



COLORADO

Colorado Justice Systems Forum

March 4-5, 2020

Westin Westminster Hotel
10600 Westminster Blvd.
Westminster, Colorado

Working Together Toward an Improved Criminal Justice System

Alongside those with real experience from each step of the criminal justice system, we will:

- Share and promote best practices.
- Learn how state agencies are focusing their efforts on reducing recidivism, implementing pretrial reforms, sentencing without bias, and reducing juvenile justice involvement to make a real impact in Colorado.
- Gather in break-out sessions to discuss key issues and gather stakeholder feedback.

MEDIA INQUIRIES: Patricia Billinger 303.239.4415 or patricia.billinger@state.co.us

Hosted by:



COLORADO
Governor Jared Polis



COLORADO
Department of Public Safety



COLORADO
Department of Human Services



UNIVERSITY of
DENVER

COLORADO EVALUATION
AND ACTION LAB



CONFERENCE PROGRAM

Wednesday, March 4, 2020

- 8:00 a.m. - 9:00 a.m.** Registration & Continental Breakfast
- 9:00 a.m. - 9:15 a.m.** **WELCOME** **Legacy Ballroom**
Stan Hilkey, Executive Director, Colorado Department of Public Safety
- 9:15 a.m. - 9:30 a.m.** **OPENING REMARKS** **Legacy Ballroom**
Governor Jared Polis
- 9:30 a.m. - 10:45 a.m.** **PLENARY SESSION** **Legacy Ballroom**
Role of Community in Promoting Public Safety*
Colorado Criminal Justice Reform Coalition
Amberly Chalberg, Colorado Department of Corrections
Christie Donner, Colorado Criminal Justice Reform Coalition
Micah Espinoza, Junction Christian Church
Hassan Latif, Second Chance Center
Richard Morales, Latino Coalition for Community Leadership
- 10:45 a.m. - 11:00 a.m.** Break
- 11:00 a.m. - 12:15 p.m.** **BREAKOUT SESSIONS (1)**
- A1) Implicit Bias, Interrupted
Room: Stanley Ballroom
Ersaleen Hope, MPA *Division of Criminal Justice, Colorado Department of Public Safety*
Shelley Siman, MA
- A2) Sentencing in Colorado: A 40-year History and Analysis of the Purposes of Sentencing*
Room: Meadowbrook
Maureen Cain, JD *Office of the State Public Defender*
- A3) Culture Shift in Corrections
Room: Cotton Creek
Dean Williams, BS *Colorado Department of Corrections*
- A4) Youth Recidivism: Connecting Practice with Outcomes
Room: Legacy Ballroom
Kelli Burmeister, MA *Division of Youth Services, Colorado Department of Human Services*
Sally Hill, MA
Anders Jacobson
Tammy Schneiderman, M.Ed, Ed.S, LPC
- 12:15 p.m. - 12:20 p.m.** Break
- 12:20 p.m. - 1:40 p.m.** **LUNCH & PLENARY SESSION** **Legacy Ballroom**
Role of the Victim Community in Justice Reform
Colorado Organization for Victims Assistance
Jenn Doe
Rhonda Fields
Ami McCarthy

CONFERENCE PROGRAM cont.

1:40 p.m. - 1:45 p.m. Break

1:45 p.m. - 3:00 p.m. **BREAKOUT SESSIONS (2)**

B1) Denver's Adult Restorative Justice Program*

Room: Cotton Creek

Christina Brown-Haugen, JD

Jessica Sherwood, MSW

Beth Yohe, MS

Denver District Attorney's Office

The Conflict Center

The Conflict Center

B2) Effective Treatment of Offenders in Community Corrections

Room: Stanley Ballroom

Christopher J. Morley, PsyD

Elizabeth Schmidt, MA, LPC

Erin Gazelka, JD, MA, LPC, LAC

Correctional Psychology Associates

B3) Bond Reform Efforts in Colorado: an overview of the past, present, and future, and a detailed look at pending pretrial and bail reform bills in the Colorado legislature.

Room: Meadowbrook

Bo Zeerip

Aubrée Coté

21st Judicial District (Mesa County) District Attorney's Office

Community Corrections Division, City and County of Denver

B4) District Attorney Programs Aimed at Reducing the Involvement of Juveniles in the Justice System*

Room: Legacy Ballroom

Elaina Shively, JD

Sarah Ericson, JD

Moderated by Arnold Hanuman

20th Judicial District

18th Judicial District

Colorado District Attorneys' Council

3:00 p.m. - 3:15 p.m. Coffee Break (hosted)

3:15 p.m. - 4:30 p.m. **BREAKOUT SESSIONS (3)**

C1) Formerly Incarcerated Individuals: Perspectives from the Justice Involved

Room: Legacy Ballroom

Romales Gray

Andrew Matson

C2) A Judicial Perspective on Sentencing Equity

Room: Meadowbrook

Panel Moderated by Jacki Melmed Cooper, Office of Colorado Governor Jared Polis

Honorable Beth Dumler

Honorable Jonathan Shamis

Honorable Nikea Bland

Honorable Keri Yoder

Arapahoe County

Lake County

2nd Judicial District

7th Judicial District

C3) Racial Disparities in the Criminal Justice System: Evaluating and Addressing Issues in Prosecution

Room: Cotton Creek

Stacey Bosick, PhD

Kenneth Boyd, Esq.

Kevin Gamache

Sonoma State University, California

Denver District Attorney's Office

Denver District Attorney's Office

CONFERENCE PROGRAM cont.

