Experience Policing," in With Justice for All: Minorities and Women in Criminal Justice, J. Joseph and D. Taylor (eds), Prentice Hall, Upper Saddle River, NJ, pp. 89-101.
- Jones-Brown, D. (2002). "Prosecutorial Discretion," in D. Levinson (ed), Encyclopedia of Crime and Punishment, Thousand Oaks, CA: Sage, p. 1279-1284.
- Jones-Brown, D. (2002). "Race and Sentencing," in D. Levinson (ed), Encyclopedia of Crime and Punishment, Thousand Oaks, CA: Sage, p. 1325-1331.

- Jones-Brown, D. (2002) (reprint). "Fatal Profiles: Too Many Tragic Mistakes, Not Enough Justice," Verdict, 8(4):37-48. New York: National Coalition of Concerned Legal Professionals.
- Jones-Brown, D. (2001). "Community Partnerships," in International Criminal Police Review, 486:16-19.
- Tourigny, S. and D. Jones-Brown (eds) (2001). "In the Aftermath of Welfare 'Reform'," Social Justice, Vol. 28. No. 4.
- Tourigny, S. and D. Jones-Brown (2001). "Introduction: In The Aftermath of Welfare 'Reform'," Social Justice, Vol. 28. No. 4, pp. 1-3.
- Jones-Brown, D. and J. Mahoney (2001). "Work First and Forget about Education: New York City's Personal Responsibility Act and the Creation of a Working Underclass", Social Justice, special issue, S. Tourigny and D. Jones-Brown (eds) *In the Aftermath of Welfare Reform*, San Francisco, CA, Vol. 28, No. 4, p. 33-48.
- Tourigny, S. and D. Jones-Brown (2001). "When All is Said and Done: The Aftermath of Welfare 'Reform' in the United States," Social Justice, Vol. 28. No. 4, pp. 128-135.
- Jones-Brown, D. (2001). "Fatal Profiles: Too Many 'Tragic Mistakes' not Enough Justice," The New Jersey Lawyer Magazine, New Jersey State Bar Association, New Brunswick, NJ, 207:48-53.
- Markowitz, M. and D. Jones-Brown (eds) (2000). The System in Black and White: Exploring the Connections Between Race, Crime and Justice, Praeger, Westport, CT.
- Jones-Brown, D. (2000). "Race as a Legal Construct: The Implications for American Justice," in M. Markowitz and D. Jones-Brown (eds) The System in Black and White: Exploring the Connections between Race, Crime and Justice, Praeger, p. 137-152.
- Henriques, Z. and D. Jones-Brown (2000). "Prisons as

'Safe Havens' for African-American Women" in M. Markowitz and D. Jones-Brown (eds.) The System in Black and White: Exploring the Connections between Race, Crime and Justice, Praeger, p. 267-273.

- Jones-Brown, D. (2000). "Debunking the Myth of Officer Friendly: How African American Males Experience Community Policing," Journal of Contemporary Criminal Justice, 16(2):209-229.
- Jones-Brown, D. (2000). "Should Racial Profiling be a Crime," The New Jersey Lawyer, New Jersey State Bar Association, New Brunswick, NJ, 203:51-53.
- Jones-Brown, D. and C. Gibson (2000). "Race and School Suspension: The Saga and Dimensions of a Self-Fulfilling Prophecy," in R. Alexander, Jr. (ed.), Race and Justice, NOVA Sciences Publishers, Inc. Huntington, NY, p.27-50.
- Jones-Brown, D. (2000). Review of The Color of Crime: Racial Hoaxes, White Fear, Black Protectionism, Police Harassment, and other Macroaggressions by Katheryn Russell, New York University Press, in The Justice Professional, Vol. 12, No. 2.
- Jones-Brown, D. (2000). Race, Crime and Punishment, Chelsea House Publishers, Broomall, PA. (recipient of a New York Public Library Award for best book)
- Jones-Brown, D. with E. Chandler and S. Decker (2000). Criminal Justice in New York, Boston, MA: Allyn and Bacon.
- Jones-Brown, D. (1999). Review of Policing Urban America, 3rd ed. by G. Alpert and R. Dunham, Prospect Heights, IL: Waveland Press, Inc. in The Justice Professional, Vol. 11, No. 4, pp. 453-457.
- Jones-Brown, D. (1999). "Maryland v. Wilson Revisited: Combatting Police Use of Racial and Ethnic Profiles," Minorities in the Profession Section Newsletter, New Jersey State Bar Association, Vol. 9, No. 1, March.
- Jones-Brown, D. (1998). "Fear of Crime in a New York

