

CITY OF PROVIDENCE  
COUNCILOR RACHEL M. MILLER  
CITY COUNCIL PRESIDENT



March 10, 2023

Tina L. Mastroianni  
City Clerk  
25 Dorrance Street  
Providence, Rhode Island 02903

Dear Madame Clerk,

I hereby transmit the Providence External Review Authority applications for referral to the Committee on Urban Redevelopment, Renewal & Planning.

Sincerely,

Rachel M. Miller  
Council President

IN CITY COUNCIL  
MAR 16 2023

READ  
WHEREUPON IT IS ORDERED THAT  
THE SAME BE RECEIVED.

CLERK

Committee on Urban Redevelopment and Planning  
Providence City Council  
Providence City Hall  
25 Dorrance Street  
Providence, Rhode Island 02903

March 10, 2023

RE: Providence External Review Authority Board

Dear Members of the Providence City Council Committee on Urban Redevelopment and Planning,

I am writing to convey my interest in joining the Board of the Providence External Review Authority and to describe my qualifications.

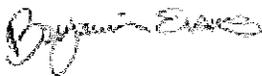
I grew up in Providence from 1972 until 1988 when I moved to the south side of Chicago to attend school. I have lived in Pawtucket since 2006, just north of the Providence City line near the Modern Diner. Although I no longer live in Providence I am there every day and I would love the opportunity to serve my home town as a member of the Providence External Review Authority Board.

I worked as a public defender in nearby Massachusetts from 2005 to 2022 in Fall River, Attleboro, New Bedford and Taunton, so I am familiar with the challenges of policing and law enforcement in cities close to Providence. My wife's father was a Chicago Police Officer for decades before he retired and I remember the stories he used to tell about policing there.

A few days ago I saw a small article in the Providence Journal about one of my old classmates from the Dr. Martin Luther King Elementary School on Camp Street. She had been arrested and accused of stabbing someone. This was another reminder of how lucky I am to be in a position to help others, and of my obligation to do so. As my mother used to tell me, "to whom much is given, much is expected."

Thank you for considering my application. Please let me know if you have any questions.

Very truly yours,



Benjamin Evans  
401-258-4239

BENJAMIN C. EVANS

401-258-4239 *cellular*

*b.c.evans.esq@gmail.com*

Practice of Law

- March 2023 to Present Forensic Science Justice Fellow with New England Innocence Project
- Dec. 2011 to March '23 Supervising Attorney with the Massachusetts Committee for Public Counsel Services, Public Defender Division, Fall River, MA.
- Sept. 2005 to Dec. '11 Staff Attorney with the Massachusetts Committee for Public Counsel Services, Public Defender Division, New Bedford, MA.
- Oct. 7, 2014 Represented convicted appellant before Massachusetts Supreme Judicial Court (docket #SJC-11617) including appeal briefs and oral argument.
- Jan. 3, 2018 Represented convicted appellant before Massachusetts Appeals Court (docket #2016-P-0762) including appeal briefs and oral argument, and application for further appellate review (docket #FAR-25919).

Legal Teaching & Training

- Aug. 2012 to Jan. '17 Lecturer in Law at University of Massachusetts School of Law, Dartmouth.
- Jan. 2017 to May '17 Adjunct Instructor at University of Massachusetts, Dartmouth. Taught section of Criminal Law and Procedure (CJS 370).
- Sept. 2006 to 2018 Volunteer Instructor, Zealous Advocacy Training (required certification program for bar advocates), New Lawyer Training (required program for staff attorneys), and other programs administered by Committee for Public Counsel Services, Criminal Defense Training Unit.
- Sept. 2013 to 2015 Presented on "Right to Present a Defense" to newly hired staff defenders at annual CPCS New Lawyer Training, Natick & Boston, MA.
- May 15, 2014 Presented on "Shielding our Clients from Self-Incrimination" at annual state wide conference for public defenders, Worcester, MA.
- May 14, 2015 Presented on "Admissibility of Prior Recorded Testimony" at annual state wide conference for public defenders, Worcester, MA.

Education

Juris Doctor, May 2005  
Northeastern University School of Law, Boston, MA

Bachelor of Arts, June 1992  
University of Chicago, Chicago, IL

BENJAMIN C. EVANS

Professional Development

The Cuban Legal System, course offered through the Unión Nacional de Juristas de Cuba (National Union of Cuban Lawyers), Havana, Cuba, May 22 -25, 2011

Trial Practice Institute at the National Criminal Defense College, Macon, Georgia, July 12-25, 2009

Studied Spanish language for one semester at Centro de Enseñanza para Extranjeros, U.N.A.M., México, DF, Winter 1992

References

Available upon request

Award

Access to Justice Defender Award from Massachusetts Bar Association, 2015. (The Massachusetts Bar Association annually recognizes the efforts of attorneys and law firms who have made significant strides in enhancing access to justice).

**BILLIE SCOTT, B.S.**

104 Summit Street | Central Falls, RI 02863 |  
(617) 306-3236 | billie.scott12@gmail.com

March 4, 2023

Providence External Review Authority  
Providence, RI

It is with sincere enthusiasm that I write to express my interest in the Board Member opportunity with the Providence External Review Authority, I am eager to contribute and expand my dynamic background in client and community services that is based in relationship-centered, culturally appropriate care. As a certified human rights officer and coordinator with years of dedicated commitment to radically supporting diverse individuals and families, I have developed strong skills in the ability to establish rapport with community members from different ethnic, cultural and economic backgrounds. I am experienced in conducting conferences and interviews in an effective, compassionate and professional manner as well as the demonstrated ability to analyze information to determine appropriate recommendations. I believe my ability to exercise sound judgment while maintaining composure in difficult or stressful situations would be a valuable contribution to PERA.

I hold a Bachelor of Science in Criminal Justice from Northeastern University. As part of the requirements for this degree, I engaged in a versatile curriculum that integrated evidence-based research, practice, policy, and advocacy across disciplines including social work, psychology, counseling, and human services. I am Mental Health First Aid certified and am also in the process of completing the requirements to serve as a Massachusetts Licensed Social Worker. In both my personal and professional identities, I aim to center individuals and families that are impacted by the lack of adequate services. As a social justice worker, I work from a culturally sensitive framework, something that I believe is important in the delivery of empowering service.

It has been through my interpersonal communication, based in demonstrating empathy and active listening, that I have found success in supporting others throughout my career. As a Case Manager who operates from an anti-oppressive lens, my dedication to supporting those with needs allows me to bring an authentic passion for sustaining positive relationships with individuals, families, and communities.

Confident in my abilities and the sound initiatives that PERA has in striving to make findings of fact while providing a level of transparency when investigating allegations of misconduct; I am drawn to the scope of this position and would love the opportunity to support the deliverables of this role.

Sincerely,

Billie Scott

**BILLIE SCOTT**  
Rhode Island | Massachusetts, USA  
(617) 306-3236 | [billie.scott12@gmail.com](mailto:billie.scott12@gmail.com)

### **PROFESSIONAL SUMMARY**

- Certified human rights officer seeking to become part of a team dedicated to providing optimal case management and advocacy services for children, youth, and families.
- Demonstrated knowledge of child and adolescent development, as well as knowledge in the provision of biopsychosocial services to individuals and families through assessment of needs and person-centered supports.
- Commitment to establishing rapport with persons from various ethnic, cultural and economic backgrounds from a social justice, anti-oppressive framework.
- Completed 7,000 hours towards Massachusetts Licensed Social Worker credentials (in progress).

### **HIGHLIGHTS OF PROFESSIONAL SKILLS**

- Diverse clinical experiences developing and implementing individualized support plans and placement goals for adults with intellectual and developmental disabilities.
  - Collaboratively engaged as a member of an integrated health services team to provide strength-based case management and advocacy for clients.
  - Successfully partnered with Massachusetts' Department of Developmental Services (DDS) and Department of Mental Health (DMH) to monitor quality of care delivered to clients and families.
  - Provided after hours emergency on-call response for clients and families in crisis.
- Mastered knowledge of dynamic interviewing techniques; staunch ability to gather and assemble factual information through listening, questioning and examining records and documents; and maintaining accurate files and report writing.
- Extensive knowledge of regional governmental agencies (e.g., juvenile justice, court systems, child welfare) and demonstrated ability to partner with community resources for enhanced provision of care.
- Dedicated expertise in maintaining a safe and secure learning environment for students, teachers, and staff as a former Boston Public School Police Officer.
  - Promoted the protection of students from violence, exposure to weapons, and threats to ensure the encouragement of social and creative learning. Instrumental in the de-escalation of conflict between individuals using evidence-based techniques.
  - Provided technical assistance on issues relating to school and community safety, security and taking appropriate law enforcement action when necessary.
  - Coordinated and facilitated a trauma-informed weekly support group for at-risk female students in the Boston Public School System.
  - Member of the Joint Labor Management Committee – Participated in union advocacy related to collective bargaining, conflict resolution, mediation, and voluntary arbitration for settling cases.
- CPR and Mental Health First Aid Certified
- Certified proficiency in Microsoft Office 365 (Word, Outlook, Excel, PowerPoint) and Google Suite

### **WORK EXPERIENCE**

*Clinical Coordinator*, Mentor Network, Taunton, MA

*Boston School Police Officer*, Boston, MA

*Civil Rights Workshop Instructor*, Office of Equity, Boston Public Schools

*Peer Adjustment Counselor*, Counseling & Intervention Center, Boston Public Schools

### **EDUCATION**

**Bachelor of Science, Criminal Justice** | Northeastern University | Boston, MA

**Certified Human Rights Advocate** | Commonwealth of Massachusetts, Office for Human Rights

**Certified Teacher Assistant** | Institute for Labor Studies and Research

Attached please find my resume for the purpose of my application to be a member of the Providence External Review Authority [PERA].

I am a lifelong resident of Providence having lived in three distinct and very different zip codes. Presently I live in the North End of Providence, not all that far from both the Pawtucket and North Providence borders.

Presently I am retired and involved as a volunteer with Moms Demand Action for Gun Sense in America, [MOMS] and The Rhode Island Coalition Against Gun Violence, [RICAGV]. I am on the board of Rhode Island for Community and Justice [RICJ], and The Rhode Island Jewish Historical Association. In addition, I serve on the Community Advisory Board of Rhode Island's Public Radio and the Patient Advisory Board for Coastal Medical Services.

I have been aware of PERA for some years now and realize it has had its ups and downs. I would like to serve to see that it is all that it can be. I am also aware of issues involving LEOBOR and attempts to change it and or leave it the same. That continues to be a sticky issue for the legislature.

You will note that I was both an Assistant Attorney General in Rhode Island and later an Assistant District Attorney in Massachusetts.

I left the law to pursue other endeavors never losing my interest in social justice and our judicial system. I am available for a personal interview at your convenience.

