



**THE PEOPLE OF COLOR IN  
CRIMINAL JUSTICE CONFERENCE  
MAY 23, 2017**



**Middlesex  
Sheriff's Office**



**Framingham  
State University**

## *Welcome from Sheriff Koutoujian & President Cevallos*

On behalf of Framingham State University and the Middlesex Sheriff's Office, welcome to the inaugural People of Color in Criminal Justice Conference and thank you for your attendance as we launch this important endeavor.

The goal of today's conference is to begin a candid and constructive dialogue within law enforcement intended to foster a greater awareness of issues unique to people of color in the criminal justice field. Our hope is that by focusing on topics of importance, we can share best practices as well as common themes intended to improve our workforce.

As leaders in academia and law enforcement, we strive to recruit and maintain an inclusive and diverse workforce. It is our sincere hope that discussions that begin here will result in career development strategies and conversations that will yield the law enforcement leadership of the future.

Thank you for your participation and engagement in today's conference. We look forward to a productive day today in an effort to get to work beginning tomorrow.



A stylized, handwritten signature of Peter J. Koutoujian in blue ink. The signature is a large, bold letter 'P' followed by a long, sweeping underline.

Peter J. Koutoujian  
Middlesex Sheriff



A handwritten signature of Javier Cevallos in black ink. The signature is written in a cursive style and includes a long, sweeping underline.

Javier Cevallos  
FSU President

# ***Conference Schedule***

*All sessions will be held in the McCarthy Campus Center*

- 9:00 AM      Welcome -- Dr. James Spencer, Middlesex Sheriff's Office  
Opening Remarks -- Middlesex Sheriff Peter J. Koutoujian  
Opening Remarks -- FSU Vice President Dr. Lorretta Holloway  
Morning Address -- Former EOPSS Secretary Andrea Cabral  
*Dining Common Annex*
- 9:50 AM      Break
- 10:00 AM      Workshop Session #1  
Inclusionary Leadership - *Alumni Room*  
  
Recruiting, Retaining & Navigating Diverse  
Careers in Criminal Justice - *CC 417*  
  
Building Trust with Communities of Color - *Faculty Staff Dining*  
  
Courageous Conversations - *CC 415*  
  
Using Innovative Data Techniques to Explore  
Police Use of Deadly Force - *CC 419*
- 11:15 AM      Break
- 11:30 AM      Workshop Session #2  
Inclusionary Leadership - *Alumni Room*  
  
Recruiting, Retaining & Navigating Diverse  
Careers in Criminal Justice - *CC 417*  
  
Building Trust with Communities of Color - *Faculty Staff Dining*  
  
Courageous Conversations - *CC 415*  
  
Using Innovative Data Techniques to Explore  
Police Use of Deadly Force - *CC 419*
- 12:55 PM      Keynote Address by Dr. Lorenzo Boyd and Lunch  
*Dining Common Annex*
- 2:15 PM      Networking Resource Fair  
*McCarthy Center Third Floor*

## ***Morning Address***

### **Honorable Andrea J. Cabral, Esq.**

*Former Secretary of Massachusetts Executive Office of  
Public Safety & Security*

As Executive Secretary of Public Safety in the Administration of Governor Deval Patrick, Andrea Cabral oversaw 14 state public safety agencies, including the Massachusetts State Police, the Department of Correction, the Massachusetts Emergency Management Agency, the Parole Board and the Massachusetts National Guard. Prior to that appointment, she was Sheriff of Suffolk County for ten years and the first female sheriff in Massachusetts. As Sheriff, she managed the state's largest county correctional system, comprised in part of 948 corrections officers, 75 non-uniformed staff and pre-trial detainees.



As an Assistant District Attorney in the Suffolk County District Attorney's Office from 1993-2002, Ms. Cabral was Chief of Suffolk County's first major felony Domestic Violence Unit, Senior Prosecutor for all civil rights cases and Chief of District Court and Community Prosecutions. She authored the state's first continuing legal education manual on restraining orders and is also a former Assistant Attorney General and Assistant District Attorney in the Middlesex County District Attorney's Office.