City Neighborhood: The Gap Between Perception and Reality in Brownsville, Brooklyn" in A. Karmen, ed., Crime and Justice in New York City, New York: McGraw Hill, p. 94-102. (revised 2001)

Henriques, Z. and D. Jones-Brown (1998). "Self-Taught Empowerment and Pride: A Multi-modal/Dual Empowerment Approach to Confronting the Problems of African-American Female Offenders," in R. Zaplin, ed., Female Offenders: Critical Perspectives and Effective Interventions, Gaithersburg, MD: Aspen Publishers, Inc, p. 307-330. (Reprinted 2nd ed., 2009).

Jones-Brown, D. and Z. Henriques (1997). "The Promises and Pitfalls of Mentoring as a Juvenile Justice Strategy," Journal of Social Justice, San Francisco, CA., Vol. 24, No. 4, p. 212-233.

Jones, D., "Review of Criminal Justice Today", by Frank Schmalleger, 4th ed., Prentice Hall, in The Justice Professional, Vol. 10, No. 2, Gordon and Breach Publishers, September, 1997.

Jones Brown, D. "License to Kill: The Sequel," Minorities in the Profession Section Newsletter, New Jersey State Bar Association, Vol. VII, No. 2, May 1997.

Jones, D., "License to Kill: Recent Developments in Police Use of Deadly Force," Minorities in the Profession Section Newsletter, New Jersey State Bar Association, Vol. VII, No. 1, January 1997.

Jones, D., "What the Simpson Trial Means for American Justice," Minorities in the Profession Section Newsletter, New Jersey State Bar Association, Vol. VI, No. 1, November 1995.

Jones, D., Project C.O.R.E. Mentor Program: Final Report, Rutgers University Office of Continuing Professional Education, August 1995.

Jones, D. and R. Brockett (1995). "The Role of the J.D. In Criminal Justice Education", in Issues in Criminal Justice: Shaping Tomorrow's System, N. Ali-Jackson ed., McGraw-Hill.

Delores Jones-Brown

Jones, D., "The Impact of the New Crime Bill on African-American Communities", Minorities in the Profession Section Newsletter, New Jersey State Bar Association, Vol. V, No. 2, February 1995.

Works in Progress

Jones-Brown, D. and H. Fradella (forthcoming). "From Simpson to Zimmerman: Examining the Effects of Race, Class, and Gender in the Failed Prosecution of Two Highly-Publicized, Racially-Divisive Cases" in Deadly Injustice, D. Johnson, A. Farrell and P. Warren (eds), New York University Press.

Jones-Brown, D. (forthcoming). "The Significance of Race in Contemporary Urban Policing Policy," in U.S. Criminal Justice Policy: A Contemporary Reader, K. Ismaili (2nd ed), Jones and Bartlett.

Papers and Presentations

Panel Chair and Presenter: "Racialized Policing in Domestic and International Perspective: Methodologies and Quandaries"; paper: "Policing, Race and Public Space: Public Safety Discourse in the 21st Century" at John Jay College International Conference: The Rule of Law in an Era of Change: Security, Social Justice and Inclusive Governance, Global Perspectives on Justice, Security and Human Rights June 13, 2014, Athens, Greece.

Presenter: "Policing in the 21st Century" paper: "There is no Policing Panacea" The Left Forum, John Jay College, June 1, 2014.

Panel Chair and Presenter: "Police Initiated Stops"; paper: "Stop and Frisk, Stop and Search: Similarities, Differences and Lessons Learned" at John Jay College International Conference: Global Perspectives on Justice, Security and Human Rights, New York City June, 2012.

Author Meets Critic: *Spatial Policing: The Influence of Time, Space, and Geography on Law Enforcement Practices* by Charles Crawford (Carolina Academic Press) at the annual meeting of the Academy of Criminal Justice Sciences, March 12, 2012.

