

The National Black Prosecutors Association Presents:

# Rebutting the Rhetoric: A Virtual Implicit Bias Training



THURSDAY, NOVEMBER 12TH  
NOON TO 4PM ET

IN PARTNERSHIP WITH:

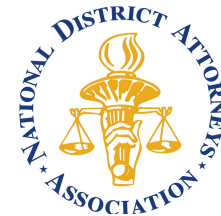


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Rebutting the Rhetoric: A Virtual Implicit Bias Training

# Rebutting the Rhetoric: A Virtual Implicit Bias Training

## AGENDA

12:00-12:05: Welcome

12:05-12:15: Introduction of Presenters

12:15-1:00: The Manifestations of Systemic Bias

1:05-1:50: Implicit Bias & the Criminal Justice System

1:55-2:40: Strategies to Combat the Impact of Bias on Criminal Justice Outcomes

2:40-2:45: Introduction of Breakout Session Facilitators

2:45-3:45: \*\*\*Breakout Sessions\*\*\*

3:45-4:00: Final Word





# **Presenter Biographies**

# Gretta Gordy Gardner, Esq.

Part I Presenter: The Manifestations of Systemic Bias



**Gretta Gordy Gardner, Esq.**, is the Deputy Director and Co-Founder of Ujima, Inc.: The National Center on Violence Against Women in the Black Community, a project of the DC Coalition Against Domestic Violence. Ms. Gardner's career as a legal advisor for survivors of domestic violence and sexual assault was inspired by her early work as a prosecutor in the Domestic Violence Unit of the Baltimore City State's Attorney's Office. She has worked for two decades to help shape guidelines, policies, and procedures that local, state, and federal policy makers and college/university campuses can use to end intimate partner violence and racial bias. She is licensed to practice law in DC, MD, TX, and the Supreme Court of the United States, and is a certified mediator. Ms. Gardner sits on the Board of Trustees for Garrison Forest School and belongs to a multitude of local, state, and national committees that address violence against women and their children. She is the proud mom of two boys who love basketball and make a lot of noise.

# Jamila Hodge, Esq.

Part II Presenter: Implicit Bias & the Criminal Justice System



Jamila Hodge is the director of the Reshaping Prosecution Program at the Vera Institute of Justice. She joined Vera in April 2018, after serving for 12 years as an Assistant United States Attorney in Washington, DC. During her tenure at the U.S. Attorney's Office, Jami handled both local and federal crimes and tried more than 30 cases. Jami also served detail assignments as a senior advisor in the Department of Justice Office of Legal Policy, and as an Advisor for Criminal Justice and Drug Policy in the White House Office of the Vice President during the Obama administration. In addition, Jami served as a community prosecutor where her work focused on crime prevention and intervention. In that role, she represented the U.S. Attorney's Office on criminal justice policy committees; trained DC residents on topics including domestic violence, financial fraud, and knowing their rights during a police encounter; and regularly trained police officers on various legal issues. Prior to joining the U.S. Attorney's Office in 2006, Jami worked as a litigation associate at Dickstein Shapiro LLP. As the Director of the Reshaping Prosecution Program, Jami and her team work with elected prosecutors to end mass incarceration, address racial disparities, and to make their offices more accountable to the communities they serve. Jami holds a JD from Duke University School of Law, and a BA in psychology and sociology from the University of Michigan.

# Akhi Johnson, Esq.

Part II Presenter: Implicit Bias & the Criminal Justice System



As Deputy Director of the Vera Institute's Reshaping Prosecution Program, Akhi works with prosecutors across the country to end mass incarceration, address racial disparities, and make their offices more accountable to the communities they serve. Through partnerships with reform-minded elected prosecutors, he helps offices use values-based approaches that are informed by data to redefine what it means to pursue justice. Prior to joining Vera, he served for five years as an Assistant United States Attorney in Washington, DC, clerked for the Honorable Kimberley S. Knowles on the DC Superior Court, and worked in Jones Day's Los Angeles office. He received his J.D. from Georgetown University Law Center, and his B.A. from the University of Southern California.

