

*Interfaith Council
for Peace & Justice*
1414 Hill Street
Ann Arbor, MI 48104-3106

March 30, 2022

City of Ann Arbor
c/o Customer Service
301 East Huron Street
Ann Arbor, MI 48107

Re: RFP No.22-28 – Community Engagement Services
Interfaith Council for Peace & Justice Proposal

To Whom It May Concern:

On behalf of our collaborative partnership, I am excited to submit the Interfaith Council for Peace & Justice's proposal in response to RFP No.22-28 – Community Engagement Services.

The Interfaith Council for Peace and Justice (ICPJ) is interested in leading a collaborative team for the most robust community engagement process possible related to unarmed response within the City of Ann Arbor. The team will include University of Michigan Poverty Solutions and the Eastern Michigan University Southeast Michigan Criminal Justice Policy Research Project (SMART), Ashley Shukait Consulting, LLC, and other professional and grassroots, community-based facilitation consultants. We believe that by combining deep community relationships, strong community engagement experience, and rigorous academic research and analysis, our efforts will produce a report that best supports the City of Ann Arbor to understand the desires and concerns of its residents regarding unarmed crisis response. Our collaborative is dedicated to including a genuinely broad range of participants in this process – we are particularly attuned to including the voices of those who are historically marginalized from decision-making processes, those who have a more difficult time providing input during public meetings, and those most impacted by racism, poverty, and injustice. As a locally based collaborative we are uniquely positioned to work on this project in our community.

We look forward to the opportunity to work with the City of Ann Arbor to create a process that is inclusive, robust, and supportive of the City's needs as it moves forward with the potential unarmed crisis response program.

Thank you for your consideration,

A handwritten signature in black ink, appearing to read 'Eleanore Eveleth'. The signature is fluid and cursive, with a large initial 'E'.

Eleanore Eveleth



*Interfaith Council
for Peace & Justice*

1414 Hill Street
Ann Arbor, MI 48104-3106

RFP No.22-28 – Community Engagement Services
Interfaith Council for Peace & Justice Proposal
March 30, 2022

Proposal for Professional Services

Introduction

The [Interfaith Council for Peace and Justice](#) (ICPJ) is interested in leading a collaborative team for the most robust community engagement process possible related to unarmed response within the City of Ann Arbor. The team will include [University of Michigan Poverty Solutions](#) and the Eastern Michigan University [Southeast Michigan Criminal Justice Policy Research Project](#) (SMART), Ashley Shukait Consulting, LLC, and other professional and grassroots, community-based facilitation consultants. We believe that by combining deep community relationships, strong community engagement experience, and rigorous academic research and analysis, our efforts will produce a report that best supports the City of Ann Arbor to understand the desires and concerns of its residents regarding unarmed crisis response. Our collaborative is dedicated to including a genuinely broad range of participants in this process – we are particularly attuned to including the voices of those who are historically marginalized from decision-making processes, those who have a more difficult time providing input during public meetings, and those most impacted by racism, poverty, and injustice. As a locally based collaborative we are uniquely positioned to work on this project in our community.

Part I. Professional Qualifications

Interfaith Council for Peace and Justice (ICPJ) is a nonprofit (located at 1414 Hill St. Ann Arbor, MI 48104). Desirae Simmons and Eleanore Eveleth are ICPJ's Co-Directors and will provide Project Management, Community Outreach, and Facilitation Training.

Founded in 1965, ICPJ has become a large network of organizations and individuals – with the common goal of working toward non-violence that centers racial & economic justice as we address the root causes of violence from oppression, poverty, environmental devastation, patriarchy, and war. We wage love and practice nonviolence in all its forms through education, community organizing, advocacy, and direct action. We unite across our differences and empower leadership in people to create the change we need for a more peaceful and just world.

As part of our work to build more peaceful communities, we have extensive experience facilitating community conversations, visioning, and strategy sessions as well as connecting with people from diverse backgrounds. We have deep relationships throughout the community, with a variety of different types of groups and populations. We will utilize our knowledge of the community to ensure a broad representation of different voices are included in the unarmed response community

engagement process. ICPJ is led by Co-Directors Desiraé Simmons and Eleanore Eveleth, with expertise in community engagement design, facilitation, and implementation.

Desiraé Simmons has over 10 years of experience facilitating community meetings and developing trainings for community groups, facilitators, and educators. Desiraé's professional experience has included experiential and community-based learning where she has designed curriculum, created and facilitated workshops around systemic discrimination and reflective practice, and built relationships across difference. She has co-led the re-organization of ICPJ's structure for alignment with its core values and needs of those most impacted by violence within a white supremacist and patriarchal society. She leads the design of community workshops to address and disrupt patterns and systems of oppression and injustice. She facilitates community conversations to create communities of belonging, healing, and toward their visions of justice and equity. The many projects, committees, and community engagement processes that Desiraé has led include: Rising for Economic Democracy Ypsi, which passed a Community Benefits Ordinance; Ypsilanti Planning Commission Subcommittee on Housing Affordability and Accessibility; and the Fenway Civic Association (Community Benefits of PILOTs from Higher Ed Partners).

Eleanore Eveleth served numerous community development nonprofits and resident groups in Detroit, emphasizing community wealth-building and resident-led decision-making regarding land use and neighborhood planning. She has more than 20 years of experience designing and managing projects that amplify the voices of historically marginalized groups and support community capacity-building in community decision-making processes. She has designed, led, and managed numerous community planning processes to create visions and implementation plans to build stronger, more equity and just neighborhoods and communities. Eleanore has a BA in Sociology from the University of Michigan and a Masters of Urban Planning from Wayne State University.

Poverty Solutions (located at 735 South State Street, Ann Arbor, MI 48109) has been one of the leading Poverty Research Centers in the country for the past 6 years. Our work has intersected with the Criminal Legal System for the last two years. Key faculty and staff involved in this project will be Paul J. Fleming, PhD, MPH; Trevor Bechtel, PhD; and William D. Lopez, PhD, MPH.

Paul J. Fleming, PhD, MPH - Dr. Fleming has led numerous community engaged research projects that utilize focus groups with marginalized populations (e.g. undocumented immigrants, day laborers, transgender youth). He teaches graduate-level courses on Principles of Community Engagement and Designing Public Health Programs at the University of Michigan, School of Public Health. Particularly relevant to this project, he currently leads a research project funded by the National Center for Institutional Diversity with Drs. Daphne Watkins and Willam Lopez to interview key stakeholders in Ann Arbor on the process of developing the unarmed public safety program. This includes qualitative interviews with members of organizations serving marginalized community members as well as key decision makers in Ann Arbor. It also includes a literature review and review of existing unarmed public safety programs across the county.

Trevor Bechtel, PhD - Dr. Bechtel serves as the Strategic Project Manager for Washtenaw County Projects at Poverty Solutions and in that role acts as a Project Lead for the Prosecutor Transparency Project. He participates in the Washtenaw County Prosecutor's Racial Equity Workgroup, the Washtenaw County Sheriff's Office 21st Century Policing Commission serving on both the Community Policing and Transparency and Accountability sub-groups and the Washtenaw Equity Project serving on the Data subcommittee, and is involved in a variety of other research exploring alternatives and reforms to current systems. He also serves as Pastor at Shalom Community Church and is involved in that work with the Friends of Restorative Justice of Washtenaw County.

William D. Lopez, PhD, MPH - Dr. Lopez is a clinical assistant professor at the University of Michigan School of Public Health and Senior Advisor at Poverty Solutions. He participates in the Washtenaw County Sheriff's Office 21st Century Policing Commission, serving as the co-chair of the Policy and Oversight Subcommittee. He served as a member of Washtenaw County Prosecutor Eli Savit's Immigration Policy Working Group, and was a member of the Washtenaw ID Task Force. As a professor of public health, he teaches about the health impacts of law enforcement and has collected interviews, participant observation data, or focus group data from both marginalized communities (e.g., transgender individuals, undocumented immigrants) and law enforcement officers. As a professor of health communication, he teaches and engages in a range of dissemination of health and policy materials online and with community stakeholders.

Ashley Shukait Consulting, LLC (located in Van Buren Charter Township, MI 48111) is a strategic public health professional with fifteen years of experience in healthcare and harm reduction. Ashley Shukait combines multi-level industry knowledge with personal experience to 1) apply a trauma-informed health equity lens to programs and 2) center the voices of people with lived and living experiences of drug use, HIV, hepatitis C, engaged in sex work, and harmed by systemic racism. She provides a spectrum of services including community-centered program planning, implementation and evaluation; capacity building and training; research; and educational workshops and training.

Ashley Shukait, MPH, CHES is currently assisting in the implementation of the first ever authorized syringe service program in Out-Wayne County, MI; assisting and provide feedback for the development and implementation of the CDC funded research project (R01CE003362; PI: Ray) "Examining the Iatrogenic Effect of Law Enforcement Disruptions to the Illicit Drug Market on Overdose in the Surrounding Community."; developing training for Data X Waiver Hours/MOUD requirements for Nurse Practitioners and other health professionals.

The Southeast Michigan Criminal Justice Policy Research Project (SMART) (located on the campus of Eastern Michigan University, Ypsilanti, MI, USA 48197) mobilizes faculty expertise at Eastern Michigan University in the service of community-led research and education collaborations pertaining to criminal justice issues in SE Michigan. SMART was created in Fall 2020 in response to

a growing regional demand – from community organizers, elected officials, and criminal justice practitioners—for academic partners with the methodological sophistication, subject-area expertise, and deep and nuanced understanding of local conditions necessary to successfully navigate the challenges of progressive criminal justice reform.

Faculty associated with SMART are internationally-recognized experts in a variety of social science research methods—including both qualitative (focus groups, extended interviews, participant-observation) and quantitative (survey administration & design, statistical analysis, GIS mapping) approaches—as well as criminal justice subject areas (community policing, police administration and organizational culture, police discretion, civilian oversight commissions, juvenile justice, racial disparities in the criminal justice system, criminal justice ethics, domestic abuse and sexual violence, community corrections and rehabilitation, restorative justice, public administration and municipal accountancy), on which they have published widely.

In addition, SMART faculty serve on a variety of related boards and commissions throughout the region, including: Washtenaw County Sheriff Office’s 21st Century Policing Compliance Commission, the Washtenaw Equity Project, Advocates and Leaders for Police and Community Trust (ALPACT), the Michigan Roundtable’s Criminal Justice Accountability Board (CJAB), SafeHouse, Washtenaw County Stakeholders Reentry Committee, Friends of Restorative Justice (FORJ), Dispute Resolution Center (DRC) and the Michigan Center for Youth Justice.

In addition to providing pro-bono individual consultations, workshops and presentations to a variety of regional stakeholders as part of EMU’s broad mission of service (including: the City of Chelsea Task Force on Public Safety, Ypsilanti Police Advisory Commission, Washtenaw County Sheriff Office’s Community Advisory Board for Law Enforcement (CABLE), Washtenaw County League of Women Voters, 12th District Democratic Party, Washtenaw County Democratic Party, Voting Access for All Coalition (VAAC), and Ypsilanti Council of Elders), SMART has served as Technical and Training Assistance providers on three extended collaboration in SE Michigan, as part of the Community Foundation for Southeast Michigan and 21CP Solution “Community Policing Innovations Initiative”.

Kristine Ajrouch, PhD, is Professor in the Department of Sociology, Anthropology and Criminology at Eastern Michigan University. Her research has focused, for over 15 years, on Arab Americans in the U.S., beginning with ethnic identity formation among adolescent children of immigrants and more recently focusing on the experience of aging from the perspective of older adults in the metro-Detroit Arab American community. She recently initiated a program of study concerning the topic of family ties and aging in Beirut, Lebanon, following a Fulbright award in 2008. Professor Ajrouch also studies the topics of forgiveness and immigrant integration in comparative perspective. She is currently a research fellow with the Institute of Social Policy and Understanding where she is concluding a comparative study on aging Muslim families.

Grigoris Argeros, PhD, is Associate Professor in the Department of Sociology, Anthropology and Criminology at Eastern Michigan University. His research examines the correlates of patterns of racial and ethnic changes in neighborhood composition and class- and race-related changes in the level of location attainment and residential segregation between racial and ethnic groups. His methodological expertise includes statistical analysis and research design. His work has been published in *City and Community*, *Journal of Urban Affairs*, and *Sociology Compass*.

Marilyn Corsianos, Ph.D., is a Professor in the Department of Sociology, Anthropology & Criminology at Eastern Michigan University as well as Vice-President of the EMU Faculty Senate. Dr. Corsianos' scholarly work is centered on social justice issues and the inequities in the criminal legal system. More recently, her research has focused on gendered sexual violence, police ethics and corruption, and the systemic abuses within the criminal court process and the wrongfully convicted. She is the author of *The Complexities of Police Corruption: Gender, Identity and Misconduct* (2012), the CHOICE Outstanding Academic Title *Policing and Gendered Justice* (2009), co-author (with Walter S. DeKeseredy) of *Pornography and Violence against Women* (2015), co-editor of *Interrogating Social Justice* (2000), and has published several articles in national and international scholarly journals. Currently, she is producing a documentary on the systemic abuses within the criminal court process and the wrongfully convicted. She has served as an expert witness on gender, policing and sexual violence at the Ontario Human Rights Tribunal (2016-2017), and was invited by the Department of Justice to be a speaker at the Research Summit on Women in Policing in Washington DC (2018-2019). This summit led to the first special report by the NIJ titled "Women in Policing: Breaking the Barriers and Blazing a Path" (July 2019). Also, as a member of EMU's Title IX Research Committee, she served as co-investigator on EMU's first campus climate survey on sexual misconduct culture and co-authored [EMU Campus Climate Survey on Sexual Misconduct Culture: Final Report](#) (May 2021). She has also co-authored the [Final Report of the EMU Faculty Senate Ad Hoc Committee on Police Oversight](#) (December 2020), as well as the President' Commission on Women: Covid-19 Impact Survey Report (April 2021). In addition, as Chair of EMU's Public Safety Oversight committee, she was the recipient of a grant from the Community Foundation for Southeast Michigan (CFSM) Community Policing Innovations Initiative to implement changes in police oversight at EMU. As a member of the SMART team, she serves on the Washtenaw Law Enforcement Oversight Consortium, and the work group with ICPOC on the AAPD traffic stop data.

Kevin G. Karpiak, PhD is Professor in the Department of Sociology, Anthropology and Criminology at Eastern Michigan University. He is Director of the Southeastern Michigan Criminal Justice Policy Research Project (SMART), co-editor of the Cornell University Press monograph series *Police/Worlds: studies in security, crime and governance* and General Editor of the blog *Anthropoliteia: critical perspectives on police, security, crime and punishment around the world*. He received his PhD in Cultural Anthropology from the University of California at Berkeley (2009), for which he conducted a multi-sited ethnography of French community policing reform. Since 2016 he has been conducting research on police oversight commissions in Washtenaw County, MI., and currently serves on the

Washtenaw County Sheriff's Office "21st Century Policing Compliance Commission." He has authored numerous peer-reviewed articles & chapters as well as edited a special issue of the journal *Theoretical Criminology* and the volume *The Anthropology of Police* with Routledge press.

Paul Leighton, PhD is a Professor in the Department of Sociology, Anthropology and Criminology at Eastern Michigan. He is a co-author of the *Rich Get Richer and the Poor Get Prison* (12th ed, 2020), and *Class, Race, Gender and Crime*, (5th ed, 2018). He is a co-editor of *The Palgrave Handbook of Social Harm* (2021). Leighton has been published in *Criminology and Public Policy*, and written chapters for books published by Elsevier, Oxford and Routledge. He is a past President of the Board of SafeHouse, the local shelter and advocacy center for victims of domestic violence and sexual assault. He is currently Chair of the advisory board of Eastern Michigan University's food pantry, providing advocacy and collaborating on academic research on food and housing insecurity.

Barbara Patrick, PhD, is Associate Professor and Interim Chair of Political Science and Public Administration at Eastern Michigan University. She also serves as the chairperson of the Faculty Senate Task Force on Campus Climate, Race & Diversity Issues and Director of Community Outreach for the Department of Political Science. She has given invited lectures and organized workshops addressing systemic racism, issues of diversity, local partnerships and collaborations addressing the needs of underserved communities, policing in communities of color, and uses of administrative discretion in police officer dismissals. She has published research on issues of fairness and equity in public policy, performance management in public education, and citizen engagement in the administrative process. Her current research includes cultural competency in police engagement, police social media use, structure and outcome of state Civil Rights Commissions, and financial/economic disparities among underserved cities in Michigan. Her work can be found in the *Journal of Public Management and Social Policy*, *Public Integrity*, *Public Performance*, and *Management Review*, and *Politics & Policy*.

Rita Shah, PhD, is Associate Professor in the Department of Sociology, Anthropology and Criminology at Eastern Michigan University. She is a cultural criminologist who combines textual analysis with qualitative and visual methods to understand the ways in which correctional systems are socially and legally constructed. Her work has been published in the *British Journal of Criminology and Contemporary Justice Review* and is supported by NEH and NSF grants. Her most recent book, *The Meaning of Rehabilitation and its Impact on Parole: There and Back Again in California* (2017), queries the concept of rehabilitation to determine how, on a legislative and policy level, the term is defined as a goal of correctional systems. She received her BA in communications, legal institutions, economics and government (CLEG) from American University and her MA in social ecology and Ph.D. in criminology, law and society from the University of California, Irvine.

Part II. Past Involvement with Similar Projects

Our collaborative team includes academic, public health, and community development researchers, practitioners and community organizers who have designed and led formal focus groups, large community engagement meetings, creative community engagement projects, and significant data collection and analysis projects. Our team includes skilled facilitators who have led community visioning and planning sessions for different kinds of populations and with a variety of group sizes. Poverty Solutions and ICPJ have experience communicating complex information in an accessible format for varying literacy levels and multiple decision-making bodies.

Poverty Solutions is a partner in the ACLU funded Prosecutor Transparency Project with Michigan Law and Washtenaw County Prosecutor's Office. Part of this work was engaging the community around expectations and goals for a new Prosecutor Dashboard in Washtenaw County. This dashboard will include metrics on restorative justice which will be developed at Poverty Solutions. This will be the first time (that we know of) that metrics will be used to report on a restorative justice program. We have current research partnerships with Michigan Indigent Defense Commission and Michigan State Police and we provided logistical support and website development for Washtenaw Equity Partnership.

Poverty Solutions has significant expertise in community engagement, qualitative research and creating data tools and community based evaluation and reporting. We were the research partner with the Washtenaw County Office of Economic Development in developing the Washtenaw County Opportunity Index and have significant accomplishments in data and policy visualizations to politicians, the public, etc. An example is the Investing in Us report on economic mobility in Detroit: <https://poverty.umich.edu/files/2020/09/Investing-in-Us-resident-priorities-for-economic-mobility-in-Detroit-Sept2020.pdf>.

The Southeast Michigan Criminal Justice Policy Research Project (SMART) has led several projects related to our proposal to lead community engagement around the unarmed crisis response.

Through the “Understanding the Black Experience of Policing in East Dearborn” project, SMART is working with members of the East Dearborn Downtown Development Association to document the experiences of Black residents of the larger Dearborn/Detroit metropolitan region with the Dearborn Police Department. These oral history narratives are being collected as part of a broader truth and reconciliation project geared towards opening up a community-led conversation that will explore alternative visions for public safety in East Dearborn.

Other relevant project experience includes “Analyzing Police Traffic Stop Data for Use in Civilian Oversight.” As part of this project, SMART is working with Ann Arbor's Police Department (AAPD) and the Ann Arbor Independent Community Police Oversight Commission (ICPOC) to collaboratively assess the processes by which traffic stop data is collected, analyzed, and reported. A

key goal in this collaboration is to develop long-standing practices through which police data can be made useful to the larger project of civilian oversight and input into the nature of public safety in Ann Arbor. As part of this effort, SMART will be conducting an analysis of several years of AAPD traffic stop data in order to identify potential disparities in policing citations, use of resources, and outcomes. SMART will also be organizing several educational opportunities and resources – including a semester-long workshop open to community members--that will facilitate a broader understanding of such data, its uses, and its shortcomings.

A third example of SMART's collaborative efforts at community engagement is "Reinvigorating Police Oversight at Eastern Michigan University". Together with Eastern Michigan's Office of the President, the Eastern Michigan University Department of Public Safety (DPS) and the Public Safety Oversight Committee (PSOC), SMART is working to re-invigorate and reassess the practice of police oversight on campus. The shared vision is to reform police oversight in a sustainable and equitable way that is guided by best-practice evidence, catered to the values of a public institution of higher education. As part of this effort, SMART is facilitating a year-long assessment of the Public Safety Oversight Committee, a process which involves multiple stakeholders. The assessment will result in both a short and long term action plan for how to reinvigorate PSOC in a way that aligns with the 21st century expectations, goals, and values of the community. This includes: researching appropriate training and how to implement it; aiding PSOC in understanding available models for oversight, especially as practiced in Higher Ed, so that PSOC may foster a community conversation for what may be appropriate here; producing a committee manual, guidelines and process sheet, as well as informational materials for public outreach; and helping facilitate broader outreach.

Interfaith Council for Peace & Justice is currently leading a process to design and implement community engagement for a participatory budgeting process in Washtenaw County that will uplift the needs and desires of marginalized groups to inform and reform the Washtenaw County budgeting process. Other recent projects include the planning, design, and facilitation of the Summers-Knoll Listening Sessions and Community Meetings.

Eleanore (Ablan-Owen) Eveleth's professional experience includes 20 years leading, designing, and facilitating neighborhood-based community planning processes in Detroit, MI. She has designed, led, and managed numerous community planning processes to create visions and implementation plans to build stronger, more equity and just neighborhoods and communities. The planning processes included traditional town hall meetings, focus groups, and stakeholder interviews. These efforts also included less traditional, more creative opportunities for community engagement such as youth art competitions to prioritize improvements to Delores Bennett Park; bike rides to explore and prioritize neighborhood safety needs; and SOUP dinners that included informal resident-led project presentations, community voting and micro-grants provided to the selected community priorities.

Eleanore created the concept, and led the collaborative data design and community engagement process for [Community Development Advocates of Detroit's \(CDAD\) Neighborhood Strategic Framework](#), to draw on the power of Detroit residents to shape their own neighborhoods. The Neighborhood Revitalization Strategic Framework provides a vision for the potential future direction of any given type of area in the City of Detroit, even those areas that are underutilized or abandoned. Eleanore was the Senior Project Manager, working with CDAD to develop a composite analysis of indicators to illustrate the category, characteristics, and relative strengths of each census block in the city of Detroit. Community organizations then used the strategic analysis and related community engagement tools to assess neighborhood conditions and guide investment decisions and revitalization efforts.

In another relevant example, Eleanore served as project manager and data coordinator for the American Institute of Architects [Sustainable Design Assessment Team \(SDAT\) in Detroit](#). This program brings together multidisciplinary teams of professionals from across the country to provide a road map for communities seeking to improve their sustainability. Eleanore coordinated and led focus group discussion and large community meetings to inform the recommendations of SDAT.