Author Meets Critic: *Through Our Eyes: African American Men's Experience with Race, Gender and Violence* by Gail Garfield (Rutgers University Press, 2010) at the annual meeting of The American Society of Criminology, November, 2011.

"Rethinking Police use of Confidential Informants" with Jon Shane at the annual meeting of the Academy of Criminal Justice Sciences, February 23, 2010.

"A New Look at an Old Practice: Community Questions Regarding Police Use of Confidential Informants" at the annual meeting of the American Society of Criminology, November, 2008.

"The Right to Life?: Police Use of Deadly Force Against Innocent Minority Citizens" at the annual meeting of the Academy of Criminal Justice Sciences, March 13, 2007.

"Leading Horses to Water and Helping them to Drink: Teaching Race and Crime to Non-Minority Students," at the annual meeting of the American Society of Criminology, November 2, 2006.

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Roundtable: "Censorship of Research Data on Racial Profiling," at the annual meeting of the Academy of Criminal Justice Sciences, March 2, 2006.

Author Meets Critic: *Race and Crime* by Shaun L. Gabbidon & Helen Taylor Greene (Sage, 2005), at the annual meeting of the Academy of Criminal Justice Sciences, March 1, 2006, Baltimore, Maryland.

"The Internationalization of Criminology and Justice Education," presented with John Krimmel, at the 4th International Conference on Crime and Justice in the Caribbean, February 10, 2006.

Panel Chair: "Legal Reasoning as Resiliency: Methodological Approaches and Future Directions," at the annual meeting of The American Society of Criminology, November 18, 2005.

Roundtable: "Affirmative Action in the Discipline-A Matter of Justice or Injustice," at the annual meeting of the Academy of Criminal Justice Sciences, March 17, 2005, Chicago, Illinois.

Panel Chair: "Perspectives on Delinquency," at the annual meeting of the Academy of Criminal Justice Sciences, March 18, 2005, Chicago, Illinois.

Moderator: Race, Crime and Justice Center Planning Symposium, John Jay College, February 18-19, 2005.

Panel Chair: Annual Meeting of the Academy of Criminal Justice Sciences, Boston, MA.

Invited panelist at the New Jersey State Bar Association Annual Meeting, panel on "Racial Profiling," May 22, 2002, Atlantic City, NJ.

ASC National Policy Committee position paper on the Death Penalty, presented at the annual meetings of The American Society of Criminology, Atlanta, GA, November, 2001.

"U.S. Policing in Black and White: The Experiences of Black versus White Teenage Males under a Community Policing Regime," presented at the 2nd International Conference on Crime and Criminal Justice in the Caribbean, February, 2001.

"Community Organizations and Networks of Association: Towards a Theory of Parochial Social Control," (co-author Dina Rose) paper presentation at the annual meetings of The American

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Society of Criminology, San Francisco, CA, November, 2000.

Roundtable Discussion: "Implications of Differential Oppression for the Quality of American (in)Justice," with G. Barak, R. Brockett, V. Bumphus, J. Fuller, J. Hewitt, P. Iadicola, T. Reed, R. Regoli, S. Russell and B. Tatum, at the annual meetings of The American Society of Criminology, San Francisco, CA, November, 2000.

"Legal Socialization and Susceptibility to Violent Adaptations among African American Adolescent Males," paper presentation at the North Central Sociological Association meetings, Pittsburgh, PA, April 14, 2000.

"Affirmative Commitment: The Importance of Diversity in the Criminal Justice Classroom" at the 37th annual meeting of the Academy of Criminal Justice Sciences, New Orleans, LA, March 25, 2000.

"A Matter of Priorities: Racism, Empiricism and Interdiction Efforts," at the annual meetings of The American Society of Criminology, Toronto, Canada, November, 1999.

"Social Ignorance or Large Scale Conspiracy" a presentation at John Jay College on April 29, 1999 re: the defunding of education programs in prisons.

"When Liberty becomes a Legal Technicality: What Hope is There for American Justice" a discussion at John Jay College on March 19, 1999 re: policing practices leading to the Diallo shooting.

