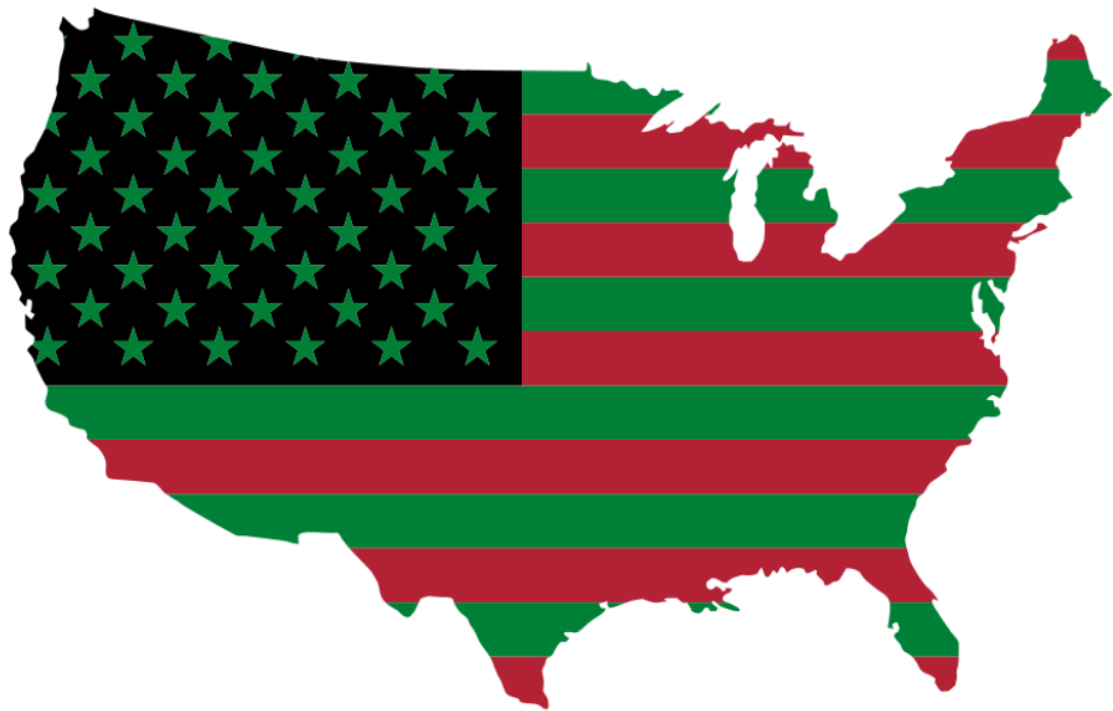




NBPA

National Black Prosecutors Association



THE STATE OF THE BLACK PROSECUTOR: EMPOWERED & EMBOLDENED TO CHANGE THE NARRATIVE

August 17 – 21, 2020

3:00 – 4:30pm EDT / 12:00 – 1:30pm PST Daily

**NBPA**

National Black Prosecutors Association



NATIONAL BLACK PROSECUTORS ASSOCIATION VIRTUAL ANNUAL CONFERENCE

**"The State of the Black Prosecutor:
Empowered and Emboldened to Change the Narrative"**
August 17, 2020 – August 21, 2020

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August 17, 2020

NBPA Family,

Welcome to our first virtual conference! While we were excited to see each other in the beautiful city of Chicago, your health and safety remains a priority. Our physical fellowship did not stop at the postponement of the 2020 Chicago Conference. We have now moved to virtual fellowship. The theme is: The State of the Black Prosecutor: Empowered & Emboldened to Change the Narrative. The NBPA virtual conference agenda is a continuum highlighting the issues that we deal with, office practice, and how we can change that narrative. For the past 36 years, we have been an empowered family. Each year, the conference renews that energy. As a result of that empowerment, we have always been emboldened to change the narrative. We now have to push the boundaries further because we are valuable and must continue to convey our value by instilling our mission. We have had a hard year but we remain steadfast in that mission. In spite of the ugly, insensitive, eye opening social injustice around us, we are still the voice of the voiceless and continue to safeguard ALL rights. Being a prosecutor means that we seek justice; we remain the gatekeepers of justice.

While we have had a hard year, we have also had a fruitful year. We have continued to fellowship with each other in our respective states and local chapters. We contributed to our communities through service projects and Real Talk. We travelled to Africa to facilitate trainings as we engaged in idea sharing with our brothers and sisters on the other side of the globe. We have been busy.

This separation is temporary; this too shall pass. I look forward to seeing you all week. I also look forward to seeing you in Chicago August 15-20, 2021. Stay safe NBPA Family.

Yours in Service

National Black Prosecutors Association
1507 East 53rd Street Suite 108 Chicago, Illinois 60615
www.blackprosecutors.org

A Look Back At NBPA History

In late 1981 or early 1982, Norman S. Early Jr., then the Chief Deputy in the Denver District Attorney's Office, was contacted by the East Coast Chapter of the NAACP requesting his participation on a panel. Norm responded that he knew he was being solicited for only two reasons – they needed a prosecutor as some fodder and because he was “Black.” He suggested they contact a Black prosecutor from the East Coast. The NAACP opined that was their preference, and requested the name of one. Norm had to embarrassingly acknowledge that he knew not one single name or position of a Black prosecutor outside his home state of Colorado. And although he had attended many NDAA events, Norm had not encountered many prosecutors of color.

Two non African-American prosecutors were instrumental in the formation of the **NBPA**. One was the Chicago States Attorney (now Mayor) Richard Daley. The other was Norm's Denver District Attorney predecessor and mentor Dale Tooley. Norm strolled into DA Tooley's office and told Tooley of his consternation in not being able to network with fellow African-American prosecutors around the United States. DA Tooley suggested that Norm call the largest offices in the states and counties with the largest Black populations, and request that the receptionist transfer him to a Black lawyer. If he met with any resistance, he was to tell them he was the Chief Deputy in the Denver DA's Office and was compiling a reference list to be used in instances where Black prosecutors were requested to make presentations. If necessary, Norm's ace in the hole was the NAACP conversation.

When Norm inquired if he was expected to do this on public time, using a government telephone, the response was that establishing this network was every bit as important as the cases Norm tried and the programs Norm ran. So, Norm got on his government phone, in his government office, on government time, with DA Tooley's blessing, and began the arduous task of calling one office after another. There was greater resistance in some offices than others, but within a few short months a list of over 175 Black prosecutors was compiled, with Chicago, IL, and Florida dominating the list.

In fact, Chicago proved to be a most important city for our organization. Years earlier, Norm met Glenn Carr through the now defunct Regional Heber Smith Community Lawyer Fellowship

Program, run under the auspices of Howard University Law School, where Glenn was the program director. Glenn was now the Deputy States Attorney in the office of Richard Daley. The day Norm and Glenn reconnected was the day things started taking shape for the formation of a national organization serving Black prosecutors. Sterling Johnson, the then NYC Special Narcotics Prosecutor (now a Federal judge) joined with Norm and Glenn in organizing a meeting of as many Black prosecutors as they could identify and, amongst other things, to discuss the possibility of forming an organization. With that in mind, in August of 1982 a letter was sent to everyone on the list of 175. Of course the intention of forming an organization was intentionally not mentioned in the letter because of some of the reservation and fears that had been expressed by non African-Americans when the initial phone calls were made.