As the founding Executive Director of the Sinai-Grace Community Development Corporation, Eleanore designed and built a collaborative process with hundreds of residents and multiple community organizations, congregations, local service providers, and government agencies to create the [Northwest Detroit Neighborhood Revitalization Vision & Strategic Framework](#). This process included dozens of small group meetings and several larger visioning meetings, with up to 115 people in attendance. Eleanore led the process, trained facilitators, and organized all engagement focus groups and community-wide meetings.

Eleanore also managed the Building Sustainable Communities project within the North End neighborhood of Detroit. Through this three-year process, community members from very different backgrounds, identities, affiliations, and perspectives came together to identify community needs and to prioritize projects.

Ashley Shukait Consulting, LLC has been providing mutual aid and underground secondary syringe access since 2005. She created the first ever 2019 [Tri-Community Connections Resource Guide](#) for Van Buren Township, Belleville, and Sumpter Township by Community Asset Mapping and Resource compilation after continuously assisting community members through various traumatic situations. As a public health professional, she trains and provides capacity-building assistance to new syringe access programs through Michigan Department of Health and Human Services and with the National Harm Reduction Coalition Regional Consultant pool. Ashley developed and conducted the evaluation of the System for Opioid Overdose Surveillance in Washtenaw County, Michigan in 2021 during her time as the Harm Reduction Program Manager for UNIFIED HIV Health and Beyond.

In this community engagement project, Ashley Shukait will collaborate in the project planning and recruitment of participants, with the purpose of empowering and co-designing the engagement process with persons who use drugs, utilize syringe service programs, engage in sex work. She will also bring into the project her relationships with various service providers. She also provides content expertise through policy memos and literature review with dissemination to various stakeholders for policies regarding substance use, harm reduction, reproductive and disability justice.

References: The Southeast Michigan Criminal Justice Policy Research Project (SMART)

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Community Policing Innovations Initiative
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Understanding the Black Experience of
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Analyzing Police Traffic Stop Data for Use in
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References: Ashley Shukait

Michigan Department of Health and
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RTI International
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National Harm Reduction Coalition

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Strategies to Overcome Obstacles and
Avoid Recidivism (SOOAR)

References: Interfaith Council for Peace & Justice (ICPJ)

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References: Poverty Solutions

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21st Century Policing Coalition
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Executive Assistant to the Sheriff
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ACLU of Michigan
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III. Narrative & Proposed Work Plan

Our proposal to conduct community engagement for the City of Ann Arbor's unarmed crisis response prioritizes accessibility for community members, broad engagement opportunities, robust analysis, and a clear summary report of the process and findings.

Our collaborative team will draw on our trusted relationships with community-based organizations and individuals. We will engage a diverse set of community members to co-design engagement opportunities, to identify and include unique voices and people often marginalized from decision-making, and to collect data critical to the city's decision-making process. We will practice a person-centered approach to evaluation with equity and inclusion at its core. The goal of this project is to bring awareness and results to the City of Ann Arbor utilizing the Equitable Evaluation Framework (EEF) which integrates cultural responsiveness and equity with authentic engagement and efficacy. To support these objectives, we will conduct this project with particular focus on providing space to:

- (a) privilege the voices and lived/living experiences of impacted communities,
- (b) engage communities in identifying desired outcomes of an unarmed crisis response program, and
- (c) ensure multicultural validity of instruments, measures, and inferences.

Our collaborative community engagement process will include three overlapping and components:

Component 1: conduct focus groups with key impacted populations.

Component 2: engage and interview key stakeholders and community leaders; and

Component 3: create opportunities for broad community-wide engagement, including large community session.

Below, we describe each of these approaches and how they will lead to a logical and useful report for city leadership.

Component 1: Our team has long-standing relationships throughout the city of Ann Arbor, including—importantly—trusting relationships with many of our most historically oppressed and structurally vulnerable communities and the organizations that provide services to them.

Currently, our list of key impacted populations related to an unarmed response program identify as or at the intersection of individuals who: are houseless or unstably housed, use drugs that are criminalized, experience mental health conditions, have previous encounters with the criminal legal system, are undocumented, are Black, Latinx, or Middle Eastern/North African, young people, are Trans, gender non-conforming, expansive, non-binary, queer or identify as within the sexual/gender minority, engage in sex work, and are of low-income and economically disenfranchised communities. These groups tend to be most prone to structural violence and reluctant to call 911 and have legitimate mistrust of law enforcement. We have a reputation in the community for organizing racial and economic justice work, which will aid our outreach efforts to community members who may have experienced injustice due to race, class, or other oppressed identities.

We will coordinate with trusted organizations and community members who are meeting the needs of specific marginalized and oppressed groups to assist in organizing these community sessions (focus groups). For example, for people who are houseless, we will coordinate with the Delonis Shelter, M.I.S.S.I.O.N and Washtenaw Camp Outreach to provide safe spaces for community conversations to inform the unarmed crisis response program. Within each of the communities included above, there are individuals who have long-time relationships, understand the day-to-day needs, and can support our collaborative in co-designing the best engagement opportunities and spaces for generative community conversations.

We will also plan to engage groups who may utilize an unarmed response call number including: main street business owners, public institutional spaces like libraries and public transportation hubs, neighborhood associations, and security of educational institutions. We will be able to use our network of faith-based institutions to bring their voices into the conversation, especially with recognition that funding for traditional policing has grown over previous decades with support from some faith leaders.

In these group discussions, we will focus on asking questions related to knowledge, attitudes and beliefs of: (a) how does the current public safety system help and/or harm your group, and (b) what are key characteristics you would like to see out of an unarmed public safety program, (c) actions the city can take for future planning and implementation of an unarmed public safety program that feels safe and accepted. We will also incorporate questions generated by key stakeholders during Component 1 and will design each session to match the audience. We are not taking a one size fits all approach. To allow for accountability and trust, questions and feedback will be welcomed to allow community validity and contextuality. Centering trust to build power within communities is critical for racial justice and health equity.

Because group settings can sometimes be challenging for people to share personal stories or opinions, we will also invite participants to share written/audio reflections with us after the group event. We will set up a secure email address and voicemail where participants can send additional insights and opinions with us. Arrangements will be made for those with limited or no technology access for written pieces.

Each of these group conversations would include 8–15 participants, last 60- 90 minutes, and they would each be compensated \$50 for their time. Focus groups would be facilitated by one or two members of our team, with a community leader or member from the trusted organization also present.

The focus group discussions would be transcribed, then analyzed using a team approach co-led by community leaders and the research assistants, and then reviewed by supervising qualitative research experts at Poverty Solutions. Coding will identify preliminary text segments used to identify categories, concepts, and themes germane to the project goals. We will analyze data using the rapid

and accelerated data reduction (RADaR) technique (Watkins, 2017), and classical content analysis therein, which involves identifying the frequency of codes to determine which concepts are most cited throughout the data. (Watkins, 2012; Watkins, 2017). This process will distill the recommendations down into digestible data for the trusted community members to review and distribute to the community to reflect on and provide feedback. This will help guide specific questions for key informant interviews in Component 2 to collect the most concrete recommendations. A generated preliminary list of populations to engage for key informant interviews will be finalized based on consultation with the city staff and recommendations generated in Component 1.

Component 2: We will conduct key informant interviews with 25 individuals from the trusted organizations/community members from Component 1 that are meeting the needs of the specific community sessions (focus groups). These will be from, but not limited to social service sectors, substance use services, mental health and health care services, immigration and disability rights service providers, and providers serving elderly populations.

These interviews will be transcribed, and then analyzed using a team approach co-led by community leaders and the research assistants, then reviewed by supervising qualitative research experts at Poverty Solutions. Coding will identify preliminary text segments used to identify categories, concepts, and themes germane to the project goals. We will analyze data using the rapid and accelerated data reduction (RADaR) technique (Watkins, 2017), and classical content analysis therein, which involves identifying the frequency of codes to determine which concepts are most cited throughout the data. (Watkins, 2012; Watkins, 2017). This process will distill the recommendations down into digestible data for the trusted community members to review and distribute to the community to reflect on and provide feedback before Component 3.

Component 3: Component 3 will focus on providing space for the entire community of Ann Arbor to provide input on what unarmed public safety looks like in Ann Arbor. We will do this in several key ways. First, we will host two-three public forums; we will include remote and in-person opportunities (as long it is can be done safely in accordance with public health guidelines at the time). We will hold in-person session(s) at community location(s) most conducive to including Ann Arbor's diverse voices.

These events will be designed to welcome any Ann Arbor resident and stakeholder to attend and provide input on unarmed public safety and what practices will make it possible for these responders to provide services that are healing and affirmative to the community's mental and physical well-being during times of crisis. They will be facilitated and organized in such a way to ensure that all opinions are collected and it is not only the loudest voices that are recorded. We will work to creatively engage folks no matter their comfort speaking in front of large audiences. This could include breaking up into smaller groups, and using tools for gathering anonymous feedback in

real time. To do this, we will use techniques from creative brainstorming to collect ideas, collate into themes, and then prioritize areas for the new program.

In addition to these live & synchronous opportunities for residents to come together and provide feedback, we will also collect feedback asynchronously. Online comment box, email, voicemail, public discussion boards, and community kiosk opportunities are some of the mechanisms to gather broad-based community input outside of the focus groups and large community meetings outlined above. For each engagement mechanism, we will request that participants provide information about their identity so we can better understand key recommendations and concerns by different groups according to age, race, income, education level and other key socio-demographic characteristics.

Throughout the process, we will ensure waste reduction, reuse, and recycled materials when possible. For in-person meetings, we also will include our committed team of community members willing to make events zero-waste.

In order to achieve the level of community engagement we name above we will do both broad promotion of the community meetings and targeted outreach with personalized touches. We will include a project checkpoint to determine gaps in our community outreach and to reallocate our resources and focus to include the broad spectrum of voices that are needed for robust and diverse community participation. Our final report will name any under or over-representation of particular populations.

Similar to Components 1 and 2, the information collected in Component 3 will be compiled to provide a deeper illustration of community members' thoughts, feelings, experiences and perspectives that enhance findings in Components 1 and 2. We will provide ongoing space and support for conversations, feedback, and problem-solving. We will address any concerns with stakeholders, with a priority for directly impacted community members. Community members will be involved in the process of interpreting the findings. Member checking will be employed to enhance the interpretation of the data and contribute to the validity of the qualitative findings. Member checking, also known as participant validation, involves sharing results with participants to check for accuracy and resonance with their experiences.

Summary Report Our collaborative team will provide the City of Ann Arbor with a final summary report to support its decision-making process related to an unarmed crisis response program. The summary report will include an overview of the populations engaged, the mechanisms utilized to solicit input from the community, highlights of the community conversations uplifting the voices and ideas of participants. In the report, we will summarize the key findings from our engagement activities, identifying themes and decision points for the decision-makers.

Finally, we will supplement the presentation of results with scholarly literature to show connections between our findings and larger trends occurring beyond the limited context of our project. For instance, when discussing the over-policing and precarious living conditions experienced by people who use drugs, we will refer to previous literature on the topic to orient and strengthen our interpretation of the themes emerging from the data collected. We will also conduct a traditional academic literature review to contextualize our findings and situate them in the broader literature. Narratives combined with the summarization of the historical and cultural oppressive context will give a deeper understanding to systemic factors related to Social Determinants of Health for the City of Ann Arbor to make the most impactful unarmed response programmatic decisions.

We would need to work out the timeline and deliverable deadlines more clearly with the City of Ann Arbor staff, if selected. For instance, our timeline would be different if the city wanted us to do a presentation of the data and materials during a particular City Council meeting. We can gear our end-product to match the needs of the client. While we are working as a collaborative, we will have a main contact for the City in order to coordinate communication and the flow of information. We are excited for the opportunity to work in a cooperative and supportive capacity with city staff, ensuring that the process and summary report reflect the desires, needs, and vision of residents and stakeholders. We will ensure that this process will have the broad engagement and robust analysis that the City of Ann Arbor needs to make critical decisions about the future of public health and safety for our community.

The Authorized Negotiator for this collaborative project proposal is Eleanore Eveleth, 1414 Hill Street, Ann Arbor, MI 48104. Eleanore@ICJP.org; 313.402.2593. Attached to this proposal are resumes of the key researchers and practitioners that will be involved in the project if our proposal is selected. We acknowledge receipt of the City of Ann Arbor's Attachments A-F from RFP No.22-28 – Community Engagement Services and we have also included the following attachments to our proposal:

- Attachment B - City of Ann Arbor Non-Discrimination Declaration of Compliance
- Attachment C - City of Ann Arbor Living Wage Declaration of Compliance
- Attachment D - Vendor Conflict of Interest Disclosure Form of the RFP Document

Desiraé Simmons

407 Charles St • Ypsilanti, MI 48198
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Strategic Leadership and Professional Mentoring

Interfaith Council for Peace and Justice- Ann Arbor, MI

Executive Co-Director- January 2019-Present

- * Execute a co-leadership model for programming, administration, and relationship stewardship
- * Re-Organize organizational structure for alignment with its core values and needs of those most impacted by violence within a white supremacist and patriarchal society
- * Generate community participation and input to design internal and external policies and communications
- * Network with individuals and (in)formal organizations to achieve deep impact and transformational relationships
- * Center emergent strategy during time of change and implementation of audacious goals
- * Learn the landscape of faith-based organizing and connect with intersectional and intergenerational practices

Simmons College Scott/Ross Center for Community Service- Boston, MA

Associate Director, Undergraduate Service-Learning- August 2008-December 2014

- * Mentored Massachusetts Campus Compact Americorps VISTAs, Program Assistant, and Jumpstart Site Manager to grow within Higher Education and related fields
- * Redesigned Student-Led Program model to better align community impact goals with student learning and leadership development goals based on feedback from community members and students, with a focus on strategic progress
- * Created a multi-year community engagement program where students worked toward a capstone project for academic credit in collaboration with multiple academic departments
- * Fostered and maintained strong community partnerships for service-learning and Simmons College as a whole
- * Ensured program success through constant evaluation and feedback from all constituents
- * Researched promising practices and continually improved overall programming of the Center
- * Assisted faculty in developing and implementing service-learning courses throughout the college
- * Supported service-learning students with their placement selections, reflection sessions, and problem solving
- * Launched a SAT Prep and College Success program due to a gap in college services and the expectations of community members based on our mutually beneficial partnerships
- * Integrated diversity and inclusion practices into training and support services of the Center

Simmons College, College of Arts and Sciences- Boston, MA

*Elon Research Seminar on Engaged Undergraduate Learning: Teaching Democratic Thinking
Co-Chair- Spring 2009-Summer 2011*

- * Led team of faculty and staff to create Simmons' strategy for defining engaged thinking and launched our intergroup dialogue course
- * Collaborated with faculty, administrators, and non-profit programmatic staff from across North America and academic disciplines to define democratic thinking and identify promising practices
- * Presented periodic updates of our progress and integrated feedback from multiple constituencies

Simmons College Residential Life- Boston, MA

Senior Resident Assistant- May 2005-May 2006

Resident Assistant- August 2003-May 2005

- * Coached another Resident Assistant and a hall council in lieu of a Resident Director
- * Cared for 40-50 women and mentored them through their personal, social identity, and pre-career development
- * Mediated conflicts and helped residents learn how to resolve problems on their own
- * Problem-solved various challenges with staff and planned for student progress
- * Organized programs to educate and entertain residents such as cultural showcases and community performances

Boards, Committees, and Key Collaborations

City of Ypsilanti- Ypsilanti, MI

Community Benefits Ordinance AdHoc Committee Chair- February 2022-April 2022

Sustainability Commissioner- October 2020-Present

Planning Commission Subcommittee on Housing Affordability and Accessibility- February 2018-December 2020

Washtenaw Justice Project

Board Member- January 2022-Present

Washtenaw Equity Partnership

Working Group Member- September 2021-Present

Front End/Prevention Subcommittee Co-Chair- December 2021-Present

Educate Youth- Ypsilanti, MI

Board Member- August 2019-June 2021

Michigan and Washtenaw County Democratic Party- Ypsilanti, MI

Progressive Caucus Co-Chair- 2020-Present

Progressive Caucus Congressional District 12 Representative- February 2019-2020

Black Caucus Vice Chair- December 2018-2021

Executive Committee- December 2018-2020

University of Michigan- Ann Arbor, Michigan

Detroit Center's Engagement Training Workshop Committee – July 2016-2018

LSA Campus Climate Committee Student Leadership and Empowerment Sub-Committee - December 2014-2018

(Awarded Diversity in Action Leadership Award) and Steering Committee- January 2015-February 2017

CEO's University Outreach Council - December 2014-2018

So Cool, So Just Planning Team- December 2014-2018 (Collaboration with the Ginsberg Center and Community Action, Social Change in the School of Social Work)

Sociedad Latina- Mission Hill, MA

Governing Board Member- 2012-December 2014

Greater Eggleston High School- Roxbury, MA

Governing Board Member- 2008-December 2014

Simmons College- Boston, MA

African-American Alumni Association- Director of Student Outreach- June 2009-June 2014

Black Student Association Advisor- 2010-2014

Social Justice Steering Committee- 2008-2014

Academic Honor Board Graduate Student Representative- September 2005-May 2006

Student Advisor for Multiculturalism- September 2003-May 2005

Phillips Academy- Andover, MA

Co-head of Gay/Straight Alliance, Eco-Action Group, and Social Functions- 1999-2001; Member of Af-Lat-Am Society- 1997-2001

Multi-Cultural Education and Advocacy

Simmons College, College of Arts and Sciences- Boston, MA

Community Service Coordinator- Women Changing the Face of Leadership- Summer 2013

and Simmons World Challenge- Winter 2012

* Planned projects and reflections for women from five African countries who were funded through a Department of State grant

* Integrated service activities and community voice into course designed for students to "solve" issues experienced by immigrants

First-Year Experience Facilitator- Fall 2011 and 2012

* Re-designed core curriculum for incoming students in my section to deepen the focus on diversity concepts and other important areas of learning related to college success

Adjunct Faculty- Spring 2011

* Co-designed and taught Race and Ethnicity Intergroup Dialogue course

* Researched best readings to support student growth in learning the intersections between race, ethnicity, and related social identities

Alternative Spring Break Boston Immersion Staff Committee Member- 2010, 2012, 2013

- * Planned and implemented short-term service-learning projects focused on college access, children living in poverty, food justice, and living green in an urban environment
- * Designed a weeklong program in collaboration with VISTAs, graduate interns, and undergraduate students that focused on how societal challenges impacted the local community

Upward Bound- Boston, MA

Resident Advisor and General Staffer- Summer 2004

- * Mentored first-generation and multi-ethnic students in college preparatory program
- * Tutored students in English Literature

GreekSummer- Greece

GreekSummer Participant- Summer 2000

- * Lived in a village and built an important walkway to main water source and painted a mural on a community building
- * Traveled throughout the country and learned about its culture

Program Design & Administration

University of Michigan, Community- Engaged Academic Learning- Ann Arbor, MI

Program Coordinator- December 2014- April 2018

- * Practiced innovative problem-solving and related skills to build reputation and capacity of a newly created center within large decentralized research university campus
- * Facilitated workshops for undergraduate and graduate students as well as faculty and staff focused on topics including recognizing cultural capital; using Visual Thinking Strategy tools to analyze stereotypes, prejudice, and discrimination; building community partnerships, reflective practice and pedagogy, transferable skills, and more
- * Provided logistical and curricular support to community-based courses, learning communities, and programs
- * Led a tri-campus effort to democratize the educational and leadership resources for students at University of Michigan- Dearborn, Flint, and Ann Arbor
- * Co-designed new summer fellowship focused on multi-disciplinary approach to complexity of poverty

Jumpstart for Young Children- Roxbury, MA

Site Manager at Northeastern University- June 2006-June 2008

- * Recruited, trained, managed, and supported up to 80 Americorps Members at Northeastern University
- * Piloted a student cooperative learning position and co-designed the Jumpstart service-learning course
- * Ensured that program fulfilled grant requirements and met or exceeded Jumpstart's standard of quality implementation
- * Built and strengthened relationships with a wide array of related stakeholders including corporate sponsors and public personalities

Anchor Design Projects

Tri-Campus Collaborative and Student Summit

Engelhardt Social Justice Fellowship

Student Advisory Group on Engagement

Engaged Pedagogy Initiative

Inside-Out

Advanced Achievement in Community Engagement

Community Engagement and Activism

Citizens for Racial Equity in Washtenaw- Ypsilanti, MI

Member- June 2020-Present

- * Co-Authored "Race to Justice: CITIZENS FOR RACIAL EQUITY IN WASHTENAW'S REPORT ON RACIAL DISPARITIES IN THE WASHTENAW COUNTY CRIMINAL LEGAL SYSTEM"
- * Facilitate community conversations and education sessions

Liberate! Don't Incarcerate- Ypsilanti, MI

Member- November 2019-Present

- * Organized an abolitionist campaign for the County Prosecutor election in 2020

Untold Stories of Liberations and Love- Ypsilanti, MI

Collective Member- November 2018-Present

- * Create space for women of color in Washtenaw County to express themselves through poetry, connect with others to heal, and to publish their work in an anthology

Ypsilanti City Council- Ward 3

Nonpartisan Candidate- March 2018-November 2018; Vacancy Appointment Applicant- May 2019

- * Multi-Tasking the responsibilities of being a candidate in a competitive race with the support of long and short term volunteers (social media, messaging, canvassing, networking, fundraising, delegating, managing creative designers, etc.)
- * Analyzed data to determine best strategy and use of resources (endorsements, process, materials, etc.)
- * Took the road less traveled by running as a progressive nonpartisan in a heavily Democratic area in order to mobilize more voters to cast a ballot

Citizen Subcommittee for Affordability and Accessibility

Appointed Member- February 2018-December 2020

- * Collected and presented data about the housing stock in Ypsilanti, MI
- * Condensing data from the full committee into an easy-to-digest format for the wider community
- * Recommending policy ideas to the Planning Commission and City Council

Rising for Economic Democracy in Ypsi

Founding Member- October 2017-Present

- * Co-created a Community Benefits Ordinance/Agreement with City Council, community activists, and local residents
- * Advocating for policies and processes in city governance that center participatory engagement and the voices of those most disenfranchised within our community

Defend Affordable Ypsi- Ypsilanti, MI

Member- September 2017-Present

- * Serve as a property owner accomplice for renters who are in danger of being priced out due to gentrification
- * Joined "We Love Ypsi Schools" Think Tank in solidarity because of shared root cause

Love, Resilience, Action, Ypsi- Ypsilanti, MI

Founding Steering Committee Member- November 2016-2021

- * Co-founded organization that planned and hosted a resistance march in solidarity with the Women's March on Washington
- * Communicate the power of Ypsilanti's activist past through meaningful events that center social justice like the Standing Rock Salon and a plan for a DACA rally

Northeastern University Center of Community Service- Boston, MA

Alternative Spring Break University Representative- Jamaica, March 2008 and New Orleans, LA, March 2007

- * Managed budget for trips and handled all emergency and non-emergency situations
- * Supported student team leaders through reflection
- * Created session plans and taught Jamaican children aged 3-7 in under-resourced school
- * Rehabilitated a family's home that was destroyed during Hurricane Katrina

Jumpstart for Young Children- Roxbury, MA

Community Relations Associate- September 2005-June 2006

- * Informed community members about Jumpstart and the School Readiness for All Initiative
- * Planned strategy for introducing Jumpstart's interests to key state legislators as a special project for our Executive Director and Regional team

Jumpstart- Jamaica Plain, MA

Americorps Member- Volunteer Coordinator- September 2004-May 2005

Team Leader- September 2003-May 2004

Americorps Member- September 2002-May 2003

- * Recruited, trained, and managed outside volunteers and planned service days for other Corps Members
- * Developed contacts and built relationships with community partners and potential donors
- * Designed, lead, and implemented Jumpstart's unique curriculum session planning with Corps Members
- * Improved the language, literacy and social initiative skills of preschoolers from low-economic backgrounds

America Coming Together- Cleveland, OH and Manchester, NH

Swing-the-State Volunteer- March 2004 and August 2004

*Canvassed voters in NH to ask about their most important political issues and entered data collected

*Informed people in OH of their voting rights and registered them to vote

Education

Simmons College, College of Arts and Sciences Graduate Studies, Boston, MA

Master of Science in Communications Management, May 2006

Bachelor of Arts in Public Relations and Marketing Communications, with minors in Psychology and Art, May 2005

Phillips Academy, Andover, MA

High School Diploma, June 2001

Honors: magna cum laude, Academy, Barbara Lee Internship Fellow, Mary F. Sneed and Ferebee Scholarships

Continuing Education Coursework: Visual Thinking Strategies; Photography; Educational Psychology; Introduction to Public Policy and Theory; Social Policy; Gender and Leadership; Political Communications; Race, Class, and Educational Achievement; Children's Literature; Susan Schecter Social Action Framework: Domestic Violence

Eleanore Eveleth

1640 Newport Road · Ann Arbor, MI 48103 · 313.402.2593 · Eleanore.Eveleth@gmail.com

PROFESSIONAL PROFILE

- Strong leadership and technical skills specific to improving community social, economic, health inequities.
- Executive management experience, leading large teams in complex projects and program development.
- Significant experience developing data analyses, public policy recommendations, and community strategies.
- Demonstrated ability to build strategic partnerships and coordinate collaborative initiatives.
- Extensive experience designing fund development strategies, managing budgets, and administering grants.
- Comprehensive computing skills: GIS, SPSS, urban design, and project management software.