Chair: Author meets Critic Session for **The Color of Crime** by Katheryn Russell, New York University Press, 1998, at The American Society of Criminology meetings November 1998.

"Developing Successful Mentor Programs for Adjudicated Minority Youth," at the annual meeting of The American Society of Criminology, San Diego, CA, November 21, 1997.

"Clarifying the Role of Formal Law, Family, and Peers in the Legal Socialization of African-American Adolescent Males," at the annual meeting of The American Society of Criminology, San Diego, CA, November 20, 1997.

"Harmful Error: The Negative Impact of Recent Criminal Legislation on African-American Communities," Lead Roundtable:

Delores Jones-Brown

Racism in Criminal Justice at the annual meeting of the Academy of Criminal Justice Sciences, Louisville, KY, March 12, 1997.

"Racism in Criminal Justice," Roundtable discussion at the annual meeting of The American Society of Criminology, Chicago, IL, November 23, 1996.

"Legal Socialization Among African American Adolescent Males: Implications for Criminal Justice Education," at the Second Annual Conference on Criminal Justice Education, John Jay College of Criminal Justice, October 4, 1996.

"Racial Categories in National Crime Statistics: A Necessary or Unnecessary "Evil", roundtable discussion at the annual meeting of The American Society of Criminology, Boston, MA, November 16, 1995.

Panel Chair: "Multicultural Issues in Criminal Justice Education and Training", Conference on Criminal Justice Education, John Jay College of Criminal Justice, October 20, 1995.

"The Professional Degree in Criminal Justice Academia", at the annual meeting of the Academy of Criminal Justice Sciences, Boston MA, March 8, 1995.

"Race and Legal Socialization Among Adolescent Males: A Preliminary Report", at the annual meeting of the Academy of Criminal Justice Sciences, Boston, MA, March 8, 1995.

Panel Chair: "Race, Crime and Justice: A Legal Perspective", at the annual meeting of the Academy of Criminal Justice Sciences, Boston, MA, March 11, 1995.

Panel Chair: "On Race, Crime, Law and Control", at the annual meeting of The American Society of Criminology, Miami, FL, Fall 1994.

"Race as a Legal Construct: Implications for American Justice", at the annual meeting of The American Society of Criminology, Miami, FL, Fall 1994.

Roundtable discussion: Crime and Politics: "The Social Structure of Violence: The Role of Politics in the Involvement and Depiction of African-American's in the Violent Crime 'Problem'". City University of New York Political Science Conference, April 8, 1994.

"The African-American and Anglo-American Law: Restoring a Sense of Justice" at the annual meeting of the Academy of Criminal Justice Sciences, Chicago, IL, March 9, 1994.

Grant/Fellowship Activity

- Co-Principal Investigator, grant from Tides Foundation
"Research Working Group on Fair and Just Policing"
(7/2014-6/2015) (\$45,000).
- Co-Principal Investigator, grant from Russell Sage Foundation
"Policing Inequality: Building an Agenda for Research on
Racial Bias in Policing" (12/1/13-11/30/15) (\$275,000).
- Co-Principal Investigator, grant from Tides Foundation
"Research Working Group on Fair and Just Policing"
(7/2013-6/2014) (\$40,000).
- Co-Principal Investigator, grant from Tides Foundation
"Research Working Group on Fair and Just Policing"
(5/2012-7/2013) (\$60,000).
- Co-Principal Investigator, grant from Russell Sage Foundation
"Policing Equity: Scaffolding the Future of Racial and
Gender Equity Research in Law Enforcement"
(12/1/11-12/30/13) (\$381,669)
- Principal Investigator, grant from Open Society Foundations
"Roundtable on Current Debates, Research Agendas and
Strategies to Address Police-Initiated Stops in the UK and
the USA" (4/2011-4/2012) (\$82,000).
- Principal Investigator, grant from CUNY Diversity Projects
Development Fund' "Race and Justice Lecture Series"
(1/2010-6/2010) (\$3,000).
- Co-Principal Investigator, grant from ACLU of New Jersey
"An Exploratory Study of the use of Informants in Drug
Prosecutions in New Jersey," (7/2007-6/2009) (\$49,807.64).
- Co-Principal Investigator, grant from the Annie E. Casey
Foundation for planning a Center on Race, Crime and
Justice at John Jay College (10/2004-7/2005) (\$20,000).