Over 100 Black prosecutors gathered in Chicago in 1983, with States Attorney Richard Daley serving as host. It was both eerie and refreshing to see so many people of color who performed the same responsibilities and had the same kinds of concerns regarding recruitment, retention, and respect. Those assembled readily agreed to form an organization. A committee comprised of the late Judge Loretta Hall Morgan, Glenn Carr, Art Hill, Sterling Johnson, and Norm Early commenced their work on formalizing the will of the group. These individuals, who met repeatedly in Chicago to deal with name, incorporation, bylaws, and other communications, are considered to be the Founders of our organization. Those Black prosecutors around the nation who responded to the communications and invitation for membership are the Founding Members of the newly formed National Black Prosecutors Association.

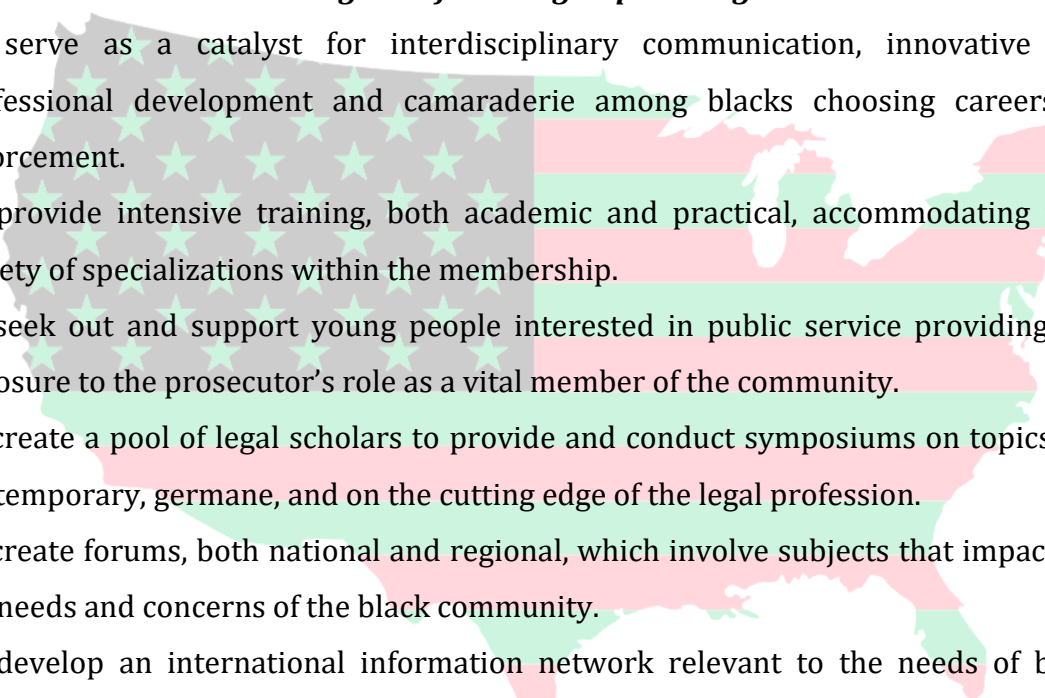
In 1984 the **NBPA**, with Norm as President and Glenn as Vice-President, held the organization's first official meeting (the second actual meeting) in Orlando, Florida. That meeting almost proved to be the death knell of the **NBPA** before we had even gotten off the ground. With a total of only thirty participants, the organization was unable to meet hotel guarantees without some serious begging and passing of the hat. The most meaningful part of the program was then State's Attorney and soon-to-be mayor of Baltimore, Kurt Schmoke, delivering his well-known thoughts on the legalization of drugs. For its next meeting, **NBPA** returned to the already proven and friendly confines of Chicago. We became financially healthy and – you know what's coming

– **THE REST IS HISTORY!**

Mission and Goals of the NBPA

The mission of the NBPA is reflected in the organization's commitment of the recruitment of blacks within the prosecutorial arm of the legal profession. It is to ensure not only retention of blacks in prosecution, but also to correct the dramatic inequity that exists with respect to black representation in the executive ranks of prosecutors' offices. A further goal is to recruit, train and mentor younger aspiring lawyers for leadership roles in the years ahead.

NBPA mission is realized through the following important goals:

- 
- To serve as a catalyst for interdisciplinary communication, innovative training, professional development and camaraderie among blacks choosing careers in law enforcement.
 - To provide intensive training, both academic and practical, accommodating the wide variety of specializations within the membership.
 - To seek out and support young people interested in public service providing realistic exposure to the prosecutor's role as a vital member of the community.
 - To create a pool of legal scholars to provide and conduct symposiums on topics that are contemporary, germane, and on the cutting edge of the legal profession.
 - To create forums, both national and regional, which involve subjects that impact directly the needs and concerns of the black community.
 - To develop an international information network relevant to the needs of black law enforcement personnel.
 - To promote, strengthen and support the roles of blacks in all aspects of law enforcement.

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NBPA

National Black Prosecutors Association

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2020 Virtual Conference

"The State of the Black Prosecutor: Empowered & Emboldened to Change the Narrative"

August 17-21, 2020

Daily Sessions Will Commence at 12pm PST / 3pm EST

Monday, August 17

Welcome Erika Gilliam-Booker – NBPA President
Kyontha D. Nelson – NBPA VP of Planning & 2020 Virtual Conference Chair

CLE Session *The Black Prosecutor & The Conundrum of Consciousness*
In partnership with Prince George's County State's Attorney Office
Moderator: **Aisha N. Braveboy** – State's Attorney, Prince George's County, MD
Panelists:
Mark DuPree – District Attorney, Wyandotte County, Kansas
Kim Gardner – Circuit Attorney, St Louis, MO
Wayne McKenzie – General Counsel for the NYC Department of Probation
Stephanie Morales – Commonwealth Attorney, Portsmouth, VA
Redditt Hudson – National Coalition of Law Enforcement Officers for Justice Reform and Accountability

Tuesday, August 18

CLE Session *Is it Criminal? Prosecuting Police Use of Force and Related Misconduct*
Moderator: **Allison V. Green** – Supervising Assistant District Attorney, Bronx, NY
Panelists:
Darcel D. Clark – District Attorney, Bronx County, NY
Marilyn Hite Ross – State's Attorney, Winnebago County, IL
Lucy Lang – Executive Director, Institute for Innovation in Prosecution at John Jay College in Criminal Justice

Wednesday, August 19

Plenary Session | Election Candidate Forum | Membership Recognition

Thursday, August 20

CLE Session *Changing the Landscape: How to Become the H.P.I.C. (Head Prosecutor In Charge)*
Moderator: **Craig Sims** – Former Criminal Division Chief, Seattle Attorney's Office
Panelists:
Craig Watkins – Former District Attorney, 1st AA District Attorney, Dallas, TX
Satana Deberry – District Attorney, Durham County, NC
Sherry Boston – District Attorney, DeKalb County, GA
Dolly Hunt – Prosecuting Attorney, Pend Orielle County, Washington
Adam Foss – Executive Director, Prosecutor Impact

Friday, August 21

Announcements NBPA Foundation Scholarship Award | Election Results
Self-Care Session *A Space to Breathe: Mental Health & The Black Prosecutor*
Moderator: **Adara L. Combs** – Assistant Chief District Attorney, Philadelphia, PA
Speaker: **Dr. Ariane Thomas** – Licensed Clinical Psychologist



NBPA

National Black Prosecutors Association

Friday, August 21 (cont.)