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# Kristine Hamann, Esq.

Part III Presenter: Strategies to Combat the Impact of Bias on Criminal Justice Outcomes



Kristine Hamann is the Executive Director and founder of Prosecutors' Center for Excellence (PCE). PCE provides consulting and research services for prosecutors to promote best practices, spur innovations and implement solutions. PCE conducts full-office assessments, consults on specific topics and supports statewide prosecutor-led Best Practices Committees that have formed in 20 states. PCE publishes articles on a wide variety of criminal justice issues and hosts regular national meetings for prosecutors. For more information about PCE, visit [www.pceinc.org](http://www.pceinc.org).

From 2013 to 2016, Kristine Hamann was a Visiting Fellow at DOJ/Bureau of Justice Assistance. She chairs the NY State Best Practices Committee for prosecutors, and teaches at Georgetown Law School. She is a member of the ABA Criminal Justice Council and is on the ABA Criminal Justice Journal Editorial Board. She does assessments of prosecutor offices and presents on various prosecutor-related topics including body worn cameras, ethics, eye-witness identification, community outreach and witness intimidation.

From 2008 to 2013, Ms. Hamann was the Executive Assistant District Attorney for the Special Narcotics Prosecutor for the City of New York. From 2007 to 2008, Ms. Hamann was the New York State Inspector General. From 1998 to 2007, Ms. Hamann served as the Executive Assistant DA to DA Robert Morgenthau in the Manhattan District Attorney's Office in NYC. Prior to 1998, Ms. Hamann held a number of other positions in that office including Deputy Chief of the Trial Division and Director of Training. She started her career as a violent crime prosecutor. Ms. Hamann has received several awards for her public service.



# **Breakout Session Facilitators**



# Kelley B. Hodge, Esq.



Hon. Kelley B. Hodge is a partner in the Labor and Employment section of Fox Rothschild LLP in Philadelphia, Pennsylvania. Prior to joining Fox Rothschild LLP, Ms. Hodge was elected in 2017 to serve as the 25th District Attorney by the Board of Judges for the Court of Common Pleas for the First Judicial District. Upon her election, Ms. Hodge became the first African American woman to lead the District Attorney's office in its 167-year history and the first African American woman to lead a District Attorney's Office in the Commonwealth of Pennsylvania. Presently, she is one of three members of a select oversight committee, currently chaired by retired Federal Judge Lawrence Stengel that is ensuring the proper execution of the Independent Reconciliation and Reparations Program (IRRP) for victims of clergy sexual abuse in the Archdiocese of Philadelphia.

Before becoming District Attorney, Ms. Hodge was the first independent Title IX coordinator at the University of Virginia, where she helped develop and implement sex and gender harassment policies across the University's eleven campuses following the 2014 Rolling Stone in depth article on sexual assault on college campuses that was later retracted. Ms. Hodge worked proactively and effectively to address alleged sex and/or gender-based harassment and intimate partner violence. Appointed by Governor Tom Corbett, Ms. Hodge previously worked as the Safe Schools Advocate overseeing the School District of Philadelphia, and later served on the Pennsylvania Joint State Commission on Violence Prevention following the tragedy at Sandy Hook Elementary in Newtown, CT. Ms. Hodge has developed an extensive and comprehensive trial, litigation and compliance practice over the course of her twenty year legal career. She has a wealth of legal experience and expertise in higher education law, elementary and secondary education, risk assessment and compliance, employment discrimination, internal investigations, criminal law, state and federal government policy advising and civil rights.

Ms. Hodge earned her Bachelor of Arts degree from the University of Virginia and her law degree from the University of Richmond. Ms. Hodge is a Montgomery County (PA) native and currently serves on the Boards of Mission Kids of Montgomery County, EducationWorks, Forum of Executive Women and the Pennsylvania Innocence Project. She was recognized by the Legal Intelligencer in 2018 as a Distinguished Leader. She is a member of the Philadelphia Bar Association, Montgomery County Bar Association, The Links, Incorporated, Alpha Kappa Alpha Sorority, Incorporated, and Jack and Jill of America.

