



## **RTI Symposium on Community Safety and Policing Research**

*Hosted by the Center for Public Safety and Resilience*

### **Presenter Bios**

#### **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.

#### **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.

#### **Chief Reed Baer**

Chief Baer was raised in Hickory N. C. and joined the Hickory Police Department in 1997, where he began his career as a patrol officer. Over the years, Chief Baer has served in several positions throughout the department to include Sergeant of Special Investigations, Sergeant assigned to Charles P.A.C.T. and Lieutenant assigned to Support Services. He was promoted to Captain/Division Commander of Support Services in 2010, Division Commander of Criminal Investigations in 2012 and Deputy Chief of Police in 2016. In February 2023, Chief Baer was promoted to Chief of Police. Chief Baer is a 1995 graduate of East Carolina University and the 245th session of the FBI National Academy. Chief Baer holds memberships in the North Carolina Law Enforcement Officers Association, the North Carolina Police Executives Association, The North Carolina Association of Chiefs of Police, the International Association of Chiefs of Police and the FBI National Academy Associates. Chief Baer has also been a strong advocate for children and currently serves on the Catawba County Board of Social Services. Baer also serves as a mentor in the Catawba County Council on Adolescents' Lunch Buddy Program.

#### **Kelle Barrick, PhD**

Kelle Barrick is a senior research criminologist with 20 years of experience conducting mixed methods research on crime, victimization, and the criminal legal response. An expert on human trafficking, Kelle currently leads or co-leads several studies focused on estimating the prevalence of sex and labor trafficking and on improving prevention, intervention, and response efforts. For example, on two NIJ-funded studies she is examining innovative strategies to identify and respond to labor trafficking and seeking to better understand whether and how opportunities for identification and intervention need to be tailored to specific industries. With funding from NSF and NIJ, she is part of a community-engaged transdisciplinary research team comprised of social scientists, industrial engineers, and a survivor-centered advisory group that is working to increase our understanding of how to best disrupt and dismantle, as opposed to simply displace, sex trafficking recruitment and network operations. Kelle also has extensive program evaluation experience and is currently leading a formative evaluation of a law enforcement-based victim services program.

### **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.

### **Kym Craven**

Kym Craven is the Executive Director of the National Association of Women Law Enforcement Executives and the director of the Public Safety Strategies Group LLC. Ms. Craven began her 32-year career at the Lowell, Massachusetts Police Department working in several areas including traffic safety, community engagement, and grants management. During her career, Ms. Craven has aided over 350 municipalities and state agencies. She specializes in facilitating and conducting organizational, vulnerability, and technology assessments; strategic planning; survey development; data analysis; staffing analysis; police district boundary assessments; grant writing and management, along with assisting agencies implement the recommendations from the 21st Century Policing Task Force Report. Ms. Craven has led projects on community policing, highway safety, homeland security, incident command systems, emergency response planning, and leadership training.

### **Amy Durall**

Amy Durall is currently serving as a Office for Victims of Crime (OVC) Fellow. In this role, Ms. Durall leverages her existing professional networks, specific organizations and individuals who have committed their support for this initiative, and her extensive knowledge of OVC projects and core victim response concepts to help law enforcement agencies adopt the Enhancing Law Enforcement Response to Victims (ELERV) strategy, expand law enforcement-based victim services, and improve overall victim response. Ms. Durall has a master's degree in Psychology and extensive knowledge of victimization through direct field and national work. She has served as a victim services director in law enforcement agencies, on local and national committees focused on multidisciplinary and collaborative victim response, as a key member of assessment teams for law enforcement agencies, and as a consultant on projects aimed at justice system intersections and victim response. She routinely provides training and consultation to law enforcement agencies, community service organizations, allied partners of various disciplines, and multiple federal funding agencies.

### **Terri Galavan**

Terri Galvan has a Master of Public Policy degree from the University of Southern California and more than 22 years of experience working with unhoused women, addiction, and commercial sexual exploitation. For the past 9 years, Terri served as the Executive Director of Community Against Sexual Harm (CASH) where she and a team of peer specialists created innovative programming to assist women who had been commercially sexually exploited. She is a leader in creating pathways for survivor engagement and leadership development and has provided human trafficking training to local law enforcement, colleges, non-profit organizations, and medical professionals. She has worked closely with various law enforcement agencies to advance demand focused and victim-centered strategies. Terri recently led a 3-year collaborative, participatory action research project estimating the scope of sex-trafficking in Sacramento County and is currently working with her community to implement the recommendations.