Co-Principal Investigator, PSC/CUNY grant.

Project Title: Contributions of African-American Women Executives in and to Law Enforcement, Criminal Justice, Protection Management and Fire Science (2004-05, renewal 2005-06) (\$3,500)

Finalist: Race, Crime and Justice Fellowship, Vera Institute of Justice, New York, New York (1/2000) (no award).

W.E.B. DuBois Fellowship, National Institute of Justice, Washington, DC. Concept paper, A Grassroots Approach to Assessing the Impact of Racial Profiling on Perceptions of Justice Among Racial/Ethnic Groups, invited for submission as full proposal (2/2000) (no award).

Fellow, National Development and Research Institutes, Inc. (7/98-6/2000) (Two Year award total: \$54,120)

Project Title: "The Role of Community Organizations in the Reduction of the Homicide Rate in Brownsville, New York: A Focus on Youth," PCS-CUNY funded field research involving interviews with organization staff and the youth that they serve to determine if community organization has helped to lower the community's crime rate (2 Year award total: \$8,315).

Project Title: "African-American Males and School: Exploring The Disconnection," post-doctoral research via life history interviews with adjudicated target youth regarding the role of school disassociation and/or failure and its relation to their delinquency. (September 1997) (Research stipend: \$2,000; fellowship stipend \$26,000).

Project Title: "Understanding the Relationship between Truancy, Drug Use, Sexual Behavior and HIV Risk Among School-age Minority Males," CDUHR small grant to conduct Supplemental analysis of the data collected on the project noted above (award amount: \$2,500).

Other Research:

"A Bi-national School Based Curriculum: Furthering a Culture of Lawfulness in San Diego and Tijuana

Schools." In conjunction with the National Strategy Information Center in Washington, DC and the Georgetown University Department of Government, an on-going program has been launched and tested. The aim of the project is to prevent/reduce youth involvement in crime and corruption through moral and law-related education. Results show improved legal attitudes among ninth graders exposed to the curriculum in Mexico and on the west coast in the United States. A similar curriculum was developed and piloted in New York City schools. The project has also been piloted in El Salvador, Lebanon and other international locations.
(Paid consultant on the project, 1997-2005).

"Race and Legal Socialization," dissertation research involving personal interviews with 199 adolescent males age 15-18 utilizing the Internalization of Legal Values Inventory. (April 1994-August 1996).

Mentoring as a means of Crime Prevention and Reduction for Juvenile Offenders, Project C.O.R.E., sponsored by Rutgers University and New Jersey State Division of Juvenile Services. (December 1993-August 1995).

New Jersey Criminal Disposition Committee, Supervised Pretrial Release Project in Middlesex and Essex Counties, 1990.

McMurray, H. and Jones, D., Needs Assessment: Essex County Police, at the request of V. Corrado, Director of Health and Public Safety, Essex County, NJ, 1983.

Assisted in researching:
Jones, C. H. Jr., An Argument for Federal Protection Against Racially Motivated Crimes: 18 U.S.C. 241 and the Thirteenth Amendment. Harvard Civil Rights-Civil Liberties Law Review, 1986, 21, 689-737.

Media Activities/Television Commentary

Multiple television, radio and internet commentaries regarding the Michael Brown and Eric Garner cases, police use of force, grand jury decision making, police-community relations.

Multiple television, radio and internet commentaries regarding the future direction of policing in New York City.

Creation of website: stopandfriskinfo.org (June, 2013)

Multiple television, radio and internet commentaries regarding the Trayvon Martin shooting and George Zimmerman trial.

Multiple local, national and international interviews and panel discussions regarding Stop and Frisk.

Op-ed, "Informant System not Color Blind" August 9, 2011, *Asbury Park Press*.

Podcast on Stop, Question and Frisk Practices in New York City. (2010).

Multiple interviews regarding the arrest of Harvard Professor Henry Louis Gates, Jr., including NPR July 27, 2009.