C4) Engaging Youth in Juvenile Justice Decisions

Room: Stanley Ballroom

Crystal Murillo, BS

Ciara Benner

Sam Elfay

Nicholas Turco

Juvenile Justice and Delinquency Prevention Council

Thursday, March 5, 2020

7:30 a.m. - 8:15 a.m. Registration & Continental Breakfast

8:15 a.m. - 9:00 a.m. **PLENARY SESSION** **Legacy Ballroom**
How Officer-Involved Shootings are Investigated in Colorado
District Attorney George Brauchler, 18th Judicial District
Director John Camper, CBI
Lt. Matthew Clark, Denver Police Department
Michael A. Nordine, Deputy Chief, Grand Junction Police Department
Chief Michael Phibbs, Auraria Campus Police Department

9:00 a.m. - 10:15 a.m. **PLENARY SESSION** **Legacy Ballroom**
*The Promise and Perils of Prosecutorial Discretion**
District Attorney George Brauchler, 18th Judicial District
Former Boulder District Attorney Stan Garnett

10:15 a.m. - 10:30 a.m. Coffee Break (hosted)

10:30 a.m. - 11:15 a.m. **FACILITATED DISCUSSIONS (4)**

D1) Strategies to Reduce Recidivism

Room: Legacy Ballroom

D2) Strategies to Sentence without Bias

Room: Meadowbrook

D3) Strategies to Implement Pre-trial Reforms

Room: Cotton Creek

D4) Strategies to Reduce Youth Justice Involvement

Room: Stanley Ballroom

11:15 a.m. - 11:30 a.m. Break

11:30 a.m. - 12:15 p.m. **FACILITATED DISCUSSION AND REPORT OUTS**
Room: Legacy Ballroom

12:15 p.m. - 12:30 p.m. **SUMMARY AND NEXT STEPS**
Room: Legacy Ballroom
Stan Hilkey, Executive Director, Colorado Department of Public Safety

12:30 p.m. - 1:30 p.m. **LUNCH (on your own)**

2:00 p.m. - 4:30 p.m. **FILM SCREENING "JUST MERCY" (OPTIONAL)**
Where: AMC Westminster Promenade Theater #20
10655 Westminster Blvd, Westminster, CO
Space is limited to 96, Doors open at 1:30pm.

*Continuing Legal Education credit requested

SESSION DESCRIPTIONS

Plenary Session: Role of Community in Promoting Public Safety*

Colorado Criminal Justice Reform Coalition

Amberly Chalberg

Christie Donner

Micah Espinoza

Hassan Latif

Richard Morales

Colorado Department of Corrections

Colorado Criminal Justice Reform Coalition

Junction Christian Church

Second Chance Center

Latino Coalition for Community Leadership

A1) Implicit Bias, Interrupted

Ersaleen Hope, MPA

Shelley Siman, MA

Division of Criminal Justice, Colorado Department of Public Safety

The need to develop diverse, inclusive and equitable systems that make it possible for everyone to live up to their full potential is more evident now than ever. To achieve system change, the issue of implicit bias must be faced head-on. Implicit bias is deeply rooted in individuals and it influences organizational structures. It shapes decision-making at all steps of the justice system, leading to inequitable outcomes. This interactive workshop aims to provide space for self-reflection, thought-provoking discussions, and practices intended to increase participants' awareness about their own biases, how to recognize bias around them, and steps they can take to interrupt it and its impacts. "Isms" can no longer be the predictor of system outcomes. Everyone has a part in creating environments where all can flourish.

Objectives:

1. Increase participants' awareness about their own biases
2. Learn how to recognize bias
3. Discover steps you can take to interrupt bias and its impacts

A2) Sentencing in Colorado: A 40-year History and Analysis of the Purposes of Sentencing*

Maureen Cain, JD

Office of the State Public Defender

Presentation of the changes in sentencing that have happened in Colorado over the last 40 years. What are the goals of our sentencing schemes?

A3) Culture Shift in Corrections

Dean Williams, BS

Colorado Department of Corrections

Recidivism, or the return-to-prison rate, has remained stubbornly high in Colorado despite strong efforts to reduce it. Throughout the country there has been a strong awareness that to reduce recidivism we must focus on several areas of concern. One of those areas is the prison environment or culture, where idle time, starkness, danger, and lack of hope/purpose persist. Normalizing the prison environment not only makes prisons more humane, but it also is a proven strategy to reduce future victimization and increase public safety. Normalization of prisons is not a program, but a strong shift in the way we operate prisons to attack this stubborn recidivism rate.

Objectives:

- 1) Understand recidivism reduction efforts
- 2) Understand why normalization matters
- 3) Understand why a culture shift is needed

SESSION DESCRIPTIONS cont.

A4) Youth Recidivism: Connecting Practice with Outcomes

Kelli Burmeister, MA

Division of Youth Services, Colorado Department of Human Services

Anders Jacobson

Tammy Schneiderman, M.Ed., Ed.S., LPC

Sally Hill, MA

Youth recidivism rates in Colorado have been rigorously studied by the Division of Youth Services (DYS) for nearly 30 years. In those years, what have we learned? More importantly, how has this research shaped the way DYS works with youth and families? The first part of this session will provide an in-depth probe into the concept of recidivism, relay important trends, and highlight specific factors correlated with youth recidivism. The second part of this session will describe the Division's efforts, initiatives, and practices designed to improve youth outcomes and reduce recidivism.

