



# 2025 Statewide Community of Practice Conference

## Presenter Biographies

**MONDAY – DECEMBER 8**

### KEYNOTE

**Jens Ludwig**

*Edwin A. and Betty L. Bergman Distinguished Service Professor,  
University of Chicago*

Dr. Jens Ludwig is the Edwin A. and Betty L. Bergman Distinguished Service Professor at the University of Chicago and the Pritzker Director of the University of Chicago's Crime Lab. Fifteen years ago, Dr. Ludwig helped found the Crime Lab with the intention of working closely with the public sector to help solve social problems. His research has been published in leading peer-reviewed scientific journals and cited in national news outlets, such as the *New York Times*, *Washington Post*, *Wall Street Journal*, *National Public Radio*, and *PBS News Hour*. He is co-director of the National Bureau of Economic Research's Economics of Crime Working Group, a member of the National Academy of Science's Committee on Law and Justice, an elected member of the National Academy of Medicine, and author of *Unforgiving Places: The Unexpected Origins of American Gun Violence* (University of Chicago Press, 2025).

### LUNCH PLENARY SESSION

**Ashley Xavier**

*Director of Violence Intervention Initiatives, VHHA Foundation*

Ms. Ashley Xavier is the Director of Violence Intervention Initiatives for the Virginia Hospital & Healthcare Association (VHHA) Foundation. A seasoned program administrator and violence intervention specialist, Ms. Xavier leads statewide efforts to enhance the sustainability, collaboration, and impact of hospital-based violence intervention and prevention programs (HVIPPs) across Virginia. She started her career in violence intervention at Virginia Commonwealth University (VCU) Health's Injury and Violence Prevention and Trauma programs and has a decade of experience in patient support and hospital administration in both New York and Virginia. Ms. Xavier brought her expertise to VHHA, where she not only oversees Virginia's HVIPP Collaborative but also champions the core belief that "violence is a healthcare issue." Ms. Xavier holds a bachelor's degree in psychology from the State University of New York (SUNY) Geneseo and earned her Master of Public Administration from VCU. Beyond her work at VHHA, she is a member of the Health Alliance for Violence Intervention (HAVI) training faculty, sharing her skills and insights with HVIPP practitioners nationwide.

### BREAKOUT SESSIONS

**Allison Jordan**

*Non-profit Consultant*

Dr. Allison Jordan has dedicated her career to strengthening the lives of youth and families across Central Virginia. With experience spanning K-12 classroom instruction and administration, non-profit leadership, and strengths-based leadership coaching, she brings a holistic perspective to community impact. In her current role as a consultant, Dr. Jordan partners with non-profit organizations to foster collaboration and collective impact. She also serves on the board of directors for the Central Virginia Academy for Nonprofit Excellence (CVANE), advancing capacity-building efforts for the region's non-profit sector.

**Bobby Doyle**

*Project Director, Gun Violence Solutions Project, University of Virginia*

Mr. Bobby Doyle is the Director of the Gun Violence Solutions Project at the University of Virginia (UVA), which leverages expertise from across UVA and beyond to explore actionable solutions to reduce gun violence. In his role, he works to fund research, create courses, collaborate with public safety organizations, and build local partnerships. He is a member of the Community Safety Implementation Group, a coalition of law enforcement, human services, schools, and non-profits in the Charlottesville region focused on violence prevention. Additionally, he has been a volunteer firefighter in Albemarle County for 14 years and currently serves as a Senior Firefighter and Driver Pump Operator.

**Justin Griffith**

*Commonwealth's Attorney, Pulaski County*

Mr. Justin Griffith serves as the Commonwealth's Attorney for Pulaski County, Virginia. His experience with violent crimes includes prosecuting a capital murder case, first-degree murder cases, second-degree murder cases, manslaughter cases, and vehicular manslaughter cases. Further, he has served as a Special Prosecutor in countless localities across the Commonwealth and reviewed multiple police shootings. Mr. Griffith earned his bachelor's at Glenville State College in West Virginia with a four-year NCAA football scholarship and attended law school at Thomas M. Cooley Law School in Michigan. He returned to New River Valley, Virginia in 2009 and began his career in the criminal justice field as a Magistrate for the 27th Judicial District of Virginia. From 2011–2020, he worked as an Assistant Commonwealth's Attorney in Pulaski, Virginia. In 2020, he was elected as the Pulaski County Commonwealth's Attorney. He is a member of the Board of Directors for New River Valley Virginia, the Virginia Association of Commonwealth's Attorneys, and the Claytor Lake Regional Drug Task Force.