Multiple interviews regarding the verdict in the Sean Bell case, including NPR April 28, 2008.

"High Black Arrest Rate Raises Call for Inquiry" by Susan Sward, *San Francisco Chronicle*, December 17, 2006, A1.

Advisor on video re: the Red Hook Treatment Court for Sugar Pictures, 2004.

"Once a Criminal, Always a Criminal?" a video about the treatment of juvenile offenders in the American Justice system produced by the Educational Video Center (EVC) New York, NY in 2001.

Satellite presentation, "Race, Crime and the Administration of Justice," part four of the John Jay College Professional Development Series, February 22, 2000.

Comments on whether juvenile offenders should be treated as adults on World News Tonight, March 25, 1998. Repeated on Good Morning

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America, March 26, 1998.

Juvenile Offenders", a forty-five minute panel discussion regarding whether violent juvenile offenders should be treated as adults and their criminal records unsealed, on News Talk Television, New York, February 28, 1996.

"What to do about Juvenile Crime", a one hour panel discussion on the Parents Helper Network, a CNBC affiliate, January 4, 1996.

"Drug Sentencing: The Crack versus Powdered Cocaine Controversy", on Wake Up! America, America's Talking Network, a CNBC affiliate, October 20, 1995.

Comments on the O.J. Simpson Trial Verdict, America's Talking Network.

"How to Promote Racial Healing", America's Talking Network.

"Commentary on Criminal Justice Issues", on "Speak - Up", Manhattan Neighborhood Network Television, Channel 69.

"The Young and the Ruthless" a half hour segment on ABC's Eyewitness News Conference with Bill Beutel focusing on the National Center for Juvenile Justice's report highlighting the problem of juvenile crime, September 10, 1995.

Comments about "Meghan's Law" (requiring sex offender registration and community notification), on The Talk Channel, 1994.

"Affirmative Action", on Youth, Family, and the Law, Monmouth Cablevision, 1992.

Professional Affiliations

Member of the Executive Board of the Center for Policing Equity
(formerly the Consortium for Police Leadership in Equity, UCLA)

Member of the Racial Democracy, Crime and Justice Network, OSU

Member of the Editorial Board for:

Race and Justice
Women and Criminal Justice
Journal of Ethnicity in Criminal Justice
Criminal Justice Studies (former)
Encyclopedia of Race and Crime (Sage)

Reviewer for:

Addiction Research and Theory
Journal of Ethnicity in Criminal Justice
Critical Criminology
Criminology and Public Policy
Journal of Criminal Justice
Justice Quarterly
Police Quarterly
Women and Criminal Justice
Journal of Research in Crime and Delinquency
Journal of Contemporary Ethnography
Carolina Academic Press
State University of New York Press
PSC-CUNY Research Awards
National Institute of Justice (NIJ)
Encyclopedia of Public Administration and Public Policy

Member of the Board, 180 Turning Lives Around
(Formerly Monmouth County Women's Center)

Member of the Board, New York/New Jersey Regional Community
Policing Institute

Member of the Criminal Justice Editorial Advisory Board
Carolina Academic Press

Member of the New Jersey Bar

Member of the United States Bar, Federal District of New
Jersey

Member of the New Jersey State Bar Association

American Society of Criminology:

Member of the Minority Affairs Committee
Member of the Program Committee, 2004
Member of the Program Committee, 2003
Member of the National Policy Committee (former)
Member of the Steering Committee and Charter Member of
the Division on People of Color and Crime (DPCC)
Chair of the DPCC Research Committee (former)
DPCC Senior Executive Counselor (former)
Student Awards Committee member, 1997-1998
Constitution and By-laws Committee, 1996-1998

Academy of Criminal Justice Sciences:

Chair, Affirmative Action Committee 2011-2012
Donal MacNamara Award Committee 2008-2009
Executive Counselor: Minorities and Women's Section,
Multi-year
Co-Chair of the Program Committee, 2005
Member, Nominations Committee, 2004
Member of the Program Committee, 2003
Minorities and Women Section, Constitution and By-laws
Committee, 1999-2000
Affirmative Action Committee, 1999-2000
Membership Committee, 1999-2000
Program Committee Member, 1998-99
Student Affairs Committee, 1998-99
Faculty Development Committee 1997-1998