Thank you in advance for considering me for a position on the PERA board,

David H. Leach  
100 Swift St.  
Providence, RI 02904  
401-421-9523  
[dhl196@aol.com](mailto:dhl196@aol.com)

## DAVID H. LEACH

100 Swift Street  
Providence, Rhode Island 02904  
(401) 421-9523  
[dhl196@aol.com](mailto:dhl196@aol.com)

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### SUMMARY OF QUALIFICATIONS:

*Professional, volunteer and academic background and experience in the public and non-profit sectors dealing with government, community, and public interest groups. Adept in advocating for and delivering presentations on behalf of social justice causes/issues; analyzing, researching and resolving complex issues; leading professional and support staff toward a common goal. Proficient in coalition building; familiar with fundraising and grant application process. Communicate effectively with others at all levels, backgrounds and cultures. Strong commitment and dedication; outstanding work ethic and integrity. Computer proficient.*

### EDUCATION:

UNIVERSITY OF RHODE ISLAND, Kingston, Rhode Island  
RHODE ISLAND COLLEGE, Providence, Rhode Island  
MASTER OF PUBLIC ADMINISTRATION (combined institutions)

SUFFOLK UNIVERSITY LAW SCHOOL, Boston, Massachusetts  
JURIS DOCTOR

UNIVERSITY OF RHODE ISLAND, Kingston, Rhode Island  
BACHELOR OF SCIENCE/BUSINESS ADMINISTRATION

### BAR ADMITTANCE:

Rhode Island Bar (Non-Practicing)  
Commonwealth of Massachusetts Bar (Non-Practicing)

### CERTIFICATIONS:

ISP Enterprise Entrepreneurial Program/Certificate of Completion

### PROFESSIONAL EXPERIENCE:

1993-2010

JoS. A. BANK CLOTHIERS, Cranston, Rhode Island  
DEPARTMENT MANAGER/KEYHOLDER

Managed Men's Tailored Clothing Department. Key holder for entire store. Primary duties included: opening, closing and securing store; approving and processing returns and exchanges; transferring and/or shipping merchandise; counting cash; verifying cash drawer against receipts; preparing and making deposits; merchandising department; monitoring loss prevention; creating displays; managing inventory; assisting customers; implementing suggestive selling techniques to maximize sales; training new hires.

#### *Accomplishments:*

- *Developed strong relationships with corporate clients for the Corporate Discount Program including, but not limited to Textron, Fleet, Citizens, Blue Cross-Blue Shield of Rhode Island, AAA.*
- *Instrumental in location's successful grand opening.*
- *Cultivated a repeat clientele through optimal customer service.*

1990-1993

RIGHT NOW! COALITION, Providence, Rhode Island  
COMMUNITY GROUP REPRESENTATIVE

Advocated nonprofit community group interests with state and federal officials. Primary functions included: cultivating intergroup relations; working closely with coalition partners to promote interests of mutual concern; lobbying on behalf of ethical reform in the state government.

#### *Accomplishments:*

- *One of three coordinators responsible for grassroots organizing effort urging passage of constitutional amendment adopting Four Year Terms for general officers; conducted informational public speaking; delivered presentations to civic, business and religious groups; worked with media to inform public of issues; planned and participated in press conferences.*

## DAVID H. LEACH

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- 1985-1990 BRISTOL COUNTY, OFFICE OF THE DISTRICT ATTORNEY, New Bedford, Massachusetts  
ASSISTANT DISTRICT ATTORNEY  
Jurisdiction included: Fall River, New Bedford and Taunton, Massachusetts. Supervised and directed police investigators and technical support staff as to both violent crime and complex white-collar criminal matters. Key functions included: presenting cases to grand jury; trying cases before juries; arguing before appellate courts; interviewing victims and witnesses; screening and evaluating matters for proper criminal charging; consulting with technical experts; negotiating dispositions and settlements; researching and writing memoranda of law and appellate briefs; advising police departments on legal matters.
- 1973-1984 RHODE ISLAND DEPARTMENT OF ATTORNEY GENERAL, Providence, Rhode Island  
ASSISTANT ATTORNEY GENERAL-CRIMINAL DIVISION (1980-1084)  
SPECIAL ASSISTANT ATTORNEY GENERAL-CRIMINAL DIVISION (1973-1980)  
Supervised and directed police investigators and technical support staff as to both violent crime and complex white-collar criminal matters. Key functions same as above. Additional duties included: administering Information Charging Program.  
*Accomplishments:*
- *Managed and monitored countywide (Newport/Washington Counties, Rhode Island) criminal calendar while maintaining an active caseload.*
  - *Supervised, trained and advised new prosecutors and legal interns.*
  - *Headed and presided over trial teams.*
  - *Instrumental in developing office policies and procedures.*
  - *Successfully collaborated on sensitive investigations with other agencies (FBI, ATF, DEA, and INS).*
  - *Superior Court Prosecutor.*

### PROFESSIONAL AND COMMUNITY AFFILIATIONS:

RHODE ISLAND FOR COMMUNITY AND JUSTICE (RIJC) - *Present* Board member; Representative to Civil Rights Roundtable and its legislative subcommittee; Co-administrator of CRRT Facebook page. [*RICJ is the successor to the RI branch of the National Conference for Community and Justice, the former National Conference of Christians and Jews, former executive director Anthony Maione.*]

JEWISH ALLIANCE OF GREATER RHODE ISLAND (JAGRI) - *Former* Board of Directors, JFRI member; *Former* Website Committee Chair and part-time Co-Administrator; *Former* Community Leadership Council member, *Former* Allocations Committee member, *Former* Subcommittee Chair; Community Relations Council (CRC, Advocacy arm of JAGRI) *Former* Chair; *Former* Executive Committee member; *Former* State Government Affairs Committee member; *Former* Jewish Security Task Force member; *Former* Black-Jewish Alliance member; *Former* Latino-Jewish Alliance member; Domestic Affairs Task Force *Former* Chair; Living on the Edge [LOE] Steering Committee member and Jboost (crowdfunding) Subcommittee Chair.

JEWISH COUNCIL for PUBLIC AFFAIRS (JCPA) - Rhode Island Representative at 20 plus JCPA National Annual Meetings; Rhode Island Representative JCPA Jewish Security and the Bill of Rights Task Force (Participated in 25 plus National Task Force Meetings).

JEWISH FEDERATIONS OF NORTH AMERICA (JFNA) – Health & Long- term Care Workgroup *Former* lay committee member. CRC staff representative 2017

*Advocated for various issues of concern to the Jewish community with the Rhode Island Congressional Delegation in Washington, DC and in Rhode Island for both the JCPA and JFNA.*

JEWISH SENIORS AGENCY (JSA) - Board of Trustees member; Executive Committee member; Marketing and Communications *Former* Chair; Comprehensive Adult Day Center Oversight Committee member, *Former* Chair; Kosher Food Pantry Oversight Committee Development Committee member. Co-administrator of Facebook page.

## DAVID H. LEACH

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RHODE ISLAND JEWISH HISTORICAL ASSOCIATION - *Past* President and present Executive Committee member; Co- Administrator of Facebook page.

TEMPLE EMANU EL – *Former* Board of Trustees member, *Former* Social Action Chair.

JEWISH FAMILY SERVICE of RHODE ISLAND (JFS) - *Former* Board of Directors member.

COMMON CAUSE OF RHODE ISLAND - *Former* State Governing Board member; Government Affairs and Judicial Merit Selection Committee *Former* Member; Open Meetings/Public Records Committee *Former* Chair.

ACCESS/RI - Founding member; *Former* Board of Directors member– advocating for open meetings, access to public records, transparency for the press and public.

MOMS DEMAND ACTION – Member and representing Temple Emanu El, Providence.

RHODE ISLAND COALITION AGAINST GUN VIOLENCE (RICAGV) - representing coalition member Temple Emanu-El, Providence and coalition member JAGRI,

PROVIDENCE POLICE CITIZENS TRAINING ACADEMY – Graduate of first citizen's academy

*Have testified before State House and Senate committees on various proposed gun safety legislation as well as the Comprehensive Community Police Relations Act, and No-Fare Bus passes for seniors within the last two years. Organized this year's introduction of Resolutions to honor Israel on its anniversary in State House and Senate this spring.*

Recommendations available upon request

Dr. Steven L. Castiglioni  
1 Wayland Avenue  
Unit 313N  
Providence, RI 02906  
Cell Phone: 813-926-8324  
Email: lionil@aol.com

RE: Providence External Review Authority (PERA)

March 9, 2023

Dear reviewer,

This cover letter and attached resume is in response to the city's search for members for the **Providence External Review Authority (PERA)**.

I trust that a review of my resume will reveal that I have a long and successful career in the police service from Officer to Commissioner. Additionally, I have provided higher education, executive training, and executive consulting to police personnel and agencies.

I am certain that I bring a high degree of value to the mission of PERA, including:

1. The supervision and leadership hundreds of police officials.
2. Investigation of allegations of and suspicion of police misconduct
3. The full range of experience and knowledge regarding the Law Enforcement Officers Bill of Rights.
4. The full range of experience and knowledge regarding professional accreditation, police operations, policy, procedure, and rules and regulations.
5. The full range of experience and knowledge regarding police training
6. Leadership of police operational and personnel recruitment, selection, quality, standards, integrity, supervision, accountability, discipline, and development.

My responsibilities also included public and political engagement, strategic and tactical budget planning and management, and media relations.

I assure you that I bring a high level of focus, determination, dedication, attention, loyalty, leadership, energy, commitment to excellence, and mission oriented efforts to my responsibilities to our great city.

I look forward to being afforded the opportunity to expand on my presentation and provide you with significantly more information that will complete your understanding of my credentials, relevant experience/accomplishments, and personal assets.

Respectfully submitted,

*Steve Castiglioni*  
Dr. Steven L. Castiglioni

# RESUME

## NAME

Steven L. Castiglioni

## EDUCATION

Degree	Year	Institution	Major
Bachelors	1972	University of New Haven	BS Law Enforcement Administration
Masters	1976	University of Rhode Island	Master of Public Administration
Doctorate	1984	Nova Southeastern University	Doctor of Public Administration

## PROFESSIONAL CERTIFICATIONS/LICENSES, MEMBERSHIPS

International Association of Chiefs of Police, Lifetime Member, 1997-Present  
American Society of Public Administration, Rhode Island Chapter, President, 1995-1996  
Dignitary Executive Protection, United States Secret Service, 1991  
Highway Safety Administration, United States Highway Safety Traffic Administration, 1991  
National Crime Information Center, Federal Bureau of Investigation, 1987, 1988, 1989  
Police Stress Management, University of New Haven, 1981  
Criminal Justice Planning, Northeastern University, 1978  
Criminal Justice Planning, University of Rhode Island, 1978  
Victim-Witness Services, U.S. Department of Justice, 1977  
Executive Training Program in Advanced Criminal Justice Practices, 1977  
Rhode Island Municipal Police Training Academy, POST Certification, 1972

## PROFESSIONAL EXPERIENCE

Selected relevant chronological listing

### **Law Enforcement Subject Matter Expert**

*International Association of Directors of Law Enforcement Standards and Training  
Eagle, ID*

2021-Present

Provide research, development, and information for the standards and training for police services nationwide.