Self-Care Session

A Space to Breathe: Mental Health & The Black Prosecutor (cont.)

Member Participants:

Jullian Brevard – Chief Assistant Attorney General, Office of the Attorney General for the District of Columbia, Washington, D.C.

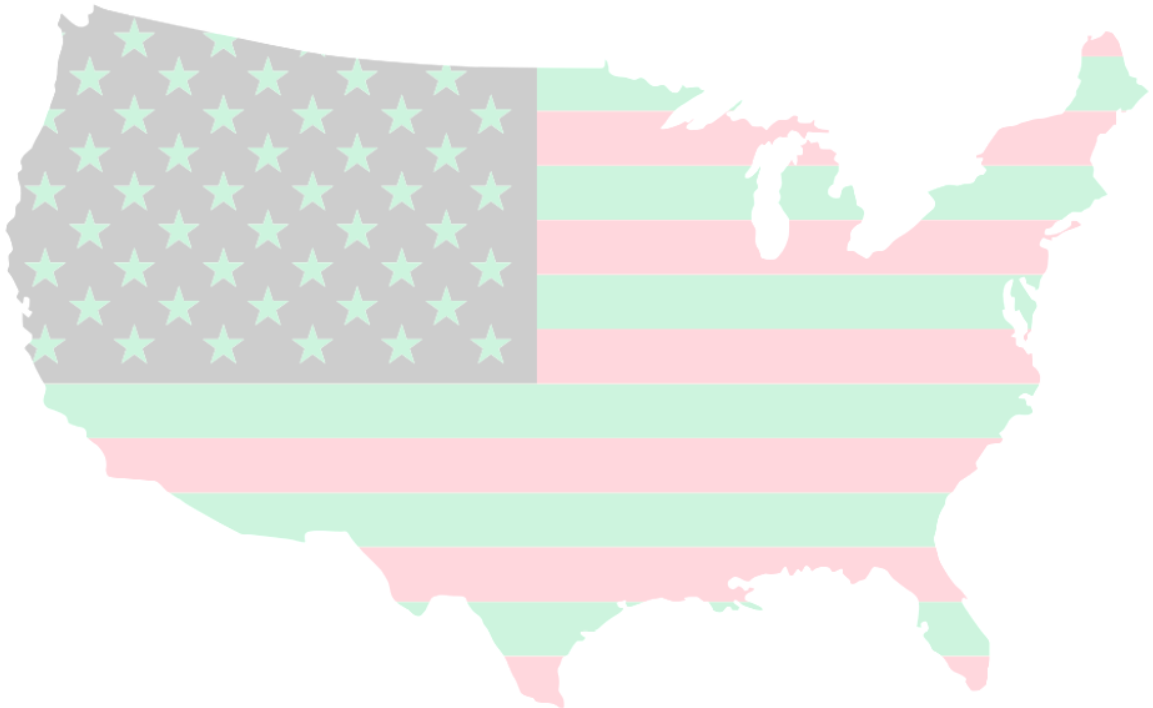
Brittany Cooper – Deputy District Attorney, Denver District Attorney's Office, CO

Victoria Hicks – Rising 3L & 2020 NBPA Foundation Scholarship Recipient

Naya Tsang – Assistant Prosecutor, Warren County Prosecutor's Office, NJ

Asia Watson – Assistant District Attorney, Fulton County District Attorney's Office, GA

Party with a Purpose! DJ Set with Hurricane LaRue (8pm EST via Facebook)



THE BLACK PROSECUTOR & THE CONUNDRUM OF CONSCIOUSNESS

This panel will address the duality of identifying as both Black and as a prosecutor, and our continued role and responsibility to advance justice. We anticipate a moderated discussion that will tackle topics such as returning to work in the midst of the present movement, maintaining internal checks on our fellow prosecutors and law enforcement partners, using our discretion for “good,” and encouraging our membership to continue the fight despite the ever-present impulse to flee.

MODERATOR:



As State's Attorney, **Aisha Braveboy** is the top law enforcement officer in Prince George's County, responsible for the safety and security of over 800,000 citizens. Her motto for the Office under her administration, is that “Crime is personal...personal to the victim, personal to the community and personal to the State's Attorney's Office.” Ms. Braveboy is ushering in significant changes in how individuals and cases are handled to ensure not only that justice is administered in Prince George's County, but that it is done fairly.

During her first-ever State of Justice event, she announced that the County will no longer require cash bail as a requirement for pre-trial release in cases where the person isn't a danger to society and doesn't pose a flight risk. That is a major policy change, which will ensure that individuals who can't afford bail will not languish in jail. She has also reorganized her juvenile justice unit and created community partnerships to end the school-to-prison pipeline, one of her major priorities. Ms. Braveboy has created a number of new units in her office to better address criminal justice needs. The Public Integrity Unit focuses on police misconduct, excessive use of force and corruption cases. The Conviction and Sentencing Integrity Unit, the only one of its kind in the state, reviews cases where there are questions or doubts about a sentence that has been handed down. In addition, Ms. Braveboy is expanding diversion opportunities. She has doubled the number of participants in the Back-On-Track program, which focuses on giving first-time felony drug offenders a second chance. She has also created the *Drive Focused, Sober and Safe* campaign and increased participation in the monthly Community In The Courthouse sessions.

Prior to being elected as State's Attorney, Ms. Braveboy served as the Manager of Government Affairs for Children's National Health System. Ms. Braveboy was also Of Counsel with Gabriel J. Christian and Associates, where she represented clients in criminal and civil matters. In addition, Ms. Braveboy, for over 17 years, served as General Counsel for the Community Public Awareness Council (C-PAC), a community-based juvenile diversionary program that has successfully diverted over 4,000 students from the criminal justice system.

In 2006, Ms. Braveboy was elected to represent the 25th Legislative District in the Maryland General Assembly. As a Delegate, Ms. Braveboy was appointed by the Speaker of the House to serve as Chair of the Consumer Protection Subcommittee. She was elected by her peers to serve as Chair of the Legislative Black Caucus of Maryland, where she guided the 44-member organization on a wide range of policy issues including parity for Historically Black Colleges and

Universities, reducing mass incarceration, enhancing tools to prosecute rapists, increasing opportunities for women and minority-owned businesses and reducing health disparities in our State.

Ms. Braveboy graduated from the University of Maryland College Park, where she received her Bachelor of Arts Degree in Government and Politics. She also received her Juris Doctorate from Howard University School of Law. Ms. Braveboy is a member of the Sanctuary at Kingdom Square and Sigma Gamma Rho Sorority, Inc.