Member, Northeastern Association of Criminal Justice
Sciences

Former Memberships:

Member, Northeastern Association of Criminal Justice
Sciences
Member of the Board, South Forty Corporation/The Osborne
Association
Member of the Board, Catholic Community Services
(Hudson County Division)
Monmouth County Bar Association
National District Attorneys Association
National Black Prosecutors Association, Regional Advisor
National Association of Blacks in Criminal Justice
American Correctional Association National Conference

delegate 1985
Virginia Correctional Counselors Association
New Jersey Association of Criminal Justice Educators

Invitations

Panelist: "What's Wrong with Stop and Frisk as a General Crime-Fighting Tool: The Law, the Practice, the Outcomes," National Association of Attorneys General and National District Attorneys Association Conference, May 5, 2014 Washington, D.C. (live streamed to CSPAN).

Panelist: "Abandoning Paternalism: Including Communities in Proactive Policing," Hunter College, The Roosevelt House Public Policy Institute, December 5, 2013.

Presenter: "Policing, Race and Public Space: Discourse on Public Safety in the 21st Century," Connecticut College, December 4, 2013.

Presenter: "From Billy Clubs to Bully Pulpit: Understanding the Racial Politics of Policing," Lecture Series on Crime and Justice in the 1970s, John Jay College, November 13, 2013.

Panel Moderator: "Anatomy of a Drug War: Criminal Justice and Collateral Damages," Challenging Punishment: Race, the People's Health, and the War on Drugs Conference sponsored by Columbia University, Institute for Research in African American Studies, October 4-5, 2013, New York Public Library, Schomburg Center for Research in Black Culture.

Panelist: "Current Constitutional Issues: Stop and Frisk, the Fourth Amendment and Policing in New York City" at the 8th

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Annual City University of New York, Black Male Initiative Conference: Race, Law and Justice, October 4, 2013, York College.

Presenter: "Policing, Race and Equal Protection: The Implications of Stop and Frisk," Yeshiva University, October 1, 2013 (in recognition of Constitution Day).

Presenter: "Policing, Race and Public Safety: The Implications of Stop and Frisk," Johns Hopkins University, Masters Program in Governmental Studies, Washington, DC, September 25, 2013 and Goucher College September 26, 2013.

Panelist: "Stop, Question and Frisk: Targeted Policing or Discriminatory Practice," Columbia University, School of International and Public Affairs, February 26, 2013.

Panelist: "Criminal Justice in the 21st Century: Eliminating Racial and Ethnic Disparities in the Criminal Justice System," New York County Lawyers' Association, October 17-19, 2012.

Roundtable participant, University of Pittsburgh School of Law, Discussions to reform the pattern and practice/special litigation section of the United States Department of Justice for a policy paper to be presented to the new presidential administration, March 6, 2009.

Presenter, Consortium for Police Leadership in Equity, Russell Sage Foundation, February 26, 2009.

Presenter, New York City Women's Club, "Police Brutality: Ten Years after the Death of Amadou Diallo," February 18, 2009.

Roundtable participant, Education Development Center, Inc. Discussions towards developing a high school Law and Justice curriculum for the state of California, February 17, 2009 in Boston, MA.

Panelist, Fourth Annual Guggenheim Conference on Crime in America, Panel: Crime Trends in America 2009: Crime and Urban Violence in a Distressed Economy, John Jay College, February 2, 2009.

Panelist, Racial Profiling, at the New Jersey Institute of Technology (NJIT), April 25, 2007.

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Panelist, Changing the Conditions of (Juvenile) Confinement, New York County Lawyers Association, April 17, 2007.

Panelist, School to Prison Pipeline, Rutgers University-Camden, Center for Children and Childhood Studies, March 8, 2007.

Presenter, Race and Reconciliation Conference, sponsored by the Buffalo, NY Commission on Citizens' Rights and Community Relations, May, 2005, May, 2006 and May 2007.

Master of Ceremonies, YMCA of Western Monmouth County Annual Martin Luther King, Jr. Breakfast, 2003.