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### BREAKOUT SESSIONS

#### **Bianca Myrick**

*Founder and Executive Director, Pretty Purposed*

Ms. Bianca Myrick is the Founder and Executive Director of Pretty Purposed, a non-profit organization that inspires communities to empower young women and girls through girl-centered social emotional learning, mentorship, and enrichment throughout Petersburg, Chesterfield, Dinwiddie, Sussex, and Hopewell. As a former 5th and 6th grade educator for 12 years, Ms. Myrick saw the need in her community to cultivate joyful spaces for girls, which drove her to start Pretty Purposed. Through her consulting business, Collective365, and work at Mentor Virginia, she also supports organizations in the areas of grant writing, capacity building, and organizational development. In 2023, Ms. Myrick was selected in *Style Weekly* as one of Richmond's "Top 40 Under 40" and, in 2024, was recognized as a Remarkable Woman 2024 finalist by *ABC 8 News*. Ms. Myrick earned her bachelor's in elementary education at Virginia State University (VSU) where she currently teaches non-profit leadership as an adjunct professor. Additionally, she earned her master's in public administration from Virginia Commonwealth University (VCU) and a certificate in non-profit management from Duke University. She is also a certified fundraising executive (CFRE).

#### **Ellery Lundy**

*Founder and President, The Broken Men Foundation*

Mr. Ellery Lundy is the Founder of The Broken Men Foundation and Youth Academy, a non-profit that provides structured mentorship and life skills training for young men, focusing on leadership, resilience, education, and positive decision-making. Mr. Lundy served as a Deputy Sheriff for 25 years and feels strongly about giving back to the community. He is certified in the Virginia Department of Social Services (DSS) Fatherhood Initiative Program, crisis intervention, and the David P. Weikart Center for Youth Program Quality's Social Emotional Learning Program. In 2023, Mr. Lundy received the Presidential Joe Biden Lifetime Achievement Award and a Letter of Proclamation presented to the organization by Governor Glenn Youngkin for outstanding work in the community. Additionally, he's received the Hill Tucker Bar Association Community Impact Award, the Mentor Virginia Champions of Mentoring Award, and the Full Circle "Live Your Dash" Award. The Broken Men Foundation and Youth Academy was presented with the Unsung Heroes Award on Oliver Hill Day in recognition of its continued perseverance, unfailing diligence, and exemplary service to the juvenile justice system.

#### **Amanda Paris**

*Sergeant, Fairfax County Police Department*

Sergeant Amanda Paris serves with the Fairfax County Police Department and has over 15 years of law enforcement experience. She is assigned to the Threats and Intelligence Division, where she oversees the Threat Assessment Management Unit. Prior to that, Sergeant Paris was a Domestic Violence Detective. Sergeant Paris is the subject matter expert

for the Emergency Substantial Risk Order (ESRO) policy for the Commonwealth of Virginia. She is actively engaged in changing her department's culture in responding to and investigating intimate partner crime, especially those involving marginalized populations. Additionally, Sergeant Paris is a certified instructor and has taught courses for a variety of subjects, including domestic violence, lethality assessment, DUI, ESRO, and GPS tracking devices. She was instrumental in the department's training and implementation of both the ESRO policy and the investigations of GPS tracking cases.

#### **Mark Fero**

*Director of Crime Reduction Initiatives,  
Office of the Attorney General of Virginia*

Mr. Mark Fero is the Director of Crime Reduction Initiatives for the executive and administration division of the Office of the Attorney General of Virginia. He has served in The Division for over 20 years. In his current role, he provides programmatic and financial oversight for several statewide efforts, including Ceasefire Virginia, Virginia Rules, and One Pill Can Kill. His leadership supports the Commonwealth's mission to reduce crime and promote public safety through education, intervention, suppression, prevention, and strategic partnerships. A graduate of the University of Maryland (UMD), Mr. Fero began his career in public service by joining the U.S. Army. He served in the 3rd U.S. Infantry Regiment, known as "The Old Guard," Escort to the President, where he worked as a Finance Specialist. He serves as the Director of the Virginia Public Safety Foundation and is the Chair of the Richmond Police Foundation Board, where he recognizes the contributions of law enforcement professionals and supports initiatives that enhance public safety.