EDUCATION

Master of Urban Planning, Wayne State University, Detroit, MI December 2009

- Awarded The George Galster Prize, honoring the best graduating student in the MUP program.
- Received Fulbright-Hayes scholarship for South Asian field study. Studied sustainable building practices, developed community plan, constructed housing following the 2004 tsunami.

Bachelor of Arts, Sociology, University of Michigan, Ann Arbor, MI December 1996

EXPERIENCE

Co-Director January 2019 – Present
Interfaith Council for Peace and Justice Ann Arbor, MI

- Co-led collaborative strategic planning process to update organization's mission, vision, and values.
- Co-led collaborative process to refocus organization to center racial & economic justice.
- Designed strategies to build and sustain relationships with prospective and current donors.
- Led design and implementation of multiple, simultaneous education, advocacy, and community engagement campaigns to empower residents to participate in local decision-making processes.

Executive Director May 2017 – August 2018
Sinai-Grace Guild Community Development Corporation Detroit, MI

- As its first Executive Director, I launched the nonprofit, focusing on Board development, resource and operational capacity, and our community visioning process. I led the Board through a strategic planning process, developed internal policies and procedures, created the budget and managed finances, secured \$225K within organization's first nine months, and led internal operations and program development.
- Led an in-depth community engagement process, with over 300 stakeholders, a team of architects and consultants to develop the area's first neighborhood vision and revitalization framework.
- Launched our Early Action Projects, including a pilot program to support aging in place, tax foreclosure prevention, and home energy audits and weatherization of 30 homes for seniors.
- Developed the organization's commercial revitalization, housing stabilization, and greenway development strategies, through a participatory process with the Board and community stakeholders.

Principal August 2012 – August 2018
Neighborhood Collaboration Builders Detroit, MI

- Supported community development initiatives from vision to implementation and evaluation, with expertise in strategic planning, fund development, program development, community engagement, charrette design, volunteer coordination, process and meeting facilitation, nonprofit board governance, data analysis, urban design, participatory planning, project management, and program evaluation.
- Organizations supported include: North End Christian CDC, We Want Green Too, Detroiters Working for Environmental Justice, Future Build, Community Development Advocates of Detroit, and Vanguard CDC.

Eleanore Eveleth

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Vice President, Planning and Programs Vanguard Community Development Corporation

May 2015 – February 2016
Detroit, MI

- Worked as part of the executive team to develop and maintain VCDC's long-range vision, to fund raise for program implementation, and to support organizational operations.
- Designed, led the implementation of program strategy, including goal setting, partnership development, community engagement, project management, implementation, grant reporting, evaluation.
- Led planning processes to develop a new neighborhood master plan and development strategy.
- Supervised the neighborhood condition survey and developed research, maps, and analytical reports.
- Designed and managed planning and implementation processes to improve the neighborhood quality of life, including the Delores Bennett Park expansion and creation of the North End Greenway.

Interim Executive Director Vanguard Community Development Corporation

January 2015 – May 2015
Detroit, MI

- Successfully led struggling organization through a challenging transition period in which it faced significant financial, governance, organizational, staffing, and operations challenges.
- Provided stability and leadership to strengthen relationships with stakeholders and funders.
- Maintained programs and advanced critical development plans despite organizational challenges.

Senior Project Manager, Special Projects Vanguard Community Development Corporation

April 2013 – December 2014
Detroit, MI

- Supported Executive Director in fund development efforts including federal, state, and local governmental grant applications, as well as philanthropic grant applications.
- Managed the Building Sustainable Communities Initiative in Detroit's North End neighborhood. Responsibilities include: leadership of planning and engagement processes, partnership development, budgeting, and project design, management, and reporting.
- Led collaborative processes to facilitate the involvement of residents, businesses, partner organizations and institutions to develop strategies and implement projects in the three key areas: Neighborhood Improvement and Real Estate Development; Safety and Security; and Jobs and Economic Development.
- Projects included: place-making design workshops; planning for neighborhood greenway, living histories art installations, and park expansion; neighborhood food system planning; design and implementation of community engagement and resident capacity-building strategy; foreclosure prevention efforts.

Community Development Projects Manager Data Driven Detroit

July 2009 – July 2012
Detroit, MI

- Created program to support community and economic development practitioners to identify their technical and data needs and increase their access to relevant and user-friendly information.
- Managed all aspects of major community development projects, from conceptualization, partnership development, budgeting, contract negotiation, and project and staff management.
- In conjunction with the Executive Director and other senior staff, designed mission, strategy, organizational and programmatic structure and policies during the organization's initial two years.
- Supported Executive Director to secure grants and donations from philanthropic, government, corporate, and individual sources.

COMMUNITY VOLUNTEER

Community Development Advocates of Detroit, Board Member, Secretary; New Center Commons, Board Member, Vice-President; Woodbridge Community Development Corporation, Founder and Board Member; Rouge River Rescue, Volunteer; Greening of Detroit, Volunteer; Lincoln Street Art Park, Volunteer; North End Governance Board, Member; Hope Takes Root, Volunteer; The James and Grace Lee Boggs School, Parent Volunteer. Volunteer for numerous community projects to build pocket parks, clean-up neighborhoods, plant trees, clean up the Detroit River and Belle Isle, advocate for biking amenities, and strengthen existing community parks. Canvasser to support residents with water shut-offs and foreclosure notices.

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Selected Employment

University of Michigan Ann Arbor, Michigan	Strategic Project Manager Student Engagement Coordinator, Poverty Solutions	2021- 2018-
	Lecturer, School of Social Work	2019-
Shalom Community Church	Pastor	2018-
Conrad Grebel University College Waterloo, Ontario	Dean and Associate Professor of Religious and Theological Studies Acting Director, Toronto Mennonite Theological Centre	2014-2016 2016
Bluffton University Bluffton, Ohio	Adjunct Instructor of Media Technology Associate Professor of Religion Honors Program Director Assistant Professor of Religion	2017 2011-2014 2009-2014 2004-2011
Seabury-Western Theological Seminary Evanston, Illinois	Visiting Instructor of Theology and Ethics	2002-2004
Loyola University Chicago Chicago, Illinois	Assistant Dean, The Graduate School	1998-2002
Charleswood Mennonite Church	Associate Pastor	1991-1993

Government Service

Washtenaw County Prosecutor's Office	Senior Design Specialist	2021-
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Education

Loyola University Chicago Chicago, Illinois	Ph.D., Constructive Theology Dissertation Title: <i>How to Eat your Bible: Performance for Mennonite Bodies</i> M.A., Theological Studies	conferred 2008 conferred 1999
University of Manitoba Winnipeg, Manitoba	B.A., Religious Studies	conferred May 1993

Honors, Prizes, and Scholarships

Victoria University Wellington	Visiting Scholar, School of Design	Summer 2014
C. Henry Smith Peace Lectureship		2013-2014
Bluffton University	Sabbatical	Fall 2013
	Pathways Civic Engagement Theme Scholar -with Carrie Phillips	2012-2013
	Pathways Civic Engagement Theme Scholar	2007-2008
Loyola University	Graduate School Assistantship	1997-1998
	McCormick Graduate Fellow	
	Center for Urban Research and Learning	1996-1997
Conrad Grebel College	George E. Schroeder Memorial Award	1988-1989

Grants Received

2007 Introduction to Biblical Worldview text
-with Laura Brenneman, Randy Keeler and Alex Sider.
Pathways Centre for Vocation, Bluffton University
\$12,000 for the writing and publishing of an introductory text in religion

2003 disseminary.org (with A.K.M. Adam)
Wabash Center for Teaching and Learning in Theology
\$18,800 for experimental teaching, learning, and publishing via digital media.

Publications

Books

Toola, Hachiko, Oscar, and Harambe: A Theology of Animal Celebrity (projected).

Ending Poverty: Religion and Poverty Solutions. Grand Rapids: Eerdmans, (invited, in final negotiations)

Cruciform Gestures: A theological ethics of the virtual body and social technologies. Eugene: Cascade, (contracted)

The Gift of Ethics: Receiving the promise of Jesus in the Beatitudes, Eugene: Cascade Books, 2014.

Edited Books

With Gerald Mast and J. Denny Weaver, *Anabaptist Political Theology After Marpeck*. Cascadia, 2022.

With Timothy Harvie and Matthew Eaton, *Encountering Earth*. Eugene: Cascade, 2018.

Edited Journals

“Teaching Ethics” special issue of *The Conrad Grebel Review*, Volume 35, Issue 1, Winter 2017.

Book Chapters

“Creation in Pilgram Marpeck, Nancey Murphy, and Kathryn Tanner” in Weaver, Mast, and Bechtel, eds., *Anabaptist Convictions After Marpeck*. Cascadia, 2022

“A Good Story: Meat Eating for Christians” in *Thinking Creatively*, Markham, Ian, ed., Wiley, 2022.

“Focal Practices, Virtuality, Authenticity and Public Space” in Wainwright, Tobias, ed., *T&T Clark Companion to Christian Ethics*, London: T&T Clark, 2020.

With Timothy Harvie and Matthew Eaton, “Introduction”, in *Encountering Earth*. Eugene: Cascade, 2018.

“The Cruciform Lap: The common life of cats, chickens and couples”, in *Encountering Earth*. Eugene: Cascade, 2018.

“The Gift of Creation and Interpretation” in *The Work of Jesus Christ in Anabaptist Perspective: Essays in Honor of J. Denny Weaver*, edited by Alain Epp Weaver and Gerald Mast, Telford: Cascadia Publishing House, 2008.

“Performing the Self in the Image of its Creator”, *Anabaptist Visions for the New Millenium: A Search for Identity: Proceedings of the Symposium at Bethel College, Newton, Kansas, June 15-18, 2000*. edited by Dale Schrag and James Juhnke, 95-99. Kitchener: Pandora Press, 2000.

Compact Discs

Anabaptist Bestiary Project, *For Every Creature*, 4action records, 2013.

\$3000 in production costs were crowdfunded through Indiegogo.com

Several, *The Problem with Time*, 4action records, 2011.

Anabaptist Bestiary Project, *Anabaptist Bestiary Project*. 4action records, 2008.

Articles

“Afterword” for “Teaching Ethics” special issue of *The Conrad Grebel Review*, Volume 35, Issue 1, Winter 2017.

“Sound is the Blood between Me and You: Toward a Theology of Animal Musics”, *Conrad Grebel Review*, Volume 33, Issue 2, Spring 2015.

“Colony Collapse Disorder: A Song About Honeybees”, *Center for Mennonite Writing Journal, Song Writing*, Vol 6., No. 3, <http://www.mennonitewriting.org/journal/6/3/> August 2014.

“Re-Imagining Personhood”, *The EcoTheo Review*, ecotheo.org, May 2014.

With A.K.M. Adam, "The Disseminary: From Napster to a New Model for Theological Education and Publishing", *Anabaptist-Mennonite Scholars Network Newsletter*, Fall 2004.

“How to Eat your Bible: Performance and Understanding for Mennonites”, *Conrad Grebel Review*, Volume 21, Issue 2, Spring 2003.

With James F. Caccamo, “The Crucified Christ and Cruciform Quilts: The Visual Arts and Meaning in Christian Worship and Daily Life.” in the *Proceedings of the 1999 National Conference on Liberal Arts and the Education of Artists Held in New York, October 22, 1999*, 278-287. New York: School of the Visual Arts, 1999.

With James F. Caccamo and Martin K. Foy, “Computer-Based Approaches to the Instruction and Experience of Art.” in the *Proceedings of the 1996 National Conference on Liberal Arts and the Education of Artists Held in New York, October 17, 1996*, 54-61. New York: School of the Visual Arts, 1996.

“What Can the Church Say to Generation X”, *The Mennonite Reporter*, Volume 23, Number 9, May 3, 1993.

Book Reviews

The End of Captivity, by Tripp York, *Direction*, Volume 45, Number 2, Fall 2016

A Faith Embracing All Creatures: Addressing Commonly Asked Questions about Christian Care for Animals, Edited by Tripp York, and Andy Alexis-Baker, *Mennonite Quarterly Review*, Volume 89, Number 1, January 2015.

A Precarious Peace, by Chris K. Huebner, *Conrad Grebel Review*, Volume 26, Number 3, October 2008.

The Mediated Spirit, by Peter Horsfield. *Teaching Theology and Religion*, Volume 7, Issue 2, April 2004.

Creation at Risk?: Religion, Science, and Environmentalism, Edited by Michael Cromartie. *The Mennonite*, Volume 111, Issue 22 November 26, 1996.

With Roots and Wings: Christianity in an Age of Ecology and Dialogue, by Jay B. McDaniel. *The Mennonite* Volume 110, Issue 23 December 12, 1995.

Presentations

Invited

“Blank Space: Youth, Meaning, Future” presented to the Mennonite Christian Shi’a Muslim Dialogue VII, Canadian Mennonite University, Winnipeg, Canada, March 2018.

“The Da Vinci Code, The Council of Nicea and the Canonization of the Bible” at the Erin Extended Learning Opportunities Fall Lecture Series, October 29, 2015.

“Animals as Peers, as Persons, as Peacebuilders”, Religious Studies Department Lecture Series, University of Waterloo, March 26, 2015.

“Putting the Wild in Wild Hope”, Rockway Mennonite Collegiate, January 13, 2015.

“Thinking Twice about Balaam’s Donkey”, Mennonite Conference of Eastern Canada Pastor’s Breakfast, Conrad Grebel University College, November 4, 2014.

“The ‘And’ in God: Reflections on Theology and Ethics” presented to the Mennonite Christian Shi’a Muslim Dialogue VI, IKERI, Qom, Iran, May 2014.

“The Peaceable Kingdom”, C. Henry Smith Peace Lecture, Goshen College, Bluffton University, Conrad Grebel University College, Spring 2014.

With Carrie Philips, “Curated Identity”, Civic Engagement Lecture. Bluffton University, Bluffton, Ohio, April 9, 2013.

“The Narwhal: Beauty and Laughter”, Baccalaureate Address, Bluffton University, Bluffton, Ohio, May 5, 2012.

“Being an Audience in an Age of Distraction”, presentation as part of Forum series lectures at Bluffton University, Bluffton, Ohio, September 18, 2012.

“Discernment and Community in the Twitter Age”, presentation in the Albertus Magnus Lecture Series, Dominican University, River Forest, Illinois, October 13, 2011

“The internet as new faith community”, presentation at Goshen New Perspective group, College Mennonite Church, Goshen, Indiana, January 16, 2011.

“A Gospel of Creatures”, presentation at Petersime Chapel, Manchester College as part of the Peace Week celebrations, April 24 2009.

“Finding God in Creation: A Whale Watcher’s Guide”, Inaugural Civic Engagement Lecture. Bluffton University, April 1, 2008.

"How to Eat your Bible", presentation of dissertation research to Bluffton University faculty as part of the Faculty Colloquium series. Bluffton University, March 28, 2008.

"Finding God in Creation: A Whale Watcher's Guide", Presidential Scholarship Lecture. Bluffton University, January 26, 2008.

"Beautiful Iconoclasm", as part of the plenary panel, "The Kingdom in Pictures and Poems", The Ekklesia Project, DePaul University, July 17-19, 2006.

"Savouring our Words: A Response to the Conference Holding Fast to Our Confession of Faith", as part of the panel, "Young Scholars", presentation to the consultation, Holding Fast to the Confession of our Hope: The Confession of Faith Ten Years Later, Associated Mennonite Biblical Seminary, June 8-10, 2006.

"Cuyahoga", response to "Liberating Church", presented by Susan Biesecker-Mast, Constitution Day Celebrations, Bluffton University, September, 2005.

"Planing the Grain of the Universe", sermon at the ordination of Tripp Hudgins to the Christian Ministry, North Shore Baptist Church in Chicago, IL. November 7, 2004.

With A.K.M. Adam, "Swimming with the Web", presented at Bread for the Journey, Seabury-Western Theological Seminary, October 8, 2003.

With James B. Lemler, "Worship and Technology", presented at Bread for the Journey, Seabury-Western Theological Seminary, October 30, 2002.

Selected

Multiple presentations on the work of Poverty Solutions at the University of Michigan in U-M classes, to U-M student organizations, and in area churches.

"Animal Celebrity: Learning to care for what the other cares about" presented at the Franciscan Connections Conference, Lesser Ethics: Retrieving the Good Life in the Franciscan Tradition, (virtual conference), June 2021

"A Domesticated Politics: Anthropocene Possibility in Purdy, Massumi and Marpeck" presentation at the Rooted and Grounded conference, Anabaptist Mennonite Biblical Seminary, Elkhart, Indiana, September 2018.

"The Cruciform Lap: The common life of cats, chickens and couples" presented at the Religion and Animals Group at the American Academy of Religion, Boston, Massachusetts, November, 2017.

With Matthew Eaton, "A Panel on Animal Geographies" presentation at the Rooted and Grounded conference, Anabaptist Mennonite Biblical Seminary, Elkhart, Indiana, September 2014.

"Shock the Monkey: A Consideration of Interspecies Musical Appreciation" presented at the Sound in the Land 2014 conference at Conrad Grebel University College, Waterloo, Ontario, June 2014.

"Using Social Media to Build up God's Kingdom", Citizens of God's Kingdom, Mennonite Church USA Convention 2013, Phoenix, Arizona, July, 2013.

"Songwriting as Justice-Seeking", Spirituality & Shalom: Living at the Intersection of Faith & Justice, ICPF (Inter Collegiate Peace Fellowship Conference), Bluffton, Ohio, February, 2013.

"What Toola the Sea Otter has to teach us about animal personhood", presentation at the Society of Christian Ethics, Chicago, Illinois. January 2013.

"Why every Christian should have facebook," presented as part of the Technology and Ethics Interest Group panel, "To Tweet or not to Tweet: Concrete moral norms and social media," at the Society of Christian Ethics, Washington, D.C., January 2012.

"Creation in Pilgram Marpeck, Nancey Murphy, and Kathryn Tanner", presented at Anabaptist Convictions After Marpeck conference held at Bluffton University, June, 2009.

"Writing the Anabaptist Bestiary Project", presented at Sound in the Lands 09 conference held at Conrad Grebel University College, Waterloo, Ontario, June, 2009.

"A Theologians' (Muse/ic)" presented at Mennonite/s Writing: Beyond Borders conference held at Bluffton University, October, 2006.

"The Gospel of All Creatures Then and Now" presented at the Religion and Ecology Group at the American Academy of Religion, Philadelphia, Pennsylvania, November, 2005.

"The Execution of All Things: Generation X and Vocation", presentation to conference A Culture of Call, Goshen College, October, 2005.

"The Body of Heaven, The Blog of Christ: Performance, Embodiment, Virtuality", presented at the Digital Genres Conference: Semiotic Technologies for a New Millennium. University of Chicago, May 30-31, 2003.

“How to Eat your Bible: Performance and Understanding for Mennonites”, presented at the Toronto Mennonite Theological Centre Graduate Student Conference: Issues in the Future of Anabaptist-Mennonite Scholarship. Toronto Mennonite Theological Centre, November 22, 2002.

“Pilgram Marpeck the Performer: A Post-Modern Perusal of 16th Century Anabaptist Life and Thought”, presented at the conference, Pilgram Marpeck: From Strassburg to New York City. June 7 & 8, 2002.

“Performance as a Rubric for the Christian Life: Polanyian Commitment, Ricoeurian Appropriation and rainer maria”, presented at the Polanyi Society Conference: Polanyi’s Post-Critical Thought and the Rebirth of Meaning. Loyola University Chicago, June 9, 2001.

With Michelle Clifton-Soderstrom, “Performance in Theological Discussions”, presented at the Third Annual Graduate Student Colloquium, Methodological Pluralism: Conducting Research from a Variety of Perspectives;, Loyola University Chicago, April 9, 1999.

With Philip Nyden and Lin Von Dreele, “The Loyola Center for Urban Research and Learning: Institutionalizing the Community/University Partnership Model”, presented at Heartland II: Jesuit Higher Education in the Heartland. St. Louis University, May, 1997.

“Building Linkages to the Community Through Externally Funded Consortiums”, presented at Heartland II: Jesuit Higher Education in the Heartland. St. Louis University, May 20, 1997.

“The Analogy Between the Implicit Foundational Ethics of the Information Revolution and Relational Feminism”, presented at Computer Ethics and Moral Theologies: Co-sponsored by the Computer Ethics Institute, Washington Theological Consortium and Virginia Theological Seminary. Virginia Theological Seminary, Alexandria, VA, March 7, 1996.