Objectives:

1. Audience will gain a better understanding of youth recidivism as it relates to DYS committed youth
2. Attendees will learn about the Division's efforts to improve youth outcomes and reduce recidivism

Plenary Session: Role of the Victim Community in Justice Reform

Colorado Organization for Victims Assistance

Jenn Doe

Rhonda Fields

Ami McCarthy

This Presentation will do a brief overview of the Victim Rights Amendment and will follow-up with two victim survivors who will outline how victimization touched their lives and the impact on them moving forward.

Objectives:

1. All criminal justice reform will consider the impact on victims as equally as important as justice for offenders
2. The participants will understand the effects of crime on victims and the lasting impact on victims throughout their lives
3. In Criminal Justice Reform all decisions need to be based on a foundational understanding of the victimization and victims be considered in all decisions being made moving forward

B1) Denver's Adult Restorative Justice Program*

Christina Brown-Haugen, JD

2nd JD District Attorney's Office

Jessica Sherwood, MSW

The Conflict Center

Beth Yohe, MS

The Conflict Center

This presentation will discuss Restorative Denver, the innovative restorative justice program recently started for adult misdemeanor cases at the Denver District Attorney's Office. Restorative Denver is a partnership between the DA's Office and The Conflict Center, a community-based nonprofit organization. Restorative justice is a response to crime that focuses on addressing and repairing harm. It helps crime victims feel supported and empowered, and allows defendants to understand the impact of their actions and repair the harm they caused to the greatest extent possible. Restorative Justice focuses on making things right for the victim and reintegrating defendants back into the community with the skills and awareness to prevent future crime. This presentation will discuss the program and why the DA's Office decided to implement a community-based model of restorative justice. It will also discuss the successes and challenges in implementing such a program and will include the perspective of defendants who have participated in the program thus far.

Objectives:

1. Gain a greater understanding of what restorative justice is and why it has the potential to reform our current criminal justice system
2. Learn about why the Denver DA's Office started a restorative justice program for adults that partners with a community nonprofit organization
3. Hear some of the successes and challenges of the new program and the perspectives of those who have participated in the program thus far

SESSION DESCRIPTIONS cont.

B2) Effective Treatment of Offenders in Community Corrections

Christopher J. Morley, PsyD, Elizabeth Schmidt, MA, LPC

Erin Gazelka, JD, MA, LPC, LAC

This presentation will address Risk, Need and Responsivity and how they inform evidence-based treatment in community corrections.

By the end of the presentation, attendees will understand:

1. Why Community Corrections is important in the criminal justice system
2. The concepts that drive treatment and supervision-specifically, risk, criminogenic need & responsivity (RNR)
3. What treatments most effectively reduce risk based upon criminogenic need

B3) Bond Reform Efforts in Colorado. An overview of the past, present, and future, and a detailed look at pending pretrial and bail reform bills in the Colorado legislature.

Bo Zeerip

21st Judicial District (Mesa County) District Attorney's Office

Aubree Coté

Community Corrections Division, City and County of Denver

This presentation will discuss the details of pending pretrial / bail reform bills in the Colorado legislature. Before looking at the pending legislation there will be a brief overview of the history of bail, past and current reform efforts nationally, including in a couple of specific jurisdictions outside Colorado, and also reviewing reform efforts and outcomes from some judicial districts within Colorado. Data and statistics from these jurisdictions will be provided and discussed to evaluate certain reform efforts. After considering the past efforts, the actual statutory language and details of several pending reform proposals will be considered in depth, including new requirements for law enforcement, district attorneys, judges, counties, and pretrial services agencies. The session will end with a discussion regarding implementation requirements, challenges and ideas. Questions and discussion will be encouraged throughout the presentation.

Attendees of this session will have an understanding of some of the pretrial and bail reform efforts that have been implemented around the country, as well as the reforms in a couple of Colorado Judicial Districts, and the statistical outcomes from those jurisdictions. Additionally attendees will understand the current status of bail / bond law in Colorado, and the pending legislative proposals to make some significant changes in Colorado's pretrial systems. Finally, they will have an understanding of the implementation requirements of the pending legislation.

B4) District Attorney Programs Aimed at Reducing the Involvement of Juveniles in the Justice System*

Elaina Shively

20th Judicial District

Sarah Ericson

18th Judicial District

Moderated by Arnold Hanuman

Colorado District Attorneys' Council

The presentation will explore and explain the different types of highly successful programs that DAs are implementing in Colorado to keep young people out of the formal juvenile justice system. The speakers will explain different models for success that work in each of their respective judicial districts and focus on topics such as pre-file and post file diversion, restorative justice, informal adjustment and early intervention.

Attendees will engage in dialogue to explore the goals of prosecution and public safety and how diversion and restorative justice (RJ) programs can meet these goals. Attendees will learn how two DA's Offices have implemented innovative diversion programs offering an alternative to traditional prosecution that supports accountability, victim-centeredness, and repair of harm, while also decreasing risk of re-offense.

C1) Formerly Incarcerated Individuals: Perspectives from the Justice Involved

Romales Gray

Andrew Matson

This panel will provide the experiences and observations of formerly convicted individuals. Panelists will share ideas on the impact of the criminal justice system on their rehabilitation, offer recommendations on methods to improve outcomes, identify what worked well for them and suggestions for reducing incarceration.

SESSION DESCRIPTIONS cont.

C2) A Judicial Perspective on Sentencing Equity

Panel Moderated by Jacki Melmed Cooper, Office of Colorado Governor Jared Polis

Honorable Beth Dumler

Honorable Jonathan Shamis

Honorable Nikea Bland

Honorable Keri Yoder

Arapahoe County

Lake County

2nd Judicial District

7th Judicial District

C3) Racial Disparities in the Criminal Justice System: Evaluating and Addressing Issues in Prosecution

Stacey Bosick, PhD

Kenneth Boyd, Esq.