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### PLENARY SESSION

#### **Moe McClanahan**

*High Tech Crime Specialist, National White Collar Crime Center*

Ms. Moe McClanahan is a High-Tech Crime Specialist with the National White Collar Crime Center (NW3C) and a retired investigator from the Christiansburg Police Department in Virginia. With 20 years in law enforcement—with over eight of those years as an Internet Crimes Against Children (ICAC) Investigator—Ms. McClanahan has dedicated her career to protecting children and families in the digital space. Throughout her career, she has conducted reactive and proactive investigations, including undercover operations, peer-to-peer investigations, and Cybertips from the National Center for Missing and Exploited Children. Additionally, she continues to speak at schools, community events, and professional conferences, sharing real-world strategies for online safety and crime prevention. Ms. McClanahan holds both her bachelor's and master's degrees in criminal justice from the University of Northern Colorado (UNCO) and serves on the Board of Directors for Children's Trust, an organization dedicated to protecting kids from abuse.

**TUESDAY – DECEMBER 9****BREAKOUT SESSIONS****Mark Talbot***Chief of Police, Norfolk Police Department*

Chief Mark Talbot is the Chief of Police for the City of Norfolk. A veteran law enforcement leader with over three decades of experience, Chief Talbot has served in various roles across multiple law enforcement agencies throughout his distinguished career. He has extensive experience with combatting gun violence and is an advocate for both data-driven policing and crime prevention through educational and social services. Previously, he served as an Officer and Deputy Chief in Reading, Pennsylvania before retiring to lead the Pennsylvania Department of State's Bureau of Enforcement and Investigation. Following that, he became the Chief of Police in Norristown, Pennsylvania. During his tenure, the Norristown community experienced a significant reduction in both violent and property crimes. In 2021, Chief Talbot accepted the role of Chief of Police for the Hampton Police Department and relocated to Virginia. In 2023, he became the Chief of Police for Norfolk. Chief Talbot has dedicated his life to public service and remains passionate about his work and the community he serves.

**Alex De Paula***Community Safety and Investments Strategist, City of Norfolk*

Mr. Alex De Paula serves as the Community Safety and Investments Strategist for the City of Norfolk. In this role, he supports the implementation of the City's Community Violence Intervention (CVI) strategy and ensures long-term sustainability through cross-sector partnerships and diversification of funding sources. In the past three years, he has secured funding to strengthen public health, public safety, and education initiatives across Hampton Roads. A fellow of the University of Chicago Crime Lab's CVI Leadership Academy and graduate of the University of Florida, Mr. De Paula has led groundbreaking work in community violence intervention, transparency in government spending, and impactful investments in grassroots-led initiatives.

**Len Remias***Director, Military and Community Affairs, City of Norfolk*

Mr. Leonard "Len" Remias serves as the Director of Military and Community Affairs for the City of Norfolk, overseeing strategic initiatives that strengthen community safety, public health, and military partnerships. In this role, he leads the City's Safer Communities Program and Community Violence Intervention (CVI) strategy, coordinating cross-sector collaboration between law enforcement, human services, and community-based organizations. Mr. Remias, a retired U.S. Navy Captain with 30 years of service, commanded multiple ships and a Provincial Reconstruction Team in Afghanistan, where he led joint civilian-military stability operations. He applies that same commitment and results-driven leadership to advancing Norfolk's public safety and community well-being initiatives.

**Clayton Marquez***Founder and Executive Director, Guns Down Movement Inc.*

Mr. Clayton Marquez is the Founder and Executive Director of Guns Down Movement, Inc., a grassroots organization based in Norfolk, Virginia, dedicated to reducing youth violence through education, mentorship, and creative expression. Under his leadership, the organization has become a trusted voice for change, engaging schools, parents, and local agencies to address the root causes of gun violence. Alongside Reck League Inc., Guns Down Movement Inc. is the co-author of the City of Norfolk's Community1st Community Violence Intervention (CVI) initiative. A lifelong advocate for community empowerment, Mr. Marquez blends lived experience with a deep commitment to social justice, giving young people the tools and confidence to choose peace over conflict. His work has inspired citywide partnerships focused on prevention, healing, and hope for the next generation.