Research Interests

Human-Animal Relationship
Poverty and Religion in Social Contexts
Anabaptist History and Theology

Theological, Ethical Implications of Technology
Hermeneutics and Biblical Interpretation
Christian Feminist Ethics and Theology

Courses Taught

University of Michigan

Engaging Social Justice, Diversity, and
Oppression in Social Work
Ethics, Religion and Poverty
Real World Perspectives on Poverty
Solutions

Conrad Grebel University College

Hermeneutics
Lives of Animals

Bluffton University

Introductory
Becoming a Scholar
Introduction to Biblical Literature
Introduction to Biblical Worldview
Introduction to Philosophy
Introduction to Old Testament
Christian Ethics
Christian Theology
Christian Values in a Global Community

Upper Level Religion

Historical and Theological Studies:
Digital and Pop Culture
Creation
Christology
Theological Anthropology
Exegetical Studies:
Ezekiel
Genesis
Methods of Biblical Interpretation

Bluffton University

Honors
Junior Honors
Christian Ethics

Masters of Business Administration
Information Technology
Business Ethics

Adult Education
Faith and Community

Seabury-Western Theological Seminary

Systematic Theology
Ethics of Intimacy
Christian Ethics I
Christian Ethics II
The Gospel Mission
Performance for Priests
Authority in the Anglican Tradition

Loyola University Chicago

Theology of Faith

Professional Involvement

Ordination

As Theologian in the Central District Conference of the Mennonite Church USA
At Chicago Community Mennonite Church
January, 2012

Conference Planning

Spirituality & Shalom, Faculty Consultant
ICPF (Inter Collegiate Peace Fellowship Conference), Bluffton, Ohio,
February, 2013

Rooted in Peace, Faculty Consultant
ICPF (Inter Collegiate Peace Fellowship Conference), Bluffton, Ohio,
February, 2011

Anabaptist Convictions After Marpeck, Co-Chair
Bluffton University, Bluffton, Ohio
June 2009

Invited and Awarded Consultations

Theological School Dean's Colloquy
Wabash Center, Crawfordsville, Indiana
2015-2016

Focal Living Consultation,
Associated Mennonite Biblical Seminaries, Elkhart, Indiana
March 2008

Worship and Technology Consultation,
Calvin College, Grand Rapids, Michigan
August 2002

Technology, Theology and Education Consultation,
Wabash Center, Crawfordsville, Indiana
September 2003

Technology, Theology and Education Consultation,
Wabash Center, Crawfordsville, Indiana
August 2002

Associations

Anabaptist-Mennonite Scholars Network
American Academy of Religion
Society of Christian Ethics

Training

Damascus Road Anti-Racism training
Healthy Boundaries training
Victim Offender Conferencing training
August 2012
July 2018
November 2018

Community Involvement

Friends of Restorative Justice
Poor People's Campaign of Washtenaw County
Alpha House
Shalom Community Church

Committee Work

University of Michigan	Student Support Task Force, Food Insecurity Working Group,
University of Waterloo	Faculty Senate, Federated and Affiliated University Colleges Deans Council, Rotary Peace Centre Planning Committee, General Group, Faculty of Arts, Undergraduate Operations Committee, Undergraduate Advisory Group, Faculty of Arts, Graduate Advisory Group, Faculty of Arts,
Conrad Grebel University College	College Council, Chair, Academic Council, Chair, Promotion and Continuing Contracts Committee, Chair, Sawatsky Lecture Committee, Administrative Executive, MSCU Centre for Peace Advancement Advisory Board, Graduation Planning Committee
Bluffton University	Faculty Executive Committee, Special Studies and Honors Committee, (ex-officio) Graduate Academic Programs Committee, Technology Visioning Committee, Chair, Liberal Studies Task Force, Graduate Programs in Business Committee, BCOMP Committee, Graduate Academic Program Council,
Seabury Western Theological Seminary	Chair, Secretary, Academic Affairs Committee, Chair, Lecture Committee, Technology Committee, Northwestern – Seabury Cooperation Committee Bookshelf Advisory Board Ad Hoc Academic Restructuring Committee Ad Hoc Emergency Protocol Committee
Loyola University Chicago	Project Evoke Advisory Board, Distance Learning Committee, Water Tower Development Committee, Council of Graduate School Programs, (ex-officio) Graduate Students Advisory Council, (ex-officio)

William D. Lopez, PhD, MPH

Department of Health Behavior and Health Education
University of Michigan School of Public Health
wdlopez@umich.edu; [@lopez_wd](https://twitter.com/lopez_wd)
1415 Washington Heights, Office 3815
Ann Arbor, MI 48109

EDUCATION

- University of Michigan School of Public Health** **2016**
Doctor of Philosophy
Department of Health Behavior and Health Education
Cognate: Anthropology
Dissertation: “If you hold my hand, no one will be able to take you away from me”: The health implications of an immigration raid on a mixed-status Latino community in Washtenaw County, Michigan
- University of Texas School of Public Health** **2008**
Master of Public Health
Management, Policy, and Community Health Division
Certificate in Global Health
- University of Notre Dame** **2005**
Bachelor of Arts
Psychology

HONORS AND AWARDS

- 2020 International Latino Book Awards. September 2020:
First Place, Mariposa Award for Best First Book - Nonfiction
Honorable Mention, Best Political/Current Affairs Book
Second Place, Latino Books to Movies, Drama TV Series
- Jose Celso Barbosa Award. April 2019:
Award given by University of Michigan Student group La Casa to honor outstanding scholars whose work has greatly impacted the Latinx community

ACADEMIC POSITIONS

January 2022 – Present

Faculty Expert. [Link](#).
University of Michigan Poverty Solutions.

May 2019 – Present

Faculty Associate. [Link](#).
University of Michigan Latina/o Studies Program.

July 2018 – Present

Clinical Assistant Professor. [Link](#).
Department of Health Behavior and Health Education
University of Michigan School of Public Health

July 2018 – Present

Faculty Lead
Office of Foundational Learning and Practice
Department of Health Behavior and Health Education
University of Michigan School of Public Health

July 2018 – September 2020

Faculty Director of Public Scholarship
University of Michigan National Center for Institutional Diversity

September 2016 – July 2018

Postdoctoral Fellow
University of Michigan School of Social Work (Year 1) and School of Public Health (Year 2)
University of Michigan National Center for Institutional Diversity

RESEARCH POSITIONS

2013-2014 University of Michigan School of Social Work
Effects of Deportation on Immigrant Families
Project Manager

2011-2014 University of Michigan School of Public Health
Detroit Youth Passages Project
Graduate Student Research Assistant

2008-2011 University of Michigan Institute for Social Research
The Physiological Effects of Altruism and Pain Measures in Older Adults
Research Technician Intermediate and Technician Associate

2007-2008 University of Texas Health Science Center-Houston Department of Developmental Pediatrics
Research Assistant

TEACHING

Committee Member

Aissa Cabrales, Department of Psychology. Undergraduate Thesis
Annette Beauchamp, Department of English and Education, Doctoral Dissertation

Instructor and Co-Instructor

Fall 2020 - Sp/Su 2021

Instructor, University of Michigan School of Public Health, Ann Arbor, MI.

PH 507: Social Determinants of Health and Health Communication (remote, 2 credits, 193 students)

PH 510: Communication Fundamentals (online, 1 credit, 36 students)

HBHE 677: Health Impacts of Immigration Law Enforcement in the US (remote, 3 credits; 20 students)

HBHE 591: Planning and Implementing Health Promotion Programs (online, 3 credit, 9 students).

Fall 2019 - Sp/Su 2020

Instructor, University of Michigan School of Public Health, Ann Arbor, MI.

HBHE 677: Health Impacts of Immigration Law Enforcement in the US (3 credits; 15 students).

HBHE 651: Program Development in Health Education (3 credits; 50 students).

HBHE 591: Planning and Implementing Health Promotion Programs (online, 3 credit, 12 students).

Co-Instructor, University of Michigan School of Public Health, Ann Arbor, MI.

HBHE 510: Communications Fundamentals for Public Health (1 credit, 126 students).

HBHE 508: Social Determinants of Health (1 credit; 126 students)

Fall 2018 - Sp/Su 2019

Instructor, University of Michigan School of Public Health, Ann Arbor, MI.

HBHE 710: Health Impacts of Immigration Enforcement in the US (3 credits, 13 students)

Co-Instructor, University of Michigan School of Public Health, Ann Arbor, MI.

HBHE 651: Program Development in Health Education (3 credits; 77 students).

HBHE 510: Communications Fundamentals for Public Health (1 credit, 260 students).

HBHE 509: Introduction to Qualitative Methods (1 credit; 260 students).

HBHE 508: Social Determinants of Health (1 credit; 260 students).

Guest Lecturer

Fall 2020 - Winter 2021 - Sp/Su 2021

March 31st: Preventive Medicine, Michigan Medicine

March 17th: Department of Mexican American Studies, University of Arizona

March 10th: Department of Anthropology, University North Carolina, Chapel Hill

February 16th: Department of Peace and Conflict Studies, Guilford College

December 10th: Department of Anthropology, Rollins College

November 16th: School of Public Health, University of Michigan

November 11th: School for Conflict Analysis and Resolution, George Mason

February 5th: University of Washington Bothell: Social Dimensions of Health

October 21st: Department of Anthropology, Northern Illinois University

October 21st: Department of Anthropology, Sarah Lawrence College

September: School of Public Health, University of Michigan

Fall 2019 - Winter 2020 - Sp/Su 2020

April 16th: Department of Anthropology, Sarah Lawrence College

March 27th: Department of Ethnic Studies, California Polytechnic State University

February 12th: Department of Global & Community Health, George Mason University

November 20th: School of Public Health, University of Michigan

November 18th: Department of Anthropology, University of Michigan

November 14th: School of Public Health, University of Michigan

November 5th: Department of English Language and Literature, University of Michigan

October 30th: School of Public Health, University of Michigan

Fall 2018 - Winter 2019 - Sp/Su 2019

February 18th: Department of Anthropology, University of South Florida

February 7th: Department of Global & Community Health, George Mason University

November 7th: School of Public Health, University of Michigan

October 25th: School of Public Health, University of Michigan

FELLOWSHIPS AND GRANTS

January 2021 – December 2021

Anti-Racism Collaborative (ARC) Research and Community Impact Fellowship

National Center for Institutional Diversity Fleming/Watkins/Lopez (MPI) 10/2021 – 10/2022
Anti-racist action by cities and communities to respond to racist police violence

We are examining alternatives to policing in Ann Arbor and following the policy resolution process to create an unarmed response program in Ann Arbor using mixed-methods research strategies.

Role: PI

October 2021 – October 2022

National Center for Institutional Diversity. \$10,000. Role: Co-Principal Investigator. “Anti-racist action by cities and communities to respond to racist police violence.”

June 2021 – December 2022

Michigan Health Endowment Fund. \$100,000. Role: Co-Investigator. “Washtenaw County Health Department Latino Health Consortium.”

May 2020 – January 2024

National Institutes of Health, Health and Human Services R25. \$853,507. Role: Participating Investigator. “CBPR: Extending the Use of Innovative Methodologies in the Behavioral & Social Sciences.”

August 2021 – July 2022

National Center for Institutional Diversity Anti-Racism Collaborative Public Engagement Grant. \$2,100. Role: Principal Investigator. “Engaging High School Students in the Immigration and Anti-Racism Discussion: A *Separated* Discussion Guide.”

September 2019 - April 2021

University of Michigan College of Literature, Science, and the Arts Humanities Collaboratory. \$500,000. Role: Co-Principal Investigator. “Documenting Criminalization and Confinement.”

May 2019 – May 2020

University of Michigan Institute for Research on Women and Gender Faculty Seed Grant. \$9,953. Role: Principal Investigator. “Worksite Immigration Raids: Gendered Impacts and Community Response.”

July 2018 - June 2019

Michigan Medicine Idea Development Grant. Role: Co-Investigator (Dr. Paul Fleming). \$9,280. “Community Mental Health Services for Mixed-Status Immigrant Families.”

September 2018 - September 2019

UM Institute for Clinical and Health Research Pilot Grant. \$40,000. Role: Co-Investigator (Dr. Paul Fleming). “Exploring strategies to overcome barriers to immigrant families' health care access within the current anti-immigrant climate.”

July 2018 -June 2019

UM Ginsberg Center Community Engaged Teaching and Research Grant. \$15,000. Role: Co-Principal Investigator (Dr. Paul Fleming). “Advancing social change in partnership with mixed-status immigrant families in Washtenaw County.”

January 2018 – December 2018

University of Michigan Poverty Solutions Grant. \$30,000. Role: Co-Investigator (Dr. Paul Fleming). “Overcoming the Chilling Effect: Identifying Strategies for Improving Immigrant Families’ Acceptability and Accessibility to Health and Social Services that Alleviate Poverty”

May 2017 – May 2018

University of Michigan National Center for Institutional Diversity Grant to Support Research Scholarship and Change. Role: Principal Investigator. “Understanding the barriers to obtaining a Washtenaw County ID for U.S. Citizens”

October 2015 - December 2015

Annie. E Casey Foundation. \$10,000. Role: Co-Principal Investigator. “Multisectoral Collaboration to Address the Social Determinants of Health.”

September 2015 – August 2017

University of Michigan School of Social Work Curtis Center. \$15,000. Role: Co-Investigator. “Carding Communities: A Multi-Site Mixed Methods Longitudinal Study of Community ID Card Policies for Social and Mental Wellbeing.”

February 2015 – September 2017

Rackham Graduate Student Research Grant. \$3,000. Role: Principal Investigator. Funding for dissertation research.

September 2013 – August 2015

Rackham Graduate School Student Research Grant. \$1,500. Role: Principal Investigator. “Undocumented Immigrant Trauma, Advocacy, and Identity.”

PUBLICATIONS AND RESEARCH DISSEMINATION

Book

Separated: Family and Community in the Aftermath of an Immigration Raid
Johns Hopkins University Press, 2019

Peer Reviewed Publications

* - denotes student mentee

1. **Lopez, W. D.**, Collins, K. M., Cervantes, G. R., Reynosa, D., Salazar, J. C., & Novak, N. L. (2022). Large-Scale Immigration Worksite Raids and Mixed-Status Families: Separation, Financial Crisis, and Family Role Rearrangement. *Family & community health*, 45(2), 59-66.
- 2.

3. Doshi, M., Bryce, R., Mesa, H., Ibarra Avila, M.C., **Lopez, W. D.**, Militzer, M., Quiñones, S., Kraut, R., Rion, R., & Fleming, P.J. (2022). Barriers to health care services among US-based undocumented Latinx immigrants within the sociopolitical climate under the Trump administration: A comparative analysis between client experiences and provider perceptions. *JSM-Qualitative Research in Health*, 100050.
4. **Lopez, W. D.** (2022). Immigration worksite raids are violent, militarized, and rooted in racial discrimination—And politicians love them for it. *Practicing Anthropology*, 44(1), 31-35.
5. *Benavides, Q., Doshi, M., Valentin-Cortes, M., Militzer, M., Quiñones, S., Kraut, R., Rion, R., Bryce, R., **Lopez, W. D.**, Fleming, P. J. (*in press*). Immigration law enforcement, social support, and health for Latino immigrant families in Southeastern Michigan. *Social Science & Medicine*.
6. Fleming, P. J., **Lopez, W. D.**, Spolum, M., Anderson, R. E., Reyes, A. G., Schulz, A. J. (2021). Policing is a public health issue: The important role of health educators. *Health Education & Behavior*. Epub ahead of print.
<https://journals.sagepub.com/eprint/FDRFBXNXE9KWZYVRDWI/full>
7. **Lopez, W. D.** Review: Abrego, L. J., & Negrón-Gonzales Genevieve. (eds.). (2021). *We Are Not Dreamers: Undocumented Scholars Theorize Undocumented Life in the United States*. Duke University Press. *Journal of American Studies*, 55(5): 1241-1242. doi:
<https://doi.org/10.1017/S0021875821001018>
8. *Klein, E. J., & **Lopez, W. D.** (2021). Trauma and police violence: Issues and implications for mental health professionals. Accepted for publication in *Culture, Medicine, and Psychiatry*. Epub ahead of print. <https://doi-org.proxy.lib.umich.edu/10.1007/s11013-020-09707-0>
9. Modell, S., Fleming, P. J., **Lopez, W. D.**, Goltz, H. H. (2021). Work in progress: Immigrant health care from the vantage of cancer testing and screening. *Journal of Immigrant and Minority Health*. Epub ahead of print. <https://doi.org/10.1007/s10903-020-01129-9>
10. Fleming P. J., Spolum M., **Lopez W. D.**, Galea S. (in press). Public Health Funding Paradox: How funding the problem and the solution impedes public health progress. *Public Health Reports*.
11. **Lopez, W. D.**, Kline, N., LeBrón, A. M. W., Novak, N. L., Young, M D., Gonsalves, G., Mishori, R., Safi, B. A., & Kysel, I. M. (2020). Preventing the spread of COVID-19 in immigration detention centers requires the release of detainees. *American Journal of Public Health*. Epub ahead of print.
12. Valentin-Cortés, M., *Benavides, Q., Bryce, R., Rabinowitz, E., Rion, R., **Lopez, W. D.**, Fleming, P. J. (2020). Application of the Minority Stress Theory: Understanding the mental health of undocumented latino immigrants. *American Journal of Community Psychology*. Epub ahead of print.
13. *Mesa, H., Doshi, M., **Lopez, W. D.**, Bryce, R., Rion, R., Rabinowitz, E., and Fleming, P. J. (2020). Impact of anti-immigrant rhetoric and policies on frontline health and social service providers in Southeast Michigan, U.S.A. *Health and Social Care in the Community*. 28(6), 2004-2012. Link: <https://onlinelibrary.wiley.com/doi/abs/10.1111/hsc.13012>
14. Doshi, M., **Lopez, W. D.**, *Mesa, H., Rion, R., Bryce, R., Rabinowitz, E., Fleming, P. J. (2020). Barriers & facilitators to healthcare and social services among undocumented Latino(a)/Latinx immigrant clients: Perspectives from frontline service providers in Southeast Michigan. *PLOS ONE*. 15(6): e0233839.
<https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0233839>
15. **Lopez, W. D.**, Martin, K., Sondag, L., *Stephens, A. M., Lemler, A. C., Ibarra-Frayre, M., ... & Sanders, L. (2020). Team-based urgent response: A model for community advocacy in an

- era of increased immigration law enforcement. *Journal of Community Practice*, 28(1), 56-65.
Link: <https://www.tandfonline.com/doi/abs/10.1080/10705422.2020.1717711>
16. Fleming, P. J., Novak, N., **Lopez, W. D.** (2020). U.S. immigration law enforcement practices and health inequities: A conceptual model and public health agenda. *American Journal of Preventive Medicine*, Dec 57(6): 858-861. Link: <https://pubmed.ncbi.nlm.nih.gov/31753268/>
 17. Fleming, P. J., **Lopez, W. D.**, Ledon, C., Waller, A., Harner, M., Martinez, R., Kruger, D. J. (2019). "I'm going to look for you and take your kids": Reproductive justice in the context of immigration enforcement. *PLoS One*, 14(6), e20217898. Link: <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0217898>
 18. Fleming, P. J., **Lopez, W. D.**, *Mesa, H., Rion, R., Rabinowitz, E., Bryce, R., *Doshi, M. (2019). A qualitative study on the impact of the 2016 US election on immigrant families in Southeast Michigan. *BMC Public Health*. 19(947). Link: <https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-019-7290-3>
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 20. **Lopez, W.D.** Loaves, fishes, and deportation. (2018). *Practicing Anthropology*, 40(4), 35-37.
 21. **Lopez, W. D.**, Novak, N. L., Harner, M., Martinez, R., Seng, J. S. (2018). The traumatogenic potential of law enforcement home raids: An exploratory report. *Journal of Traumatology*, 24(3), 193-199.
 22. LeBrón, A. M. W., Cowan, K., **Lopez, W. D.**, Novak, N. L., Ibarra-Frayre, M., & Delva, J. (2018). It works, but for whom? Examining racial bias in carding experiences and acceptance of a county ID. *Health Equity* 2.1, 239–249.
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 24. Knittel, A. K., Graham, L. F., Peterson, J., **Lopez, W., D.**, & Snow, R. C. (2018). Access to Health Care Services among Young People Exchanging Sex in Detroit. *Journal of Urban Health* 1–17.
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 26. LeBrón, A.M.W., **Lopez, W. D.**, Cowan, K., Novak, N. L., Temrowski, O., Ibarra-Frayre, M., & Delva, J. (2017). Restrictive ID Policies: Implications for Health Equity. *Journal of Immigrant and Minority Health*.
 27. Gámez, R., **Lopez, W. D.**, & Overton-Adkins, B. (2017). Mentors, Resiliency, and *Ganas*: Factors Influencing the Success of DACAmented, Undocumented, and Immigrant Students in Higher Education. *Journal of Hispanic Higher Education*, 16(2), 144-161.
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 29. **Lopez, W. D.**, Lebrón, A. M. W., Graham, L. F., Grogan-Kaylor, A. (2016). Discrimination and depressive symptoms among Latina/o adolescents of immigrant parents. *International Quarterly of Community Health Education*, 36(2), 131-140.

30. Doering-White, J., Horner, P., Sanders, L., Martinez, R., **Lopez, W. D.**, Delva, J. (2016). Testimonial engagement: Undocumented Latina mothers navigating a gendered deportation regime. *Journal of International Migration and Integration*, 17 (2), 325-340.
31. +Graham, L. F., Crissman, H. P., **Lopez, W. D.**, Tocco, J., Snow, R. C., Padilla, M. B. (2014). Navigating community institutions: Black transgender women's experiences in schools, the criminal justice system, and churches. *Journal of Sexuality Research and Social Policy*, 11(4), 274-287. **+Nominated for the Sylvia Rivera Award in Transgender Studies**
32. Horner, P., Sanders, L., Martinez, R., Doering-White, J., **Lopez, W. D.**, Delva, J. (2014). "I put a mask on": The human side of deportation effects on Latino youth. *Journal of Social Welfare and Human Rights*, 2(2), 33-47.
33. **Lopez, W. D.**, Seng, J. S. (2014). Posttraumatic stress disorder, smoking, and cortisol in a community sample of pregnant women. *Addictive Behaviors*. 39(19), 1408-1413.
34. Munro, M. L., Brown, S. L., Pournajafi-Nazarloo, H., Carter, S. C., **Lopez, W. D.**, & Seng, J. S. (2013). In search of an adult attachment stress provocation to measure effect on the oxytocin system: A pilot validation study. *Journal of the American Psychiatric Nurses Association*, 19(4), 180-191.
35. Graham, L. F., Matiz, A., **Lopez, W. D.**, Gracey, A., Snow, R., Padilla, M. B. (2013). Addressing economic devastation and built environment degradation to prevent youth violence: A Photovoice project of Detroit Youth Passages. *Journal of Community Literacy*, 8(1), 41-52.
36. Delva, J., Horner, P., Ramiro, M., Sanders, L., **Lopez, W. D.**, & Doering-White, J. (2013). Mental health problems of children of undocumented parents in the United States: A hidden crisis. *Journal of Community Positive Practices*, 8(3), 25-35.
37. **Lopez, W. D.**, Graham, L. F., Reardon, C., Matiz Reyes, A., Reyes, A., & Padilla, M. B. (2012). "No jobs, more crime. More jobs, less crime": Structural factors affecting the health of Latino men in Detroit. *Journal of Men's Health*, 9(4), 255-260.
38. +Seng, J., **Lopez, W. D.**, Hamama, L., Reed, C. D., & Sperlich, M. (2012). Stigmatized identities, discrimination burden, and mental health in pregnancy: Empirical exploration of an intersectionality framework. *Journal of Social Science and Medicine*, 75(12), 2437-2445. **+Chosen for Best Violence Research of 2012 in the Journal of the Psychology of Violence (2013), 3(3), 203-211**
39. Reinhard, D. A., Konrath, S. H., **Lopez, W. D.**, & Cameron, H. G. (2012). Expensive egos: Narcissistic males have higher cortisol. *PLOS One*, 7(1), e30858
40. **Lopez, W. D.**, Konrath, S. H., & Seng, J. S. (2011). Abuse-related post-traumatic stress, coping, and tobacco use in pregnancy. *Journal of Obstetric, Gynecologic, and Neonatal Nursing*, 40(4), 422-431.
41. **Lopez, W. D.**, Krueger, P. M., & Walters, S. T. (2010). High-risk drug use and sexual behaviors among out-of-treatment drug users: An aging and life course perspective. *Addictive Behaviors*, 35(5), 432-437.