Kevin Gamache

Sonoma State University, California

Denver District Attorney's Office

Denver District Attorney's Office

The Colorado Lab funded a project conducted by Dr. Stacey Bosick in partnership with the Denver DA's office. This project aims to evaluate racial and ethnic disparities in the application of prosecutorial discretion. Prosecutors play a central role in punishment outcomes and exercise a wide degree of discretion. Drawing on administrative data, case files, and interviews with prosecutors, this research will identify the central pathways by which disparities occur by investigating prosecutorial guidelines, evidentiary materials, and other case characteristics. The results are anticipated to improve justice equity across the state of Colorado by modeling prosecutorial transparency, broadening data collection and use, and identifying means of ameliorating racial and ethnic disparities in criminal justice.

C4) Engaging Youth in Juvenile Justice Decisions

Ciara Benner

Sam Elfay

Crystal Murillo, BS

Nicholas Turco

Juvenile Justice and Delinquency Prevention Council

The Emerging Leaders of Colorado's Juvenile Justice and Delinquency Prevention Council will present on the topic of youth engagement in juvenile justice decision making and reform. The emerging leaders will utilize the lived experience and the expertise of their members to present on these topics. Their presentation will focus on community connection and youth empowerment through working with their communities. Finally, the presentation will also focus on the concrete resources that youth need to thrive and become contributing members in juvenile justice decision making from a professional and personal standpoint.

Objectives:

1. Community Connection. Youth gain power from their communities by having a supportive community network and can empower their communities in return. If you want to get youth involved, they must recognize their stories as an asset.
2. To Teach and Learn. Youth need to be empowered to both be experts and novices who want to gain professional knowledge. It is imperative to train youth on how to share their lived experiences and encourage youth to use that a tool for advocacy.
3. Concrete Resources. Youth require concrete resources to thrive and become contributing members in juvenile justice decision making. Specifically, funding, positive culture and decision-making autonomy.

SESSION DESCRIPTIONS cont.

Plenary Session: How Officer-Involved Shootings are Investigated in Colorado

District Attorney George Brauchler, 18th Judicial District

Director John Camper, CBI

Lt. Matthew Clark, Denver Police Department

Michael A. Nordine, Deputy Chief, Grand Junction Police Department

Chief Michael Phibbs, Auraria Campus Police Department

Experts from across Colorado will discuss the different ways Officer Involved Shootings are investigated. Presenters will discuss the legal requirements for investigating officer-involved shootings, how Independent Monitors are utilized in some investigations, how multijurisdictional teams are deployed in some areas of the state, and the legal analysis conducted by District Attorneys in determining if criminal charges against officers are warranted.

Objectives:

1. Understand the legal requirements for conducting officer involved shooting investigations.
2. Learn deferent models for conducting officer-involved shooting investigations in Colorado and learn about the legal analysis conducted in determining if criminal charges should be filed against an officer after an office involved-shooting.

Plenary Session: The Promise and Perils of Prosecutorial Discretion*

District Attorney George Brauchler, 18th Judicial District

Former Boulder District Attorney Stan Garnett

The presenters will offer their respective experiences and philosophy related to the discretionary powers of prosecutors to include the history and evolution of the charging authority, the accountability of the prosecutor for decision made and a candid discussion and critique of how this power should be used or could be abused. Prosecutorial discretion is used as often to dismiss or reduce charges as it is to vigorously prosecute the worst offenders. This presentation will provide the real life experiences and philosophies of two of Colorado's most recognizable and experienced elected prosecutors from very different communities in Colorado.

D1) Strategies to Reduce Recidivism

The goal of reducing recidivism is ultimately aimed at reducing crime thus increasing public safety; this means we must restore victims of trauma and as well as ensure that incarcerated people are within a normalized correctional commitment environment and receive the services they need to rehabilitate and be successful outside of the walls or off of supervision.

D2) Strategies to Sentence without Bias

Our laws should be calibrated so that the punishment fits conduct and is not decided by factors such as race, ethnicity, or geography. It should restore equity at every stage and be grounded in anti-bias efforts to address disparities in sentencing.

D3) Strategies to Implement Pre-trial Reform

Colorado should maximize diversion and pre-trial services, so that detention is based on public safety necessity instead of poverty, inequity and bias.

D4) Strategies to Reduce Juvenile Justice Involvement

We know that success early in life means lifelong success. Success for those juveniles with involvement in our justice system means increasing equity throughout the continuum, closing the achievement gap, improving high school completion rates, expanding diversion options, and creating safe, secure, and homelike commitment and detention facilities.

PRESENTER BIOGRAPHY

(In alphabetical order by last name)

Ciara Benner has served as an Emerging Leader on the Juvenile Justice and Delinquency Prevention Council since 2018. She intends to focus on preventing the school-to-prison pipeline. Her goals include delinquency prevention, trauma counseling, equality, and creating opportunities for youth. Ciara currently works as a Registered Psychotherapist for adult offenders. Working with adult offenders, she has learned that most of them suffered trauma in their youth. She often asks, "If adult offenders had access to trauma services and education in their youth, would they have a different story today?" Ciara eventually wants to provide mental health services and create access to alternative programs to prevent youth trauma. She plans to complete her degree in Human Services with concentrations in Addictions and High-Risk Youth Studies. Her motto: "Nothing will change if nothing is said."