**Anthony Clary***Founder and Executive Director, Reck League Inc.*

Mr. Anthony Clary is the Founder and Executive Director of Reck League, Inc., a 501(c)(3) community-based organization in Norfolk, Virginia. The organization focuses on advancing peace, purpose, and possibility through youth empowerment and violence prevention. Guided by his unwavering vision and deep roots in the community, Mr. Clary led Reck League to become one of the region's most impactful grassroots organizations—bridging mentorship, literacy, mental health, and workforce development. His leadership has helped secure major public and private funding opportunities, including the City of Norfolk's Community1st initiative, positioning Reck League as a model for evidence-based, culturally grounded approaches to community safety and youth development.

**Greg Hopkins***Interim Director, Department of Justice Services, City of Richmond  
Senior Policy Advisor for Gun Violence Prevention, City of Richmond*

Mr. Greg Hopkins is the Director of the City of Richmond's Office of Gun Violence Prevention. He is responsible for the coordination of local gun violence prevention strategies and policies. He is considered a go-to resource, providing training, technical assistance, and consultation to both internal teams and external partners across Virginia. Previously, Mr. Hopkins served as the Safer Communities Program Coordinator at the Virginia Department of Criminal Justice (DCJS). Additionally, he served as the Juvenile Justice Specialist and Racial and Ethnic Disparities Coordinator. Before his role at DCJS, Mr. Hopkins spent twelve years with the City of Richmond as the Community Programs Manager at the Department of Justice Services (DJS). He was responsible for the overall management and daily operations of the Community Programs Division, including managing the City's Virginia Juvenile Community Crime Control Act (VJCCCA) programs. Mr. Hopkins holds a master's degree in criminal justice with a concentration in

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criminal justice administration from Tiffin University and a bachelor's in sociology from Virginia State University (VSU). In 2016, he completed the Grace E. Harris Virginia Commonwealth University's (VCU) Minority Political Leadership Institute. Mr. Hopkins serves as Board Chair for NIA Inc. of Greater Richmond and previously held leadership positions in the Virginia Juvenile Justice Association (VJJA) and the Virginia Association of Drug Court Professionals (VADCP). He is also a member of Kappa Alpha Psi, Fraternity Inc.

### **Rick Edwards**

*Chief of Police, Richmond Police Department*

Chief Rick Edwards serves as the Chief of Police for the Richmond Police Department (RPD). He joined RPD in 1999 and has held many positions, including ATF Task Force Officer, Aggravated Assault/Sex Crimes Detective, Homicide Detective, Patrol Sergeant, Detective Sergeant in the Homicide Unit, Lieutenant, Captain, and Acting Major. In 2022, he was asked to be the Acting Chief of Police for the City of Richmond, then he was formally sworn in as Richmond City's 21st Chief of Police in 2023. Chief Edwards has a bachelor's degree from the University of Richmond in criminal justice. He is a graduate of the Police Executive Research Forum's (PERF) Senior Management Institute for Police (SMIP), the Virginia Association of Chiefs of Police's (VCAP) Professional Executive Leadership School (PELS) at the University of Richmond, and of the FBI's National Executive Institute (NEI).

### **Dee Dee Anderson**

*Program Manager and Public Housing Liaison,  
Public Safety Program, Richmond Police Department*

Ms. Dee Dee Anderson serves as the Public Safety Program Manager and Public Housing Liaison with the Richmond Police Department, where she develops violence prevention and community partnership initiatives across Richmond's most underserved neighborhoods. Her commitment to this work is rooted in personal experience—she lost her father to gun violence as a child, inspiring her lifelong focus on creating safer communities. Ms. Anderson is also pursuing her Ph.D. in Law and Policy, where her research centers on how federal public housing policy exacerbates trauma in public housing communities. She is dedicated to creating compassionate, data-informed solutions that transform communities, particularly low-income and public housing communities, through strategic partnerships, skill-building initiatives, and responsive programming that brings together residents, non-profit organizations, and city leadership to create lasting, meaningful change.