SPEAKERS:

Mark A. Dupree, Sr., is the District Attorney of Wyandotte County, KS, the 4th largest county in the State of Kansas. Mr. Dupree leads an office of over 60 employees and manages a significant budget each fiscal year. Mr. Dupree was sworn into office on January 9th, 2017. The District Attorney's office is responsible for keeping the community safe. D.A. Dupree and his team of excellent employees are implementing strategic and visionary policies to expand the function of the Wyandotte County District Attorney's Office. Since taking office, Mr. Dupree's administration has increased the felony trial conviction rate by 27%. The office is focused on equitably charging and prosecuting crime, being proactive, attacking violent crimes and crimes that affect the standard of living in the community.

Mr. Dupree was successful in creating the first ever "Conviction Integrity Unit" in the state of Kansas. This unit is responsible for ensuring that convictions obtained previously still hold integrity today. District Attorney Dupree's efforts for transforming the traditional manner in which District Attorney's Offices have operated has been recognized nationally, with articles featured twice in the New York Times and interviewed on the nationally syndicated Roland Martin Show.

Wyandotte community involvement is the bedrock of the Dupree Administration. Community involvement builds community trust, and it is that trust that greatly assists in crime prevention and bringing justice when a crime occurs. As such Mr. Dupree leads the way in speaking at schools, neighborhood watch meetings, church gatherings, and civic organizations. The Assistant District Attorneys in the office, as well as staff members, are actively involved in reaching out to the community as well.

The B.O.L.D.D initiative- which stands for Brilliant Outstanding Leaders Determined to the Difference is a program created by Mr. Dupree's office. Wyandotte County Assistant District Attorneys are going into the schools and working with select high school students educating and exposing them to the legal process in a positive manner.

Mr. Dupree has practiced in a diversity of legal capacities. He clerked in Jackson County, Missouri, served as an Assistant Prosecuting Attorney in Jackson County, served as an Assistant Public Defender in Johnson County Public Defender's Office, and he and his wife

practiced in their firm, Dupree and Dupree, LLC – Attorneys at Law, until his swearing into office.

Mr. Dupree attended University of Kansas earning a Bachelor's Degree in Political Science and minor in Leadership Studies, before earning his Juris Doctorate Degree from Washburn University School of Law. Mr. Dupree is married to his law school sweetheart and former law partner, Attorney Shanelle Dupree, and they have four beautiful and active children.



Kim Gardner was elected Circuit Attorney in 2016 and assumed office on January 1, 2017. Gardner leads an office of 140 committed professionals who seek justice on the behalf of the residents of the City of St. Louis.

Mrs. Gardner is a life-long resident of the City of St. Louis. Growing up in a high crime area of North St. Louis and her family's 70-year funeral home business has exposed her to the devastation that violent crime has on far too many families. Her desire to strengthen the relationship between the community and law enforcement was an important motivator for her dedicating herself to becoming the city's top prosecutor. Gardner is committed to engaging citizens throughout the community in a criminal justice system that promotes trust, accountability and transparency.

Mrs. Gardner is working to expand the traditional role of the prosecutor and utilize a broader set of tools with law enforcement, community, judges and social service stakeholders to find innovative solutions to address violent and serious crimes. She is also committed to finding opportunities to help at-risk young people become productive members of our community and avoid being drawn into the life of crime.

Prior to becoming the first African American Circuit Attorney in the City of St. Louis, Mrs. Gardner served as an Assistant Circuit Attorney, and served two terms as a Missouri State Representative in the 77th District. Mrs. Gardner earned a Bachelor of Science in Healthcare Administration from Harris Stowe State University, a Juris Doctor from Saint Louis University, and a Master of Science in Nursing from Saint Louis University.



Redditt Hudson is a former officer with the St. Louis Metropolitan Police Department. He is a former Board Chair of The Ethics Projects helmed by Dr. Christi Griffin. He has worked extensively in the criminal justice reform arena for the past 15 years including work as Racial Justice Associate for the ACLU of Eastern Missouri (now the ACLU of Missouri) and as a national Regional Field Organizer for the NAACP. He is a co-founder of the National Coalition of Law Enforcement Officers for Justice, Reform, and Accountability, and is currently a member of the Diversion staff for St. Louis Circuit Attorney Kimberly Gardner.



Wayne S. McKenzie is General Counsel for the NYC Department of Probation (DOP). As the chief agency attorney, he is the primary advisor to the Commissioner and fellow cabinet members on all legal, legislative and compliance matters; is a member of the governing cabinet and Labor-Management Committee; and is also actively involved in key reform efforts and special projects in DOP's Adult and Juvenile Operations. Additionally, he is the head of DOP's Intelligence Operations, which includes the cyber investigations, gangs, warrants and inter-agency law enforcement task force units. Prior to joining DOP, Wayne was the founding Director of the Prosecution & Racial Justice Program at the Vera Institute of Justice. The program, the first of its kind and national in scope,

has partnered with district attorneys around the nation to pilot internal assessment and management procedures that are helping managers identify evidence of possible racial or ethnic bias in their staff's aggregate decision making and develop remedial and preventive protocols when it is found. Before joining Vera, Mr. McKenzie was a prosecutor in the Kings County District Attorney's Office in Brooklyn, NY where he held several managerial positions and prosecuted high-profile cases in specialized bureaus such as domestic violence, rackets and gang division, major narcotics investigations and crimes against children. He is viewed as an expert in prosecutorial discretion and racial justice issues and has been a presenter and panelist at numerous legal and other professional conferences, and before Congress and state commissions.

Mr. McKenzie sits on the American Bar Association Criminal Justice Section Council (CJS), where he is currently the Chair-elect; and is a member of the ABA Standing Committee on Gun Violence. He also serves on the advisory boards of two CJS projects geared towards improving the fair delivery of justice in the courts and legal community and was a key participant in the development of a cultural competency curriculum designed for criminal justice practitioners. He is a board member and past chair of the Metropolitan Black Bar Association (MBBA) and the 2012 recipient of MBBA's Public Servant of the Year Award. Wayne is also a Past President of the National Black Prosecutors Association and a two-time recipient of the Association's Presidential Award of Excellence. Other recognitions include the National Organization of Black Law Enforcement Executives' Lloyd Sealy Award for Service in the Area of Criminal Justice, the FedCap Community Impact Award, the Caribbean Life Magazine Impact Award, and the Caribbean American Center of New York's Role Model of Distinction Award. He is an active participant in community outreach programs and has a special interest in criminal justice reform and programs that focus on youth. Wayne serves on several not for profit boards.

His media involvement includes appearances as a legal analyst on Court TV and Fox TV cable news and as a featured prosecutor in an A&E TV series on the Criminal Justice System. Mr. McKenzie received his Juris Doctorate degree from the George Washington University School of Law, Washington, D.C. where he served as chairperson of the Black Law Students Association and was a member of the Moot Court Board. He is a graduate of the City College of New York, where he earned a B.S. in Biology and the M.S. program where he majored in Microbiology.



On February 10, 2015, **Stephanie Morales** was the first woman to be elected Commonwealth's Attorney in Portsmouth, VA, after which she immediately created sustainable programming aimed at transforming the criminal legal system. She was re-elected in November of 2017 and has now served for five years. She has committed her office to correcting the wrongs to members of the community by the system and on ensuring the community is safe and procedurally just.

Three months into CA Morales' first term an officer in her city killed an unarmed teen. CA Morales secured an indictment and led the prosecution at jury trial herself, leading to a voluntary manslaughter conviction of the officer, and resulting in police accountability in her city.