Stacey J. Bosick, PhD. (PI) is the Associate Dean of Undergraduate Studies at Sonoma State University in California. From 2009-2019 she was a professor and the Graduate Director of Graduate Studies in the Department of Sociology at the University of Colorado Denver. Her research interests are in crime, inequality, and the life course. She is particularly interested in the transition to adulthood experiences of vulnerable populations. Stacey earned her undergraduate degree from the University of California at Berkeley in 1999 and her PhD from Harvard University in 2009. Her research has won awards from the American Society of Criminology and the Academy of Criminal Justice Sciences.

Kenneth Boyd, Esq., is a Senior Deputy District Attorney in the Denver District Attorney's Office. He currently serves as the Domestic Violence Prosecution Specialist working in collaboration with law enforcement and community agencies on cases involving intimate partner violence at the Rose Amond Center for Domestic Violence. Kenneth also manages the Denver DA's Firearm Relinquishment Unit and is the project lead on the Denver DA's Race and Justice Data Project. During his career as a prosecutor, Kenneth has successfully tried cases in every unit of the Denver District Attorney's Office and continues to specialize in complex, multi-jurisdictional grand jury investigations. In 2014, while assigned to the Family Violence Unit, Kenneth was awarded the Denver District Attorney's Office Meritorious Service Award for successfully prosecuting the murder of a local elementary school teacher by her ex-boyfriend. Prior to joining the office of the Denver District Attorney, Kenneth received his undergraduate degree in History from Colorado State University. After working several years as a cost accountant and division manager in his family's construction business, Kenneth left the industry to pursue a law degree from the University of Denver Sturm College of Law. After graduating from law school in 2006, Kenneth clerked for the Honorable John Daniel Dailley on the Colorado Court of Appeals before being hired to work in the Denver District Attorney's Office. Kenneth currently sits on the Board of Directors for the Colorado Metro Auto Theft Task Force and recently rolled off the Board of Directors for the Aurora Public Schools Foundation.

Christina Brown-Haugen works for the Denver District Attorney Office as the Deputy District Attorney in charge of Restorative Justice & Diversion. She received a BA from Southern Methodist University in 2000, a M.Ed. from Harvard Graduate School of Education in 2006, and a JD from UCLA's School of Law in 2012. Following law school, Chris spent two years working as a legal fellow for the Equal Justice Initiative where she represented clients sentenced to death on direct appeal, interviewed people denied fair treatment in Alabama prisons, and researched the legacy of racial bias in the US and its relationship to modern day mass incarceration. Chris then spent four years working as a public defender in Fort Collins, CO representing children and adults charged with delinquency and criminal offenses. Last year, Chris worked as a Criminal Defense Clinical Teaching Fellow at the University of Denver's Sturm College of Law where she supervised students representing clients charged with misdemeanor and petty offenses. Chris is passionate about reforming our current criminal justice system by developing innovative ways to work on reducing recidivism and providing defendants with opportunities where they face consequences for their actions without the stigma and burden of a criminal conviction.

PRESENTER BIOGRAPHY cont.

Kelli Burmeister is a Colorado native with over 20 years working within the juvenile justice, data & research arenas. Kelli has a Masters and Bachelor's degree in Criminology from the University of Missouri-St. Louis, with an emphasis in juvenile justice. Professionally, Kelli has worked for a Police Department's forensics team in California, counseled youth at a residential treatment program in Colorado, evaluated curricula targeting youth violence prevention across the nation, and currently leads a team of talented analysts as the Director of Data Management & Analysis for the Colorado Division of Youth Services. The team holds expertise in criminology, sociology, statistics, research methods, and evaluation; and they collectively specialize in connecting leaders with information needed to make smart, informed decisions. "In God we trust; all others bring data." ~ W. Edwards Deming

Sarah Ericson is the Director of Diversion in the 18th Judicial District Attorney's Office. She oversees a staff of 19 providing therapeutically based diversion programming for over 600 juveniles and adults each year. Sarah has been a prosecutor with the DA's office since 2002 and has spent 13 years focused on juvenile justice. She participates in collaborative efforts to improve the juvenile justice system at the state, county and community level. Sarah is a Colorado native and alumna of the University of Colorado-Boulder. She earned her JD at Emory University School of Law.

Kevin Gamache is a Senior Systems Analyst for Denver District Attorney's office where he works closely with the office's case management system, providing the office with reports, and building an analytical data warehouse. Kevin has a background in software application development with various private sector and local government organizations. He most recently worked on the data warehousing efforts at National Jewish Hospital, which facilitated numerous medical research projects.

Erin Gazelka has been working as a forensic therapist and clinician in Denver since 2007. Her education and career has been devoted to the intersection of psychology and law since 2000. She is currently focused on providing therapy and assessment services to adult offenders in community corrections and parole as a Clinical Supervisor CPA. Ms. Gazelka's training and supervision have allowed her to incorporate psychodynamic, acceptance and commitment, marriage and family systems, and existential theories and practice into her approach with clients. She has practiced as a Licensed Professional Counselor since June 2012 and became a Licensed Addiction Counselor in March 2014. She was newly listed as a Full Operating Level DVOMB Provider for both men and women in June 2019. She was appointed to one of the five Mental Health Positions on Colorado's Domestic Violence Offender Management Board (DVOMB) in March 2019. Ms. Gazelka has been recognized for her work as Contributor of the Year at CPA in 2010 and again in 2012. She was also recognized with the Impact Award by University of Denver in 2019 for her impact on the metropolitan Denver community, underserved populations, and academic community of the university. Ms. Gazelka received her Master of Arts degree in Forensic Clinical Psychology from University of Denver's Graduate School of Professional Psychology in 2009. Ms. Gazelka also received her Juris Doctorate from William Mitchell College of Law in St. Paul, Minnesota in 2007. She has been teaching at both the undergraduate and graduate level for both University of Denver and Colorado State University.