### **Colette McEachin**

*Commonwealth's Attorney, City of Richmond*

Ms. Colette McEachin is the Commonwealth's Attorney for the City of Richmond. Elected in November 2019, she is the first woman and the first African-American woman elected as Richmond's Commonwealth's Attorney. Prior to her election, Ms. McEachin worked as the Deputy Commonwealth's Attorney

and was responsible for supervising prosecutors in the General District Courtrooms that handle misdemeanor crimes, felony preliminary hearings, and traffic cases. She also supervised felony sexual assault cases and the Office's community-based sector prosecutors. She has prosecuted crimes at every level. Ms. McEachin graduated from Brown University and received her Juris Doctorate from the University of Virginia (UVA) School of Law. She is a member of various bar associations, including the Virginia State Bar (VSB), the Richmond Bar Association, the Hill-Tucker Bar Association, the National District Attorneys Association and the National Black Prosecutors Association. Additionally, she is a member of the Virginia Attorney General's Sexual Assault Kit Initiative Task Force, the Board of Directors of Communities in Schools-VA, the Board of Directors of NextUp RVA, the National Association for the Advancement of Colored People (NAACP), the Richmond Crusade for Voters, and the Delta Sigma Theta Sorority, Inc. She was formerly the Chair of the Virginia Forensic Science Board and the Criminal Law Section of the VSB, and a member of the Hill-Tucker Bar Association's Executive Board, the state Maternal Mortality Review Team, and the Richmond Mayor's Task Force on Re-imagining Public Safety. Additionally, she served on the faculty for the Virginia Supreme Court's Professionalism Course.

### **Caprichia Spellman**

*Director, Office of Community Wealth Building, City of Richmond*

Ms. Caprichia Spellman serves as the Director of the City of Richmond's Office of Community Wealth Building (OCWB). She is a senior non-profit and public sector leader and originally joined OCWB as the Economic and Community Development Administrator, where she provided oversight for the Workforce Development Program and Career Stations that serve 18,000 residents each year. Ms. Spellman obtained a Bachelor of Arts in Interdisciplinary Studies from Virginia Polytechnic Institute and State University (VT) and earned a Master of Divinity from the Samuel DeWitt Proctor School of Theology at Virginia Union University (VUU).

### **Ashley Manuel**

*LAP Coordinator and Victim Specialist,  
Virginia Office of the Attorney General*

Ms. Ashley Manuel is a Certified Trauma Services Specialist through the Association of Traumatic Stress Specialists. In her current role, she oversees the statewide Lethality Assessment Program (LAP) and provides training and technical assistance to high-risk multidisciplinary teams, law enforcement, and domestic violence service providers to enhance coordinated community responses to intimate partner violence. She also provides court accompaniment and assists victims in sexually violent predator cases in the southwestern Virginia region. Ms. Manuel has 23 years of experience working in the criminal justice, domestic and sexual violence, and human services fields. She is a member of the Virginia Crisis Assistance Response Team (VCART) and is trained in Critical Incident Stress Management. She holds a degree in criminal justice.



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### **Chad Felts**

*LAP Training Coordinator,  
Virginia Department of Criminal Justice Services*

Mr. Chad Felts is the Capacity Building and Sustainability Coordinator for the Office of Safer Communities at the Virginia Department of Criminal Justice Services (DCJS). In this role, Mr. Felts provides training and technical assistance to units of local government, non-profit organizations, and other community partners as they prepare, apply for, and implement DCJS-sponsored grants related to firearm violence and violent crime reduction. Mr. Felts works with grantees to develop specific and measurable goals and objectives in order to track and report on grant performance measures. In addition, he represents DCJS on the statewide Lethality Assessment Program (LAP) team, which is responsible for recruiting and training new law enforcement agencies and domestic violence service providers to become LAP implementers. Chad received his undergraduate degree from the University of Virginia (UVA) and his law degree from the Wake Forest University (WFU) School of Law.