### **Allison Gilbert, PhD**

Allison Gilbert, PhD, MPH is Associate Professor in the Department of Psychiatry and Behavioral Sciences at Duke University School of Medicine and a Behavioral Health Core faculty member of the Wilson Center for Science and Justice at Duke Law. She received a PhD in Health Policy and Management from UNC-Chapel Hill and a MPH in Health Management and Policy from University of Michigan at Ann Arbor. Allison conducts mental health and substance use law, policy, and services research. She has a particular interest in the problem of criminal justice involvement among adults with behavioral health disorders, including substance use disorders (SUD) and mental illness. Much of her research aims to determine the extent to which various types of programs and treatment services improve access to evidence-based treatment and support services and reduce justice involvement, to inform both clinical care and state and local government policymaking. She has

been Principal Investigator on several studies in this area, including federally-funded studies on medication-assisted treatment for justice-involved adults with co-occurring disorders, as well as gender differences in a statewide jail diversion program; a pilot RCT of a medication for treating opioid use disorder in a drug court setting; and the 3-year, multi-site study of Law Enforcement Assisted Diversion (LEAD) that she'll be presenting on today.

### **April Grayson**

April is a formerly incarcerated woman who spent a lot of time in systems that harmed her rather than helping her escape cycles of abuse, exploitation and the street economy. April understands first-hand the criminalization of women of color for the ways they survive, and the harm caused by various systems. Based on her own childhood experience and the lack of advocates, April is a strong advocate for children and youth caught in the pipelines to prison. She works to shed light on mass incarceration as a modern form of slavery and the ways in which girls and young women of color are criminalized. April's role is to build a statewide coalition of formerly incarcerated cis and trans women and girls, trans men and boys, and gender-expansive people to advocate and lead policy and systems change across California. April has been with YWFC since August 2019.

### **Jaclyn Houston-Kolnik, PhD**

Jaclyn Houston-Kolnik is a community research psychologist in RTI's Victimization and Response Program, where she works on a variety of projects focused on exploring the impact of responses to and services on victims' help-seeking and healing. She is the Program and the co-principal investigator for Measuring the Impact of Victim Services: Developing the Victim Outcome and Satisfaction Survey Instrument and Platform. This free and easy-to-use platform that any organization providing services to victims can use to measure the quality of those services and how they addressed victims' needs. She also partners with victim service providers to conduct assessments of trauma-informed practices to support staff and volunteer well-being.

### **Lynn Langton, PhD**

Lynn Langton is the Program Director for RTI's Victimization and Response Program and the co-principal investigator for Measuring the Impact of Victim Services: Developing the Victim Outcome and Satisfaction Survey Instrument and Platform. Through this platform, she and the team have developed a tool (known as iMPRoVE) that any providers who offer services to victims of crime can use to measure the quality of the services and the extent to which services and referrals were effective at addressing victims' 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, RTI International, is a Research Public Health Analyst with RTI's Center for Public Safety and Resilience. Melissia has 22 years of experience in innovative program design, implementation, and management for public safety and community agencies. Her professional experience includes over 15 years at a Sheriff's Office in Eastern NC and over 5 years with North Carolina Harm Reduction Coalition where she supported communities implementing harm reduction programming. She was instrumental in deploying naloxone to law enforcement agencies across the state and supporting the implementation of Law Enforcement Assisted Diversion initiatives in North Carolina.

### **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.

### **Michael Mckissic**

Mr. Mckissic is the co-owner of Mckissic Construction and the founder of the Mikey 23 Foundation, which he established in 2015 after the murder of his son Michael Mckissic II. At the Mikey 23 Foundation, he is the lead instructor and supervisor, teaching adults and youth a building trade in construction. They are taught electrical, plumbing, HVAC, carpentry, roofing, concrete flatwork, and masonry. Not only does Mr. Mckissic teach them a trade, but he instills respect of others. The motto of the Mikey 23 Foundation is, "Instead of picking up a gun to commit gun violence, pick up a hammer and build up your community".

### **Megan Moore**

Megan is a policy analyst at the Wilson Center for Science and Justice at Duke Law where she focuses her work on the intersection of behavioral health needs and the criminal justice system. Prior to joining the Center, Megan worked as an associate at an international law firm focusing her practice on white collar defense and internal investigations. Megan received her JD from the University of Virginia School of Law in 2018 and her BA in History from the University of Chicago in 2012.

### **Rebecca Pfeffer, PhD**

Rebecca Pfeffer is a senior research criminologist in RTI's Victimization and Response Program and an expert on human trafficking. Dr. Pfeffer is currently leading or co-leading several studies for the National Institute of Justice focused on topics including innovations in the identification and response 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. Additionally, she serves as the 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. She is an expert in qualitative data collection and analysis, survey development and implementation, and program evaluation.

### **Jenn Rineer, PhD**

Jenn Rineer is the Director of the Workforce Wellbeing and Effectiveness Program within RTI's Justice Practice Area. With a background in industrial/organizational psychology and occupational health psychology, Dr. Rineer has extensive research and applied experience focused on improving the health, well-being, and performance of employees and organizations. Her current work focuses on improving occupational health and organizational outcomes in criminal legal settings, including policing, investigations, and court systems. She specializes in rigorous scientific research methods, including experimental study design; intervention development, implementation, and evaluation; and survey development and validation. She is also versed in translating complex research findings into practical, relevant tools for clients and practitioners. Dr. Rineer leads multiple DOJ-funded projects, including *From Research to Reality: Recruiting More Women into the Policing Profession* (NIJ), *Understanding Work-Related Stress among Medicolegal Death Investigators* (NIJ), *Real-world Engagement & Turnover Analysis to Inform New Solutions (RETAINS): An Evidence-Based Policing Workforce Study* (NIJ), and *Advancing Science-based Policing through Inclusion, Representation, & Equity (ASPIRE; BJA)*.