Submitted Manuscripts Under Review (available upon request)

1. Lopez, W. D. & Castañeda, H. A framework for mixed-status communities. To be submitted to *Social Science and Medicine*.

Manuscripts in Preparation (abstracts available upon request)

* - denotes student mentee

1. Lopez, W. D. & Novak, N. L. Community strategies to mitigate health impacts of large-scale worksite raids. To be submitted to *Social Science and Medicine*.
2. *Mendoza Lua, F., Novak, N. L., *Collins, K., & **Lopez, W. D.** Secondary trauma among responders to immigration worksite raids. To be submitted to the *Journal of Social Work and Public Health*.
3. Novak, N. L. & **Lopez, W. D.** Team-based community research is essential to the study of state violence. To be submitted to the *Journal of Participatory Research Methods*.
4. *Collins, K., Novak, N. L., **Lopez, W. D.** The gendered impacts of immigration worksite raids. Under review at the *Journal of Social Work and Public Health*.
5. **Lopez, W. D.** & Novak, N. L. Largescale immigration worksite raids and family instability. Under review at the *Journal of Family and Community Health*.
6. **Lopez, W. D.** & Novak, N. L. Three challenges to addressing mental health after immigration worksite raids. Under review at the *Journal of Immigrant and Minority Health*.
7. *Bess, K. & **Lopez, W. D.** Teaching the social determinants of health as the world burns down. Under review at the *Journal of Pedagogy in Health Promotion*.

Briefs

1. **Lopez, W. D.** & Novak, N. L. (2020). An Unnatural Disaster: The Impact of Immigration Raids on Latino Communities. Immigration Initiative at Harvard.
<https://immigrationinitiative.harvard.edu/unnatural-disaster-impact-immigration-raids-latino-communities>

Peer Reviewed Conference Presentations

* - denotes student mentee

1. Collins, K.*, **Lopez, W. D.**, Novak, N. L., Salazar, J., Reynoso, D., Godinez, G., Shull, T., & Fischer, K. The gendered health impacts of immigration worksite raids in Latinx communities. *Oral presentation at the Annual Meeting of the American Public Health Association, San Francisco, CA, Nov 2020. Link:*
<https://apha.confex.com/apha/2020/lc/papers/viewonly.cgi?password=391472&username=473981>
2. Novak, N. L., & **Lopez, W. D.** Rural worksite immigration raids: Implications for community health. *Oral presentation at the National Rural Health Association Annual Conference, San Diego, CA, May 2020.*
3. Novak N. L., **Lopez W. D.**, Reynoso D, Salazar J, Godinez R, Godinez G, Shull T, Carrillo R. Collective responses to immigration raids: A multi-site, community-engaged study of worksite immigration raids in 2018. *Oral presentation at the 147th Annual Meeting of the American Public Health Association, Philadelphia, PA, Nov 2019.*
4. Valentín Cortés, M.*, Benavides, Q.*, **Lopez, W. D.**, Castro, V.*, Ibarra, C.*, Kurlandsky, K.*, Bryce, R., Rabinowitz, E., Rion, R., Fleming, P. J. Understanding immigration-related stress and coping through the lens of minority stress model: Findings from Southeast Michigan. *Oral presentation at the 147th Annual Meeting of the American Public Health Association, Philadelphia, PA, Nov 2019.*
5. Doshi, M., **Lopez, W. D.**, *Mesa, H., Valentín Cortés, M. A., Quinones, S., Kraut, R., Rion, R., Rabinowitz, E., Bryce, R., Fleming, P. J. Barriers to healthcare & social services for undocumented immigrants: A comparative analysis between provider perceptions and client experiences. *Poster presentation at the 147th Annual Meeting of the American Public Health Association, Philadelphia, PA, Nov 2019.*

6. Fleming, P. J., Benavides, Q.*, Valentin Cortes, M.*, Doshi, M.*, Quinones, S., Kraut, R., Rion, R., Rabinowitz, E., Bryce, R., **Lopez, W. D.** Immigration law enforcement, social network ties, and health for Latino immigrant families in Southeastern Michigan. *Oral presentation at the 147th Annual Meeting of the American Public Health Association, Philadelphia, PA., Nov 2019.*
7. Sánchez-Parkinson, L., Chavous, T., & **Lopez, W. D.** How to establish a publication platform. *Presentation at Enriching Scholarship Symposium hosted by the Teaching and Technology Collaboration at the University of Michigan, Ann Arbor, MI, May 2019.*
8. **Lopez, W. D.** Researching immigrants and refugees in rapidly-changing contexts. *Invited Panelist for Executive Session at the 117th Annual Conference of the American Anthropological Association, November 2018, San Jose, CA.*
9. **Lopez, W. D.** Anthropologists adapting to anti-immigrant climates: Resistance and resilience on campuses and in communities. *Panel presentation at the 117th Annual Conference of the American Anthropological Association, San Jose, CA, November 2018.*
10. Fleming, P. J., **Lopez, W. D.**, Mesa, H.*, Doshi, M.*, Rion, R., Bryce, R., Rabinowitz, E. How does the election of anti-immigrant presidential candidate affect health and social service utilization? Findings from Southeast Michigan. *Oral Presentation at the 146th Annual Meeting of the American Public Health Association, San Diego, CA, November 2018.*
11. Doshi, M.*, **Lopez, W. D.**, Mesa, H.*, Rion, R., Bryce, R., Rabinowitz, E., Fleming, P. J. Identifying Barriers and Facilitators to Care Among Undocumented Clients: Perspectives from Frontline Health Care Service Providers. *Oral Presentation at the 146th Annual Meeting of the American Public Health Association, San Diego, CA, November 2018.*
12. LeBrón, A. M. W., Cowan, K., **Lopez, W. D.**, Novak, N. L., Ibarra-Frayre, M., & Delva, J. Disrupting Restrictive ID Policies: Evaluating Racial Differences in Carding Experiences & Acceptance of Local Government-Issued ID. *Oral Presentation at the 146th Annual Meeting of the American Public Health Association, San Diego, CA, November 2018.*
13. **Lopez, W. D.** & Kattari, S. “I would deport you from the top of the Trump wall”: The challenges of public scholarship for members of marginalized communities. *Oral Presentation given at Transformative DEI Conference, University of Michigan, October, 2018, Ann Arbor, MI.*
14. **Lopez, W. D.** Researching deportability in an era of #BlackLivesMatter. *Oral Presentation at the Society for Applied Anthropology Annual Conference, Santa Fe, NM, April 2017.*
15. **Lopez, W. D.**, Delva, J., Martinez, R., Harner, M., Sanders, L., Harner, Ma., Kruger, D., & Israel, B. “If I’m holding your hand, they can’t take you away from me”: The health impacts of collaborative immigration raids on Latino communities. *Oral Presentation at the American Public Health Association Annual Conference, November 2016.*
16. Graham, L. F., **Lopez, W. D.**, Stern, A., & Padilla, M. B. Street harassment and intersecting social positions: Perceptions of safety and danger among young Latina/os in Detroit. *Oral Presentation at the American Public Health Association Annual Conference, November 2016.*
17. Lebrón, A. M. W., Novak, N., **Lopez, W. D.**, Cowan, K., Rebik, M., A-wan, I., Temrowski, O., Baquero, B., Delva, J. Local ID cards and community health: A collaborative evaluation of community-driven policies in two Midwestern counties. *Oral Presentation at the American Public Health Association Annual Conference, November 2016.*
18. *Gámez, R., **Lopez, W. D.**, & Overton-Adkins, B. Mentors, resiliency, and ganas: Factors influencing the success of DACAmented students in higher education. *Oral presentation at the American Association of Hispanics in Higher Education Annual Conference, Costa Mesa, CA, March 2016.*
19. Sanchez-Parkinson, L., *Gámez, R., Connor, S., Das, D., Delorey, M., Salinas, E., & **Lopez, W. D.** Undocumented and DACAmented student admissions in the Midwest: Case studies

- of institutional support. *Oral Presentation at the Student Affairs Administrators in Higher Education Annual Conference, Indianapolis, IN, March 2016.*
20. **Lopez, W. D.**, Sanders, M., Harner, L., Waller, A., Ledón, C., Llanes, M. & Kruger, D. Community level psychosocial health effects of immigration home raids: A case study in Washtenaw County. *Oral Presentation at the American Public Health Association Annual Conference, Chicago, IL, November 2015.*
 21. Knittel, A., K., **Lopez, W. D.**, Graham, L., F., & Snow, R. Sex exchange in the city: Risk of arrest and incarceration among young people exchanging sex in Detroit. *Oral Presentation at the American Public Health Association Annual Conference, Chicago, IL, November 2015.*
 22. **Lopez, W. D.**, Kruger, D. J., Ledón, C., Waller, A., Llanes, M., Harner, M., & Sanders, L. The psychosocial effects of an immigration home raid on Latino communities. *Poster Presentation at the Association for Psychological Science Conference, New York, NY, May 2015.*
 23. ***Lopez, W. D.** Harner, M., Sanders, L., Ledón, C., Waller, A., Llanes, M., & Kruger, D. J. The impact of an immigration home raid on community psychosocial health. *Poster presentation at the Society for Community Health Research and Action Session at the Midwestern Psychological Association, Chicago, IL, May 2015. *Chosen for Society for Community Research and Action Best Student Poster Award.*
 24. **Lopez, W. D.**, LeBron, A. M. W., Kruger, D., Delva, J., Ledón, C., Waller, A., & Llanes, M. Social patterning of health and service utilization among Latinos: Findings from the Encuesta Buenos Vecinos. *Poster Presentation at the American Public Health Association Annual Conference, New Orleans, LA, November 2014.*
 25. Harner, M., **Lopez, W. D.**, The psychosocial health effects of immigration home raids. *Panel presentation at the Julian Samora Research Institute Annual Conference, Latinos in 2050: Restoring the Public Good, East Lansing, MI, November 2014.*
 26. Lebron, A. M. W., Reyes, A. G., Schulz, A. J., Gambao, C., **Lopez, W. D.**, & Bernal, C. Transportation policy as health policy: Implications of Michigan's driver's license policy for Latinas in Detroit, MI. *Poster Presentation at the American Public Health Association Annual Conference, New Orleans, LA, November 2014.*
 27. **Lopez, W. D.** (Moderator). Creating a Healthy Future for Washtenaw County Latino/as through Encuesta Buenos Vecinos. *Panel presentation at Julian Samora Research Institute Annual Conference, Latinos in 2050: Restoring the Public Good, East Lansing, MI, November 2014.*
 28. Graham, L. F., Kulick, A., Peterson, J, **Lopez, W. D.** Detroit Youth Passages: Addressing economic crises, residential instability, and sexual vulnerability among African-American and Latino/a gender and sexually marginalized communities. *Panel presentation at the LGBT Research Symposium, Champaign, IL, May 2014.*
 29. **Lopez, W. D.**, Graham, L., & Rios, C. Tuition Equality: The shared experience of unequal college access as a catalyst for advocacy. *Oral Presentation at the Society for Applied Anthropology Conference, Albuquerque, NM, March 2014.*
 30. Graham, L., Matiz, A., **Lopez, W. D.**, Gracey, A., Snow, R. C., Padilla, M. B. Addressing economic devastation and built environment degradation to prevent violence: A Photovoice project of Detroit Youth Passages. *Oral presentation at the Society for Applied Anthropology Conference, Albuquerque, NM, March 2014.*
 31. **Lopez, W. D.** Undocumented immigrant advocacy: A queer response to disenfranchisement. *Panel presentation as part of Crossroads Collaborative and Detroit Youth Passages: A Roundtable Discussion, at the Queer Studies Conference, Asheville, NC, April 2013.*
 32. **Lopez, W. D.**, Padilla, M. B., & Graham, L. Coming out of multiple closets: Undocumented Latino immigrants' use of queer politics. *Oral presentation at the American Anthropological*

Association Annual Meeting, Association of Latina and Latino Anthropologists, San Francisco, CA, November 2012.

33. Keene, D, Padilla, M., **Lopez, W. D.**, Graham, L., Snow, R., & Berman, L. Spatial stigma and health inequality in post-industrial Detroit. *Oral presentation at the Structural Stigma and Population Health Conference for Special Issue of Social Science & Medicine, Columbia University, NY, June 2012.*
34. **Lopez, W. D.**, Graham, L. F., Reardon, C., Matiz Reyes, A., Reyes, A., & Padilla, M. “No jobs, more crime. More jobs, less crime”: Structural factors affecting the health of Latino men in Detroit. *Poster presentation at the Physician’s for Human Rights Conference, University of Michigan, Ann Arbor, MI, March 2012.*
35. Brown, S., Smith, D., Konrath, S., Seng, J., & **Lopez, W. D.** Prosocial behavior causes oxytocin-release under conditions of social closeness. *Symposium talk at the Society for Personality and Social Psychology, San Diego, CA, January 2012.*
36. **Lopez, W. D.**, Cameron, H., & Seng, J. Risk factors for tobacco use among pregnant trauma survivors. *Poster presentation at the Midwestern Psychology Association Conference, Chicago, IL, May 2011.*

Writing in Popular Press

2022

1. **Lopez, W. D.** What Latino Health Research Says About Disney’s *Encanto*. Latino Rebels, January 5. [Link](#).

2020

1. **Lopez, W. D.** & Gonsalves, G. Commentary: Release detained immigrants to cut COVID deaths. San Antonio Express News, December 19. <https://www.expressnews.com/opinion/commentary/article/Commentary-Release-detained-immigrants-to-cut-15814796.php>
2. Castañeda, H. & **Lopez, W. D.** Immigrant Communities in the Covid-19 Pandemic: Old and New Insights on Mobility, Bordering Regimes, and Social Inequality. Items: Insights from the Social Sciences. Social Science Research Council, October 29. <https://items.ssrc.org/covid-19-and-the-social-sciences/disaster-studies/immigrant-communities-in-the-covid-19-pandemic-old-and-new-insights-on-mobility-bordering-regimes-and-social-inequality/>
3. **Lopez, W. D.** & Lopez, K. L. Column: We must advocate for international and undocumented students. Michigan Advance. July 21. <https://www.michiganadvance.com/2020/07/21/column-we-must-advocate-for-international-and-undocumented-students/>
4. Byrd, W. C. & **Lopez, W. D.** College students will bring racial economic disparities of the pandemic back to campus. Are universities ready? Washington Post. July 20. <https://www.washingtonpost.com/nation/2020/07/20/college-students-will-bring-racial-economic-disparities-pandemic-back-campus-are-universities-ready/>
5. Byrd, W. C., & **Lopez, W. D.** Opinion | Colleges must consider the inequities of reopening campuses in the fall. Bridge Michigan. July 8. <https://www.bridgemi.com/guest-commentary/opinion-colleges-must-consider-inequities-reopening-campus-fall>
6. **Lopez, W. D.** & Eidy, N. Police Are Using Implications of Drug Use to Justify Killing. Truthout. June 9. <https://truthout.org/articles/police-are-using-implications-of-drug-use-to-justify-killing/>

7. Diamond, R. & **Lopez, W. D.** (authors alphabetical). This Story of One Nursing Mother Shows How America Treats Its Essential Workers. Slate. May 28. <https://slate.com/news-and-politics/2020/05/essential-workers-nursing-mother-mississippi-ice.html>
8. Stephens, A. & **Lopez, W. D.** Governments and Corporations Have Deemed Immigrant Workers Expendable During the Pandemic. Jacobin. May 11. <https://jacobinmag.com/2020/05/meat-processing-plants-trump-coronavirus-covid-meatpacking>
9. **Lopez, W. D.** & Young, A. A., Jr.. Controlling the spread of COVID-19 requires radical racial solidarity. Bridge Magazine. May 8. <https://www.bridgemi.com/guest-commentary/opinion-controlling-spread-covid-19-requires-radical-racial-solidarity>
10. **Lopez, W. D.** & Novak, N. L. Coronavirus and Immigration: ICE Reductions Are Too Little, Too Late. The Pursuit. March 27. <https://sph.umich.edu/pursuit/2020posts/coronavirus-and-immigration-ice-reductions-are-too-little-too-late.html>

2019 and prior

1. Fleming, P. J., **Lopez, W. D.** Families are choosing between their health and staying together. The Conversation. January 9, 2019. Available at <https://theconversation.com/families-are-choosing-between-their-health-and-staying-together-108865>
2. **Lopez, W. D.** Cosas del Estado: How immigration raids lead to an avoidance of care. Pacific Standard Online, April 5, 2017. Available at: <https://psmag.com/news/cosas-del-estado-how-immigration-raids-lead-to-an-avoidance-of-care>
3. **Lopez, W. D.** How Trump's immigration enforcement could affect families and communities. The Conversation. November 29, 2016. Available at: <https://theconversation.com/how-trumps-immigration-enforcement-could-affect-families-and-communities-69019>

Invited Talks and Presentations

2022

1. Author Meet Critic: Separated: Family and Community in the Aftermath of an Immigration Raid. Invited Author at the 59th Annual Academy of Criminal Justice Sciences Conference, Las Vegas, NV, March 18th.
2. Invited Panelist for "Anti-racist and community-centered research approaches for a more just and equitable society," organized by the National Center for Institutional Diversity. January 25th.
3. Invited Presenter for "CBPR Partnership Academy," Organized by the Detroit Urban Research Center. January 24th.

2021

1. Invited Panelist for "Promoting Racial Equity In Student Mental Health: Considerations and Strategies for Returning to In-Person Instruction," organized by the National Center for Institutional Diversity, Steve Fund, and USC Race and Equity Center. August 19th.
2. Invited Panelist for Physicians for Human Rights Asylum Network webinar "How to use FOIA Records for Research and Advocacy." July 15th.
3. Invited Speaker for "Family and Community in an Era of Heightened Immigration Enforcement," presented by Guilford College, Elon's Latin American Studies and Peace and

Conflict Programs as part of the Guilford College's International Storytelling Festival for Peace and Conflict. March 2nd.

4. Invited Panelist for "Insisting on Immigrant Belonging, 46 and Beyond," organized by the National Center for Institutional Diversity. February 22nd. [link](#).
5. Center for New North Carolinians.
6. Invited Panelist for UNICEF-UM Panel on Child Trafficking and Immigration in the U.S. Jan 12.

2020

7. Invited Presenter for Knights Wallace Fellowship. December 2nd.
8. Invited Speaker for Migrations Exchanges Series at the University of Maryland College Park. Nov 23.
9. Invited Speaker for Maryland Teachers of English to Speakers of Other Languages Fall Conference: "Empowerment and Momentum: Language, Justice, and Technology." November 7.
10. Invited Speaker for Institute for Research on Women and Gender Featured Book Discussion: *Separated: Family and Community in the Aftermath of an Immigration Raid*. Oct 29. [Link](#)
11. Panelist for "COVID-19 and the Carceral State," part of the "Covid in Washtenaw" Series organized by the Region V Public Health Training Center. October 14.
12. Feature Speaker for Latino Heritage Month "Health and the Border" event, organized by LUMA, the Latinx Undergraduate Medical Association. Oct 5th.
13. Panelist for "Policing and Protest 2020," a panel organized by the Eisenberg Institute for Historical Studies. July 28.
14. Panelist for "Racism is a Public Health Crisis: Lansing are you Listening?," a panel organized by Michigan United and School Craft College. August 19. Media coverage: <https://www.publicnewsservice.org/2020-08-19/civil-rights/calls-for-concrete-action-to-declare-racism-a-public-health-crisis/a71188-1>
15. Panelist for "Mental Health Impacts on At-Risk Populations," a panel organized by Physicians for Human Rights. July 10. Link: https://www.youtube.com/watch?time_continue=3&v=tGrNfaiEIK0&feature=emb_title
16. Panelist for "Wolverines in Leadership: Our Fight for Systemic Change," a panel discussion of the intersection of COVID-19 and policing violence organized by Gabriella Santiago-Romero, Candidate for Wayne County Commissioner District 4. July 1.
17. Panelist for "Social Work, White Supremacy, & Law Enforcement," a panel discussion of the intersections of policing and social work for the University of Michigan School of Social work. June 25. <https://www.youtube.com/watch?v=jfOwsBsGzWU&list=PL5qpEftF3CSRpTI1ABWlmhPjn9sj8iW1m&index=4&t=132s>

2019

18. Panelist for "Centering Equity and Inclusion in Public Scholarship." Institute for Social Change Conference organized by the Rackham Graduate School Program in Public Scholarship. May 20, 2019.
19. Featured presenter for the session, "When the Published Becomes Personal." Winter 2019 Diversity Scholars Network Events Series organized by the National Center for Institutional Diversity. February 28, 2019.
20. Panelist for "Action Steps for Immigration Justice" following the performance by *Las Cafeteras*. Organized by the University of Michigan University Musical Society. February 20, 2019.

21. Panelist for “One Family’s Story: People, Policy, and the Politics of Deportation,” an MLK Day event organized by the University of Michigan Ford School of Public Policy. January 21, 2019.