One month after taking office in 2015, CA Morales formed her "Ctrl+Alt+Del Program" under which she has held dialogue and taught effective re-entry strategies in seminars held in the community and inside state prisons to restore voting rights and help with employment and improved quality of life.

Commonwealth's Attorney Morales has mentored over 200 students under her program called the "Future Leaders Initiative" which was established in March of 2015. Under this program young people from elementary school all the way through law school are afforded the opportunity to shadow, intern or fellow in the office, after which they earn the title of "Junior Commonwealth's Attorney." This program was formed not only to connect to the youth of the community and embrace them but to develop the future leaders of the criminal legal system who will fight to ensure the members of their communities are treated fairly and with dignity in the future. To further extend youth engagement and to keep students poised for academic success and success in life, Commonwealth's Attorney Morales and her team formed the "Social Media by the Statutes" program where her team enters the public schools and engages students with scenarios that teach them how their behaviors online and through technology can affect them legally and permanently.

Commonwealth's Attorney Morales strives to advocate daily for those who can't fight for themselves including working to address our mental health crisis in the criminal legal system, to disrupt implicit bias in prosecution and policing and in the areas of marijuana prosecution reform and other legislative reform centered around providing restorative justice for our communities. She works daily to ensure the community is engaged with her office and constantly informed on what is happening in the system.

Commonwealth's Attorney Stephanie Morales is a member of Delta Sigma Theta Sorority, Inc., the Links, Inc., an appointee to the Virginia State Child Fatality Review Team and is a national board member of the Local Progress Organization. Most importantly she is a fierce advocate for justice and a wife and mother of four children. She is proud to work for the community where she was born and raised as a true public servant.

IS IT CRIMINAL? PROSECUTING POLICE USE OF FORCE AND RELATED MISCONDUCT

This panel will address the policies and processes related to the investigation and prosecution of alleged police misconduct and brutality. Specifically, panelists will provide best practices for investigating and prosecuting members of service for police-involved shootings, excessive use of force, civilian or inmate deaths, and offenses related to falsifying information. The panel will also discuss internal practices that a prosecutor's office should have in place to efficiently and professionally investigate these events as they arise.

MODERATOR:



Allison V. Green is a Supervising Assistant District Attorney in the Public Integrity Bureau of the Investigations Division of the Bronx District Attorney's Office. Aside from managing attorneys, she also investigates and prosecutes allegations of fraud, official misconduct and excessive force. Ms. Green also assists with recruitment, training, and internal discrimination investigations. She began her career as an Assistant State's Attorney in Prince George's County, Maryland. While in the Prince George's County State's Attorney's Office, she worked directly with the US Attorney's Office to reduce violent crime recidivism as part of a multi-

jurisdictional violence prevention initiative. She also prosecuted gun offenses, violent crime, felony narcotics cases and litigated post-conviction proceedings. Allison received her B.A. in Communications from the University at Albany, and law degree from Albany Law School. She is admitted to practice in New York and Maryland.

SPEAKERS:



Darcel Denise Clark became the 13th District Attorney for Bronx County on January 1, 2016. She is the first woman in that position and the first African-American woman to be elected a District Attorney in New York State. She was re-elected to a second term in 2019.

District Attorney Clark's mission is "Pursuing Justice with Integrity," and in fulfilling that mission she has restructured the Bronx District Attorney's Office to reflect 21st Century prosecution, focusing on fairness to defendants, assistance for victims, crime prevention and community outreach. She enacted the Vertical Prosecution model, created a Conviction Integrity Unit, a Professional Responsibility Bureau, a Public Integrity

Bureau, and established a Rikers Island Prosecution Bureau to decrease violence and corruption in the jails.

District Attorney Clark pioneered initiatives such as the Overdose Avoidance and Recovery Program that diverts low-level offenders at risk of opioid overdose directly into treatment, and Bronx Community Justice, which involves “circles” of community volunteers who resolve petty crimes with offenders outside of the criminal justice system.

Prior to her election, District Attorney Clark served as an Associate Justice for the NYS Supreme Court Appellate Division, First Department, a NYS Supreme Court Justice in Bronx County, and a Criminal Court Judge in Bronx and New York Counties. She spent more than 16 years on the bench.

District Attorney Clark is a lifelong Bronx, New York resident, raised in public housing and educated in public schools. She received her Bachelor’s Degree in Political Science from Boston College, where she serves as a member of the Board of Trustees, and earned her law degree at the Howard University School of Law in Washington, D.C.

District Attorney Clark returned home in 1986 to begin her legal career at the Bronx District Attorney’s Office. She prosecuted drug felonies, violent crimes and homicides. District Attorney Clark served as a Supervising ADA in the Narcotics Bureau and the Deputy Chief of the Criminal Court Bureau. In 1999, she left the Office for her first judicial post.

District Attorney Clark is a Vice President of the National District Attorneys Association and a Board member of the District Attorneys Association of the State of New York. She is also a member of Prosecutors Against Gun Violence. She frequently addresses national and local legal organizations, including the American Bar Association, the National Black Prosecutors Association and the New York State and New York City Bar Associations, on a range of criminal justice topics.



Lucy Lang is Director of the Institute for Innovation in Prosecution at John Jay College of Criminal Justice, a think tank for prosecutors and communities across the United States.

Lucy writes and speaks widely on prosecution and criminal legal reform, and teaches those issues in New York State prisons. She previously served as an Assistant District Attorney in Manhattan, where she investigated and prosecuted violent crimes including domestic violence and homicides, and served as Special

Counsel for Policy and Projects and Executive Director of the Manhattan D.A. Academy, a resource for professionals working at the intersection of law and public policy.

Lucy is a graduate of Swarthmore College, where she serves on the Board of Managers, and Columbia Law School, where she was the Editor-in-Chief of the Journal of Gender and Law and where she now serves as a Lecturer-in-Law. Lucy was named a 2015 Rising Star by the New York Law Journal, was a 2017 Presidential Leadership Scholar, was a 2019 Aspen Society Fellow, is currently Vice Chair of the American Bar Association Criminal Justice Section, a member of the Prison Art + Aesthetics Project, and a Term Member of the Council on Foreign Relations. She has published in the New York Times, The Atlantic, the New York Daily News, and many others, and is the author of *March On!* a children's book about the 1915 women's march.



Marilyn Hite Ross is the 18th State's Attorney of Winnebago County. She is the first woman and first African American to hold this position.