PRESENTER BIOGRAPHY cont.

Sally Hill is the Senior Analyst and principal investigator for the annual recidivism report produced by the Division of Youth Services Data Management and Analysis team. She earned her M.A. in Criminology from Ohio University, and was a doctoral candidate in the Criminology program at the University of Colorado at Boulder. Prior to joining DYS in 2014, she spent 8 years conducting criminological research evaluating the efficacy of prevention programs targeting juvenile delinquency, violence, and substance abuse with Blueprints for Healthy Youth Development at the Center for the Study and Prevention of Violence under Del Elliot and Sharon Mihalic. Her research interests include life-course criminology, alternatives to incarceration, and gendered criminology.

Ersaleen Hope has over 10 years of experience in the human servicing field. She has worked with diverse populations in both the government and non-profit sector including juvenile justice, social services, judicial, and community corrections. Ersaleen's leadership experience has equipped her with a diversity lens that has motivated her to be an active participant in intentional system change. This diverse background allows her to lead the justice field in achieving equitable and inclusive implementation outcomes. Upon joining the Evidence-Based Practices in Implementation for Capacity (EPIC) Resource Center in 2019, Ersaleen has guided strategic priorities by infusing diversity, inclusivity, and equity into implementation science and skill development curricula. Her progressive approach focuses on embedding key components, representing the whole person, into critical training elements that should be incorporated in the early stages. As a skilled trainer and coach of motivational interviewing, a well-established, evidence-based practice used to generate positive behavioral changes, Ersaleen empowers and influences cross-systems change in an intentional and fair manner.

Ersaleen earned a BS in Criminal Justice, Masters in Public Administration, and MS in Psychology. Ersaleen received the 2017 Visionary Leadership Award and Outstanding Service awards from El Paso County Department of Human Services. She is licensed by NCTI as a Real Colors facilitator, a personality assessment that enhances communication and understanding of others.

Anders Jacobson was appointed the Director of the Division of Youth Services in 2016. In his position he oversees the operations of 10 State operated youth centers, the juvenile detention system, and parole program services. With an average of nearly 940 youth in the Division's care and over one-thousand employees, Jacobson maintains complete oversight of the division's advanced service delivery system and demonstrates a strong focus on outcomes and cross-system partnerships to ensure quality services are provided to youth.

Under Jacobson's leadership, the Division is moving away from a once punitive, correctional culture in its youth centers, and toward a trauma-responsive organizational environment. The Division is further supporting healthy environments by changing policy and practice around the use of seclusion, sharply reducing its frequency. As the division expands its trauma informed practices, Jacobson banned pressure-point pain compliance, offensive strikes by staff, strip searches and the use of the "wrap," a physical restraint device. The Division converted sterile visitation rooms into warm environments for family and children to visit. Jacobson has worked in the juvenile justice field for 25 years, with 22 of those years spent in leadership roles at youth centers in both the private sector and centers operated by the State. Throughout his career, Jacobson has been an advocate of youth and their families, always looking to capitalize on their strengths and abilities to improve their lives and become successful community members.

PRESENTER BIOGRAPHY cont.

Samuel Kidane Elfay has been part of the emerging leaders for almost a year and a half. Sam represents and fights for the youth going in and out of the juvenile system. As a youth who has served behind bars, it has been my mission to fight for our children of youth who are failed at a young age. Sam said he often felt isolated and started hanging out with gang members. That only led Sam to get himself into more trouble. Sam eventually went to jail at age 16. He spent 8 months behind bars. As soon as he got out he was banned from Washington for 4 years. Some say change can't happen in such a short amount of time, but it did. Change happened because a man named Jason McBride stepped into Sam's life. McBride is a mentor with GRASP. After Sam got out, Jason and Sam were connected through family and friends. Sam serves on the Juvenile Justice Board, and on the My Brothers' Keepers' Executive Board with Mayor Hancock and on the Restorative Justice Advisory Board. Sam hosts his own events in the community with other youth leaders on a team he has built called Community Culture. Sam's goal is to get young men of color out the juvenile system and onto a path made by new experiences and exposure.

Ami McCarthy has been with the Colorado Organization for Victim Assistance (COVA), in Denver, CO, for 20 years. Ms. McCarthy has been training for COVA for 13 years and has been acting as the Training Director for COVA since August of 2013. As COVA Training Director Ami provides Statewide Training (Victim Rights Act, Vicarious Trauma, Offender Empathy Strategies, Cultural Considerations, Emotional Intelligence and Resilience) to those working in the Criminal Justice Process, including victim advocates, law enforcement, mental health workers, etc. Ms. McCarthy has responded to several Mass Tragedies in the last several years. During July of 2012 and August of 2013, Mrs. McCarthy worked as the Assistant Director of the COVA 720 Response Team, working with the most catastrophically injured victims of the Aurora, Colorado Theater shooting. In Nov. 2015, she was one of the Incident Commanders at the Planned Parenthood shooting in Colorado Springs; in Oct 2017, she was a member of the team deployed by the Colorado Attorney General's Office to the Las Vegas mass tragedy. Ms. McCarthy is a graduate of the National Victim Assistance Academy Advanced Trainer Institute and is qualified to train the Office for Victims of Crime (OVC) training curricula nationwide. She has additional experience working with juvenile violent and sexual offenders.