2018

22. Presenter at #WokePublicHealth: Immigration Policy and Health Impacts, national webinar organized by Public Health Awakened. December, 2018. Available at: <https://www.youtube.com/watch?v=Rr6WuEbIpNs>
23. Presenter for the session, “Doing Public Scholarship as a Scholar of Color.” Fall 2018 Diversity Scholars Network Events Series organized by the National Center for Institutional Diversity. December 6, 2018.
24. Presenter for the online session, “Healing Our Spirit, Healing Our Community.” Presentation given: *Immigration Justice: Telling the Stories that Society Ignores*. Online presentation organized by the Community Learning Lab and Colgate Rochester Crozer Divinity School. December, 2018.
25. Presenter for the session, “Translating Research for Lay Audience.” Ginsberg Center for Community Service & Learning Forum. November, 2018.
26. Presenter at the Latinx 2018 Latinx Heritage Month Closing Ceremony. October, 2018, Ann Arbor, MI.
27. Discussant for the session, “What Would It Look Like to #AbolishICE?,” sponsored by the Michigan Immigration and Labor Law Association. September, 2018, Ann Arbor, MI.
28. Panelist for “Immigration Policy and Practice: God’s Call to Action,” September 24, 2018, First United Methodist Church Ann Arbor, MI.
29. Presenter at the Illinois State University Conference, “Social, Ethnic, and Racial Boundaries on Campus and Community in the 21st Century.” Presentation given: *Who Goes, Who Stays, Who Tells Their Story: Sharing the Real Human Impact of Immigration Enforcement*. February 2018, Normal, IL.
30. Panelist for Facebook Live UMich MLK Day Symposium, “The Fierce Urgency of Now”, January 2018, Ann Arbor, MI.
31. Panelists for Washtenaw County Democrats immigration discussion, Ann Arbor, MI, January, 2018.

2017

32. Lunchtime Panelist for Conference, “The Spectrum of Advocacy and Activism: Finding Your Voice,” Center for the Education of Women, November 2017, Ann Arbor, MI.
33. PhD Student Speaker at University of Michigan School of Public Health Graduation, April 2017, Ann Arbor, MI.
34. Keynote Speaker at ALMA (Assisting Latinos to Maximize Achievement) Summer Orientation Program for incoming Latinx Students, August 2017, Ann Arbor, MI.
35. Panelist for “Pa’delante: A Community Form on Immigration,” Ann Arbor, MI, March, 2017.
36. Presenter for Greenhills Diversity Day, February 2017. Greenhills High School, Ann Arbor, MI
37. Presenter for “Immigration and Catholicism,” May 2017. St. Francis Catholic Church, Ann Arbor, MI.
38. Presenter at Pecha Kucha presentation for MLK Day Event with Claudia Rankine: “Modern American Racism and Scholar Activism.” Poem presented: *Black Expendability, Brown Deportability*, January, 2017, Ann Arbor, MI.

Radio, Podcasts, and Other Interviews**2020**

1. Interviewing William Lopez: The Health Impacts of United States Immigration Policy in the Context of the Trump Administration and COVID-19. Harvard Health Policy Review. <http://www.hhpronline.org/articles/2020/11/8/interviewing-william-lopez-the-health-impacts-of-united-states-immigration-policy-in-the-context-of-the-trump-administration-and-covid-19>
2. Impact after an Immigration Raid with Dr. William Lopez. <https://captainhunter.podbean.com/e/impact-after-an-immigration-raid/> Captain Hunter's Podcast. August 25, 2020.
3. S1. Ep1. Immigration Raids: An Unnatural Disaster. Immigration & Democracy Podcast from the Immigration Initiative at Harvard. July 9. <https://soundcloud.com/immigrationanddemocracy/s1-ep1-immigration-raids-an-unnatural-disaster>
4. Encuentros Políticos/Political Encounters, on USALAMedia.com. "Radio: Separated: Examining the negative effects of immigration enforcement, a conversation with author Dr. William D. Lopez." June 7. <https://edwinmayorga.net/?p=1011>

2019 and prior

1. Michigan Radio: Sheriff, researcher explain impact of immigration raids on communities and law enforcement. January 5, 2017 Available at <http://michiganradio.org/post/sheriff-researcher-explain-impact-immigration-raids-communities-and-law-enforcement>
2. Impact of president's Executive Action remains unknown for Washtenaw County immigrants. Radio interview for WEMU, November 2014. Available at <http://wemu.org/post/impact-presidents-executive-action-remains-unknown-washtenaw-county-immigrants>

Book Talks**2021**

March 18th: Department of Biochemistry DEI Committee, Michigan Medicine
February 25th: Physicians for Human Rights Chapter, University of Toledo School of Medicine
February 24th: St. Joe's Hospital Resident Diversity and Inclusion Book Club
February 22nd: Center for New North Carolinians

2020

March 4th: Institute for Social Research, Ann Arbor, MI. [Link](#)
February 21st: Literati Bookstore, Ann Arbor, MI

2019

November 18th: University of Michigan School of Social Work, Ann Arbor, MI. [Link](#).
September 29: Nicola's Bookstore, Ann Arbor, MI. [Link](#).

PROFESSIONAL SERVICE**July 2021 – present**

Member: Washtenaw County Exploratory Committee on Local Reparations

January 2020 - present

Member: Washtenaw County 21st Century Policing Compliance Commission
Co-Chair: Policy and Oversight Subcommittee

September 2020 – January 2022

Member: Immigration Work Group for Eli Savit, Washtenaw County Prosecutor

May 2019 – present

Advisory Board: Washtenaw Interfaith Coalition for Immigrant Rights

September 2013 - present

Member: of the Washtenaw ID Task Force

Professional Society Memberships:

International Association of Latino Authors (ISLA): 2020 - present
American Anthropological Association
American Public Health Association
Society for Applied Anthropology

Reviewed books/book proposals for:

University of California Press
Johns Hopkins University Press
University of Nevada Press

Paul Joseph Fleming

Department of Health Behavior and Health Education
University of Michigan School of Public Health
1415 Washington Heights, SPH I, Room 3814
Ann Arbor, MI 48109-2029
(e) PaulJF@umich.edu (p) 734-647-2683

EDUCATION

- 2015 PhD, University of North Carolina, Chapel Hill, NC
Gillings School of Global Public Health
Department of Health Behavior, Graduate Minor in Sociology
- 2011 MPH, Emory University, Atlanta, GA
Rollins School of Public Health
Department of Behavioral Sciences and Health Education
- 2006 BA, University of Illinois, Urbana-Champaign, IL
Departments of Political Science and Spanish

ACADEMIC POSITIONS

- 2016 – *present* Assistant Professor, Department of Health Behavior & Health Education
University of Michigan, Ann Arbor, MI
- 2017 – *present* Faculty expert, UM Poverty Solutions
University of Michigan, Ann Arbor, MI
- 2021 – *present* Faculty Affiliate, Curtis Center for Health Equity Research & Training
University of Michigan School of Social Work, Ann Arbor, MI

PUBLICATIONS (selected out of 62 total)

Peer reviewed publications

*-denotes student or mentee

- Doshi, M.*, Bryce, R., Mesa, H.*, Ibarra Avila, M.C.*, Lopez, W.D., Miltzer, M.*, Quinones, S., Kraut, R., Rion, R., **Fleming, P.J.** (*In press*). Barriers to health care services among US-based undocumented Latinx immigrants within the sociopolitical climate under the Trump administration: A comparative analysis between client experiences and provider perceptions. *SSM-Qualitative Health Research*.
- Benavides, Q.*, Doshi, M.*, Valentin-Cortes, M.*, Miltzer, M.*, Quiñones, S., Kraut, R., Rion, R., Bryce, R., Lopez, W.D., **Fleming, P.J.** (2021) “Immigration law enforcement, social support, and health for Latino immigrant families in Southeastern Michigan.” *Social Science & Medicine*. Epub ahead of print.
- Patel, M.R., Green, M., Tariq, M., Alhawli, A., Syed, N., **Fleming, P.J.**, Ali, A. Bacon, E., Goodall, S. Smith, A., Resnicow, K. (2021). A snapshot of social risk factors and associations with health outcomes in a community sample of Middle Eastern and North African (MENA) people in the U.S. *Journal of Immigrant and Minority Health*. Epub ahead of print.
- Fleming, P.J.**, Lopez, W.D., Spolum, M.*, Anderson, R.E., Reyes, A.G., Schulz, A.J. (2021). Policing is a public health issue: The important role of health educators. *Health Education & Behavior*. Epub ahead of print.

GRANT SUPPORT

Active

National Center for Institutional Diversity Fleming/Watkins/Lopez (MPI) 10/2021 – 10/2022
Anti-racist action by cities and communities to respond to racist police violence
We are examining alternatives to policing in Ann Arbor and following the policy resolution process to create an unarmed response program in Ann Arbor using mixed-methods research strategies.
Role: PI

National Center for Institutional Diversity Creary/Fleming (MPI) 09/2021 – 3/2023
Office of the Vice Preside for Research
The ARC Towards Justice Project: A pilot project for developing anti-racist public health departments
In collaboration with the Washtenaw County Health Department, we are evaluating a process to help build an anti-racist health department using both quantitative and qualitative research methodology.
Role: Co-PI

Michigan Health Endowment Fund Fleming (Co-I) 6/2021 – 12/2022
Collaboration Grant
In collaboration with Washtenaw County Health Department and Washtenaw Health Plan, we will conduct a project to build a coalition to improve health and social services for Latino populations in Washtenaw County.
Role: Sub-contract PI

UM Poverty Solutions Creary/Fleming (MPI) 10/2020 – 7/2022
Institutional Interventions toward Anti-racist Public Health Pedagogy
This project conducts formative research to aid the development of an online course on anti-racist pedagogy in public health. This project will also implement and evaluate the online course.
Role: Principal Investigator

TEACHING & MENTORSHIP

2017-2022 Instructor, UM School of Public Health, Ann Arbor, MI
HBHE 651: Program Planning in Health Education (60 MPH students)
2018-2022 Instructor, UM School of Public Health, Ann Arbor, MI
HBHE 679: Historical Roots of Health Inequities(20 MPH students)
2020-2022 Instructor, UM School of Public Health, Ann Arbor, MI
HBHE 590: Principles of Community Engagement for Health Promotion (12 MPH students)

LANGUAGES

English (native), Spanish (fluent)

Ashley Shukait, MPH, CHES

P: (734) 493-2539 | E: ashleyshukaitconsulting@gmail.com | LI: linkedin.com/in/ashley-shukait

SUMMARY

Strategic Public Health professional with fifteen of experience in healthcare and harm reduction. Combines multi-level industry knowledge with personal experience to apply a trauma-informed health equity lens to programs and center the voices of people with lived and living experiences of drug use, HIV, hepatitis C, engaged in sex work, and harmed by systemic racism.

SKILLS & CERTIFICATIONS

Certified Health Education Specialist • Microsoft Office • Qualtrics • Motivational Interviewing • Grant Writing • Blackboard • Canvas • QPR Instructor • Community Resource Analysis • CITI • CCAR Peer Recovery Coach • BLS

EXPERIENCE

Ashley Shukait Consulting, LLC | Belleville, MI

Harm Reductionist/Public Health Consultant

2018 – Present

Provides a spectrum of services including: community-centered program planning, implementation and evaluation; Capacity building and training; Research; and Educational workshops and training.

- Local Community: Providing mutual aid and underground secondary syringe access since 2005.
- Created the first ever 2019 Tri-Community Connections Resource Guide for Van Buren Township, Belleville, and Sumpter Township by Community Asset Mapping and Resource compilation.
- Train and provide capacity building assistance to new syringe access programs through Michigan Department of Health and Human Services and with the National Harm Reduction Coalition Regional Consultant pool.
- Assisting in the development of the first ever authorized syringe service program in Out-Wayne County, MI.
- Developed and conducted the evaluation of the System for Opioid Overdose Surveillance in Washtenaw County, MI.
- Assist and provide feedback for the development and implementation of the R01CE003362 (PI: Ray) National Center for Injury Prevention and Control, Centers for Disease Prevention and Control. "Examining the Iatrogenic Effect of Law Enforcement Disruptions to the Illicit Drug Market on Overdose in the Surrounding Community".
- Developing training for Data X Waiver Hours/MOUD requirements for Nurse Practitioners and other health professionals.
- Promote drug user human rights through advocacy efforts at local and statewide levels.
- Drafted policy memos and literature review with dissemination to various stakeholders for policies regarding substance use, harm reduction, reproductive and disability justice.

Unified HIV Health and Beyond | Ypsilanti, MI

Harm Reduction Program Manager

2019– 2021

Plans, facilitates and implements all aspects of SSP and Harm Reduction Programming.

- Developed and implemented new process improvement and training within the organization and with their partners.
- Wrote and secured grants from MDHHS for Syringe Service Program expansion within four Counties in SE Michigan.
- Created a training manual and policies for staff and volunteers providing Syringe Services.
- Developed program and training materials to provide training to various stakeholders.
- Oversaw data systems, provide technical assistance on data collection and management.
- Supervised five (8) full-time staff members, created individualized work plans and professional development plans, fostered positive group dynamic and mentorship within the team.

Michigan Medicine | Ann Arbor, MI

Patient Care Technician Associate

2018 – 2019

Interim Administrative Assistant

2014 – 2015

Medical Assistant

2007 – 2014

Dedicated Michigan Medicine employee ensuring patient safety and positive patient experience as a medical assistant progressing with responsibilities within several departments to increase knowledge in clinical and administrative skills and functions.

- Conducted MRI safety screenings, prepared patients for examine including inserting intravenous catheters, assisting with anesthesia with critical level patients, and ensured proper protocols throughout patients' visits for efficient clinic flow.
- Independently assisted in Adult GI procedures, quality improvement and implementation of new protocols.
- Performed an audit and evaluation of pay regulations for nursing staff while serving as a unit-based timekeeper and administrative assistant during the interim period.
- Created and implemented a new cost-efficient protocol for biopsy letters through Michart, reconciled billing through Michart with cost-savings evaluations and education to staff.
- Assisted with the start of the Survivorship Clinic as the only medical assistant coordinating clinical and administrative care in Uro-Oncology.

Michigan Medicine-Adolescent Health Initiative | Ann Arbor, MI

Program Intern

2018

Excelled within an adolescent-centered inclusive environment, developing new skills and enhancing previous knowledge.

- Assisted with planning, implementation, and evaluation of adolescent-centered healthcare policies and interventions.
- Demonstrated effective methods to incorporate organizational change into clinical practices.
- Prepared data summaries, reports, and training resources for inclusion and cultural humility of adolescents.

University of Toledo- School of Population Health | Toledo, OH

Administrative & Teaching Graduate Assistant

2017 – 2018

Dedicated academic career involvement to advance knowledge within health education and learn skills to promote social and systematic change among individuals and communities.

- Created and managed databases for curriculum development and job analytics.
- Reviewed and revised manuscripts for publication, becoming the second author.
- Assisted international students with language fluency.
- Teaching Assistant for Medical Terminology.

EDUCATION

University of Toledo – School of Population Health | Toledo, OH

2016-2018

Master of Public Health, Health Promotion and Education

Honors & Activities: Summa Cum Laude

Eastern Michigan University | Ypsilanti, MI

2013-2014

Bachelor of Science, Healthcare Administration and Management

Honors & Activities: Phi Theta Kappa

Washtenaw Community College | Ann Arbor, MI

2008-2012

Associate of Science, Health Program Preparation

Honors & Activities: Phi Theta Kappa

Kevin G. Karpiak, PhD

Dept. of Sociology, Anthropology & Criminology / Eastern Michigan University
712 Pray-Harrod / Ypsilanti, MI 48197

email: kkarpiak@emich.edu / ORCID: [0000-0002-8347-7757](https://orcid.org/0000-0002-8347-7757) / Twitter: [@kevinkarpiak](https://twitter.com/kevinkarpiak)

RESEARCH INTERESTS

Cultural anthropology, Police Studies, Cultural and Critical Criminology

EDUCATION

PhD in Cultural Anthropology, May 2009 – UNIVERSITY OF CALIFORNIA, Berkeley, CA
BA in Cultural Anthropology & Psychology (double major), May 1998 – UNIVERSITY OF ILLINOIS, Champaign, IL

PROFESSIONAL EXPERIENCE

Professor, Department of Sociology, Anthropology & Criminology, **Eastern Michigan University**, August 2021-present

Associate Professor, Department of Sociology, Anthropology & Criminology, **Eastern Michigan University**, August 2015-July 2021

Assistant Professor, Department of Sociology, Anthropology & Criminology, **Eastern Michigan University**, August 2010-July 2015

Visiting Professor, Department of Sociology, Anthropology & Criminology, **Assumption College (Worcester, MA)**, August 2009-May 2010

Lecturer, Department of Anthropology, **University of California at Berkeley**, June-August 2010

Lecturer, Department of Anthropology, **University of California at Davis**, 2008-2009

Enseignant, **Fondation Nationale des Sciences Politiques (Sciences Po). Institut d'études politiques de Paris (IEP)**, 2004

Graduate Student Instructor, Department of Anthropology; Department of Sociology; Department of American Studies, **University of California at Berkeley**, August 1999-May 2009

OTHER POSITIONS

Visiting Researcher, **Fondation Nationale des Sciences Politiques (Sciences Po). Institut d'études politiques de Paris (IEP)**, 2003-2005

Visiting Researcher, **University of Chicago**, 2001-2002

RESEARCH / FIELD WORK EXPERIENCE

- THE MULTIPLICITY OF POLICE OVERSIGHT, Washtenaw County, MI 2016-present
- THE POLICE AGAINST ITSELF, Metropolitan France 2001-2020
- COMMUNITY POLICE IN CHICAGO, Chicago, IL 1999-2001

PUBLICATIONS

In Progress

1. *The Police Against Itself: reassembling French liberalism "after the social"*. Book manuscript, under revision, based on reviewer comments, for Cornell University Press.
2. "Electric Burns: attending the microphysics of police practice." Preparing under a "revise and resubmit" recommendation for the journal *Cultural Anthropology*

In Publication

2022

1. Response to "Appearance and Origin: The Depoliticization of Genetic Privacy in France" by Joelle Vailly in *Current Anthropology*. Forthcoming
2. Karpiak, Kevin G., Sameena Mulla, & Ramona Pérez (2022) "The Plurality of Police Oversight: A Method for Building Upon Lessons Learned for Understanding an Evolving Strategy" *Policing: An International Journal* 45(4). [Special issue on "Policing in the Aftermath of the 2020 Protests: Lessons Learned and Evolving Strategies for Reform," guest edited by Drs. Lorenzo M. Boyd, Delores Jones-Brown, and Richard C. Helfers]

2020

3. Karpiak, Kevin G. 2020. "What Is the 'Work' in 'Police Work'?" *Society for the Anthropology of Work*, 1–7. <https://doi.org/10.21428/1d6be30e.e70cf108>.
4. Corsianos, Marilyn, Kevin G. Karpiak, Peter Blackmer, and Robert Okopny. 2020. "Final Report of the EMU Faculty Senate Ad Hoc Committee on Police Oversight." Ypsilanti, MI. <https://www.emich.edu/facultysenate/documents/finalreportemufacultysenatecommitteepoliceoversight.pdf>

2018

5. Karpiak, Kevin G., and William Garriott, eds. 2018. *The Anthropology of Police*. 1st ed. Oxon, UK: Routledge. ISBN: 978-1-138-91965-5.
6. Karpiak, Kevin G., and William Garriott. 2018. "Introduction: Disciplines, Fields, and Problems." In *The Anthropology of Police*, edited by Kevin G. Karpiak and William Garriott. London: Routledge.
7. Karpiak, Kevin G. 2018. "Time, Regained." *Somatosphere: Science, Medicine, and Anthropology*. <http://somatosphere.net/2018/time-regained.html/>
8. Brandewie, Brooke, Injoo Kim, Myoung-Ok Kim, Robin Engel, and Kevin G. Karpiak. 2018. "Pedagogical Design Research for University Police Uniforms." In *Catalyst*. Vol. 7. Limerick: Design Research Society. <https://doi.org/10.21606/drs.2018.643>

2017

9. Karpiak, Kevin G. 2017. "The Anthropoliteia #BlackLivesMatter Syllabus Project, Week 25: Kevin G. Karpiak on the Banality of Police Violence." *Anthropoliteia: Critical Perspectives on Police, Security, Crime, Law and Punishment around the World*.

<https://anthropoliteia.net/2017/03/29/the-anthropoliteia-blacklivesmatter-syllabus-project-week-25-kevin-g-karpiak-on-the-banality-of-police-violence/>

10. Karpiak, Kevin G., Sameena Mulla, Anne Galvin, Lee D. Baker, Ashanté Reese, Amrita Ibrahim, April J. Petillo, et al. 2017. "Year-End Reflections on The 2016-17 Anthropoliteia BlackLivesMatterSyllabus Project." *Anthropoliteia: Critical Perspectives on Police, Security, Crime, Law and Punishment around the World*, <https://anthropoliteia.net/2017/06/01/year-end-reflections-on-the-2016-17-anthropoliteia-blacklivesmattersyllabus-project/>

2016

11. *Thinking through police, producing theory: the new anthropology of police as mode of critical thought*. Guest Editor. Special Issue of the journal *Theoretical Criminology* 20(4), November 2016.
12. Karpiak, Kevin G. 2016. "No Longer Merely 'Good to Think': The New Anthropology of Police as Mode of Critical Thought." *Theoretical Criminology* 20 (4): 419–29. <https://doi.org/10.1177/1362480616659807>
13. Karpiak, Kevin G. 2016. "The Anthropology of Police" in *The SAGE Handbook of Global Policing*, Ian Loader, Ben Bradford, Beatrice Jauregui, Jonny Steinberg (eds.) Sage: Oxford.
14. Karpiak, Kevin G. 2016. "The Anthropoliteia #BlackLivesMatter Syllabus Project, Week 12: Kevin G. Karpiak on the Critical Potential of an Anthropology of Police." *Anthropoliteia: Critical Perspectives on Police, Security, Crime, Law and Punishment around the World*. <https://anthropoliteia.net/2016/11/30/the-anthropoliteia-blacklivesmatter-syllabus-project-week-12-kevin-g-karpiak-on-the-critical-potential-of-an-anthropology-of-police/>
15. Mulla, Sameena, and Kevin G. Karpiak. 2016. "Introducing: The Anthropoliteia #BlackLivesMatterSyllabus Project." *Anthropoliteia: Critical Perspectives on Police, Security, Crime, Law and Punishment around the World*. <https://anthropoliteia.net/2016/08/30/introducing-the-anthropoliteia-blacklivesmattersyllabus-project/>
16. Karpiak, Kevin G. 2016. "Terreur, Terroir, Terrasse: Vectors of Police and Public in France after Charlie Hebdo and Le Bataclan." *Anthropology Now* 8 (2): 1–12. <https://doi.org/10.1080/19428200.2016.1202610>
17. Karpiak, Kevin G. 2016. "So Wait, Are There Racial Disparities in US Policing or Not? (Answer: YES!)." *Anthropoliteia: Critical Perspectives on Police, Security, Crime, Law and Punishment around the World*, July. <https://anthropoliteia.net/2016/07/12/so-wait-are-there-racial-disparities-in-us-policing-or-not-answer-yes/>

2015

18. Mutsaers, Paul, Jennie Simpson, and Kevin G. Karpiak. 2015. "The Anthropology of Police as Public Anthropology." *American Anthropologist* 117 (4): 786–89. <https://doi.org/10.1111/aman.12372>.
19. Karpiak, Kevin G. 2015. "Postscript to 'Of Heroes and Polemics: The "Policeman" in Urban Ethnography.'" *Political and Legal Anthropology Review Online*. 2015. <http://polarjournal.org/2015-virtual-edition-kevin-karpiak/>.
20. Bolles, A. Lynn, and Kevin G. Karpiak. 2015. "A. Lynn Bolles on Political Action at the 2014 American Anthropological Association Meeting." *Anthropoliteia: Critical Perspectives on Police*,

Security, Crime, Law and Punishment around the World, January.