Ms. Cabral is an Eisenhower Fellow and served as one of 18 national experts appointed to the Science Advisory Board (SAB) by United States Attorney General Eric Holder. She is a member of the Advisory Board of the Rappaport Center for Law and Public Policy, the Editorial Board of Massachusetts Lawyer's Weekly and the Governing Board of the Mass Mentoring Partnership. She is also a consultant for private and public organizations and is a weekly contributor on WGBH Boston Public Radio. Ms. Cabral is a graduate of Boston College and Suffolk University Law School. - *Follow Sec. Cabral on Twitter @criticalthawt*

## ***Keynote Speaker***

### **Doctor Lorenzo M. Boyd, Ph.D**

*Chairman of the University of Maryland Eastern Shore  
Department of Criminal Justice*

Dr. Lorenzo M. Boyd spent over a decade as a Deputy Sheriff in Suffolk County, MA and currently serves as a police consultant. Dr. Boyd spent eight years as the primary advisor and consultant for the Fayetteville (NC) Police Department. He also developed several 40-hour police training modules and promotional assessments for officers of all ranks from patrol officer to Assistant Chief.



Dr. Boyd served as President (2016-2017) of the Academy of Criminal Justice Science (ACJS). ACJS is an international association established to foster professional and scholarly activities in the field of criminal justice and promotes criminal justice education, research, and policy analysis within the discipline of criminal justice for both educators and practitioners.

Dr. Boyd also served as a Senior Researcher at the North Carolina Juvenile Justice Institute (North Carolina Central University) where he conducted program evaluations on local community based juvenile justice intervention programs. Over the last several years, Dr. Boyd has built and directed several graduate programs and professional graduate certificates. He developed academic curricula for criminal justice graduate and undergraduate degrees, both online and on-campus.

Dr. Boyd earned a PhD in Sociology from Northeastern University, specializing in urban policing. His master's degree is from the University of Massachusetts Boston where his research explored the effectiveness of community corrections programs. His bachelor's degree is from the University of Massachusetts in Sociology & Political Science. - *Follow Dr. Boyd on Twitter @Professor\_Boyd*

# *Conference Workshops*

## Inclusionary Leadership

Natick Police Chief James Hicks and Lowell District Court Senior Probation Officer Thel Sar will engage participants in a discussion of the skills, competencies, and abilities needed to lead a diverse workforce in a professional criminal justice environment. This conversation will examine how to establish a holistic constituency to achieve the goals of effective criminal justice administration; while recognizing and successfully leveraging the diverse life experiences and perspectives that contribute to today's modern criminal justice workforce.

## Recruiting, Retaining, & Navigating Diverse Careers in Criminal Justice

John Hale, J.D., Professor at Elms College and retired Captain at the Hampden County Sheriff's Department will examine challenges that criminal justice agencies face in the recruitment, training, and retention of people of color as a component of their workforce development strategies. There will also be an in-depth conversation focused on best practices for succeeding as a person of color in a criminal justice career, drawn from the facilitator's personal experiences.

## Building Trust with Communities of Color

Ruth Ogembo, Director of *Teen Block* at the Lowell Community Health Center as well as Sergeant Marisol Nobrega and other members of the Lowell Police Department will speak about their experiences becoming officers with the Department. They will also speak about the challenges they face within their own cultural and ethnic communities since becoming police officers, and how it has changed their interactions with members of the community. The conversation will then shift to a discussion about strategies the Lowell Police have used to collaborate with the city's diverse youth population – and important lessons learned.

# *Conference Workshops*

## Courageous Conversations

Monserrate Quiñones, Director of the Office of Diversity & Equal Opportunity at the Massachusetts Department of Correction, and Chon'tel Washington, Director of the Center for Inclusive Excellence at Framingham State University, will identify and discuss obstacles to effective intercultural communication that often arise within professional criminal justice workforces, and how to develop successful strategies to address these issues. The workshop facilitators will share best practices in creating the necessary space and permission structures to engage in candid, culturally competent, and ultimately constructive dialogue.

## Using Innovative Data Techniques to Explore Police Use of Deadly Force

Historically, a lack of consistently collected nationwide data on the use of force has created gaps in our knowledge base. In this session, Dr. Xavier Guadalupe-Diaz, Assistant Professor of Sociology at Framingham State University, will discuss his project on the collection of data regarding law enforcement interactions relative to the role of race, situation and the use of deadly force. This project examines the emerging use of media-reported data to help fill these gaps. It will also feature a moderated panel discussion with Dr. Guadalupe-Diaz, U.S. Marshal John Gibbons and Boston Police Captain Kenneth Fong about how data can be used to frame conversations, reverse trends, and allow for strengthened community/law enforcement relations.

*We encourage all participants to follow the conversation on social media at #POCCJ.*