### **Associate - Police Service Executive Consultant**

*Ness Worldwide Law Enforcement Training and Consulting  
Mesa, AZ*

2017-2022

Provide execution, supervisory, management level training/consulting for police services.

### **Public Safety Management Trainer**

*Northwestern University - Center for Public Safety, Evanston, IL*

2015-2022

Provided management level leadership training for police agencies staff across the nation.

**Executive Management Consultant**

*Executive Strategies Group, Tampa, FL 1999-2015*

CEO for a public safety management consultant group engaged in a full range of solution based approaches to local government challenges ranging from institutional performance assessment to structural, behavioral, and process design so as to achieve established organizational goals.

**University of Phoenix**

**Faculty - College of Security and Criminal Justice**

*University of Phoenix 1999-2016*

Provided masters and bachelor level course instruction in criminal justice.

**University of Phoenix**

**Executive Director - Office of Institutional Effectiveness**

*University of Phoenix 2009-2020*

Supervision of five (5) - nine (9) teams deployed nationwide to evaluate all of the university's 62 local campuses nation-wide, colleges/schools, administrative services offices, and online for compliance with university, accreditation, and state regulatory requirements and design improvement plans at the nation's largest private institution of higher learning.

**Regional Director of Academic Affairs**

*University of Phoenix-Southeast Region 2007-2009*

**Director of Academic Affairs**

*University of Phoenix-West Florida Campus 2000-2007*

**Campus College Chair**

*College of Graduate Business and Management, University of Phoenix-Tampa Campus. 1999 - 2000.*

**City of Warwick, RI**

**Police Official**

1972-1997

***Public Safety Commissioner; 1995-1997.***

Chief executive officer of a 440 person public safety group consisting of police and fire departments; with indirect leadership of Emergency Management and Building Inspection.

Strategic planning, policy development, institutional review and assessment, contractual negotiations with three (3) employee collective bargaining groups, staffing, and budgeting. Developed the city's first comprehensive public safety strategic plan; resulting in the reorganization and re-staffing of the city police and fire departments, the largest governmental-corporate joint venture in the city's history (a multi-million dollar public safety communications system enhancement), a complete redesign of the fire recruitment and selection process, redeployment of resources, and resolved major internal organizational conflicts in both agencies through a strategy of institutional change.

***Deputy Chief 1993-1995***

Leadership and management of a 210 person police department.

Command of all organizational elements, all federal, state, and special grant administration, municipal bond issue management, inspections and internal affairs, collective bargaining grievance administration, staffing, all capital and operational procurement, and agency budgeting.

*Created the agency's first Inspection Services Division that addressed police professional standards.*

*Initiated the State of Rhode Island's first police agency national accreditation effort (CALEA).*

**Major** 1991-1993

Commander - Administrative Bureau consisting of four divisions (Administrative Services, Community Services, Inspection Services, Automotive Services)

Commander - Operations Bureau consisting of four divisions (Patrol, Investigative, Traffic, Animal Control) including SWAT and Special Operations (organized crime & drug control)

*Designed a content valid, outreach based police recruitment and selection process.*

**Captain** 1987-1991

Commander - Patrol Shift

Commander - Administrative Services Division

**Lieutenant** 1985-1987

Assistant Commander - Patrol Shift

Project Manager for the implementation of a \$750,000 computerized police information system

**Sergeant** 1980-1985

Supervisor - Patrol Shift District

Supervisor - Tactical Patrol Force

**Officer** 1972-1980

Patrol, Tactical Patrol Force, Communications, Prosecution, Victim Restitution, Community Services.

**Career assignments-**

City of Warwick Public Safety Strategic Plan, 1995

Developed a blueprint plan for the future needs of the fire and police service based on analytical research that included crime analysis, call for services, agency wide manpower allocation, NSO fire standards employee staffing classifications, multi-contractual, legal, and fiscal constraints, and technological capabilities.

*The 11 point plan resulted in a successful (3 year) organizational restructuring, staffing changes, fire station relocation, vehicle and equipment management system, and communication system upgrading.*

NCIC 2000 Project- Northeast Regional Working Group, Northeast Region -

City Police Agencies Representative, 1988-1991

Member of a working group consisting of local, state, and federal law enforcement officials tasked with developing the working protocols and capabilities of the new national Criminal Justice Information System (CJIS). Reviewed, revised, analyzed, and finalized hundreds of action items.

*This project resulted in the largest criminal justice information system enhancement in American history.*

City of Warwick Police Department Computer Information System, Project Manager, 1987-1988

Responsible for research, specification design, RFP development, RFP publication, bid review, bid selection, and bond issue implementation of a computerized information system that included a communications center, mobile and portable radios, ID system, multi-frequencies, locator system, multi capability RMS, CAD system, and the first computerized dictation police reporting system in New England.

City of Warwick Mayor's Police Manpower Allocation Committee, Organizational Analyst, 1987

Developed a blueprint plan for the future manpower needs of the police agency based on analytical research that included crime analysis, call for services, agency wide manpower allocation, employee staffing classifications, multi-contractual, legal, and fiscal constraints, and technological capabilities.

*The plan resulted in a successful (3 year) restructuring and re-staffing of the agency.*

**Rhode Island Municipal Police Training Academy, Instructor 1986-1988**

Contracted to develop and deliver several content valid training sessions for state and local police trainees in community services, public relations, and first line supervisory responsibilities.

**Rhode Island Municipal Police Training Academy, Advisory Committee Co-Chair 1986-1987**

Provided advisory role to a job task analysis consultant in *developing valid state-wide police training surveys, construction of essential tasks, validation of data, and data analysis*. Project goal resulted in the *establishment of a revised content valid police recruit training process*.

**City of Warwick Mayor's Family Crisis Intervention Task Force, Police Representative, 1977**

Designed the State of Rhode Island's first fully staffed Family Crisis Intervention program. *Developed and administered a U.S. LEAA grant that funded the state's first fully staffed Victim Restitution Unit* as part of a larger Community Services Division. This service was delivered by a police unit that was staffed by police and human services counselors and was developed into a local-state multi-agency operational agreement that *resulted in closing gaps in the child protective system*.

**Professional Commendations –**

Honorable Service Commendation, Warwick Police Department, 1987

First Class Commendation, Warwick Police Department, 1983

First Class Commendation, Warwick Police Department, 1974

Other state and city commendations available upon request

**OTHER RELEVANT EXPERIENCE**

**City of Tampa Police Department, Tampa FL**

June-July 2003

Provided intensive staff training and development for approximately 40 police officials preparing for imminent promotion or who were recently promoted to the ranks of Sergeant and Lieutenant in this 1,300 person agency. Staff development sessions entailed a comprehensive presentation of the transition of role responsibilities from the respective current rank to the new rank; including supervision, accountability, performance assessment, ethics and integrity, formal and informal relationships, mentoring, discipline, command, organizational responsibility, professional standards, and career development.

Services were delivered through Hillsborough Community College, Police Academy and in conjunction with Human Resource Performance Consultant of Brandon, FL.

AGENCY CONTACT: John Meeks (ret)

**City of Central Falls Police Department, Central Falls, RI**

May-October 2003

Provided a full statistical workload analysis for patrol and departmental resource allocation in this 45 person agency. Application of analytical and quantitative methodology for all staffing plans, fiscal analysis, job task analysis, workload analysis, legal and contractual controls, required agency policy documentation, and implementation planning.

Consulting deliverable was in conjunction with a Commission on Accreditation of Law Enforcement Agencies, Inc (CALEA) accreditation effort by the agency. The documentation addressed several CALEA accreditation standards.

AGENCY CONTACT: Chief Thomas K. Wilson (ret)

March 1, 2023  
146 4th Street  
Providence, RI 02906

Dear City Council,

I do not think that most people grow up hoping to become criminals or to become a police officer so they can abuse power. Environments can lead us down unexpected paths. Rather than be an accuser or defender without access to the facts, as a member of PERA I am enabled to make informed decisions because I will have access to the facts. In our current environment when so many decisions are based on social media and biased reporting, PERA's fact based objectivity is an important community service. I believe that the people I met, those that I served, taught me not to judge or assume because it is not until you have spent enough time with a person so that person is no longer a stranger can you begin to understand that person's behavior. I can bring to PERA objectivity and fairness.  
Thank you for this opportunity.

Sincerely,

Herman Brewster

## PROFILE

I retired in 2014. In 2015 I was offered the opportunity to work as a Studio teacher on "Measure of a Man", a movie being filmed in Rhode Island. Since then I have worked on four movies. I am an amateur photographer and a member of the Attleboro Art Museum. My wife and I collect Native American pottery and the pottery of other American potters. My thirty eight years of employment consisted of working with minorities, criminals, the poor and under educated. I believe that everyone should have the opportunity to move into the middle class.

## EXPERIENCE

### PROJECT CONNECT WORKER, CHILDREN'S FRIEND AND SERVICE 2010-2014

I was the first man on the Project Connect staff. Receives and reviews cases from DCYF. Assesses clients substance abuse problems and works with clients to develop an active recovery plan.

### Case Manager The Providence Center 2009-2010

Provide supportive services to consumers with criminal backgrounds.

### Access To Recovery Assessor, Phoenix House 2006–2008

Interviewed and assessed inmates seeking drug and alcohol treatment upon their release from the ACI — 2003–2005

### Tutor, Volunteers In Providence Schools 2008-2009

After school tutor of middle and elementary school students.

### Counselor, Phoenix House 2008

Phoenix House had a grant to work with maximum security inmates.

I worked 20 hrs a week in Maximum Security

### English Teacher Providence School Department 1992-2006

Taught middle and high school students

### Counselor, RI Department of Corrections 1976-1990



# IVAN MONTANEZ MONTROYA

18 Barrows Street, Providence, RI 02909 · 401-365-0367  
Ivan.MontanezMontoya@gmail.com

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Bilingual community leader with 12 years of public school experience at multiple grade levels. Ready to use my language expertise and cultural understanding to help elevate our community to its full potential.

## EXPERIENCE

**09/2021 – PRESENT**

**COMMUNITY SCHOOL SPECIALIST, PROVIDENCE PUBLIC SCHOOL DEPARTMENT**

The implementation of the **school-wise support and community outreach program**. Conducting outreach plans **to improve student attendance, student engagement and build family connections to the school** through phone calls and home visits. I was able to establish community relationships and involvement with local businesses, such as Walmart, through donations to our school. I was able to create a school podcast by giving the **students a video platform to communicate with one another** during advisory period. Students are able to communicate important school information, upcoming testing dates, and events and also interview a staff members throughout the building in our “Feature a Teacher” segments.

**09/2017 – 09/2021**

**RESTORATIVE JUSTICE SPECIALIST, PROVIDENCE PUBLIC SCHOOL DEPARTMENT**

Providing our at-risk students with **instructional direct service** related to the school’s curriculum. Also, providing **instructional one-on-one reinforcement** to students performing below expected curriculum for their grade level. Regularly working alongside with specialized professionals to come up with action plans to better the education of our students. Assisting in getting students back in the classrooms during transitions.