<https://anthropoliteia.net/2015/01/14/a-lynn-bolles-on-political-action-at-the-2014-american-anthropological-association-meeting/>

21. Karpiak, Kevin G. 2015. "On Charlie Hebdo: Metaphor and the Tyranny of Secular Liberalism." *Anthropoliteia: Critical Perspectives on Police, Security, Crime, Law and Punishment around the World*. January 2015. <http://anthropoliteia.net/2015/01/12/on-charlie-hebdo-metaphor-and-the-tyranny-of-secular-liberalism/>

2014

22. "Community Policing" in *SAGE Encyclopedia of Criminal Justice Ethics*, Bruce Arrigo, editor. Sage: New York.
23. "Our Own Impersonal Daemons: working through the anthropology of the contemporary." Book Forum: "Demands of Day". *Anthropological Research on the Contemporary*. <http://anthroposlab.net/bpc/2014/02/book-forum-demands-kevin-karpiak>
24. Karpiak, Kevin G. 2014. "Die-in Protest at the 2014 American Anthropological Association Meetings." *Anthropoliteia: Critical Perspectives on Police, Security, Crime, Law and Punishment around the World*. <https://anthropoliteia.net/2014/12/05/die-in-protest-at-the-2014-american-anthropological-association-meetings/>

25.

2013

26. "Adjusting the Police: state, society and the distance of just violence in contemporary France." In *Policing and Contemporary Governance: the anthropology of police in practice*, edited by William Garriott. (New York: Palgrave 2013).
27. "Review of Jock Young's *The Criminological Imagination*." In *Critical Criminology* 21(3):389-391
28. "Fault Lines" in an Anthropology of Police, Both Local and Global. In *Anthropology News* 54(11-12):3-4 (posted online July 30th, 2013). <http://www.anthropology-news.org/index.php/2013/07/30/fault-lines-in-an-anthropology-of-police-both-public-and-global/>
29. "Using George Zimmerman as an Object Lesson in the Anthropology of Policing." *Savage Minds Blog* (July 16th, 2013). <https://backupminds.wordpress.com/2013/07/16/using-george-zimmerman-as-an-object-lesson-in-the-anthropology-of-policing/>
30. "Fieldnotes: Thinking through Subjectivity & Materiality through TASERS." *Kevin Karpiak's Blog*. <https://kevinkarpiak.wordpress.com/2013/03/14/fieldnotes-thinking-through-subjectivity-materiality-through-tasers/>
31. "Some Thoughts on the French Protests Against Gay Marriage." *Kevin Karpiak's Blog* <https://kevinkarpiak.wordpress.com/2013/01/15/some-thoughts-on-the-french-protests-against-gay-marriage/>

2012

32. "In The News: Anthropologists, Criminologists (and some others) on the Newtown Shootings." *Anthropoliteia*. <https://anthropoliteia.wordpress.com/2012/12/21/in-the-news-anthropologists-criminologists-and-some-others-on-the-newtown-shootings/>

33. "Ian Hacking, Causality & the Telling of History," *Kevin Karpiak's Blog*
<http://kevinkarpiak.wordpress.com/2012/08/15/ian-hacking-causality-the-telling-of-history/>
34. "Trayvon Martin, George Zimmerman and the Anthropology of Police." *Anthropoliteia*.
<http://anthropoliteia.wordpress.com/2012/04/12/trayvon-martin-george-zimmerman-and-the-anthropology-of-police/>
- 2011
35. "Some thoughts on the London "riots": Foucault's genealogy of neoliberalism and 'police as a public service'". *Anthropoliteia*. <http://anthropoliteia.wordpress.com/2011/08/12/some-thoughts-on-the-london-riots-foucaults-genealogy-of-neoliberalism-and-police-as-a-public-service/>
36. "Universal Moral Grammar?" *Kevin Karpiak's Blog*
<http://kevinkarpiak.wordpress.com/2011/06/07/universal-moral-grammar/>
- 2010
37. Karpiak, Kevin. 2010. "Of Heroes and Polemics: the figure of 'The Policeman' in urban ethnography." *PoLAR: Political and Legal Anthropology Review*, Vol. 33, Number S1, pps. 7–31. Special Issue on "Disciplinary Edges"
38. "The Progressive Roots of American Anthropology (versus the Tea Party last time)" *Kevin Karpiak's Blog* <http://kevinkarpiak.wordpress.com/2010/11/03/the-progressive-roots-of-american-anthropology-versus-the-tea-party-last-time/>
39. "Studying Military, Security & Intelligence Communities Ethics Casebook by the American Anthropological Association." *Anthropoliteia*.
<http://anthropoliteia.wordpress.com/2010/02/04/studying-military-security-intelligence-communities-ethics-casebook-by-the-american-anthropological-association/>
- 2009
40. The police against itself: Reassembling police after the social (PhD dissertation, UC Berkeley Dept. of Anthropology)
41. "Is the "culture of results" bad for life? *Kevin Karpiak's Blog*
<http://kevinkarpiak.wordpress.com/2009/10/06/is-the-culture-of-results-bad-for-life/>
42. "Liberalism, Transparency and the Interior Labyrinth." *Kevin Karpiak's Blog*
<http://kevinkarpiak.wordpress.com/2009/09/25/liberalism-trasparency-and-the-interior-labyrinth/>
43. "What is neoliberalism and how can we tell?" *Kevin Karpiak's Blog*
<http://kevinkarpiak.wordpress.com/2009/09/16/what-is-neoliberalism-and-how-can-we-tell/>
- 2008
44. "Ethnography, or the Direction of Eros: A reading of Plato's *Symposium* and Malinowski's 'The Subject, Method and Scope of This Inquiry'". *Kroeber Anthropological Society Papers*, 97:63-74.
- 2006

45. Implementing Police Reform in Sarkozy's France. Center on Institutions and Governance Working Paper No. 44. Institute of Governmental Studies University of California, Berkeley. http://igov.berkeley.edu/workingpapers/series2/No44_Karpiak.pdf

2002

46. *Informal Arts: finding Cohesion, Capacity, and Other Cultural Benefits in Unexpected Places*. Research Report to the Chicago Center for Arts Policy at Columbia College. Alaka Wali, Ph.D., Principal Investigator. (served as project statistician)

2001

47. *Stress and resilience: the social context of reproduction in Central Harlem*. New York: Kluwer Academic/Plenum Publishers. Dr. Leith Mullings & Dr. Alaka Wali, Principal Investigators. (served as project statistician)

1999

48. "White Noise: the production of whiteness through representations of Native Americans." *Steward Journal of Anthropology* 27(1-2):74-98.

PRESENTATIONS & ORGANIZED SESSIONS

Organized Sessions

2021

1. "Anthropological Engagement with Policing, pt. 1: legacies and challenges". Roundtable organized for the 2021 American Anthropological Association Annual Meetings, November 19, 2021. Sponsored by the Members' Programmatic, Advisory and Advocacy Committee (MPAAC).
2. "[Sexual Assault in Washtenaw County: Challenges and Strategies for Achieving Justice](#)," organized with Dr. Paul Leighton as part of the Southeast Michigan Criminal Justice Policy Research Project (SMART) Public Roundtable Series, April 15th, 2021.
3. "[The Future of Criminal Justice Education](#)," organized with Dr. Marilyn Corsianos and Dr. Rita Shah as part of the Southeast Michigan Criminal Justice Policy Research Project (SMART) Public Roundtable Series, April 1st, 2021.
4. "[SMART Policy Brown Bag Discussion: Final Report of the EMU Faculty Senate Ad Hoc Committee on Police Oversight](#)" Organized by Kevin G. Karpiak, February 4, 2021 as part of Eastern Michigan University's Southeast Michigan Criminal Justice Policy Research Project.

2018

5. "A roundtable discussion of *Sentiment, Reason, and Law: Policing in the Republic of China on Taiwan*" organized by Kevin G. Karpiak as part of the 2019 American Anthropological Association Annual Conference in Vancouver, BC

2017

6. "Policing and Police Studies Fifty Years after the President's Commission", American Society of Criminology Annual Meetings, Philadelphia, PA. November, 2017. Organized by Kevin G. Karpiak.
2015
7. "Collaborative Engagements in Policing: a roundtable discussion on anthropology, police and oversight." Roundtable organized by Kevin G. Karpiak and Jennie S. Simpson for the Anthropological Association Annual Meetings, Denver, Co. Participants include: Rep. Joseph Salazar, Comm. Paul Pazan, and Denver Co. Internal Monitor Nicolas Mitchell. November, 2015.
8. "The Anthropology of Police: Challenges and Opportunities" Roundtable organized by Kevin G. Karpiak and William Garriott for the Anthropological Association Annual Meetings, Denver, Co. November 2015
2014
9. Thinking Through Police, Producing Anthropological Theory: ethnography as a tool for critical thought" panel organized by Kevin Karpiak at the 2014 American Anthropological Association Annual Meetings, Washington, DC
2013
10. "Bureaucracy as Practical Ethics: attending to moments of ethical problematization through ethnography." Panel organized for the 2013 American Ethnological Society & Association for Political and Legal Anthropology Spring Meeting Chicago, Illinois
2010
11. "Cops & Canons: What Is The Anthropology Of Policing And What Is It Good For?" Panel organized by Kevin G. Karpiak and William Garriot at the 2010 American Anthropological Association Annual Meetings, New Orleans, LA.
2008
12. "How Is Anthropology Going? An Inquiry into Movement, Mode and Method in the Contemporary World," panel organized with Chris Vasantkumar & Mattias Viktori at the 2008 American Anthropological Association Annual Meetings, San Francisco, CA.
2006
13. "Field/Work: Work as an Object of Anthropological Inquiry Beyond "Ethnos" Panel organized with Zeynep Gursel & Daromir Rudnyckyj for the 2006 American Anthropological Association Annual Meetings, San Jose, CA.
2000

14. "Studying Up, Down and Sideways: U.S. Ethnography as an Anthropological Reimagining of "Insides." Panel organized with Anne Marie Buckley and Aneliese Richards at the 2000 American Anthropological Association Annual Meetings, San Francisco, CA.

Presentations

2022

1. Karpiak, Kevin. 2022. "Public Safety Reform & Civilian Oversight in Washtenaw County." Presentation to the City of Chelsea Community Public Safety Task Force, February 24, 2022.

2021

2. Karpiak, Kevin. 2021. "Police Traffic Stop Data and Civilian Oversight." Presentation to the Ann Arbor Independent Community Policing Oversight Commission, November 23, 2021.
3. Karpiak, Kevin. 2021. "SMART Collaboration with Ann Arbor ICPOC." Presentation to the Ypsilanti Police Advisory Commission, November 18, 2021.
4. Karpiak, Kevin, Sameena Mulla, and Ramona Pérez. 2021. "The Plurality of Police Oversight: Designing a Collaborative and Multi-Sited Method to Study Civilian Oversight of Police in the U.S." Presented at the conference "Plural Dimensions of Police Oversight" hosted virtually by Utrecht University (Netherlands) on Oct. 28-29, 2021.
5. Karpiak, Kevin. 2021. "Overview of Civilian Oversight in 21st Century Policing". Presentation given to the Policy and Oversight subcommittee of the Washtenaw County Sherriff Office's 21st Century Policing Compliance Commission.
6. Karpiak, Kevin G. 2021. "Policing, Justice, and Community: An Anthropological Perspective." For the series *Lunch and Learn*. Ann Arbor, MI: Washtenaw County League of Women Voters (August 28, 2021).
7. Karpiak, Kevin G. 2021. "Redistricting in Michigan, Communities of Interest, and the Impact of Criminal Justice Policy," with Natalie Holbrook (American Friends Service Committee) for the Voting Access for All Coalition (April 9, 2021)
8. "Redistricting in Michigan, Communities of Interest, and the Impact of Criminal Justice Policy," with Natalie Holbrook (American Friends Service Committee) at the 12th District Democrats Monthly Meeting (April 8, 2021).
9. Convener for "State (and) Power in the Pandemic" workshop in the "Anthropologies and Securities in the Pandemic" Online Workshop Series of the Graduate Institute Geneva's Centre on Conflict, Development and Peacebuilding. 25 February 2021

2020

10. Karpiak, Kevin & Marilyn Corsianos. 2020. Presentation to the Eastern Michigan University Faculty Senate on the "Final Report of the EMU Faculty Senate Ad Hoc Committee on Police Oversight."

11. "Ends of Policing? Anthropological Perspectives on Police Abolition," Hayal Akarsu, organizer. Roundtable held November 12, 2020 as part of the American Anthropological Association Virtual Conference "Raising Our Voices."
12. "A Conversation on Race, Policing, Voting, & Social Justice: Where Do We Go from Here?" A roundtable held October 22, 2020 as part of the Eastern Michigan University lecture series "Race, Policing, and Social Justice in 2020: Looking Backward and Moving Forward." <https://youtu.be/crEL8tENBJ8>
13. Karpiak, Kevin. 2020. "The Police Against Itself: police refiguring police 'after the social' and the question of abolition," paper given at the Anthropology of Criminality and Criminalization Online Workshop, Università di Bologna, October 8, 2020
14. Karpiak, Kevin G. 2020. "What is the 'culture' in the *culture de resultats*?" paper given at the conference "Police-Translations: The Construction of Cultural Difference in European Police Work," on 13-15 February 2020 at Johannes Gutenberg University Mainz, Germany.

2018

15. Karpiak, Kevin 2018. "The Police Against Itself: Police Refiguring Police "After the Social"". Paper presented as part of the panel "The Ends of Abolition: Towards a Criminological Politics of the "After"" at the conference "Centering the Margins: Addressing the Implementation Gap of Critical Criminology", April 2018 at Eastern Michigan University.
16. Karpiak, Kevin 2018. "On the Subject of Problems: Problematization in the work of Aihwa Ong." Paper presented as part of the panel "Global, Citizen, Human, Problem I: The Ongoing Impact of Aihwa Ong's Anthropology" at the 2018 American Anthropological Association Annual Meetings in San Jose, CA.

2017

17. Karpiak, Kevin. 2017. "Policy, Police, Public: using debates in academic "publicity" to sort through the tangled knot of "police" and "policy"" Paper given at the 2017 American Anthropological Association Annual Meetings, Washington, DC as part of the panel "Realizing and refusing the sovereign dream: Building and breaking regimes of security" organized by Greg Feldman and Jeffrey T. Martin
18. Discussant for the panel "Anthropology of Police: Techno-politics, Reform, and Questions of Violence", organized by Hayal Akarsu at the 2017 American Anthropological Association Annual Meetings, Washington, DC.
19. Karpiak, Kevin, 2017. "Attending the microphysics of police power". Invited lecture series, sponsored by the University of Cincinnati Anthropology Department Colloquium and Charles Phelps Taft Research Center
20. "The Anthropology of Police: an invitation to a cross-disciplinary conversation" (Department of Sociology, Social Policy, Criminology & Anthropology, University of Southampton)

2016

21. Discussant for the panel "Police Un/Bound: new ethnographies of policing", Session organized by Amrita Ibrahim & Victor Kumar. American Anthropological Association Annual Meetings, Minneapolis, MN.
22. Participant in the roundtable "Paranoid Compassion: Affect in Police and Security Ethnography", organized by Erika Robb Larkins & Eric Haanstad. American Anthropological Association Annual Meetings, Minneapolis, MN.
23. "The Anthropology of Police: an invitation to a cross-disciplinary conversation" (teleconference). Department of Security Studies and Criminology, Macquarie University
24. "Human Rights and Policing" College of Social Sciences and Law, University College Dublin

2015

25. Karpiak, Kevin. 2015. "Points of Crossing, Moments of Inspection: Assembling the Impact of Alejandro Lugo's Anthropology" Paper given as part of the invited session "Alternative Imaginings of Class, Gender and Capitalism: Works and Careers Inspired by Alejandro Lugo" sponsored by the Association of Latina and Latino Anthropologists and the Society for Latin American and Caribbean Anthropology at the American Anthropological Association Annual Meetings, Denver Co.
26. Respondent to Sinan Cancaya's presentation on diversity and exclusion among Amsterdam police, Department of Cultural Studies, University of Tilburg.
<https://youtu.be/3L-xp1SLfzY>
27. Karpiak, Kevin. 2015. "The Anthropology of Police" presented at the conference "Global Policing" held at St. Anthony's College, Oxford University. Organized by Ian Loader, Ben Bradford, Beatrice Jauregui, and Jonny Steinberg
28. Karpiak, Kevin. 2015. "Anthropology, Field, Police" paper presented to the "Space & Sovereignty" workshop at The Ohio State Humanities Institute, Columbus OH

2014

29. Discussant for the panel "'The Politics of Stand Your Ground: Origins and Implications'" organized by Jennifer Carlson for the ASC Meetings, San Francisco, CA.
30. "George Zimmerman and the paradox of 'community policing'" at the 2014 American Society of Criminology Annual Meetings, San Francisco, CA as part of the panel "Transforming Law and Order: The Impact of Justifiable Homicide on American Penalty" organized by Jennifer Carlson (U Toronto)
31. "Introduction: Beyond 'police are good to think.'" Paper given at the American Anthropological Association Annual Meetings, Washington, DC as part of the panel "Thinking Through Police, Producing Anthropological Theory: ethnography as a tool for critical thought" organized by Kevin Karpiak.

32. "Electric Burns: attending to the microphysics of police practice" University of Michigan at Ann Arbor SocioCultural Workshop
33. "The imminence of police: rethinking the boundaries of "police" and "work" after the social moment". Paper given at the Society for Cultural Anthropology Biennial Meetings, Detroit, MI as part of the panel "Labor in Specie? Realizing Multiple Lives of Work." Organizers: Casey Golomski (University of Massachusetts Boston) and Mrinalini Tankha (Brandeis University)

2013

34. "Ad-justing the police: police work as practical moral philosophy". Paper given at the American Anthropological Association Annual Meetings, Chicago, IL as part of the panel "Doing Justice?" organized by Sarah Besky (Michigan).
35. "Sense in Work: police administrative reform as ethical thought." Paper given at the 2013 American Ethnological Society & Association for Political and Legal Anthropology Spring Meeting Chicago, Illinois
36. Chair of the panel "Bodying Forth in Law" organized by Sameena Mulla and Sidharthan Maunaguru Discussant: Veena Das (Johns Hopkins). Panel organized for the American Ethnological Society & Association for Political and Legal Anthropology Spring Meeting Chicago, Illinois
37. *The Police Against Itself*, "Suite I," presented to the Faculty Research Proseminar of the Department of Sociology. Anthropology & Criminology at Eastern Michigan University.
38. "Community Policing," presented to the Faculty Research Proseminar of the Department of Sociology. Anthropology & Criminology at Eastern Michigan University.

2012

39. "Sense in Work: making moral direction in police work," presented to the Faculty Research Proseminar of the Department of Sociology. Anthropology & Criminology at Eastern Michigan University.

2011

40. "'The Social,' This Time: Traces, Tidemarks & Legacies of Social Analysis." American Anthropological Association Annual Meetings, Montreal, Quebec. Session Co-Organizer (with Stephanie Lloyd).
41. Discussant for the panel "'The Social,' This Time: Traces, Tidemarks & Legacies of Social Analysis." American Anthropological Association Annual Meetings, Montreal, Quebec.
42. "Television coverage of the 2011 British 'Riots', Foucault's genealogy of neoliberalism and 'police as a public service'." Paper given at the International Crime, Media and Popular Culture Conference (Indiana State University, Terre Haute)

2010

43. "The Use and Abuse of La Police: Or, Uncanny Encounters with "French Theory" among the Police Nationale" in the session "Foucault et al. from Paris to California and Back Again: The Creolisation of "French Theory"" organized by Stephanie Lloyd and Baptiste Moutaud.
44. "Taking the Field": thinking "police" through the social sciences, thinking "society" through policing. Co-authored presentation with Brian Lande as part of the invited session of the National Association for the Practice of Anthropology "Business Encounters – Fieldwork Conversations" organized by Brian Moeran (Copenhagen Business School) and Timothy de Waal Malefyt (BBDO, New York).
45. "Figures of Urban Anomie." Paper given at the International Crime, Media and Popular Culture Conference (Indiana State University, Terre Haute)
46. "Police/State: what French police reform can tell us about contemporary state re-figurations" as part of the XXIst Colloquium for Police History: 'Phenomena of Erosion of the states' monopoly on the legitimate use of physical force and of the privatization of police competences', University of Cologne, Germany.
47. "Electric Burns: the French Banlieue Riots and the Problem of a 'Post-Social' Police." Department of Sociology & Anthropology, Swarthmore College.
48. "Electric Burns: the French Banlieue Riots and the Problem of a 'Post-Social' Police." Hurford Humanities Center, Haverford College

2009

49. "Police/State" Paper given at the American Anthropological Association Annual Meetings, Philadelphia, PA as part of the panel "Police Power: Ethnographic Perspectives" organized by William Garriott (James Madison). Discussant: Mindie Lazarus Black (Temple).
50. "The problem of a "post-social" police in France." Paper presented at the conference "Transatlantic Perspectives on the Local Pursuit of Intelligence", held at the University of Illinois College of Law in Urbana-Champaign
51. "Electric Burns: the banlieue riots and the problem of a post-social police in France." Paper presented to the University of Chicago Anthropology of Europe Workshop.
52. "Electric Burns: governmentality and its discontents in the French banlieue riots." Paper given at workshop "Violence and Creativity" with Dr. Ashis Nandy. Sponsored by the Center for South Asian Studies, UC Berkeley.

2008

53. "Introduction" Paper given at American Anthropological Association Annual Meetings, San Francisco, CA as part of the panel "How Is Anthropology Going? An Inquiry into Movement, Mode and Method in the Contemporary World".
54. "Putting the Police into Motion: Rhetoric and Political Form in France" Paper given at American Anthropological Association Annual Meetings, San Francisco, CA as part of the

panel "How Is Anthropology Going? An Inquiry into Movement, Mode and Method in the Contemporary World"

55. "Moral Divides: The Problem of Policing 'After the Social'" Paper given at the Soyuz Postsocialist Cultural Studies conference "Contemporary Critical Inquiry Through the Lens of Postsocialism," Berkeley, CA.
56. "Right Is as Right Does: What's So "Right" about Nicolas Sarkozy's Reform of the French Police Nationale?." Paper given at the conference "Toward a Comparative Discussion on "Rightist" Movements," CUNY Graduate Center.

2007

57. "Electric Burns." Paper given at the Institute of European Studies, University of California at Berkeley.