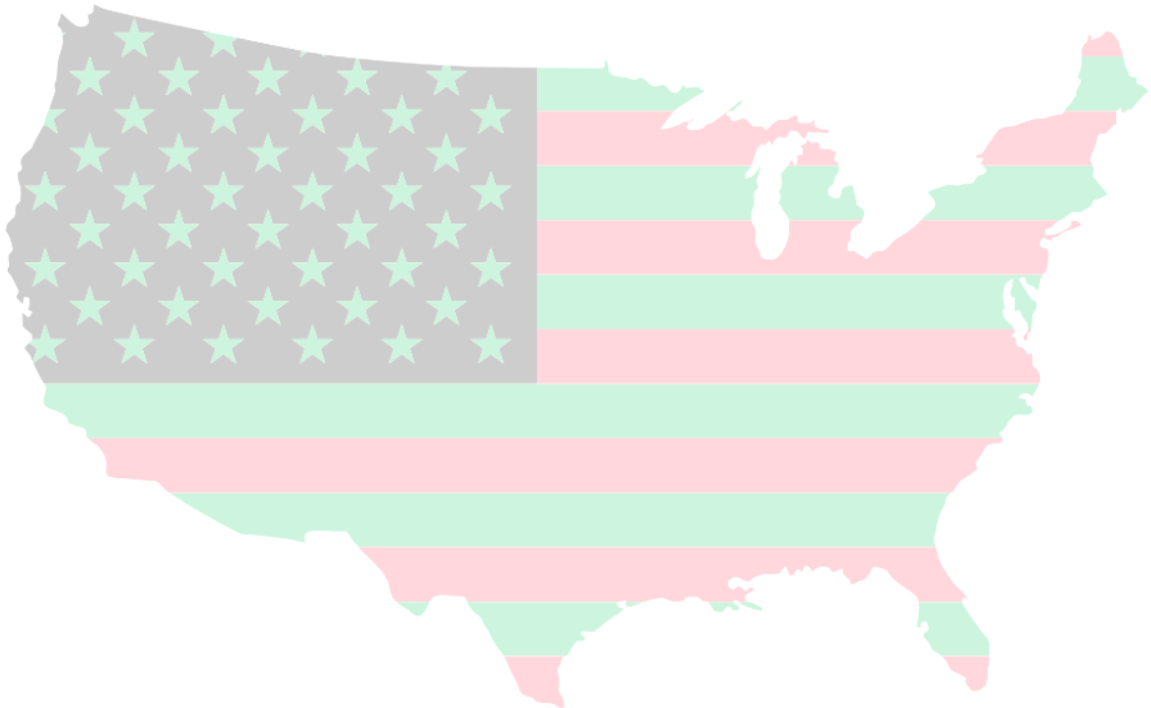
As State's Attorney she launched a juvenile initiative to address the behavior of minors who enter the juvenile justice system and to educate minors in the community about the core values of the prosecutors who serve in her office. Included in her juvenile initiative was the creation of the Winnebago County State's Attorney Junior Ambassador Program. This program is available to children in grades 6th through 12 and educates the children through interaction, illustration, and instruction regarding the four core values of the state's attorney's office: *respect, integrity, trust, and communication*. In an effort to address the needs of children appearing in delinquency court, she extended the diversion and deferred prosecution adult programs to juveniles. In addition, as part of her effort to keep children in the classroom and not the courtroom, she launched a respect campaign for children of all ages to instill in them the importance of respecting ourselves, respecting each other, and embracing our differences. She believes that this could be a foundation to promoting positive behaviors throughout the community.

Previously, Marilyn Hite Ross served as Chief of the Criminal Bureau for Winnebago County State's Attorney Joseph P. Bruscato. She was instrumental in the formation of the Winnebago Boone County Integrity Task Force that investigates all incidents regarding an officer's use of deadly force. While serving as Chief of the Criminal Bureau, she was appointed in 2016 as a special assistant to Kane County State's Attorney Joseph McMahon to prosecute *People v. Jason Van Dyke*. During her tenure in the Winnebago County State's Attorney's Office, she established units within the Winnebago County State's Attorney's Office that are dedicated to prosecuting cold murder cases, child death cases, and child sexual assault cases. She is a career prosecutor who served as an Assistant State's Attorney in Cook County where she prosecuted major cases including capital murder cases. She has also served as an adjunct Professor at Concordia University in Beloit Wisconsin where she taught Constitutional Law, Business Law, Administrative Law, Criminal Justice Liability Law, and Criminal Law and Procedure.

**NBPA**

National Black Prosecutors Association

State's Attorney Hite Ross is a member of the National Black Prosecutors Association and the Illinois Prosecutor's Bar Association. She currently serves as the Chair of the Winnebago County Crime Commission, the Vice Chair of the Criminal Justice Coordinating Council and the President of the Carrie Lynn Center Board, Winnebago County's Child Advocacy Center. Her recognitions include: in 2011 she was a finalist for Rockford Woman of the Year, in 2012 she was recognized by Attorney General Lisa Madigan as one of Illinois' Distinguished Women, and in 2012 she was recognized by Booker Washington Community Center as one of 25 Black Leaders to Watch. In 2014, she was recognized by the National Black Prosecutor's Association for more than 20 years of service and she also received the Dr. Martin Luther King, Jr. Community Service Award from the Rockford Minister's Fellowship. In 2019, she received the Rockford Ministers Fellowship Martin Luther King Jr. Elected Official Award. In 2020, she was keynote speaker for Collins Aerospace African American Forum in recognition of Black History Month.



CHANGING THE LANDSCAPE: HOW TO BECOME THE H.P.I.C. (HEAD PROSECUTOR IN CHARGE)

During these times of contention regarding law enforcement, what is clear is that more elected prosecutors of color are needed to take the helm in redefining our criminal justice system. This panel will address the importance of elected prosecutors of color who reflect the demographics of the communities they serve. Panelists will relay their journeys to the elected seat and provide a bootcamp of sorts to give participants the nuts and bolts on how to become the Head Prosecutor in Charge. Specifically, panelists will discuss laying the groundwork while still a line attorney, campaigning, messaging, community engagement, running against an incumbent, and other practical steps to get to that role. The journey to the top starts now.

MODERATOR:



Attorney **Craig Sims** is an accomplished trial lawyer with over 20 years of litigation and leadership experience. His calling, “to be of service to others,” is what drew him to Schroeter Goldmark & Bender to represent victims of asbestos exposure. Craig’s focus is to seek accountability while honoring the lives of his clients and their families. Craig has a proven track record litigating cases including large verdict wins and settlements exceeding \$20 million. He has been the lead trial lawyer in

multiple trials with successful settlements and plaintiff verdicts, including the largest asbestos jury award in the state of Oregon.

Prior to joining Schroeter Goldmark & Bender, Craig served as a Senior King County Prosecutor. While on assignment with the Most Dangerous Offender Program, he prosecuted a number of homicides and high-profile cases, seeking justice while advocating for those who’d been harmed. Craig also served as the Criminal Division Chief in the Seattle Attorney’s Office where he managed a team of more than sixty attorneys and staff.

Craig has taught trial practice as an adjunct professor at Seattle University School of Law and a visiting lecturer at the University of Washington Law School. He’s a member and past-president of the Loren Miller Bar Association, which gave him the Excellence in the Legal Profession award. During his career, Craig has also been presented with the Washington State Bar Association Professionalism Award and named as The King County Bar Association Mentor of the Year for the Young Lawyers Division. Craig has traveled the country consulting on issues of civility and diversity. He is often asked to speak at lawyer trainings on all aspects of trial presentations. Craig enjoys spending time with his family and bar-b-queing year-round.

SPEAKERS:



Sherry Boston stands among the elite in the world of prosecution. She is one of four African-American female District Attorneys in the State of Georgia, and among the rare one-percent of African-American females currently serving as District Attorney nationwide.