**09/2011 – 09/2017**

**TEACHER ASSISTANT, PROVIDENCE PUBLIC SCHOOL DEPARTMENT**

Participated in daily and long-range lesson and classroom activity planning. Conducted alternative learning exercises with smaller groups and alerted the teacher to special needs of any individual student. Assisted classroom teacher in correcting student’s work and prescribed additional work to remediate student’s weakness. Also, assisted with the supervision of students in the classroom, corridors, school yards, lavatories, cafeteria and assisting in getting students back in the classrooms during transitions.

## EDUCATION

SEPTEMBER 2017 – PRESENT

### SECONDARY EDUCATION, RHODE ISLAND COLLEGE

*Associates, Secondary Education / Youth Development*

Building on my secondary education, I was able to attend **Social Psychology, Introduction to Sociology, Schooling for Social Justice, & United States in the World.**

SEPTEMBER 2015 – MAY 2017

### SECONDARY EDUCATION, PROVIDENCE COLLEGE

*General Studies, (transferred to RIC)*

During my time at Providence college, I was able to attend many courses that were vital to my success in working with our at risk-youth. Such classes include but not limited to: **Introduction to Liberal & professional studies; Race, Sports & society; Race & the Justice System.**

## SKILLS

- Bilingual – English / Spanish (fluent)
- Self-motivated
- Teacher Assistant certification
- Strong leadership skills
- RIDE Sports Coach certification
- OBS programmer
- Crisis Prevention Institute (CPI) training
- Trauma Prevention Institute (TPI) training
- Red Cross CPR/First Aid/AED certified
- Red Cross Instructor certified: (CPR/first aid/AED instructor)
- NFHS concussion in Sports certification
- NFHS Sudden Cardiac Arrest
- NFHS Sports Nutrition certification
- NFHS Fundamentals of Coaching

## ACTIVITIES

Being bilingual has made me able to provide my services in many different avenues in a highly diverse community. During after school hours, I currently **coach high school wrestling**. For 2 years, while coaching wrestling I granted the opportunity to **coach boys and girls out-door track**. During the summer, I am a contracted by the City of Providence as a **lifeguard coordinator**, where I provide my service by recruiting lifeguards, ensuring that all of the city 5 pool locations are properly staffed and abiding by the regulations and protocols set forth by the health department.

I have become a **self-taught programmer**, where I edit, create layouts and live-stream a weekly on a weekly podcast. I have learned and familiarize myself with such software as **Open Broadcaster Software (OBS)**, which is an open source software for video recording and live streaming.

*Kate Niles, 266 President Avenue, Providence RI 02906  
970-759-1868; kate.niles@outlook.com*

March 5, 2023

Dear Councilmembers:

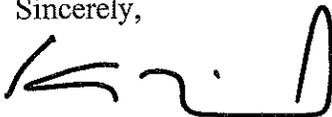
I am writing to express my interest in becoming a member of the Police External Review Authority (PERA) for the City of Providence. After the killing of George Floyd, I frankly felt the only thing I could do to make a real difference as a denizen of Providence was to get on with PERA. Police officers hold an enormous amount of state-sponsored power; they also have an extremely difficult job.

I believe I have a balance of perspective. My background, as you will see, is as a clinical social worker specializing in trauma work. However, I have some background in law enforcement. While obtaining my MSW, I was employed as a Probation Officer for the 6<sup>th</sup> Judicial District in Colorado, and while interning during my MSW I counseled adjudicated sex offenders within this district. I have also been a court advocate for sexual assault victims. As a trauma therapist, I grasp perhaps better than some the enormous toll police work can take on officers, as well as the responsibility they bear to be purveyors of protection, not malice.

I love what I do now – in Social Worker lingo, one-on-one therapy is ‘micro’ level work. But I have long had a more ‘macro’ interest and am currently feeling as if I need to move in this direction. My husband and I moved to Providence three and a half years ago because we needed a change from our beautiful, but small, Colorado town. (Most people think we are crazy!) But we love Providence, and have become active members of the First Unitarian Church among other things. Here, I learned that my minister, Liz Lerner McClay, has been active on the Police Advisory Board. I have also become friends with Hillary Salmons, whose son is an Officer and who is well-connected to many people in Providence. They have both agreed to provide references if need be.

Thank you for your time, and I look forward to hearing from you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kate Niles', with a stylized flourish at the end.

• Kate Niles, LICSW

## KATE NILES

266 President Avenue, Providence RI 02906  
(970) 759-1868; kate.niles@outlook.com

### Qualifications:

- **LICSW**, State of Massachusetts; **LISCW**, State of Rhode Island; **LCSW**, State of Colorado; **LCSW**, State of New Mexico.
- **Trauma-focused therapist**, Private Practice since 2011.
- **Member**, Antiracism (Mosaic) Steering Team, First Unitarian Church, Providence RI
- **Board Member and Advocate**, Sexual Assault Services Organization, Durango CO
- **Board Member and Area Representative**, National Association of Social Workers, CO chapter
- **Lifelong activist for social and environmental justice**
- **Former Probation Officer**, 6<sup>th</sup> Judicial District, Durango CO (see job description, below)
- **Member**, Inaugural Behavioral Health Court Team, 6<sup>th</sup> Judicial District, Durango CO
- **Counseling Internship** with adjudicated sex offenders (see below)
- **Law Enforcement-Related trainings:** State of Colorado Probation Academy training; Motivational Interviewing; State of Colorado Department of Human Services Child Protective Services Employee Training; Crisis Intervention Team (CIT) Training; Duluth Model Domestic Violence; SARA Domestic Violence Assessments; Pharmacology of Addiction I and II (CAC II); Addiction Counseling Skills (CAC –I); Native Americans – Treating Substance Abuse Issues (CAC-elective); Ethics I and II (CAC); Principles of Substance Abuse (CAC); Good Lives Model and Self-Regulation/Pathways Model in the Management of Sex Offenders in the Community.
- **Therapy-Related Trainings:** Clinical Supervision; Family Systems Therapy; Transgender 101; Cultural Competency; Employee Assistance Issues; EMDR, Structural Dissociation, Polyvagal Theory and EMDR; Early Childhood Trauma EMDR Protocol; EMDR, Eating Disorders, and Sexual Shame; EMDR and Repairing Moral Injury in Veterans and First Responders; PTSD; Neurobiological models; Trauma Releasing Exercises (TRE); Trauma-Based Cognitive Behavioral Therapy; Dialectical Behavioral Therapy (DBT); Couples Counseling; Somatic psychotherapy; Jungian analytical practice.

### Education:

- **MSW**, New Mexico Highlands University, Farmington Campus, Farmington, NM. Fall 2008-Spring 2011. GPA: 4.0. Clinical Practice Focus.
- **MFA** in fiction, Vermont College, Montpelier, VT. 1998-2000.
- **MA**, Anthropology, University of New Mexico, Albuquerque, NM 1985-1987. Graduated with honors. 3.8 GPA
- **BA**, Anthropology, The Colorado College, Colorado Springs, CO, 1980-1984. 3.4 GPA

## KATE NILES

266 President Avenue, Providence RI 02906  
(970) 759-1868; [kate.niles@outlook.com](mailto:kate.niles@outlook.com)

### Experience:

- Psychotherapist, Private Practice, 100 Lafayette Street, #301, Pawtucket, RI 02860. November 2019-present. Trauma-focused 1:1 therapy for adults. Paneled with UHC/NHP, BCBS RI
- Psychotherapist, Plaza Psychiatry and Psychology, 191 Social Street, #180, Woonsocket, RI 02895. November 2019-September 2022
  - Trauma-focused 1:1 therapy for 18 and up adults
  - Coordination with psychiatric team at Plaza
  - Case management and support for clients on SSDI
  - Life transitions, family systems therapy, depression, anxiety, aging issues
- Psychotherapist, Riversage Counseling, 100 Jenkins Ranch Road, suite E-1, Durango, CO 81301, 4/14 – 9/19.
  - Provide 1:1 counseling to teen, young adult, and adult clients
  - Trauma, life transitions, family systems therapy, teen and young adult specialties
  - Coordinate care with other Riversage therapists and outside agencies as needed
  - Participate in EMDR consultation, formal and informal staffings
  - Clinical supervision of interns
  - Maintain client files including case notes and billing information
  - Paneled with BCBS, RMHP, TriCare and UBH insurance, as well as several EAP programs
- Employee Assistance Specialist, State of Colorado Employee Assistance Program (C-SEAP), 9/13-9/15 (10 hours a week).
  - Provide 1:1 counseling to state employees and their families in Southwest Colorado (Archuleta, La Plata, Montezuma, and San Juan Counties)
  - Provide Workplace Consultations including anger management education and organizational development
  - Coordinate care with statewide C-SEAP specialists and supervisors, including but not limited to mediation and fitness for duty evaluations
  - Perform outreach to various state agencies to remind employees of C-SEAP's existence and to encourage utilization
  - Refer clients to other therapists and services as needed
- Psychotherapist, Choices Counseling, 313 W. Apache, Farmington, NM 87504. 3/13-4/14.
  - Perform office-based therapy for preteens, teens, families, and adults
  - Responsible for intake assessments and progress (SOAP) notes
  - Independent Contractor
  -

## **KATE NILES**

266 President Avenue, Providence RI 02906

(970) 759-1868; [kate.niles@outlook.com](mailto:kate.niles@outlook.com)

- EAP, private insurance and Medicaid clients with a wide variety across ethnicity (e.g. Navajo, New Mexican Hispanic, Mexican-American, and Anglo), class, and religious affiliation
  - Systems approach with DBT, CBT, bilateral stimulation emphases
  - Special focus on self-harming teens and adults; children and adult children of alcoholics; trauma; and substance abuse
- 
- Regional Youth and Family Support Therapist, Axis Health System, 281 Sawyer Drive, #100, Durango, CO 81301; and Department of Human Services, La Plata County, 1060 E. 2<sup>nd</sup> Ave, Durango, CO 81301. 11/11 – 3/13.
    - Responsible for community and home-based therapy for at risk adolescents and their families
    - Coordinator, adolescent and parent-teen DBT program
    - Responsible for recruitment, development, facilitation and maintenance of DBT groups
    - Responsible for diagnostic assessments, service planning, updates, progress notes, crisis management, and community participation regarding clients.
    - Utilized strengths-based family systems approach, DBT, CBT, bilateral stimulation, trauma-based therapies, and psychodynamic therapy.
    - Working knowledge of community resources available to assist families and teens in a wide variety of settings
    - Coordination with Department of Human Services regarding services and record keeping
- 
- Intern, Durango Counseling Services, 137 C.R. 250, Durango, CO 81301. 1/09 – 5/10.
    - Responsible for working knowledge of group therapy procedures for both adults and juveniles in the sex offender program
    - Provided consistent 1:1 treatment for several offenders, both juvenile and adult
    - Participated in Treatment Team meetings and decision making
    - Kept case notes, wrote treatment plans, and sought supervision and guidance as needed
    - Assisted with Community Supervision Trainings and Partners of Perpetrators meetings
- 
- Probation Officer, 6<sup>th</sup> Judicial District, State of Colorado, 1060 E. 2<sup>nd</sup> Ave, Durango, CO 81301. 9/08-1/11.
    - Responsible for primarily juvenile and female offender caseload
    - Responsible for writing Presentence Investigations (PSI) for both adults and juveniles, including Domestic Violence and Alcohol evaluations
    - Informed judges, District Attorney, defense lawyers, and other pertinent parties of appropriate actions for cases in court and otherwise
    - Performed SARA (Domestic Violence) and Level of Supervision/Service assessments
    - Performed case management including counseling juveniles, parents, and PSI clients; directing clients to appropriate social services and community service activities; working with