Dr. Christopher Morley has been an advocate for effective treatment in the criminal justice system throughout his career, starting his work in correctional psychology in 1993. After earning his Doctor of Psychology (PsyD) from University of Denver Graduate School of Professional Psychology (GSPP) program in 1998, he co-founded Correctional Psychology Associates (CPA), an agency focused on treatment of people in community corrections, with Dr. Evan Crist. The pair started Time to Change, a community corrections program, the following year. Dr. Morley served as the Program Director from 1999 to 2004. Since taking sole ownership of CPA in 2012, the company has expanded, treating offenders in nearly all of the community corrections programs in the metro Denver area. They currently treat more than 1000 people in community corrections, probation, and parole. In addition, Dr. Morley taught at the University of Denver's Doctor of Psychology (PsyD) and Masters in Forensic Psychology (MAFP) programs from 1999 to 2014. He was given a Career Achievement Award from DU in 2018. Dr. Morley is a licensed psychologist.

PRESENTER BIOGRAPHY cont.

Crystal Murillo

Growing up in an immigrant household and neighborhood, Crystal was able to experience the meaning of grit, hard work and determination. She is committed to be an advocate for the community and helping others become resilient changemakers. Crystal has accomplished an impressive list of firsts. She is the first in her family to graduate high school and college. In 2015 she received her Bachelor of Science and Business Administration from the University of Denver. First in her family to be elected to office, and the youngest person and first Latina ever elected to Aurora City Council, elected in 2017. Aurora is Colorado's third largest city, with a diverse population of more than 374,000. Her policy priorities are housing, local economy and interconnected transit systems that are rooted in achieving equity for all residents. Her legislative and policy experience spans the spectrum from working on state-wide policy for the House Majority Leader at the Colorado State Capitol to working on a citizen-led initiative for nonprofit health access organization Healthier Colorado. She has served on the Juvenile Justice and Delinquency Prevention Council for the State of Colorado for 3.5 years where she blends her policy and leadership experience to improve the wellbeing and experience of our youth. In addition to her work on council she also works as the Diversity Program Coordinator and Co-Director of a Latinx college access program for the University of Denver Undergraduate Admission. Crystal's mission is to help empower and educate community members to live their self-determined lives. She fulfills this mission through her various roles across politics, business and nonprofit work.

Elaina Shively is the Director of the Center for Prevention and Restorative Justice and a Senior District Attorney in the 20th Judicial District Attorney's Office. Elaina has been with the DA's Office for five years and is engaged in many local and state reform efforts. Between 2016 - 2019 she oversaw an increase of diversion by 350% and now diverts more juveniles than are prosecuted. Since 2016, CPRJ has diverted more than 1,800 cases with a 92% success rate and under 9% recidivism rate. Prior to joining the DA's Office Elaina served as a public defender in Adams County. Elaina earned both her undergraduate and law degree at the University of Colorado.

Elizabeth Schmidt has been working in clinical mental health and forensic psychology since 2005. She started her career in community mental health working primarily with adolescents and families within the school setting. In this position Ms. Schmidt provided assessment and therapy to felony offenders living on parole or in community corrections. Since 2016 Ms. Schmidt has been the Clinical Director for CPA. In this role she manages the daily operations of the practice. She provides supervision and training with a focus on conducting research-driven offender treatment in compliance with the Risk, Need, and Responsivity (RNR) model. Ms. Schmidt has presented to community corrections staff regarding the RNR model, personality disorders, and psychopathy. Ms. Schmidt was recognized several times for providing outstanding services to community mental health clients. She was recognized in 2008 by the Adams 14 Board of Education for her commitment to serving the students in Adams County District 14. She was also recognized in 2012 for her outstanding contributions to Correctional Psychology Associates. Ms. Schmidt received her Master of Arts degree in Forensic Clinical Psychology from University of Denver's Graduate School of Professional Psychology in 2007. She is currently a Licensed Professional Counselor and Licensed Addiction Counselor in the State of Colorado.

PRESENTER BIOGRAPHY cont.

Tammy Schneiderman is a Licensed Professional Counselor in the State of Colorado and holds a Masters and Specialist Degree in Marriage and Family Therapy. She is currently the Director of the Central Region for the Division of Youth Services. In this role, Tammy is responsible for the supervision and oversight of the Regional Office with a staff of 35 full-time positions, participation and oversight of six House Bill 1451 initiatives and four Colorado Juvenile Detention Continuum Juvenile Services Planning Committees which are located in a geographical area consisting of 11 counties and 4 judicial districts in the central quadrant of Colorado. Prior to being the Central Region director, Tammy served for 11 years as the Client Services Coordinator for the Division of Youth Services. In that role, she provided oversight to the statewide Client Management system and served as the liaison to the Juvenile Parole Board as well as the Administrative Review Division. Tammy's responsibilities included activities related to supporting the continuum of care through actuarial risk assessment, overarching case management, multi-disciplinary team decision-making, advanced supervision strategies and transition/parole planning. Prior to working with the Division of Youth Services, Tammy worked as a Therapist, Program Manager and then Clinical Program Director at Jefferson Hills, a privately-operated residential treatment program for high-risk youth in Colorado. Her other experience includes facilitation of outpatient groups focused on substance abuse and domestic violence issues as well as working as the Clinical Coordinator for an inpatient substance abuse program in California.

Jessica Sherwood holds an MSW from Case Western Reserve University and is Mediation Certified through International Advanced Dispute Resolution (IADR). She has been practicing conflict transformation, mediation, coaching and restorative practices implementation since 2010. Prior to her work with the Conflict Center, Jessica founded Mile High Conflict Transformation, working with organizations as varied as local unions and management, small claims courts, school administrations and staff, communities in conflict, families in long-standing dispute and estrangement and couples in ongoing relationship trauma in various levels of conflict. Jessica is deeply committed to helping people reach their highest potential through open communication and genuine connection. Jessica finds joy in environmental and social justice activism, time spent with her two daughters, yoga, hiking, and all things related to animal welfare.