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### **LUNCH PLENARY SESSION**

#### **Jess Smith**

*Project Director, Center for Public Policy,  
Virginia Commonwealth University*

Dr. Jess Smith currently serves as the Project Director for criminal justice related research projects at the Virginia Commonwealth University's (VCU) Wilder School's Center for Public Policy. Her practical research work focuses on the intersection of community safety, evaluation, and evidence-informed policy. A two-time graduate of the Wilder School, Dr. Smith earned her doctorate and master's degree in public policy and criminal justice. She also taught as an adjunct professor in both the Criminal Justice and Social Work Programs at VCU. Prior to joining VCU, she served as the Public Safety Initiatives Coordinator at the Office of the Attorney General of Virginia and, most recently, as the School, Campus, and Public Safety Resource Specialist within the Virginia Department of Criminal Justice Services (DCJS) until 2017.

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### **BREAKOUT SESSION**

#### **Chanell Ketchmore**

*Founder and Executive Director, Ketchmore Kids, Inc.*

Ms. Chanell Ketchmore is a visionary leader, youth advocate, and community healer who has spent over two decades transforming lives through trauma-informed, culturally responsive programming. As the Founder and Executive Director of Ketchmore Kids, Inc., she created spaces where young people are empowered to grow, heal, and lead. She reaches youth in authentic and transformative ways. Her blend of therapeutic expertise and lived experience sets her apart as

a leader who not only understands the challenges but offers real solutions. Ms. Ketchmore was honored with an honorary Doctorate of Humanitarian Services from Trinity International University (TIU) and has a master's degree in psychology. Her education and career as a behavioral health professional has enabled her to impact thousands through school-based interventions, parent workshops, and mentoring programs. In 2024, her efforts earned her an invitation to the White House—a testament to the reach and relevance of her work. She has also been recognized as a "Heroine in Violence" by Cities United, among other prestigious honors.

#### **Troy Ketchmore**

*Director of Programs, Ketchmore Kids, Inc.*

Mr. Troy Ketchmore is a justice-impacted leader, youth mentor, entrepreneur, and advocate for the community. As Director of Programs for Ketchmore Kids Inc., a non-profit with offices in Virginia and North Carolina, Mr. Ketchmore leads life-changing mentorship and violence prevention initiatives. After surviving over 26 years in prison for a wrongful conviction in 1995, he returned home in 2021 with a bold purpose. His mission: to guide, protect, and empower young people, so they never have to walk the path he endured. He meets young people where they are, in schools, juvenile detention centers, and the streets, to offer tools and model resilience. His message is rooted in lived experience. During his incarceration, Mr. Ketchmore completed numerous educational and vocational programs. Upon release, he founded Ketchmore LLC and Ketchmore Transportation, using business ownership as a vehicle for empowerment and reinvestment in the community. He also became a certified Gun Violence Intervention Specialist and was honored with an Honorary Doctorate of Humanitarian Services by Trinity International University (TIU). Mr. Ketchmore's voice has echoed across reform panels, conferences, and universities, bridging the gap between those most impacted by the justice system and the leaders who shape it.

#### **Khalid Karim**

*Lead Workshop Facilitator, Ketchmore Kids, Inc.*

Mr. Khalid Karim is the Lead Workshop Facilitator at Ketchmore Kids Inc. and empowers youth, teens, young adults, and families through education, mentorship, and lived experience. He's a dedicated community advocate, accomplished poet, and published writer whose journey from incarceration to inspiration spans over 25 years. During his time in prison, he became a respected mentor and leader, creating and facilitating transformative programs that uplifted his peers. Since returning home, he has continued this vital work in communities, juvenile detention centers, jails, and prisons across Washington, D.C. and Virginia. Through his work, Mr. Karim remains an advocate for those impacted by the justice system, guiding them toward purpose, growth, and hope.

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### **Roberto Santos**

*Co-Director, Center for Police Practice, Police and Research,  
Radford University*

Dr. Roberto Santos is a professor of criminal justice as well as co-director of the Center for Police Practice, Policy, and Research at Radford University. He is a retired Police Commander from a large police agency in Florida where he gained experience in every division within the agency. He assists police agencies nationally and internationally as well as conducts evidence-based and practice-based research to translate research into practice. With Dr. Rachel Santos, he created Stratified Policing. Dr. Santos focuses on proactive crime reduction approaches for police, accountability, crime and place, crime science, police use of force, criminal investigations, organizational change and leadership, and police/community partnerships. He published the book *Stratified Policing: An Organizational Model for Proactive Crime Reduction and Accountability* (2020), in addition to various articles, monographs, and book chapters. He was inducted into George Mason University's (GMU) Center for Evidence-Based Crime Policy's Evidence-Based Policing Hall of Fame for his leadership in implementing evidence-based practices and conducting experiments to test the effectiveness of proactive police strategies.