## KATE NILES

266 President Avenue, Providence RI 02906  
(970) 759-1868; [kate.niles@outlook.com](mailto:kate.niles@outlook.com)

law enforcement, the DA's office, defense attorneys, and probation personnel regarding probationers

- Member, Behavioral Health Court Team
- Sexual Assault Services Organization Crisis Hotline advocate and Board Member, Durango, CO. 10/04-3/09 (Crisis); 09/08-09/11 (Board)
  - Provided on-call hotline services once a week (24 hour period)
  - Attended SANE exams with clients
  - Supported victims in court cases and with police
  - Ran writing workshops for survivors of assault
  - BOARD: concerted outreach to community members regarding SASO services
  - Fundraising efforts
  - Budget
  - Secretary to Board, 2010-2011

### Professional Affiliations and Recognition

- Featured Social Worker, 2019 March Social Work Month
- Four Corners Regional Representative, National Association of Social Workers CO Board (8/14-8/18)
- Member, Behavioral Health Court Team, 6<sup>th</sup> Judicial District 2010-2011
- Sexual Assault Services Organization (SASO) Board Member, 2008-2011

### Other:

- Pushcart Prize Nominee and Winner, Writer's Studio Literary Contest (Fiction), 2019
- ForeWord Magazine Best Book of the Year for Fiction, 2004
- Colorado Individual Arts Fellowship, 2003
- Two Novels published, 2004 and 2010 (*The Basket Maker; The Book of John*)
- Book of Poetry published, 1999 (*Geographies of the Heart*)

**INTERESTS:** Writing, social justice, outdoor recreation, art, sustainability, anthropology, politics.

**REFERENCES:** Hillary Salmons, Liz Lerner McClay



## CITY OF PROVIDENCE

March 3, 2023

PERA Recruiting Team  
Providence City Council  
City of Providence

To Whom it May Concern,

This letter is intended to express my interest in becoming a board member for the Providence External Review Authority (PERA).

My interest in joining the board is rooted in both being a public servant and being a resident of Providence, wanting to help ensure our community is safe, welcoming, and just for everyone.

As you will see in my resume, my career journey spans many years of being a public servant and numerous years as a global leader with Amazon corporate. My superpowers are in delivering results, influencing others, and leading people. I tend to be a bit of a disruptor in my thinking and am comfortable challenging the status quo while searching for creative solutions to problems. My experience in public safety communications provides me with a unique lens into the world of law enforcement that I hope will be of value to the board.

In addition to my resume, I also offer up my LinkedIn profile where you can find a variety of recommendations provided by former colleagues and employees.

<https://www.linkedin.com/in/kevinbostrom>

Looking forward to serving if deemed a valuable fit for the board.

Best,

Kevin Bostrom, Ward 1 Resident  
Deputy Director of Public Safety Communications, City of Providence

PROVIDENCE THE CREATIVE CAPITAL

25 Dorrance Street | Room 401 | Providence, Rhode Island 02903 | 401 421 7740 OFFICE | 401 273 9510 FAX  
[www.providenceri.com](http://www.providenceri.com)

# KEVIN BOSTROM

(206) 618-7720

kevinbostrom@gmail.com

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## Experience

### **City of Providence, RI (2022-present)**

- Deputy Director, Public Safety Communications (2022-present)

### **Sedulus LLC (2017-present)**

- Founder & Principal, Holding Company for Various Ventures (2017-present)
- REALTOR, eXp Realty (2019-present)

### **Amazon (2012-2019)**

- NA Regional Engagement Leader, HR Shared Services (2019-2019)
- Global HR Support Team Launch Leader, HR Shared Services (2018-2019)
- Global Sr. Program Manager, Operations HR Connections (2015-2018)
- NA Program Manager, Operations HR Connections (2014-2015)
- NA Customer Service Manager, Virtual Customer Service (2012-2014)

### **Local Government (1996-2012)**

- Deputy Director of Operations, NORCOM 911 (2008-2012)
- 911 Operations Shift Supervisor, Bellevue Police (2001-2008)
- 911 Dispatcher & Trainer, Skagit 911 (1999-2001)
- 911 Dispatcher, Mason 5 Fire Department (1996-1999)

## Scope Highlights

### **Program & Project Management (13 years)**

- Amazon HR - Led the scoping, design, and launch of a new centralized HR support team, providing internal customer support to HR business partners in all regions globally and across all Amazon business lines. Beyond project leadership, also owned talent selection, training, and people leadership.
- Amazon HR - Led change management efforts across multiple program, product, and tech teams within the Connections organization to improve

internal organizational effectiveness and drive a better customer experience. This involved overall project management, facilitating workshops, and creation of new tools & products. I also owned influencing leaders at various levels to drive program adoption through the use of new self-service tools, standard work policies, and communication strategies.

- NORCOM 911 - Operations project leader for the launch of a new regional 911 dispatch center supporting five police departments and 14 fire departments in the Seattle area. This involved designing the operational policies, workflows, staffing models, and technology requirements. In addition to the operations project requirements, this also involved building my teams, conducting union negotiations, launching new technology, and building out two new facilities.
- Bellevue Police - Operations project member of a multi-department committee working through the requirement-defining, sales, and acquisition phases of implementing new public safety technology. This also involved being nominated to the final decision-making group, which required a large focus on stakeholder engagement and ultimately making a decision that would prove challenging for some stakeholders.

### **People Leadership (16 years)**

- City of Providence – direct leader for two senior managers and six operations supervisors, as well as indirect leader for 60 operations & technology associates.
- Amazon HR Shared Services – direct leader for a team of eight senior business partners located in USA, Costa Rica, Ireland, China, India, and New Zealand.
- Amazon Operations HR Connections – direct leader for a team of three senior program managers located in Germany, Spain, and India as well as indirect leader for five senior program managers in USA.
- Amazon Virtual Customer Service – direct leader for two teams in USA. The virtual team had two leads and 100 associates. The on-site team had three leads and 25 associates.
- NORCOM 911 – direct leader for six operations supervisors and one technology supervisor, as well as indirect leader for 100 operations & technology associates.
- Bellevue Police – direct leader for one operations lead and 10 associates.

### **Education**

**Jacksonville State University** (2005-2010 part-time student while working full-time)

- Bachelors of Science, Emergency Management

# Liam R. Lane

[Liamlane.sap@gmail.com](mailto:Liamlane.sap@gmail.com) (857) 266-7088

To the Committee on Urban Redevelopment and Planning,

I am respectfully applying to me a member of board on the Providence External Review Authority (PERA). I have been a resident in Lower South Providence since September 2019. As a member of the community, I would like to participate in programs that works toward improving policies and outcomes to better serve others living in Providence. Given my educational background as a social worker, professional experience in homeless shelters and low-threshold programs in Boston, and personal experiences with recovery, I would be a good fit for the PERA board. I work daily to assess situations, remove personal biases, and treat individuals with respect and dignity-while upholding policies to ensure safety and prevent patient to patient discrimination or bullying.

I have an extensive history working with diverse client populations within multiple human services settings, while participating in multi-disciplinary teams. I was part of a six-member team in the Boston Public Health Commission's Homeless Services Bureau, and I facilitated a two-day training for more than 200 employees in de-escalation techniques. I also worked as a program coordinator in a day program, developing policies, enforcing measures to ensure safety, while walking a nuanced line of supporting staff and clients.

For more than five years, I have been involved in direct practice work in the human services field. I have directly supervised staff — specifically in the context of their practice — while working to facilitate professional growth. In these supervisory positions, I've created and reviewed policies and procedures for client safety and the enhancement of the delivery of services. By nature, I am a mentor and assume additional responsibilities — for example, assisting colleagues refine job specific skills, such as using electronic health records systems.

As mentioned previously, I feel that my educational, professional, and personal experience will be an asset to the PERA Board. I have a sincere desire to contribute to the community in which I live. My grandmother always modeled the importance of service to others, your community, and the greater good of humanity. I would appreciate the opportunity to do so here. Thank you for your consideration.

Thank you,

Liam R. Lane

# Liam R. Lane

(857) 266-7088 | liamlane.sap@gmail.com | 12 Searle St, Providence, RI 02905

## Professional Summary

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Dedicated social worker with proven expertise in handling clinically complex cases to maintain continuity and quality of care. Achieve optimal outcomes using excellent communication and team collaboration abilities while creating systems to facilitate progress. Manage admissions, ongoing care and transitions with knowledgeable review and hands-on coordination skills. Specialize in high-risk populations such as individuals experiencing homelessness with substance use disorders and co-occurring mental health disorders. Treat clients with empathy while utilizing an empowerment approach with a focus on dignity and worth of every individual.

## Skills

- Discharge coordination
- Individualized counseling
- Crisis intervention
- Service planning
- Staff oversight
- Patient support

## Experience

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Manager of Case Management

March 2022 – Current

Senior Case Manager

May 2018-March 2022

Boston HealthCare, Stacy Kirkpatrick House, Boston, MA

- Supervised security staff and building facilities throughout the weekend
- Coordination of case management activities, overseeing five case managers
- Determined individual patient needs based on physical and mental health assessments.
- Improved patient access to appropriate services by coordinating referrals and authorizations.
- Optimized patients' experiences at all stages, facilitating team communication to increase collaboration.
- Created workflow systems to improve patient transportation and supply reconciliation while decreasing costs by 60%

Substance Use Disorder Clinician

August 2020- Present

PDF Assessments LLC

- Managing member of the organization
- DOT substance abuse assessments
- Utilization EMDR to reducing substance cravings and impulses
- Substance use disorder counseling

Graduate Clinical Intern

August 2020 – May 2021

SSTAR, Fall River, MA

- Provided patient guidance to promote age- and culture-appropriate informed choices, shared decision-making, and right to self-determination.
- Delivered high-quality compassionate care to diverse patient populations.
- Managed administrative tasks, including paperwork coordination, case management and activity development.