### **Stacy Sechrist, PhD**

Stacy Sechrist is a Research Public Health Analyst within RTI's Justice Practice Area. Dr. Sechrist joined RTI in 2022. She has dedicated most of her professional career to the study of interpersonal violence and violent crime reduction. Dr. Sechrist brings a public health approach and intersectional lens to her work. Since joining RTI, Dr. Sechrist has worked as part of the assessment team for the National Case Closed Project, assisted with evaluation of Project Safe Neighborhoods efforts, and collaborated with colleagues across projects addressing school safety, human trafficking, and victim/witness participation in the criminal legal system. Prior to joining RTI, Dr. Sechrist worked for nearly 13 years with the North Carolina Network for Safe Communities (NCNSC) at the University of North Carolina at Greensboro (UNCG), and she was also the Director of the Program to End Gender-based Violence at UNCG.

### **Kevin J. 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.

### **Jim Summey**

Jim Summey began his ministry and community engagement at age 19 in Davidson County, North Carolina. Mr. Summey holds a Master of Divinity from Southeastern Baptist Theological Seminary and a Doctor of Ministry from Columbia Theological Seminary. He has pastored three churches and is currently at English Road Baptist Church in High Point, NC. In 2022, Mr. Summey retired from his role as Executive Director of the High Point Community Against Violence after 13 years. Mr. Summey has been appointed to the Presidential Plan to End Homelessness, the Sand Hills Regional Mental Health Board, and is a Charter Board member of the National Network for Safer Communities for John Jay College. He also serves as a Senior Fellow at the American University and an Expert Practitioner in Violent Crime Reduction Project for Michigan State University. He is a co-recipient of the American Innovations Award in Crime Reduction from the John F Kennedy School of Government at Harvard University, recipient of the Community Engagement Award for Safer Communities by the Federal Bureau of Investigation and has been recognized by the US Attorney of the Middle District of NC for service in violent crime reduction.

### **Officer Anthony VandeVoorde**

Officer VandeVoorde started his law enforcement career with the Concord (NC) Police Department in 2008 after graduating from Basic Law Enforcement Training (BLET) at Stanly County Community College. Officer VandeVoorde worked in the Patrol Unit for Concord Police Department for ten years before moving back to Michigan. Officer VandeVoorde joined the Lansing (MI) Police Department in 2018 and was asked to be the Department's Community Service Officer in 2020. Officer VandeVoorde holds an associate and bachelor's degree in Criminal Justice.

### **Masha Williams**

Marsha Williams started her career in law enforcement in 1995 at the Onslow County Sheriff's Office. She served as a Detention Officer there until 1997, then transferred to the Mecklenburg County Sheriff's Office. In 2004, Marsha graduated from Pfeiffer University with a Bachelor's Degree in Criminal Justice. Working full time, Marsha enrolled in Basic Law Enforcement Training (BLET) full-time at Gaston College in 2008. She graduated President of her class and was immediately promoted to deputy sheriff with Mecklenburg County Sheriff's Office. Wanting to continue her education, Deputy Williams enrolled in Methodist University and graduated with honors with a Master's in Justice Administration in 2017. Her career continued to bloom with the Mecklenburg County Sheriff's Office. At the rank of Captain, Marsha Williams decided to take an early retirement in 2021. The early retirement was short-lived as she was invited to join the Cabarrus County Sheriff's Office. Sergeant Williams is the Civil Executions coordinator for the Cabarrus County Sheriff. She is currently the President of The North Carolina Law Enforcement Women's Association (NCLEWA), which promotes professionalism, training and education. Marsha is also pursuing her PhD in Organizational Management (Leadership) at Carolina University. In addition to leading NCLEWA, Marsha spends her spare time hanging out with her sons and enjoys line-dancing and ballroom dancing.

**Jon Zibbell, PhD**

Jon E. Zibbell, PhD, conducts behavioral and community-based epidemiological research on risk factors and health outcomes associated with the opioid epidemic and injection drug use. He is a medical anthropologist with two decades of field experience in the areas of injection drug use, opioid use disorder, drug overdose, and injection-related infectious disease. Previously, Dr. Zibbell worked as a CDC health scientist in the Divisions of Viral Hepatitis and Unintentional Injury Prevention, conducting epidemiological and surveillance research on viral hepatitis and drug overdose while assisting states during outbreak investigations to respond to injuries and infections caused by drug use behaviors. In addition to research, he has conducted rapid ethnographic needs assessments for community-based syringe service and overdose prevention programs and continues to assist states and community organizations to develop evidence-based approaches to reduce morbidity and mortality associated with the opioid epidemic. Dr. Zibbell's work has appeared in both academic and professional journals, and he holds a joint adjunct appointment in the Center for the Study of Human Health and the Department of Anthropology at Emory University.