### **Rachel Santo**

*Co-Director, Center for Police Practice, Policy and Research,  
Radford University*

Dr. Rachel Santos is a professor of criminal justice and co-director of the Center for Police Practice, Policy, and Research at Radford University in Virginia. Her interests include conducting practice-based research and implementing and evaluating evidence-based practices in the "real world." She seeks to improve crime prevention and proactive crime-reduction efforts through crime analysis, problem solving, accountability, leadership, and organizational change within police departments. With Dr. Roberto Santos, she created Stratified Policing, a business model for systemizing proactive crime-reduction strategies in police departments. Additionally, she researches police/researcher partnerships, police/community collaboration, crime science, crime and place, police/crime data and technology, experimental research methodology, and program evaluation. She published the books *Crime Analysis with Crime Mapping* (2023) and *Stratified Policing: An Organizational Model for Proactive Crime Reduction and Accountability* (2020), in addition to many articles, monographs, and book chapters.

### **Scott Booth**

*Chief of Police, Roanoke Police Department*

Chief Scott Booth serves as the Chief of Police for the Roanoke Police Department, as of 2023. He began his law enforcement career with the Richmond Police Department where he served for nearly 20 years. Then, he served as the Deputy

Chief of Operations for the Metropolitan Washington Airports Authority in Washington, D.C. and, later, as the Chief of Police. In 2017, he took a position with the U.S. Department of Homeland Security as a Deputy Federal Security Director. From 2018–2023, he served as Chief of Police for the Danville Police Department, where he focused on community engagement and reducing violent crime. During his tenure as Chief, Danville Police Department experienced significant decreases in crime rates and was recognized as a leader of the focused policing efforts and community engagement model. Chief Booth was awarded the Excellence in Policing Award from Radford University's Center for Police Practice, Policy, and Research (2020) and the Excellence in Virginia Government Award from Virginia Commonwealth University's (VCU) L. Douglas Wilder School of Government and Public Affairs (2022). In 2023, he was recognized by the National Gang Crime Research Center with the Frederic Milton Thrasher Award for Superior Leadership in Law Enforcement for his work in reducing gang-related crime in the community. Currently, Chief Booth serves as a member on the Virginia Association of Chiefs of Police (VACP) Executive Committee, as a Chairman for the Virginia Law Enforcement Professional Standards Commission (VLEPSC), and as a member of the Firearms Committee for the International Association of Chiefs of Police (IACP). He is a proud veteran of the U.S. Army as well as Operation Desert Storm.

### **Ken Rose**

*Community Criminal Justice Board Consultant,  
Virginia Department of Criminal Justice Services*

Mr. Ken Rose is the Community Criminal Justice Board Consultant at the Virginia Department of Criminal Justice Services (DCJS) and provides targeted technical assistance to local Community Criminal Justice Boards (CCJBs) across Virginia. He supports boards in fulfilling their codified responsibilities, conducts assessments to identify operational and resource needs, and develops engagement and sustainability strategies that benefit both DCJS and local governments. His work reinforces collaborative justice planning and enhances the effectiveness of local-state partnerships. Mr. Rose has over three decades of experience in criminal justice at the local, state, and national levels. Most recently, he served as the National Programs Advisor at the National Institute of Corrections (NIC), where he provided strategic guidance to local and state jurisdictions on implementing evidence-based public safety practices. He led the development of a national pretrial publication series, directed executive leadership training sessions, and managed technical assistance projects that promoted system-wide improvements in pretrial systems and evidence-based probation supervision strategies. Before NIC, Mr. Rose served as Pretrial Services Coordinator at DCJS. He has also held leadership and consulting roles at the Pretrial Justice Institute (PJI) and Luminosity, Inc.