Substance Abuse Counselor  
Gavin Foundation, Boston, MA

March 2018 - January 2020

- Delivered high-quality substance abuse counseling services through classes, small groups, and individual counseling.
- Maintained organized files for client records in both digital and analog formats.
- Collaborated with clients to create and fulfill treatment plans beginning at admission

Program Coordinator II  
Boston Public Health Commission, Boston, MA

August 2017 - May 2018

- Supervision of six staff, maintained daily operations schedule, and created weekly staff schedule
- Coordinated tracking, reporting, and insights for program activities
- Assessed clients for sedation, administered Narcan to reverse Opioid overdoses and supervised codes with on-site nurse.

Assistant Coordinator Case Management  
Boston Public Health Commission, Boston, MA

January 2016 - August 2017

- Conducted client assessments, submitted mental health and substance use treatment referrals
- Empowered client to problem-solve by exploring care options and alternatives.
- Identified and removed barriers to patient throughput and desired quality outcomes.

## Education

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Master of Social Work - Simmons University, Boston, MA	May 2021
Certificate in Trauma Studies	
B.S. Human Services - Cambridge College, SUMMA CUM LAUDE, Cambridge, MA	May 2018
Concentration in Holistic Psychology	
A.S. Human Services-Quincy College, Quincy, MA	May 2016
Certificate in alcohol & drug counseling - University of Massachusetts, Boston, MA	May 2016

## Certifications & Licensure

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Massachusetts Licensed Certified Social Worker (LCSW)  
Massachusetts Licensed Drug & Alcohol Counselor I (LADC)  
Rhode Island Licensed Chemical Dependency Professional (LCDP)  
Certified Advanced Alcohol and Drug Counselor, (CAADC II)  
Certified Sex Addiction Therapist (CSAT)  
CPR Certified  
EMDR I & II trained 2021

**Dear Providence City Council,**

I look forward to the opportunity to work as a board member at the Providence External Review Authority. As a current student of Rhode Island College, a refugee, I feel working with (PERA); will avail me a great opportunity to work directly with the providence communities and Providence Police to build bridges and make sure there is a sense of accountability in our Police Department.

I am a refugee originally from Rwanda. As a result of 1994 Rwandan genocide, my family fled to Congo and found safety in a refugee camp called Kintele for 15 years. In 2015, me and my family were given status to come to the United States as refugees when the government threatened to kill refugees in the camp. Immediately, I was faced with a number of challenges such as the difficulty in finding a home, adjusting to American culture, learning English as a seventh language, succeeding in PPSD school despite limited resources for English language learners, and supporting his family.

I overcame all these challenges. Due to my personal experience, I decided to help fellow young refugees who recently arrived in America in their effort to integrate. I have inspired other refugees through my beautiful poetry, motivational speaking, and youth mentoring, with my creative ability to articulate my experience in bringing about peace and unity within my community.

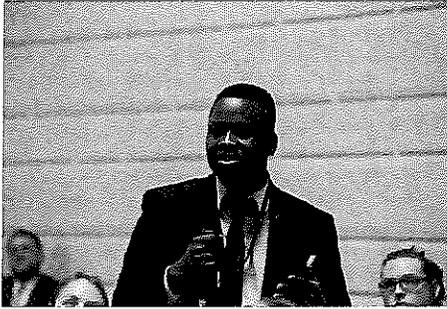
Since arriving in Providence, I mentored dozens of refugee youth helping them get into college, apply for scholarships, avoid truancy, gang related activities, and educating them about substance use and teenage pregnancy. During this period, I helped organize young refugees and educate them about gun violence, and empower them to have a voice through personal expression with the help of poetry, music and art. I also coordinate the Refugee Youth Dream, a

youth mentoring program at the Refugee Dream Center, a non-profit that provides resources and advocates for the refugees in Rhode Island.

As a refugee, I see the disconnection between the Police Department and the refugee community. Most are struggling to adjust to American culture and less know about the laws; working with PERA will be a great opportunity to build bridges with this community and will help this community to understand about the law enforcement policies and procedures. With my passion to build safer communities, drive, experience with youth, and skills; I believe that I will be a great addition to the Providence External Review Authority.

Sincerely,

Night Jean Muhingabo



### Night Jean Muhingabo Bio

Language (s) spoken: English, French, Linguala, Kirundi, and Kinyarwanda.

Night Jean Muhingabo is a refugee from the Republic of Rwanda. He is a refugee advocate, poet and a young champion at the UNHCR. He's passionate about community service and Youth Empowerment. Night is a senior at Rhode Island College, he majors in Public Administration with minors in Data Science and CIS.

He is the former President of the Black Student Union (Harambee) at Rhode Island College. He serves on the board of directors at the Refugee Dream Center as a secretary general, he also serves as a board member at Providence Public School and currently serves as a community advisory board member at Brown University Swearer Center. And he coordinates a youth program at RDC.

In 2018, Night testified to the Rhode Island House Finance Committee at the Rhode Island State House as part of the FreeCollegeRI campaign. He was selected by the Plan USA as a Youth Advisory Board member, where he advocates for youth around the world. Currently, he received the Rising Star Award at Rhode Island College. He received an Exemplary Youth Services Award at the Refugee Dream Center. He also received two Congressional Recognition from the Honorable David S. Cicilline and Congressman Jim Langevin for his community services.

## **Night Jean Muhingabo**

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503 Elmwood Avenue, Providence RI 02907. +1 401-688-9652 [night.refugeedreamcenter@gmail.com](mailto:night.refugeedreamcenter@gmail.com).

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### **TOP STRENGTHS**

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Futuristic, Ideation, Self-Assurance, Command, Strategic

### **EDUCATION**

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Rhode Island College - Providence, RI

Expected December of 2023

Majoring in Public Administration; minors Data Science and Computer Information System.

### **LANGUAGES:**

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Multilingual with fluency in French, English, Lingala, Kirundi, and Kinyarwanda.

### **TECHNICAL SKILLS:**

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Python, Access, Data analysis, and Excel.

### **WORK EXPERIENCE**

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Rhode Island College Student Event Coordinator

September - March 2020

Performing routine office duties such as taking phone calls, responding to emails, creating file folders for events, and submitting work orders as needed. Encouraging fellow student peers to attend our events, as well as greeting guests and hosting events.

Coordinator of the Refugee Youth Program at the Refugee Dream Center October 2021 - Present

Planning a successful curriculum. Providing data to the Refugee Dream Center Staff. Making home visits. Helping refugee youth to increase their confidence and self-esteem by listening to them and giving advice, making sure they are aware of the community resources. Working to help new refugees have a good school transition, and working closely with youth to make sure they apply for colleges and scholarships.

Creative Director at the Refugee Youth Summit

July 2019 - August 2020

Planned curriculum and led a creative art session in the afternoons. Assisted the Co-Director in assessing the overall program to identify any changes that needed to be made. Assisted with the student application process. Ensured the safety of the youth and participants and taught poetry in afternoons

### **COMMUNITY SERVICES**

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Secretary General on the Board of Directors at the Refugee Dream Center October 2019 - 2021

Global Peace Ambassador at the Global Peace Chain	November 2019 - Present
Providence Public Schools Board Member	December 2019 - Present
Plan International U.S Youth Advisory Board Member	December 2018 - 2020
Brown University Swearer Center Community Advisory Board Member	November 2019 - 2022
President of the Black Student Union Harambee at RIC	October 2019 - 2022
Brown Refugee Youth Tutoring Enrichment Board member	October 2016 - 2017

### **RECOGNITION AND AWARDS**

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RIC Rising Star (2019); Certificate Of Special Congressional Recognition from the Honorable David Cicilline (2017); (2018); Global Peace Ambassador Recognition (2019); Refugee Dream Center Award Exemplary Youth Services (2018); Certificate of Special Recognition from the governor Gina Raimondo In recognition of your my advocacy to make college more accessible and affordable for all (2017); Certificate of Special Accomplishment From the U.S Senators Jack Reed for my community service (2017) and (2018).

Thursday March 9<sup>th</sup>, 2023

Dear Members of the Committee on Urban Redevelopment and Planning,

I am writing to apply for a position as Board Member on the Providence External Review Authority (PERA). As a resident of Providence and a Postdoctoral Fellow at Harvard University in the Department of Sociology I believe I am well-suited for this role. Apart from my time earning my Bachelor's in Sociology at UMass Amherst and during my Doctoral training in Criminology at Pennsylvania State University, I am a lifelong resident of Providence. I believe my connections to and familiarity with this city, coupled with my academic background in criminology and criminal justice, position me as a highly qualified candidate for this role.

My academic background was born out of an interest in policing, particularly police-community relations and issues of inequality and social justice during my youth and adolescence. Though the majority of my experiences with police, including police in Providence, has been overwhelmingly positive, I am aware that this is not always the case. As such, I have spent my undergraduate and graduate career, as well as my time as a Postdoc, learning about and studying these issues. In particular, I have forthcoming published work on the impact of hot spots policing for community residents in Philadelphia and am continuing to investigate the impacts of a this intervention on adolescents' perceptions of police and views of procedural justice. I am also currently examining racial disparities in views of police in Chicago and the prevalence of police contact for individuals from childhood through adulthood.

Through my work in these areas is important, I am hoping to use my knowledge and skills to improve police-community relations and police accountability in my hometown. I have lived, worked and volunteered in the city, but a position on the board would allow me to expand my service to the city of Providence, particularly in a way which utilizes my expertise and knowledge of policing and police-community relations, as well as my understanding of issues of inequality and injustice. If provided a seat on the Board, my strong background in quantitative analysis and crime data will allow me to independently analyze and evaluate the data and statistics provided to the board by the Providence Police Department. Furthermore, one goal during my tenure would be to create a publicly accessible database of civilian complaints and use of force to improve the transparency of the Providence Police Department, in line with departments in cities such as Philadelphia and Chicago.

In closing, I want to emphasize that I am highly interested in a position. I hope my skills, background and genuine fondness for the city of Providence deem me as qualified. I have included my resume for further review, and I look forward to the opportunity to further discuss my qualifications with you.

Thank you for your consideration,



Rebecca A. Bucci, Ph.D.

44 Smart St

Providence, RI 02904

rebeccabucci@fas.harvard.edu

**Rebecca A. Bucci**  
Department of Sociology  
Harvard University  
33 Kirkland St  
Cambridge, MA 02138  
rebeccabucci@fas.harvard.edu  
<https://github.com/RebeccaBucci>

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## PROFESSIONAL APPOINTMENTS

2021 – Present      Postdoctoral Fellow, Harvard University, Department of Sociology

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## EDUCATION

2021                      Ph.D., Criminology, The Pennsylvania State University  
Dissertation: *Closing the Macro-Micro Link: Testing the Effects of Hot Spots Policing on Individual Adolescent Outcomes*  
Committee: Thomas Loughran (Chair), Eric Baumer, Jennifer L. Maggs and Jeremy Staff

2017                      M.A., Criminology, The Pennsylvania State University

2014                      B.A., Sociology, The University of Massachusetts Amherst

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## PUBLICATIONS

**Bucci, Rebecca.** “Addressing the ‘Dirty Little Secret’ in Deterrence: Testing the Effects of Increased Police Presence on Perceptions of Arrest Risk.” Forthcoming in *Journal of Quantitative Criminology*.