Shelley Siman joined the Evidence-Based Practices in Implementation for Capacity (EPIC) Resource Center in 2013 and works with programs to implement and sustain effective interventions for justice-involved adults and juveniles. She has been a lifelong advocate for equitable justice system outcomes. Prior to joining EPIC, Shelley worked with the City and County of Denver as a criminal justice planner and analyst. As the Transition from Jail to Community (TJC) coordinator and liaison for the National Institute of Corrections/Urban Institute, Shelley built and facilitated partnerships that led to the successful implementation of an evidence-based model of jail reentry. She facilitated workgroups to address racial/ethnic and gender disparities in Denver's criminal and juvenile justice systems and co-developed cultural responsiveness training for justice professionals. Shelley supported jail reduction and recidivism strategies such as pretrial services for moderate to high-risk clients, specialty courts, and jail-based mental health interventions. Launching these strategies included analyzing large datasets containing jail population, court adjudication, and sentencing data. She facilitated cognitive behavioral skills classes inside Denver County jail and is a trainer of Thinking for a Change and Motivational Interviewing. Shelley received her MA in International Human Rights and a Certificate in Global Health Affairs from the University of Denver. Her research focused on overrepresentation of people of color in the justice system, which served as a framework for investigating disparities in Denver's justice system. Shelley researched disability and human rights at the University of Melbourne (Australia) and assisted with qualitative interviews of the social impact of people living in rural Australia who had acquired a disability later in life.

PRESENTER BIOGRAPHY cont.

Nicholas Turco has served on the Emerging Leaders of Colorado's Juvenile Justice and Delinquency Prevention Council for 4 years. His testimony on juvenile and adolescent neurodevelopment was integral in the council's effort to gain legislative approval to rewrite Colorado's Children's Code. He has also worked as an intern and legal research assistant for 4 years at Colorado's Office of The Alternate Defense Counsel. In this capacity, he has aided countless ADC attorneys in their cases advocating for the rights of their indigent clients in the criminal justice system. In his role at the OADC, he has also worked closely with Jonathan Rosen, Legal Research and Technology Coordinator, to research discoveries in neuroscience that have informed legal paradigms relevant to indigent criminal defense. Nicholas also served one term as an emerging leader on the National Coalition of Juvenile Justice where he received the National Council of Family and Juvenile Court Judges, Impact of the Year Award recognizing leadership, engagement, and commitment in improving juvenile justice policy and practice. Nicholas competes at an elite level in distance running. He is published as an LGBTQ sports role model and personality through Outsports, a sports news website focusing on LGBT issues and personalities in amateur and professional sports.

Dean Williams was appointed Executive Director of the Colorado Department of Corrections by Governor Jared Polis on January 8, 2019. Prior to joining the Colorado DOC, he was the Commissioner of Corrections in Alaska where he oversaw the operation of community jails, halfway houses, pretrial and sentenced facilities, probation, parole and pre-trial efforts in the state.

Dean served in several capacities during his time in Alaska, including: Special Assistant to Governor Walker, Special Assistant in the Alaska Department of Public Safety, Researcher for the Alaska Legislature, Executive Director of the Downtown Soup Kitchen, Juvenile Justice Superintendent, Associate Attorney and Paralegal Assistant for the State of Alaska Department of Law, Youth Counselor for the Dept. of Juvenile Justice and Reserve Police Officer for the Anchorage Police Department.

Beth Yohe is the Executive Director of The Conflict Center, a Denver-based nonprofit with the mission to equip people with practical skills to navigate, transform and embrace everyday conflict. Prior to joining The Conflict Center as Executive Director, she worked in several different capacities at the Anti-Defamation League (ADL), including as the Director of Training for the National Office of the ADL, overseeing its national anti-bias education training. Beth is an accomplished facilitator and consultant with over 20 years of experience, writing and delivering programs on a variety of topics related to transforming conflict, and addressing issues of systemic bias. She is involved nationally on issues related to conflict management, bullying prevention, restorative approaches and social emotional learning, including serving on the Advisory Board of The Ad Council's Love Has No Labels campaign as well as the Board President of the International Bullying Prevention Association. She received her Masters of Science from Colorado State University and her Bachelors of Arts from Texas A&M University.

Bough (Bo) A. Zeerip has served the people of Mesa County Colorado as a prosecutor for the past 12 years. He has prosecuted all manner of criminal cases from traffic and misdemeanor crimes to serious felony property crimes, sexual assault and homicide. Bo's current duties as a Chief Deputy District Attorney include having a limited caseload of the most serious and complex criminal cases, training and mentoring younger prosecutors, and serving on the executive decision making team for the District Attorney's Office. Bo has been involved in pretrial and bail reform efforts for over 10 years. He has served on the local Mesa County Pretrial Committee, has been invited to present to various jurisdictions around the country, and has served on the pretrial best practices standards committee for NAPSA, the National Association of Pretrial Services Agencies. Here in Colorado, Bo is a member of the Pretrial Task Force for CCJJ - the Colorado Criminal and Juvenile Justice Commission, and was chairman of a sub-committee that proposed the elimination of the use of cash bail in nearly all criminal cases. Bo and his wife Rebekah enjoy living in western Colorado with their 5 children, taking advantage of the best outdoor activities Colorado has to offer, not to mention no traffic and the excellent Western Slope restaurants and wineries.