Ms. Boston assumed the role of District Attorney for the Stone Mountain Judicial Circuit in January 2017. In her capacity, DA Boston oversees the prosecution of felony offenses filed in the Superior Court of DeKalb County and supervises a staff of more than 200 individuals, including attorneys, investigators, paralegals, victim-witness advocates, and administrative professionals assigned to various divisions.

Since taking the helm as District Attorney, Ms. Boston has assembled a diverse and highly experienced leadership team to assist with restructuring and redefining prosecution processes to include the development of new units and the consolidation of others. The Office has also increased its capacity to serve victims with an expanded victim services unit.

Observers have taken notice of DA Boston's efforts. She was recently lauded by Atlanta Magazine as one of metro Atlanta's *500 Most Influential People*, earning the coveted front cover of the publication. Through her work with the *Institute for Innovation in Prosecution* and the *Fair and Just Prosecution* initiative, DA Boston has also become an integral part of the national dialogue on criminal justice reform and innovative prosecution strategies specific to juvenile justice, reentry, and accountability initiatives. DA Boston is one of four top prosecutors recently named to the GRACE Commission, a statewide task force created by George's First Lady to combat human trafficking.

Prior to her role as District Attorney, Ms. Boston served as DeKalb County Solicitor-General, the elected prosecutor overseeing misdemeanor crimes. During her tenure as Solicitor-General, Ms. Boston was instrumental in the development of DeKalb's revamped Traffic Division and also implemented a wide variety of innovative programming and strategies aimed at community outreach and crime prevention.

In addition to her elected positions, DA Boston has received numerous legal appointments and wide recognition for her innovative prevention/intervention initiatives and impassioned commitment to domestic violence awareness. In 2018, she received the *Champion for Change Award* from the Women's Resource Center to End Domestic Violence for her leadership in the DV arena, including the development of two signature community awareness campaigns.

Among her varied involvement in community and legal organizations, District Attorney Boston is an active member of the State Bar of Georgia where she serves on the Disciplinary Board, which has the power to investigate and discipline members of the State Bar for violations of Standards of Conduct. District Attorney Boston also serves on the Board of Governors, the

State Bar's policy-making arm.

District Attorney Boston is a graduate of Villanova University in Philadelphia, Pennsylvania and Emory University School of Law. Ms. Boston is also a dedicated member of the Tau Pi Omega Chapter of Alpha Kappa Alpha Sorority, Incorporated, serving the Stone Mountain and Lithonia communities. She resides in DeKalb County with her husband and two daughters.



Satana T. Deberry, was sworn into office as District Attorney on January 1, 2019 for the 16th Prosecutorial District in Durham County where she manages a team of 36 legal professionals including assistant district attorneys, legal support staff members, and deputy chief administrators.

DA Deberry brings to the position an extensive and varied professional background that has included legal work, finance, and nonprofit management. She has represented clients in criminal matters as a criminal defense attorney while in private practice in her home town; she's served as the General Counsel for the NC Department of Health and Human Services; and she's served in many capacities within the nonprofit community. Most recently, DA Deberry worked as the executive director for North Carolina Housing Coalition. However, one thing that has remained consistent throughout her career is her commitment to dismantling systems that restrict the lives of poor people, families, communities of color, and other marginalized and underrepresented groups. She has worked throughout her career to help expand access to resources in the community for people with serious, sometimes life-threatening, personal, legal issues—whether it is criminal justice, access to housing, food and medicine, childcare, or legal services.

DA Deberry is a native of North Carolina. She was born and raised in Hamlet (Richmond County), North Carolina. She left home to pursue her undergraduate studies at Princeton University and received her AB in Sociology. She moved to Durham, attended law school at Duke, and earned her Juris Doctor. Later, she received her Master of Business Administration from Duke University's Fuqua School of Business. She is a mother who enjoys spending time with her active teenaged daughters.



Adam J. Foss is a former Assistant District Attorney in the Juvenile Division of the Suffolk County District Attorney's Office (SCDAO) in Boston, MA, and a fierce advocate for criminal justice reform and the importance of the role of the prosecutor in ending mass incarceration. Mr. Foss believes that the profession of prosecution is ripe for reinvention requiring better incentives and more measurable metrics for success beyond, simply, "cases won" leading him to found Prosecutor Impact - a non-profit developing training and curriculum for prosecutors to reframe their role in the criminal justice system.

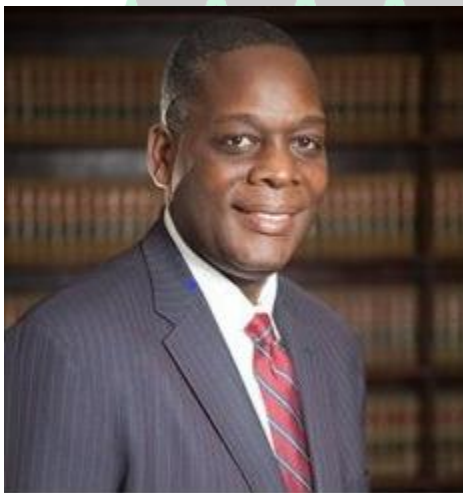
During his eight years as a prosecutor, Mr. Foss collaborated with the courts and the community to develop programming that continues to have a positive impact on the neighborhoods he prosecuted in. One example of these efforts is the Roxbury CHOICE program, an initiative Mr. Foss co-founded, to turn probation from a punitive sentence into a beneficial relationship with the court, the probation department, and the District Attorney's Office. He is also the founder of the SCDAO Reading Program, a program he started, to bridge the achievement gap of area elementary school students. Before leaving the District Attorney's Office, Mr. Foss was a critical piece of the foundation of the first juvenile diversion program in Suffolk County, keeping young people out of the cradle to prison pipeline.

Most recently, Mr. Foss appeared in the critically-acclaimed CNN feature-length documentary "American Jail." The Mandela Foundation recognized Mr. Foss as the 2017 Nelson Mandela Changemaker of the Year. Fast Company named him one of the Most Creative People in Business of 2017. The NAACP awarded Mr. Foss with the 2017 Roy Wilkins Next Generation Leader Award. The Root named Mr. Foss one of the 100 most influential black Americans of 2016. He was named Graduate of the Last Decade by his alma mater, Suffolk University Law School and is a visiting senior fellow at Harvard Law School. He sits on the boards of Restore Justice California and of the Pretrial Justice Institute. He also is a fellow at the Open Society Foundation Leadership in Government initiative as well as a Director's Fellow in the world renowned MIT Media Lab. In February of 2016, Mr. Foss delivered a TED talk that has already eclipsed two million views. In 2015, he was voted one of the country's 40 most up-and-coming lawyers by National Law Journal and in 2013, the Massachusetts Bar Association voted him Prosecutor of the Year. In both his professional and personal capacities, Mr. Foss volunteers much of his time to the community he works in.



Dolly Hunt has been honored to serve Pend Oreille County as Prosecuting Attorney since 2015, and is now in her second term. Dolly Hunt has served as a prosecutor for over sixteen years. Prior to joining the Pend Oreille County Prosecutor's Office in 2006, she served three years as a deputy prosecutor in Okanogan County and served as a special deputy prosecutor for Lincoln County.