**Bucci, Rebecca,** Kirk, David S., Sampson, Robert J. (2022). “Visualizing How Race, Support for Black Lives Matter, and Gun Ownership Shape Views of the U.S. Capitol Insurrection of January 6th, 2021.” *Socius*.  
<https://doi.org/10.1177/23780231221110124>

Sampson, Robert J., Kirk, David S. & **Bucci, Rebecca.** (2022). “Cohort Profile: Project on Human Development in Chicago Neighborhoods and Its Additions (PHDCN+).” *Journal of Developmental and Life-Course Criminology* 1-17. <https://doi.org/10.1007/s40865-022-00203-0>

**Bucci, Rebecca,** Staff, Jeremy, Maggs, Jennifer L. & Dorn, Lorah D. (2021). “Pubertal Timing and Adolescent Alcohol Use: The Mediating Role of Parental and Peer Influences.” *Child Development*, 92(3).  
<https://doi.org/10.1111/cdev.13569>

**Bucci, Rebecca** and Staff, Jeremy. (2020). “Pubertal Timing and Adolescent Delinquency.” *Criminology*, 58(3), 537-567. <https://doi.org/10.1111/1745-9125.12245>

Staff, Jeremy, Maggs, Jennifer, **Bucci, Rebecca** & Mongilio, Jessica. (2019). “Changes in Externalizing Behaviors After Children First Have an Alcoholic Drink and First Drink Heavily.” *Journal of Studies on Alcohol and Drugs*, 80, 472-479. <https://doi.org/10.15288/jsad.2019.80.472>

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## MANUSCRIPTS UNDER REVIEW

**Bucci, Rebecca**, Mongilio, Jessica, Staff, Jeremy & Maggs, Jennifer L. "Pubertal Timing and Adolescents' Self-Esteem: Tests of Moderated-Mediation in a Contemporary Youth Cohort."

Lanfear, Charles C., **Bucci, Rebecca**, Kirk, David S. & Sampson, Robert J. "Inequalities in Exposure to Firearm Violence by Race and Sex from Childhood to Age 40 in a Representative Longitudinal Study of Multiple Birth Cohorts, 1995-2021."

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## TEACHING EXPERIENCE

Summer 2019	Lecturer <i>Policing in America</i> (Crim 435)
Spring 2017	Graduate Teaching Assistant <i>Victimization</i> (Crim 422)
Fall 2015-Spring 2016	Graduate Teaching Assistant <i>Criminology Research Methods</i> (Crim 250W)

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## PRESENTATIONS

### *Invited*

- 2022 **Bucci, Rebecca**. "They Grow Up So Fast: Pubertal Timing, Risk Perception and Crime with Rebecca Bucci." The Criminology Academy. (Podcast) <https://thecrimacademy.podbean.com/>
- 2021 **Bucci, Rebecca**. "Pubertal Timing and Adolescent Alcohol Use: The Mediating Role of Parental and Peer Influences." Pennsylvania State University Criminology Student Brown Bag. State College, PA.
- 2019 **Bucci, Rebecca**. "Closing the Macro-Micro Link: Deterrent Effects on Individual Substance Use & Offending." Pennsylvania State University Criminology Forum. State College, PA.
- 2019 **Bucci, Rebecca** & Greenfelder, Theodore. "Advanced Imputation Tips & Tricks." Coding & Data Management Working Group – Population Research Institute. State College, PA.
- 2019 **Bucci, Rebecca**. "Pubertal Timing and Adolescent Delinquency." Pennsylvania State University Criminology Student Brown Bag. State College, PA.

### *Conference Presentations*

- 2022 **Bucci, Rebecca**, Kirk, David S., & Sampson, Robert J. "Inequalities in gun victimization and exposure from childhood to early adulthood." National Research Conference on Firearm Injury Prevention. Washington, DC.

- 2022 **Bucci, Rebecca.** “Pubertal Timing and Delinquency: Offending Trajectories from Adolescence to Adulthood.” American Society of Criminology (ASC). Atlanta, GA.
- 2021 **Bucci, Rebecca,** Kirk, David S., & Sampson, Robert J. “A Multi-Cohort Study of Exposure to Gun Violence over 25 Years in the Life Course.” American Society of Criminology (ASC). Chicago, IL.
- 2021 **Bucci, Rebecca.** “Testing the First Link in Deterrence Theory.” American Society of Criminology (ASC). Chicago, IL.
- 2021 **Bucci, Rebecca.** “Safe Streets or Adaptive Offenders?: Assessing the Impact of Operation Safe Streets on Offending Behavior.” Penn State, University of Maryland & University of Pennsylvania Virtual Criminology Conference. (Virtual Conference).
- 2020 **Bucci, Rebecca & Loughran,** Thomas. “Policy Shifts and Individual Perception Formation: Evidence from a Hot Spots Intervention.” Association for Public Policy Analysis & Management (APPAM). Washington, D.C. (Virtual Conference).
- 2020 **Bucci, Rebecca.** “The Deterrent Effect of Police on Self-Reported Offending.” Annual Meetings of the Criminology Consortium. (Virtual Conference).
- 2020 **Bucci, Rebecca,** Staff, Jeremy, Maggs, Jennifer L., & Dorn, Lorah. “Perceived Pubertal Timing and Adolescent Alcohol Use: The Role of Peers & Parents.” American Sociological Association (ASA). San Francisco, CA. (Virtual Conference).
- 2019 **Bucci, Rebecca,** Thomas, Kyle & Loughran, Thomas. “Co-Offending and Perceptions of Risk, Cost & Reward.” American Society of Criminology (ASC). San Francisco, CA.
- 2018 **Bucci, Rebecca** and Staff, Jeremy. “Late (or Early) to the Party: The Effects of Pubertal Development on Delinquency.” American Society of Criminology (ASC). Atlanta, GA.
- 2017 **Bucci, Rebecca.** “The Impact of Residential Spatial Isolation on Violent Victimization.” American Society of Criminology (ASC). Philadelphia, PA.
- 2016 **Bucci, Rebecca.** “Variation in Early Childhood Alcohol Use by Parental Substance Use.” American Society of Criminology (ASC). New Orleans, LA.

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## AWARDS & FUNDING

- 2021 TESS Young Investigator Competition
- 2021 First Place, Penn State 12th Annual Criminology Student Paper Competition
- 2019 Research and Graduate Studies Office (RGSO) Dissertation Support Award
- 2019 Criminal Justice Research Center (CJCR) Graduate Student Research Award
- 2019 Honorable Mention, Penn State 10th Annual Criminology Student Paper Competition

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## PUBLICATIONS (OTHER)

**Bucci, Rebecca.** (2018). *Policing Strategies and Violence Reduction*. The Laura and John Arnold Foundation.

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## RESEARCH EXPERIENCE

Summer 2018            Graduate Research Associate  
                             Laura and John Arnold Foundation (now *Arnold Ventures*)

Winter 2014            Intern  
                             Providence Police Department

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## REVIEWER

*Journal of Quantitative Criminology, Journal of Research in Crime and Delinquency, Social Problems, Crime & Delinquency, Developmental Psychology* (Data on journal reviews available [here](#))

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## PROFESSIONAL INVOLVEMENT

2016 – Present            American Society of Criminology (ASC)  
2019 – Present            American Sociological Association (ASA)  
2020 – Present            Association for Public Policy Analysis & Management (APPAM)

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## CERTIFICATIONS

Fall 2020                    Course in College Teaching  
Summer 2019                Online Teaching Certificate  
Spring 2019                 Quantitative Methods Certificate

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## DEPARTMENTAL SERVICE

Spring 2022                    National Collegiate Research Conference  
                                      Harvard University – Judge

Summer 2020 – Summer 2021    Department Advisory Committee  
    Criminology Student Representative

Spring 2019 – Spring 2021        Journal Club  
    Chair (Spring 2019 – Present)

Fall 2015 – Spring 2021            Community Service Committee  
    Co-Chair (Fall 2017 – Spring 2019)

Fall 2016 – Spring 2021

Criminology Graduate Student Recruitment Weekend  
Chair (Fall 2017 – Fall 2019) / Co-Chair (Spring 2020 – Spring 2021)

Fall 2017 – Spring 2018

'Criminology Forum' Committee

# REBECCA BUCCI, PHD

44 Smart St Providence RI 02904 | (401) 497-9479 | [rebeccabucci@fas.harvard.edu](mailto:rebeccabucci@fas.harvard.edu) | [rebeccaabucci.com](http://rebeccaabucci.com)

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## SUMMARY

Criminologist with experience studying and evaluating police and police-community relations. Abilities include the methodological skills and substantive knowledge to evaluate police, as well as to disseminate knowledge to academics and practitioners with the goal of reducing crime and improving police-community relations.

## EXPERIENCE

### POSTDOCTORAL FELLOW

JUNE 2021 - PRESENT

#### HARVARD UNIVERSITY – SOCIOLOGY

- Collaborated with Dr. Robert Sampson as well as Dr. David Kirk on various research projects related to exposure to violence, legal cynicism, policing, and social movements.
- Designed and implemented an online and text-based survey to relocate longitudinal study participants.
- Recently published in the *Journal of Quantitative Criminology*.

### GRADUATE RESEARCH ASSISTANT

SEPTEMBER 2015 – MAY 2021

#### PENN STATE UNIVERSITY – CRIMINOLOGY

- Collaborated with Drs. Jeremy Staff, Eric Baumer, Thomas Loughran and Corina Graif on various research projects and assignments.
- Research topics include deterrent effects of police, adolescent development and delinquency, neighborhood effects on crime, and racial segregation and victimization.

### INSTRUCTOR

SUMMER 2019

#### PENN STATE UNIVERSITY – CRIMINOLOGY

- Taught an upper-level undergraduate course (*Policing in America: CRIM 435*) which focused on the history and structure of American policing and controversial issues.
- Dedicated over 20% of the course to teaching how to conduct and evaluate experiments on police interventions as well as think critically and evaluate the effectiveness of different police strategies.

### GRADUATE RESEARCH ASSOCIATE

MAY 2018 – AUGUST 2018

#### ARNOLD VENTURES

- Compiled an extensive literature review of the existing research on policing strategies to reduce violent crime. This information is used to inform the Board of the effectiveness and limitations of different police strategies.
- Worked alongside the Director of Criminal Justice in writing memos to inform future funding decisions.

### GRADUATE RESEARCH ASSISTANT

MAY 2017 – AUGUST 2017

#### PENN STATE UNIVERSITY – GEOGRAPHY

- Assisted in designing and formatting a neighborhood survey of State College, PA residents.
- Created the online survey supplement using Qualtrics.

### INTERN

SEPTEMBER 2014 – FEBRUARY 2015

#### PROVIDENCE POLICE DEPARTMENT

- Established a database of juvenile crimes and arrest for the previous five years in order to compare prior and current arrest incidents for public schools in the jurisdiction for the Youth Services Bureau.