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### **Colonel William H. Anspach III**

*Chief of Police, Colonial Heights Police Department*

Chief William Anspach serves as the Chief of Police for the Colonial Heights Police Department (CHPD). His service in Virginia began as a police officer for the City of Petersburg, but he has served with CHPD since 1998. He served in all roles within the agency, including Patrol Officer, Patrol Sergeant, Patrol Lieutenant, Investigations Division Commander, Internal Affairs/Accreditation Manager, Law Enforcement Services Division Commander, and Deputy Chief of Police. In July 2022, Chief Anspach was selected as the Chief of Police for CHPD. Chief Anspach holds a bachelor's degree from Virginia Commonwealth University (VCU). He attended the University of Virginia's (UVA) National Command College and the FBI National Academy. Throughout his career, Chief Anspach has received several recognitions for his service, including the Meritorious Service Award, Officer of the Year, Lifesaving Award, and numerous M.A.D.D. (Mothers Against Drunk Driving) awards.

### **Duane Barron**

*Lexington Public Defender, Blue Ridge Criminal Justice Board*

Mr. Duane Barron is the Chief Public Defender for the Staunton-Lexington Public Defender's Office. As a public defender, Mr. Barron has spent his career representing low socioeconomic status clients in the criminal legal system. Throughout his career, he tried cases at all levels of Virginia's court system, including successful appeals in the Virginia Court of Appeals and the Virginia Supreme Court. He tried hundreds of bench trials in General District Court, Juvenile and Domestic Relations Court, and Circuit Court. He also represented clients in dozens of jury trials, winning acquittals at trial on serious charges. Mr. Barron graduated from Harding University and earned his law degree from the University of Georgia's (UGA) School of Law. Then, he earned a master's degree in religious studies from the University of Virginia (UVA). Currently, he serves on the Blue Ridge Criminal Justice Board, the Pathways Board (a pre-charge diversion program), the Staunton-Augusta-Waynesboro Recovery Court Advisory Committee, the Board of Directors of Justice Forward Virginia (a statewide non-profit which advocates for criminal legal reform in the Virginia General Assembly), and committees working on pre-trial services reform and fines and fees relief.

### **Trenton Rushton-Paul**

*Criminal Justice Planner,*

*Chesterfield/Colonial Heights Community Criminal Justice Board*

Mr. Trenton Rushton-Paul serves as the Criminal Justice Planner for Chesterfield County. As a dedicated criminal justice professional with almost a decade of experience in community corrections and the criminal justice system, Mr. Rushton-Paul plays a central role in bridging the various components of the local criminal justice system. Mr. Rushton-Paul began his career as a Probation Officer with Colonial Community Corrections in James City County after earning his bachelor's degree in criminal justice. In 2017, he transitioned to Chesterfield/Colonial Heights Community Corrections, where he became the Supervisor of the General District and Circuit Court Unit in 2020. His leadership and system-wide understanding led to his current role in 2024, where he collaborates closely with all criminal justice departments in Chesterfield County to drive coordinated, effective strategies. Mr. Rushton-Paul is staff to the Chesterfield/Colonial Heights Community Criminal Justice Board and helps manage the overall vision of the board.

### **Ross Carew**

*Executive Director, OAR-Jefferson Area Community Corrections*

Mr. Ross Carew is the Executive Director of OAR-Jefferson Area Community Corrections (OAR-JACC). OAR-JACC, located in Charlottesville, Virginia, is a non-profit community corrections agency that provides pretrial services, local probation services, four adult recovery courts, and therapeutic docket and reentry services. OAR provides community corrections services for eight counties and one city in Central Virginia. The agency provides evidence-based alternatives to incarceration to improve the efficiency and effectiveness of the criminal justice system. Annually, the agency receives federal, state, and local funding to provide direct services to over 4,000 citizens. Mr. Carew is a Certified Pretrial Services Professional via the National Association of Pretrial Services Agency (NAPSA) and successfully completed the National Institute of Correction's (NIC) Orientation for Probation and Parole Chief Executives. Additionally, through the Virginia Community Criminal Justice Association (VCCJA), he has been a member of the Executive Committee and various statewide committees focusing on evidence-based practices, intimate partner violence, quality assurance, and evaluation. Locally, Mr. Carew is involved in leading several evidence-based criminal justice collaborations, such as evidence-based decision making, reentry councils, trauma informed leadership, rural recovery court implementation, and the Thomas Jefferson Area Community Criminal Justice Board.