# Sharla Jackson, Esq.



After graduating *cum laude* from Spelman College with a Bachelor of Arts degree in Spanish, Sharla Jackson graduated from the University of Miami School of Law with her Juris Doctorate. Ms. Jackson currently serves as the Domestic Violence and Sexual Assault Resource Prosecutor for the Prosecuting Attorneys' Council of Georgia where she oversees domestic violence and sexual assault training for prosecutors, law enforcement officers, and victim advocates throughout the state of Georgia, Basic Mandate Training for the Georgia State Patrol, and all prosecution-delivered training funded under the Violence Against Women's Act. She also supervises Georgia's statewide Prosecution Team on the Sexual Assault Kit Initiative Task Force. Ms. Jackson is an expert trainer in trial advocacy, law enforcement response. She is also an expert on crime victim's rights. She has increased training opportunities for underserved and rural areas of Georgia and was recently recognized with the "Shining Light Award" given by the Partnership Against Domestic Violence for her innovative program, Court School for Victims Advocates. Ms. Jackson has drafted legislation on the issues of Elder Abuse, Domestic Violence, Animal Abuse and Organized Retail Crime. The City of Atlanta designated June 24, 2010, "Sharla Jackson Day" in recognition of her service.

# Keenon M. James



Keenon M. James serves as Deputy Director for the National Organization of Black Law Enforcement Executives (NOBLE) where he oversees the organization's mission to enact and impart fairness in policing and the criminal justice system. Mr. James combines over 15 years of experience and expertise in criminal justice research, public safety policy, and community engagement to address the pressing issues related to community-police relations, civil rights, and the integrity of policing.

Prior to joining the leadership team at NOBLE, Mr. James led the team at the US Department of Justice's Office of Community Oriented Policing Services Collaborative Reform Initiative which engaged communities and police departments following high profile officer use-of-force incidents including: Ferguson, Missouri (Michael Brown), St. Anthony, Minnesota (Philando Castile), North Charleston, South Carolina (Walter Scott), and San Francisco, California (Mario Woods).

A graduate of North Carolina Central University, in addition to numerous service awards from local and federal law enforcement agencies, Keenon James has received honors from his alma mater for Excellence in Law Enforcement and the university's 40 Under 40 alumni award.

# Dalia Racine, Esq.



Dalia Racine, a former prosecutor with a specialized focus on human trafficking and violence against women and girls, is an Attorney Advisor at AEquitas. Dalia began her career at the Fulton County District Attorney's office in Atlanta, Georgia. During her time in Fulton County, she was assigned to the Crimes Against Women and Children Unit and the Major Case Unit where she prosecuted sexual and physical assault of women and children, including homicides. As a result of her trial experience in Fulton County, Dalia was recruited to join the Crimes Against Children Unit at the DeKalb County District Attorney's Office in Decatur, Georgia. During her time in DeKalb County, she initiated the creation of a specialized human trafficking unit and a task force comprised of representatives from law enforcement agencies, the Department of Family and Children, schools, service providers, the medical community, and elected officials.

Dalia's trial experience is a practical complement to her collaboration with and training of allied professionals around the world. The leadership role that she assumed as a prosecutor in the communities she served, her passion for zealous advocacy on behalf of victims, and her success in holding offenders accountable informs her delivery of technical assistance and development of resources at AEquitas.



# Melba Pearson, Esq.



Melba Pearson is an attorney specializing in civil rights and criminal law, with an emphasis on policy. She is the Director of Policy and Programs for Florida International University's Center for the Administration of Justice. Before joining FIU, Ms. Pearson spent three years as Deputy Director of the ACLU of Florida where she worked to change police practices, expand voting rights, and reform the criminal justice system. Previously, Ms. Pearson was an Assistant State Attorney in Miami-Dade County for 16 years, culminating as Assistant Chief in the Career Criminal/Robbery Unit and supervising junior attorneys while prosecuting homicides. She lives in Miami Beach with her husband Bill.

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