## EDUCATION

**PhD in CRIMINOLOGY**

AUGUST 2021

**PENNSYLVANIA STATE UNIVERSITY**

Dissertation: *Closing the Macro-Micro Link: Testing the Deterrent Effect of Police on Individual Adolescent Outcomes*

Additional Qualifications: Quantitative Methods Certificate

**MA in CRIMINOLOGY**

DECEMBER 2018

**PENNSYLVANIA STATE UNIVERSITY**

Thesis: *The Impact of Spatial Segregation and Isolation on Violent Victimization*

**BA in SOCIOLOGY**

MAY 2014

**UNIVERSITY OF MASSACHUSETTS AMHERST**

Additional Qualifications: Criminal Justice Certificate

## SKILLS & ABILITIES

### DATA ANALYSIS, COLLECTION & MANAGEMENT

- High level of proficiency in Stata & proficient in R.
- Completed courses in causal analysis, longitudinal analysis, social networks and multi-level analysis.
- Conducted analyses for several manuscripts including diverse methodological approaches such as fixed-effects, mediation and multi-level analyses.

### RESEARCH DESIGN

- Completed courses in survey design & aided in the design of multiple community surveys.
- Awarded funding for my research proposal to examine the deterrent effect of police on drug use.
- Awarded funding for my dissertation research examining the effect of police on perceptions of apprehension risk and self-reported offending.
- Assisted in teaching an undergraduate course in Criminology Research Methods & guest lectured on survey methodology.

### DISEMINATING RESEARCH

- Frequently present research at the American Society of Criminology, Association for Public Policy Analysis and Management, and American Sociological Association Annual Meetings.
- Recently published in the field's flagship journal *Criminology*, as well as the *Journal of Quantitative Criminology* and *Child Development*.
- Discussed my research on adolescence and delinquency on the *Criminology Academy* podcast

### ORGANIZATION & LEADERSHIP

- Planned and organized the accepted students' weekend for three consecutive years as Chair of the Graduate Recruitment Committee.
- Established and continue to Chair, *Journal Club*, a weekly meeting in my department to discuss and critique recent criminological research.
- Organized over 8 community service drives as Chair of the Community Service Committee for two years, raising over \$1000 to local charities such as the Pennsylvania Prison Society and the Centre County Breast Cancer Coalition.

### COLLABORATION

- Regularly conduct research with faculty members within and outside my field (e.g., Geography, Nursing & Human Development and Family Studies).
- Collaborated with academics and funders with various backgrounds



Dear Providence City Council,

Enclosed is my resume including my qualifications. I have been active in community organizing since 2005. Particularly with reference to the so-called West End community and communities nearby. In the recent attempt to revive our communities post Covid as it suffered substantially from community service deprivation as result of Covid situation.

As you can see by my resume with respect to the activities that have taken place that we are making good progress, but hopefully could make more with greater community participation. I think that I can provided valuable input from the community and from particularly elements of the underserved community, with respect to the operations of the Providence Police Department which is intended to serve all communities and the West End which may be even more in need of particular attention and harmony with our Community First responders.

I look forward to serving in any capacity to highlight and communicate the needs of our communities.

Thank you for your consideration.

Cordially,

  
Rosa Ortiz

Phone:  
401: 719-6421  
401-300-6165

Email:  
[Wecrevivalassociation@gmail.com](mailto:Wecrevivalassociation@gmail.com)

Address:  
88 Jefferson Blvd. Warwick, RI 02888

# Rosa Ortiz

Bookkeeper, Executive Assistant, Office Manager  
Project Manager

Providence, RI 02909  
(401) 300-6165  
ortizrosa86@gmail.com

## EXPERIENCE

### *Lawrence L. Goldberg Law Associates, Warwick, RI- Legal Finance Bookkeeper*

JANUARY 2021- PRESENT

- Processing payments, invoices, income, and receipts and entering data into accounting software or databases then filing hard copies
- Account reconciliation
- Preparing financial statements showing business income and expenditure
- Verifying the accuracy of business accounts
- Developing monthly financial statements including cash flow, profit and loss and balance sheets
- Preparing employee wages
- Managing employee expense claims
- Helping the Accountant with administrative duties and preparing yearly taxes

### **In Home Caregiver, Providence, RI**

DECEMBER 2015- PRESENT

### **Olneyville Housing Corporation, Providence, RI — Office Manager/Bookkeeping/Receptionist/Executive Assistant**

FEBRUARY 2014 - OCTOBER 2015

- Served as primary administrative support for Executive Director, Development Staff and Bookkeeper.
- Made deliveries, bank deposits, errands and administrative research as needed
- Prepared and submitted payroll
- Ordered and maintained office supplies
- Prepared invoices, reports, memos, letters, financial statements, and other documents using word processing, spreadsheets, database, or presentation software

## SKILLS

Bilingual-English/Spanish  
Experienced in Visio  
Quick Books,  
Sage50/Peachtree  
Excellent interpersonal and organizational skills  
Exceptional communications skills  
Strong Management skills  
Initiative/problem-solving abilities  
Ability to multitask and time management  
Proficient in Microsoft Excel

## TRAININGS & CERTIFICATIONS

First Aid/ CPR Certified  
Youth Development  
Behavior Management  
Lesson Planning

## LANGUAGES

SPANISH & ENGLISH

- Maintained office equipment, including computer network, copier, and fax machine; served as point of contact with the vendors
- Assisted in preparation for monthly board meetings, including packets and board binder, as well as communication packets for tours and external meetings
- Provided Spanish translation for other staff as needed
- Opened, sorted, and distributed incoming mail, including faxes and general emails
- Answered the phone, transferred called and assisted in walk-in inquiries

**John Hope Settlement House, Providence, RI —  
Administrative Assistant/Project Director/Coordinator of Out of  
School Time Programs and Recreation**

JUNE 2004 - JUNE 2014

- Provided office and data support for Director of Programs
- Identified and recruited youth to participate in Bridges to the Future
- Organized and implemented youth training
- Co-managed a comprehensive, culturally sensitive, developmentally appropriate, engaging, and intentional program that responds to the needs of parents and children. It builds on school learning that aligns with the best practices to include a place-based education paradigm
- Provided leadership for the continuity of programs throughout school vacations and in coordination with the Providence Public School schedule
- Recruited girls ages 6-15 to participate in cheerleading
- Trained and coordinated 30 girls during cheerleading season
- Coordinated logistics regarding recreation programs
- Maintained, supported, managed and documented recreation data
- Devise recreation budget and coordinate fundraising events
- Integrate a program for young women ages 12-19 to explore topics relevant to their lives

**INDEPENDENT COMMUNITY WORK ( Bringing unity in Community)**

- Mother's Day Brunch May 8, 2022 (250-300 women attendees)
- Never fear your heroes are here pool party August 19, 2022 (550+attendees)
- Halloween Spooktacular Oct 31, 2022 (500+attendees)
- Hearts Alive Valentines Celebration February 11, 2023 (175-200 attendees)

**OPERATOR OF**

*West End Community Revival Association*

EDUCATION

**Community College of Rhode Island, Providence, RI —**  
*Accounting*

SEPTEMBER 2014- PRESENT

**Community Leadership, Providence, RI — *President of the***  
*John Hope Alumni Association*

SEPTEMBER 2009 - JUNE 2014

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Tracy A. Miller  
7 North Ave. #2  
Providence, RI 02906  
401.275.3240  
Tracy\_Miller@alumni.brown.edu

March 10, 20203

Dear City Council and Providence External Review Authority:

As a Providence resident of 15 years, I am expressing my interest in becoming a PERA Board Member. I am an engaged citizen who volunteers time and financial support to several community organizations. I also maintain relationships with city and state leaders, elected and outside of political office. I can provide references upon request.

In terms of professional qualifications, I have ten years of high-level administrative experience in higher education, seven years of experience in county government, and have supported as well as been a member of several boards of directors (where I specialized in budget oversight, governance and reviews/revisions of the organizations' bylaws). I also have a master's degree in public affairs from Brown University. In my final semester of graduate school, I studied Board of Director composition, best practices and ethics.

I would welcome the opportunity to discuss how I can contribute to the success of PERA's mission as a member of its Board of Directors.

Sincerely,

Tracy Miller

# Tracy A. Miller

7 North Ave.. #2 Providence, RI 02906 phone: 401.275.3240 email: tracy\_miller@alumni.brown.edu

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## EDUCATION

**Master of Teaching, Secondary Science, Biology**, Western Governors University, expected December 2023

**Certificate, RI Substitute Teacher Training Program**, Highlander Institute, Providence, RI 2021

**Courses, Spanish Language CCRI**, Lincoln, RI 2019-2020

**Master of Public Affairs** Brown University, Providence, RI May 2012

- Coursework: Program development and evaluation, policy analysis, public budgeting, economics and statistics

**BA, Liberal Arts, *Magna cum Laude*** Colorado State University, Ft. Collins, CO May 1999

- Concentration in American Studies; significant coursework in math, science and environmental history
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## EMPLOYMENT

**Substitute Teacher**, Providence Public Schools, Providence, RI 2021-2022

- Substitute on-call for Gilbert Stuart Middle School
- Instruct students in science, math, social studies, and English
- Identify and meet differentiated learning needs
- Communicate with all students including English Language Learners
- Work collaboratively with school staff
- Email end of day report to classroom teacher

**Academic Manager**, Brown University, Providence, RI 2008-2013 and 2015-Present

- Advise students and instructors on university policies
- Work respectfully with a variety of stakeholders from diverse backgrounds
- Manage department website and work with multiple electronic databases

**Assistant Director for Organization and Development**, Common Cause, Providence, RI 2013-2015

- Nurtured relationships with donors, board members, and volunteers
- Managed revenue, including endowments, with regular reports regarding fiscal year goals
- Managed website and databases

**Human Resources Assistant**, Brown University, Providence, RI 2007-2008

- Assisted customers with computerized job searches and applications
- Ensured compliance with federal and university hiring regulations

**Career Counselor**, Jefferson County Workforce Center, Golden, CO 2000-2007

- Provided specialized job readiness and career transition services to customers
  - Worked respectfully with a diverse clientele including refugee families from Ukraine, Iraq, and Sudan, sometimes through an interpreter
  - Certified Global Career Development Facilitator
  - Managed a caseload of 60-100 clients
  - Managed volunteers through site placement, job
  - Worked with area nonprofits and other government agencies to expand services to program participants
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## COMMUNITY VOLUNTEER EXPERIENCE

- Grades 3 and 5 tutor, Inspiring Minds, Providence, RI
- Urban Greens Food Co-op, Providence, RI
- Foster teen host, Urban League, Providence, RI
- Transition housing host, Foster Forward, East Providence, RI
- Homework tutor, Northside Aztlan Center, Ft. Collins, CO
- Swim partner for EBD youth, Boulder County Mental Health Center, Boulder, CO