Keynote Address, Ninth Annual Banquet, Patterson Volunteer Committee, Inc., May 19, 2000, Bronx, New York.

Individual expert observer, Tenth United Nations Congress on the Prevention of Crime and the Treatment of Offenders, April 10-17, 2000, Vienna, Austria.

The Congressional Black Caucus hearings on Racial Profiling, Washington, DC, 1999.

Keynote Address 25th Anniversary of the Minority Student Program, Rutgers University School of Law-Newark, NJ.

Keynote Address, Criminal Justice and Pre-Law Society, Richard Stockton College of New Jersey (1995 and 1997)

Plenary Address, Middlesex County Cultural Sensitivity Conference, Department of Human Services, Children's Services Division

Address, Brooklyn Black Task Force on Child Abuse and Neglect

Keynote Address, Women's Day, Martin Luther King Presbyterian Church (1997 and 1999)

References

Dr. Todd R. Clear, Provost, Rutgers University-Newark

Dr. James O. Finckenaue, Professor Emeritus, Rutgers School of Criminal Justice

Dr. Zelma Weston Henriques, John Jay College of Criminal Justice

Dr. Michael W. Markowitz, Holy Family College

DEPARTMENT OF HOMELAND SECURITY

Semiannual Report to the Congress



OFFICE OF INSPECTOR GENERAL

October 1, 2002 - March 31, 2003



DEPARTMENT OF HOMELAND SECURITY

Office of Inspector General
Washington, DC 20528

April 30, 2003

The Honorable Tom Ridge
Secretary
The Department of Homeland Security
Washington, DC 20528

Dear Mr. Secretary:

The Inspector General Act of 1978 (Public Law 95-452), as amended (the "Act"), requires the preparation of a Semiannual Report to the Congress summarizing the activities of Offices of Inspector General (OIG). I am pleased to enclose a report for the period March 1, 2003 to March 31, 2003. The Act also mandates that you transmit this report to the appropriate committees of Congress within 30 days of receipt, together with any comments thereon you may wish to make.

The Department of Homeland Security (DHS), and DHS OIG likewise, came into being on March 1, 2003. Hence, this first semiannual report covers only one month of the standard six month reporting period. However, to provide a more complete picture of the issues facing DHS, I have included brief summaries of the audits, investigations, and inspections completed by the "legacy" agency OIGs during the period October 1, 2002 through February 28, 2003. The legacy agency Inspectors General will issue their own respective reports for this six month period.

During this reporting period, I spent a significant percentage of my time meeting with those OIG and General Accounting Office (GAO) officials who oversaw departments or parts thereof that are now incorporated into DHS. Each of them has detailed the applicable component's top management challenges and other significant issues relating to the economy, efficiency, and/or effectiveness of the components' respective programs and operations. In the Executive Summary of this report is a consolidated list of these management challenges. This list will be used to set DHS OIG's own priorities for audits and inspections or evaluations of DHS programs and operations. In addition, to the extent there are recommendations from legacy OIGs relating to such challenges, we will undertake to track compliance for them.

Another priority for me during the first few weeks of DHS OIG's operations has been demarcating the line between the investigative authority of my own office and that of DHS' various internal affairs offices. The Act assigns to DHS OIG the dominant role in investigating criminal and non-criminal allegations against department employees, contractors, and grantees relative to department programs and operations, and it requires DHS OIG to oversee such investigations as are conducted by internal affairs offices. Accordingly, DHS OIG has signed memoranda of understanding regarding this matter with two of the four relevant DHS components, namely, the Border and Transportation Security directorate and the Bureau of Citizenship and Immigration Services as to the practicalities of how any given allegation should be handled. We are seeking to conclude similar agreements with the United States Secret Service and the United States Coast Guard in the near future. Our aim is to ensure that DHS OIG can carry out its statutory responsibilities, and, in so doing, provide DHS and the Congress with an independent assurance that matters meriting investigation are thoroughly pursued.

I am grateful to you for the support that you have provided me and my office to date. My staff and I are committed to working closely with you and other senior DHS leadership toward the goal of promoting economy, efficiency, and effectiveness in the department's programs and operations.

Sincerely,



Clark Kent Ervin
Acting Inspector General

Enclosure