After graduating from Newport High School, she earned a Bachelor of Arts degree from Gonzaga University, double majoring in Criminal Justice and Sociology. In 2002, she received her law degree from Santa Clara University School of Law and began gaining the skills and expertise that eventually brought her back home to Pend Oreille County. Dolly Hunt is a board member of the Washington Association of Prosecuting Attorneys, a member of the Washington Association of Coroners and Medical Examiners and is an officer on the Board of Directors for Columbia Legal Services.



Craig Watkins is the former Elected District Attorney in Dallas County, Texas. He became the first elected African American District Attorney in the State of Texas. Craig served for two terms: 2007-2014. While District Attorney, Craig set out to reform the criminal justice system with his **"Smart On Crime"** approach to criminal justice. This approach included the examination of wrongful convictions, rehabilitation, education, and employment. Craig created the first ever Conviction Integrity Unit in a District Attorney's Office in the Country. Under Craig's administration **35** men were freed for crimes they did not commit.

Craig is now in private practice focusing on Federal and State Criminal Defense, Personal Injury, Civil Rights, Police Brutality and Complex Real Estate Transactions. In fact, Craig is sought after in many cases involving Police corruption and Officer involved shootings. Craig is highly sought after by Texas Home Owners Associations to represent their interests. Craig established a real estate title company 22 years ago operating as one of the only African American title companies in the State of Texas. Since reentering private practice, **Craig has collected in the tens of millions for his clients** on their negligence claims. His clients have included the famous, infamous and the common man. Craig's philosophy is "Once a Client Always a Client" his representation and relationship with his client's does not end when their case is over, it in some capacity exists for ever.

Craig has received several recognition's, from being named **2008 Texan of The Year** by the Dallas Morning News, Super Lawyer by Texas Monthly Magazine, Prosecutor of the Year by the American Bar Association, Governing Magazine Elected Official of the Year. Recognized by the Texas State Senate for his Smart on Crime Approach to criminal justice and called by the United State Senate to testify on issues related to Criminal Justice Reform.

A SPACE TO BREATHE: MENTAL HEALTH AND THE BLACK PROSECUTOR

The focus of this session is to highlight challenges to the mental health of black prosecutors, both generally and during the pandemic. These challenges range from the uncertainty and stress of COVID-19 on the health of our families, our community, and ourselves; to the uproar of the black community in our response to recent cases of racial injustice. NBPA seeks to create a safe space for our members to discuss the impact of current events and how we continue to press forward individually to overcome them. The first segment of this discussion is a conversation amongst members who will speak freely about their personal experiences. Joining the second segment of the conversation is Dr. Ariane Thomas, a licensed mental health professional and law school graduate, who will discuss the unique mental health challenges that black prosecutors face, the impact that recent events and secondary trauma may cause to our mental health, and tools to prioritize self-care and manage stress and trauma while continuing this incredibly important and meaningful work.

MODERATOR:



Adara L. Combs is the Assistant Chief of the Juvenile Division in the Philadelphia District Attorney's Office. Adara began her career with the office prior to starting law school in 2010, when she began working in the Juvenile Diversion Unit. While in that unit Adara was charged with overseeing a citywide volunteer-based program that worked to keep first time offenders out of the justice system, while setting them on the path to restoration. It was during that time that Adara's passion for prosecution and restorative justice was stoked. Adara has since successfully worked her way through multiple units in the office, prosecuting crimes ranging from misdemeanors, to sexual assaults, and violent offenses.

In 2015 Adara assisted in founding the Southeastern Pennsylvania (SEPA) Chapter of NBPA. From that point she has remained active in the work of the organization. In 2016 she became the SEPA Chapter President. She continued on to become NBPA Northeast Regional Director in 2017. In 2018 and 2019, Adara was elected as the NBPA National Secretary.

In addition to her work with NPBA, Adara has also served on the executive board of The Barristers' Association of Philadelphia since 2016, where she was recently voted in as President Elect. She has also served on the executive committee for Inn of Courts Criminal Section in Philadelphia.

MEMBER PARTICIPANTS:



Jullian Brevard has spent 16 years as a prosecutor. He currently serves as the Chief of the Juvenile Section of the Office of the Attorney General for the District of Columbia. Jullian also serves as the President of the Washington, D.C. chapter of NBPA in the Eastern region.



Brittany Cooper has been a Deputy District Attorney with the Denver District Attorney's Office for three years. Brittany is the current NBPA Regional Director of the Rocky Mountain region.



Victoria Hicks is the 2020 recipient of the NBPA Foundation Scholarship. Victoria is a rising 3L at University of Georgia School of Law and an aspiring prosecutor.



Naya Tsang has spent 15 years as a prosecutor. She currently serves as the Assistant Prosecutor for the Warren County Prosecutor's Office in New Jersey. Naya is an active member within NBPA's Northeast region, a wife, and mother of a spirited four-year-old daughter.



Asia Watson is an Assistant District Attorney with the Fulton County District Attorney's Office. Having served as a prosecutor for six years, Asia is a former prosecutor with the Brooklyn DA's Office, a wife, and the mother of a ten-month old daughter.

SPEAKER:



Dr. Ariane Thomas is a Pennsylvania licensed clinical psychologist who has been working in Philadelphia and surrounding communities for over a decade. Dr. Thomas received her M.A. and Psy.D. from the Institute for Graduate Clinical Psychology at Widener University, and simultaneously earned a J.D. from the Widener University School of Law in Delaware. It was during this training, that Dr. Thomas was able to indulge her love of writing and her passion for integration of the disciplines of psychology and law. Her work at the University of Pennsylvania, and in her private psychology practice, has given her the opportunity to

integrate the fields professionally.

She began her time at Penn teaching Ethics in the School and Mental Health Counseling program's one-week summer session. From there, she went on to teach a year-long course in the Counseling and Mental Health Services program, eventually joining that program's full-time faculty in 2014. Currently, Dr. Thomas teaches a variety of courses across the two programs, from Counseling Ethics, to Internship Seminar, to Advanced Psychology of Women. In addition to her role as a Lecturer in Educational Practice, she is the Associate Director for Professional Training, coordinating internship placements for students training to become Licensed Professional Counselors. Dr. Thomas also maintains a private psychotherapy practice working with individuals confronting a variety of challenges, including depression, anxiety, work stress, relationship issues, racial stress, and racial identity development. Dr. Thomas dedicates part of her time in her private practice to the cost-free treatment of military veterans with trauma disorders and other mental health issues through the organization Give an Hour. She also offers sliding scale and cost-free treatment for Black Lives Matter protesters. In her classes, Dr. Thomas emphasizes to students that issues of social justice, including ensuring that counseling services are accessible to marginalized communities, are values at the very foundation of ethical counseling practice.

Another one of Dr. Thomas' passions is providing stress management supports for individuals in the legal profession. For judges, early career attorneys, and even those with extensive experience, the challenges and stressors associated with the practice of law are distinct and can be impactful on both personal and professional lives. Supporting legal professionals with opportunities to debrief and process their experiences in discrete, supportive environments, enhances work satisfaction and improves professional practice. It can also reduce stress levels, organizational discord, and turnover for law firms. While the work is patently different from the traditional therapy services she provides, offering these services integrates Dr. Thomas' knowledge of psychology and law and enables her to contribute to a healthier more functional system of justice for all those involved.

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