2006

58. "Introduction: Field and Work in Anthropology." Paper given at American Anthropological Association Annual Meetings, San Jose, CA as part of the panel "Field/Work: Work as an Object of Anthropological Inquiry Beyond 'Ethnos'".
59. "Neo-liberal Policing and Its Malcontents: the reform of the French Police Nationale and the banlieue riots of 2005." Paper given at American Anthropological Association Annual Meetings, San Jose, CA as part of the panel "The Force of Standards: rules and regulations as imagined and inscribed commodity".
60. "'Law': a faculty/graduate student workshop" American Anthropological Association Annual Meetings, San Jose, CA. Co-Organizer. Sponsored by the Association for Legal and Political Anthropology.
61. "Reforming the *police de proximité* in France." Paper given at the conference: "The Penal State" held at University of California Berkeley, Sociology Department and Jurisprudence and Social Policy Program, Boalt Law School, UC-Berkeley; Princeton University; and the Russell Sage Foundation.
62. "Tasers, Tantrums and the Tools of Liberty." Paper given at the conference "Alles in Ordnung?: Civil Order and its Breakdowns", Department of Germanic Languages & Literatures, Columbia University in the City of New York.

2003

63. Forming a friendlier '*flic*': the emergence of community policing in France." Paper Given, "Democracy, Community, Citizenship" dissertation workshop. University of California Berkeley, Institute of International Studies.

2000

64. "Chicago & Paris." Paper Given at the American Anthropological Association Annual Meetings, San Francisco, CA.

Other Attendance at Workshops, Conferences & Training Sessions

2022

1. Improving Data for Racial Equity in Policing. The Center for Open Data Enterprise & Measure for Justice. January 24-25, 2022.

Grants, Awards, & Contracts

Total Awards: \$187,201.22 (equivalent)

2021

1. Russell Sage Foundation, Letter of Interest for Trustee Grant in Social, Political, and Economic Inequality, "The Plurality of Police Oversight: A Multi-Sited Ethnography of Democracy, Race, and Inequality," (Co-PI: Sameena Mulla & Ramona Pérez), under review
2. Community Policing Innovations Fund of the Community Foundation for Southeast Michigan, Training and Technical Assistance Provider contract for Eastern Michigan University's Southeast Michigan Criminal Justice Policy Research Project (SMART) to assist initiative between the Ann Arbor Police Department and Ann Arbor's Independent Community Police Oversight Commission (ICPOC), October 1st, 2021 (funding amount pending)
3. Community Policing Innovations Fund of the Community Foundation for Southeast Michigan, Training and Technical Assistance Provider contract for Eastern Michigan University's Southeast Michigan Criminal Justice Policy Research Project (SMART) to assist initiative between Eastern Michigan University's Public Safety Oversight Commission (PSOC) and the Office of the President, October 1st, 2021 (funding amount pending)
4. National Endowment for the Humanities, Program for Archaeological and Ethnographic Field Research, "The Plurality of Police Oversight: An Oral History grounded in multi-sited ethnography". (decision pending)
5. Eastern Michigan University College of Arts & Sciences Dean's Faculty Professional Development Award sponsored by the GameAbove Foundation, for "Funding for National Association for Civilian Oversight of Law Enforcement Annual Conference & Certification, Year 2 of 2" (\$4,365)
6. Eastern Michigan University Faculty Research Fellowship for "Connecting Civilian Oversight to the Everyday Practices of Policing in Ypsilanti, MI" (\$15,600, equivalent)
7. Community Policing Innovations Fund of the Community Foundation for Southeast Michigan, Training and Technical Assistance Provider contract for Eastern Michigan University's Southeast Michigan Criminal Justice Policy Research Project (SMART) to assist with project involving the East Dearborn Downtown Development Association and the Dearborn Police Department, March 1st, 2021 (\$10,000)

8. National Science Foundation Cultural Anthropology Program/Law & Science Program, Senior Researcher Award, "The Plurality of Police Oversight: A Multi-Sited Ethnography of Democracy, Race, and Power" (Co-PI: Sameena Mulla & Ramona Perez), ranked Highly Fundable.

2020

9. James H. Brickley Endowment for Faculty Professional Development and Innovation Award for "Southeast Michigan Criminal Justice Policy Research Project (SMART)" (with Dr. Barbara Patrick) (\$9,850)
10. Culture of Research Excellence Grant Writing Program Fellowship for "The Multiplicity of Police Oversight" (\$3,900, equivalent)
11. Eastern Michigan University College of Arts & Sciences Dean's Faculty Professional Development Award, sponsored by the GameAbove Foundation, for "Funding for National Association for Civilian Oversight of Law Enforcement Annual Conference & Certification" (\$4,366.22)

2019

12. Eastern Michigan University two-semester Sabbatical Award for "Police Perceptions of Police/Citizen Interaction in France After 'Charlie Hebdo,' 'La Bataclan,' and 'Nice' and their Correlates: a proposal for two-semester Faculty Sabbatical Award" (\$47,320)

2017

13. Eastern Michigan University Faculty Research Fellowship for "The Anthropoliteia #BlackLivesMatter Project" (\$15,600, equivalent)

2015

14. Eastern Michigan University Faculty Research Fellowship for "The Anthropology of Police" (\$15,600, equivalent)

2013

15. Eastern Michigan University Faculty Research Fellowship for "*The Police Against Itself: refiguring political violence after the social*" (\$15,600, equivalent)

2012

16. Eastern Michigan University Department of Sociology, Anthropology, and Criminology Faculty Research Award (\$5,000)

2007

17. Dissertation Writing Grant, Institute for European Studies, University of California at Berkeley (\$10,000)

2004

18. University of California at Berkeley Normative Time Fellowship (\$15,000)

2003

19. Georges Lurcy Fellowship for dissertation research in France (\$15,000)

EDITORIAL & ADMINISTRATIVE POSITIONS

- Co-Founder & Director, Eastern Michigan University Southeast Michigan Criminal Justice Policy Research Project (SMART). 2020-present.
- Series Co-Editor, *Police/Worlds: studies in security, crime and governance*, Cornell University Press (w/ Ilana Feldman, William Garriott & Sameena Mulla). 2017-present
- General Blog Editor, *Anthropoliteia: critical perspectives on police, security, crime, law and punishment around the world*. 2009-present
- Editorial Team, Journal of the Kroeber Anthropological Society (UC Berkeley), 1999-2001
- Editorial Team, Steward Journal of Anthropology (U Illinois), 1996-1998

COMMUNITY ENGAGEMENT & PROFESSIONAL SERVICE

Consultant

- City of Chelsea Community Public Safety Task Force (2022-present)
- Eastern Michigan University Public Safety Oversight Committee (2021-present)
- East Dearborn Downtown Development Association (2021-present)
- 12th District (Michigan) Democrats (April 2021)
- Ann Arbor Police Department (2021-present)
- Independent Community Police Oversight Commission of Ann Arbor (2020-present)
- Muskegon County Criminal Justice Task Force (March 2021)
- Washtenaw County Democratic Party (April 2021)
- Ypsilanti Police Advisory Committee (2020-present)

Media

- “EMU’s SMART to Host Virtual Watch-along to Discuss Prison Gerrymandering.” *The Eastern Echo*, February 21, 2022. <http://www.easternecho.com/article/2022/02/smart-hosts-virtual-watch-along-to-discuss-the-issue-of-gerrymandering>.
- “EMU Project Collaborates with Oversight Commissions to Improve Public Safety in Washtenaw County.” *On the Ground Ypsilanti*, December 1, 2021. <https://www.secondwavemedia.com/concentrate/innovationnews/emusmart0618.aspx>
- “Eastern Michigan University’s SMART Project Addresses Policing Issues in Washtenaw County.” *The Eastern Echo*, November 23, 2021. <http://www.easternecho.com/article/2021/11/eastern-michigan-universitys-smart-project-addresses-policing-issues-in-washtenaw-county>
- “Study Will Look at Ann Arbor Police Data for Evidence of Bias during Traffic Stops.” *Mlive.Com*, November 13, 2021. <https://www.mlive.com/news/ann->

[arbor/2021/11/study-will-look-at-ann-arbor-police-data-for-evidence-of-bias-during-traffic-stops.html](https://www.washtenaw.org/ann-arbor/2021/11/study-will-look-at-ann-arbor-police-data-for-evidence-of-bias-during-traffic-stops.html).

- “Eastern Michigan University Project to Address Racial Inequities in Policing.” *MLive.Com*, November 11, 2021. <https://www.mlive.com/news/ann-arbor/2021/11/eastern-michigan-university-project-to-address-racial-inequities-in-policing.html>
- “Eastern Michigan University’s SMART Project, with Help from Grants, to Address Policing Policies Which Have Historically Had a Negative Impact on Communities of Color.” *EMU Today*, November 10, 2021. <https://today.emich.edu/story/story/11904>.
- *Great Lakes Beacon* (April 2021), prison gerrymandering
- *Minnesota Register* (April 12, 2021), “[Enbridge has paid law enforcement more than \\$500,000 for work related to Line 3](#)”
- “Eastern Michigan University Launches SMART Community Project Focused on Matters Pertaining to Criminal Justice Policy in Southeast Michigan.” *EMU Today*, March 24, 2021. <https://today.emich.edu/story/news/11722>.
- “Ann Arbor Police Oversight Commission Wants to Study Potential Racial Bias in Traffic Stops.” *MLive*, May 5, 2021. <https://www.mlive.com/news/ann-arbor/2021/05/ann-arbor-police-oversight-commission-wants-to-study-potential-racial-bias-in-traffic-stops.html>.
- *Time.com* (2011), regarding Oakland, CA protests and riots
- 91.3 WCUW (2010), news segment on the cultural significance of Hip-Hop in France
- *Frontline* (2006) documentary “France: The Precarious Generation”
- *The Berklyean Magazine* (2006), regarding research on the 2005 French riots

Member

- Washtenaw County Sherriff’s Office 21st Century Policing Compliance Commission, 2020-present
- Coalition for Re-Envisioning Public Safety (CROS), 2021-present
- Michigan Roundtable for Diversity and Inclusion, Southeast Michigan Regional Criminal Justice Data and Accountability Coalition, 2021-present
- National Association for Civilian Oversight of Law Enforcement (NACOLE); Training, Education and Standards Committee; 2021-present
- Washtenaw Equity Partnership, Prevention & Front-End Subcommittee; 2021-present

Reviewer

- American Anthropologist
- American Ethnologist
- City & Society
- Comparative Policing Review
- Current Anthropology
- Ethnography
- EUTOPIA
- Feminist Anthropology

- NSF Law and Science Program Doctoral Dissertation Research Improvement Grant Program
- NYU Press
- Police & Society
- Political and Legal Anthropology Review (PoLAR)
- Public Culture
- Routledge Press
- Science, Technology & Human Values
- Theoretical Anthropology

Grigoris Argeros

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Phone (cell): 1-212-203-6140

Education:

2002-2011 Ph.D. Sociology, Fordham University
1999-2001 M.A. Sociology, Queens College/CUNY
1994-1998 B.A. Sociology, Queens College/CUNY

Professional Positions:

Fall 2015 Assistant Professor of Sociology, Eastern Michigan University
2014-2015 Adjunct Lecturer, Lehman College/CUNY, Iona College, College of Mount Saint Vincent
2013-2014 Senior Policy Analyst, Institute for Children, Poverty, and Homelessness
2011-2013 Assistant Professor of Sociology, Mississippi State University
2010-2011 Doctoral Fellow, Dominican Studies Institute, City College/CUNY

Research Interests:

Social demography, race/ethnicity, urban sociology, immigration

Peer Reviewed Articles and Chapters:

Rodriguez, Clara E., Nancy Lopez, and **Grigoris Argeros**. 2015. "Latinos and the Color Line in the U.S.: Measuring Outcomes by Race and Ethnicity." in *Emerging Trends in the Behavioral and Social Sciences*, edited by Robert A. Scott and Stephen M. Kosslyn. New Jersey: John Wiley and Sons.

Argeros, Grigoris. 2013. "Suburban Residence of Black Caribbean and Black African Immigrants: A Test of the Spatial Assimilation Model." *City and Community*, 12 (4): 361-379.

Rodriguez, Clara E. and **Grigoris Argeros**. 2012. "Census." *The Oxford Encyclopedia of Latinos and Latinas in the United States*, edited by Suzanne Oboler and Deena J. González. Oxford University Press, Inc.

Rodriguez, Clara, Michael Miyawaki, and **Grigoris Argeros**. 2012. "Latino Racial Reporting in the U.S.: To Be or Not To Be." *Sociology Compass*, 7 (5): 390-403.

Rodriguez E., Clara, **Grigoris Argeros**, and Michael H. Miyawaki. 2012. "Does Race and National Origin Influence the Hourly Wages That Latino Males Receive?" in *Invisible No More: Understanding the Disenfranchisement of Latino Men and Boys*, edited by Pedro Noguera, Aida Hurtado, and Edward Fergus. New York: Routledge.

Rosenbaum, Emily and **Grigoris Argeros**. 2005. "Holding the Line: Housing Turnover and the Persistence of Racial/ethnic Segregation in New York City." *Journal of Urban Affairs* 27(3): 261-281.

Presentations (refereed submission):

- 2015 “Socioeconomic Status and Locational Attainment Outcomes Among Greek-Americans.” Modern Greek Studies Association Symposium, Atlanta, GA, 2015.
- 2015 “The Housing Situation of Dominicans in NYC.” Eastern Sociological Society meetings, NYC, NY, 2015.
- 2012 “Black Immigrant’s Housing and Neighborhood Outcomes in New York City.” American Sociological Association meetings, Denver, CO, 2012.
- 2011 “Locational Attainment Outcomes and Returns to Socioeconomic Resources among Black Immigrants.” Eastern Sociological Society Annual meetings, NYC, NY, 2011.
- 2009 “Locational Returns to Human Capital Levels: The Case of black African and black Caribbean Immigrants.” Urban Affairs Association Annual meetings, Chicago, IL, 2009.
- 2004 “Holding the Line: Housing Turnover and the Persistence of Racial/ethnic Segregation in New York City.” (with Emily Rosenbaum) Urban Affairs Association Annual meetings, Washington, DC, 2004.
- 2004 “Holding the Line: Housing Turnover and the Persistence of Racial/ethnic Segregation in New York City.” (with Emily Rosenbaum) Eastern Sociological Society Annual meetings, Philadelphia, PA, 2004.
- 2003 “Ethnic and Racial Segregation in New York City: 1980-2000.” Eastern Sociological Society Annual meetings, Philadelphia, PA, 2003.

Teaching Experience:

Eastern Michigan University (Fall 2015 – Winter 2016)

- Introduction to Sociology (undergraduate)
- Advanced Methods in Sociological Research (graduate)
- Advanced Social Statistics (graduate)

Mississippi State University

- Population Problems (split level)
- Advanced Quantitative Methods (graduate)
- Social Research Practice (undergraduate)
- Introduction to Sociology (undergraduate)
- Introduction to Social Research (undergraduate)

Fordham University, Lehman College/CUNY, Manhattan College, Iona College, St. John’s University, St. Thomas Aquinas College, College of Mount Saint Vincent

- Advanced Methods of Social Research (undergraduate)
- Urban Sociology (undergraduate)
- Social Problems (undergraduate)
- Urban Poverty (undergraduate)
- Racial/Ethnic Change in NYC’s Neighborhoods (undergraduate)
- Sociological Theories (undergraduate)
- Methods of Social Research I & II (undergraduate)
- Statistics I & II (undergraduate)

Media Essays (non-peer reviewed):

"Greek-Americans Identify as White, Black, Asian, Latino." *The National Herald*, January 4-10, 2014. (Greek-American newspaper published in NYC)

Argeros, Grigoris. "A Comparison of 1st and 2nd Generation Greek-Americans." *The National Herald*, December 7-13, 2013. (Greek-American newspaper published in NYC)

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Argeros, Grigoris. "A Look at Americans of Greek Ancestry." *The National Herald*, June 29-July 5, 2013. (Greek-American newspaper published in NYC)

Service to the Discipline:

2015 Book Award Committee Member, Race, Gender and Class Section,
American Sociological Association

Service to the Department:

Mississippi State University

Undergraduate Curriculum Committee

Graduate Specialization Committee (Demography)

Lecture Series Committee

Faculty Senator, College of Arts and Sciences, 2012-2013

Alabama-Mississippi Sociological Association: Mississippi State University representative (2011-2012)

Reviewer for:

Journal of Maps

Population Research and Policy Review

Professional Memberships:

American Sociological Association

Eastern Sociological Society

Population Association of America

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References available upon request

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Education

Baccalaureate:	Wayne State University, Detroit, MI School of Business Administration	1987
Graduate:	M.A. University of Michigan, Ann Arbor Department of Communication Studies	1991
	Ph. D. Wayne State University, Detroit, MI Department of Sociology	1997
Dissertation Title:	“Ethnicity, Gender and Identity Among Second-Generation Muslim Arab Americans: Growing up Arab in America”	

Specialty Areas

Social Relations	Race, Ethnicity and Immigration
Aging and Health	Arab Americans, Muslims and Middle East

Professional Experience

2015-2016	<u>Department Head, Interim</u> , Department of Sociology, Anthropology, Criminology, Eastern Michigan University, Ypsilanti, MI
2013-2014	<u>Co-Chair</u> , University Human Subjects Committee, Eastern Michigan University, Ypsilanti, MI
2011-	<u>Fellow</u> , Institute for Social Policy and Understanding, Washington DC
2010-	<u>Professor</u> , Department of Sociology, Anthropology, Criminology, Eastern Michigan University, Ypsilanti, MI
2010-	<u>Adjunct Research Professor</u> , Life Course Development Program University of Michigan, Ann Arbor, MI
2005-2010	<u>Adjunct Associate Research Professor</u> , Life Course Development Program University of Michigan, Ann Arbor, MI
2008	<u>Fulbright Scholar</u> , Haigazian University, Beirut, Lebanon
2005-2010	<u>Associate Professor</u> , Department of Sociology, Anthropology, Criminology, Eastern Michigan University, Ypsilanti, MI
2005-2009	<u>Director</u> , Gerontology Program, Eastern Michigan University
2000-2005	<u>Assistant Professor</u> , Department of Sociology, Anthropology, Criminology Eastern Michigan University, Ypsilanti, MI

- 1999-2000 Adjunct Lecturer, Department of Behavioral Sciences, University of Michigan—Dearborn.
- 1998-2000 NIA Research Fellow, School of Social Work, University of Michigan, Ann Arbor.
- 1997-98 Visiting Lecturer, Department of Behavioral Sciences, University of Michigan—Dearborn.

Honors

- 2017 Ronald Collins Distinguished Faculty Award-Research II, Eastern Michigan University
- 2017- Chair, Committee on Sections, American Sociological Association
- 2016-2018 Executive Secretary, Arab American Studies Association (AASA)
- 2015-2017 President, Society for the Study of Human Development (SSHD)
- 2013 Fellow, Gerontological Society of America
- 2013-2015 President-Elect, Society for the Study of Human Development (SSHD)
- 2012-2013 Executive Secretary/Treasurer, SSHD
- 2006 Chair, Sociological Practice Section, American Sociological Association
- 2004 Top Poster Award, “Arab American Elders: Immigrant/U.S. born perceptions of relationship quality” International Network for the Prevention of Elder Abuse (INPEA).
- 2002-2007 Council Member, Sociological Practice Section, American Sociological Society
- 2002-present CIC Advisory Board, Arab American Institute, Washington D.C.

Editorial Board Member

Journal of Gerontology: Social Sciences
Sociological Inquiry

Books

- Phillips, J., Ajrouch, K. J., and Hillcoat-Nalletamby, S. (2010). *Key Concepts in Social Gerontology*. London: Sage Publications.
- Nasser-McMillan, S., Ajrouch, K. J., and Hakim-Larson, J. (eds.) (2014). *Biopsychosocial Perspectives on Arab Americans: Culture, development, and health*, New York, NY: Springer Publications

Reports

- Ajrouch, Kristine, Yuling Pan, and Stephen Lubkemann. (2012). "Observing Census Enumeration of Non-English Speaking Households in the 2010 Census: Arabic Report." Research and Methodology Directorate, Center for Survey Measurement Research Report Series (Survey Methodology #2012-05). U.S. Census Bureau. Available online at <http://www.census.gov/srd/papers/pdf/rsm2012-05.pdf>.
- Ajrouch, Kristine J. (2016). “Caring for Aging Muslim Families: A Needs Assessment” Washington DC: Institute for Social Policy and Understanding. Available online at <http://www.ispu.org/wp-content/uploads/2016/12/Caring-for-Aging-Muslim-Families-full-report.pdf>
- Read, Jen’nan G. and Kristine J. Ajrouch. (2017). “Pilot Census Study.” Submitted to the

Arab Community Center for Economic and Social Services (ACCESS) Arab American Research Initiative.

Peer Reviewed Publications

- Hopp, F. P., Cassady, C. M., Ajrouch, K. J., Talab, A. M., & Mendez, J. (2019). Planning for Older Adult Day Programs in an Arab American Community: Perceptions From Older Adults, Caregivers, and Professional Providers. *Journal of Applied Gerontology*, 0733464818825404.
- Read, J., G., Ajrouch, K. J., & West, J. S. (2018). Disparities in Functional Disability among Arab Americans by Nativity, Immigrant Arrival Cohort, and Country of Birth. *SSM-Population Health*, 100325.
- Ajrouch, K.J., Zahodne, L. & Antonucci, T. C. (2018) Arab American Cognitive Aging: Opportunities for Advancing Research on Alzheimer’s Disease Disparities, *Innovations in Aging*, 1(3), online first igx034
- Birditt, K.S., Sherman, C.W., Polenick, C.A., Becker, L., Webster, N.J., Ajrouch, K.J., & Antonucci, T.C. (2018). So Close and Yet So Irritating: Negative Relations and Implications for Well-being by Age and Closeness. *The Journals of Gerontology, Series B: Psychological Sciences and Social Sciences*, online first gby038
- Antonucci, T. C. Ajrouch, K. J., Webster, N. J. & Birditt, K.S. (2018) Social Networks and Forgiveness: The Role of Trust and Efficacy, *Research and Human Development*, 15(1), 3-20
- Webster, N. J., Ajrouch, K. J., & Antonucci, T. C. (2018). Sociodemographic Differences in Humility: The Role of Social Relations, *Research and Human Development*, 15(1), 50-71.
- Ajrouch, K. J. & Antonucci, T. C. (2018). Introduction. *Research and Human Development*, 15(1), 1-2.
- Ajrouch, K. J., Fuller, H. R., Akiyama, H., & Antonucci, T. C. (2018). Convoys of social relations in cross-national context. *The Gerontologist*, 58(3): 488-499.
- Antonucci, T. C., Ajrouch, K. J., & Manalel, J. A. (2017) Social Relations and Technology: Continuity, Context, and Change. *Innovation in Aging*, 1(3), online first igx029.
- Ajrouch, K. J. & Shin, H.J. (2017). Twilight of Ethnic Identity? Implication of Mixed Ancestries among Arab Americans. *Journal of International Migration and Integration*, online first, 1-15.
- Kusow, A. M., Ajrouch, K. J., & Corra, M. (2017). Socioeconomic Achievement among Arab Immigrants in the United States: The influence of region of origin and gender. *Journal of International Migration and Integration*, online first, 1-17.
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- Ajrouch, K. J., Abdulrahim, S. & Antonucci, T. C. (2015). Family relations and health over the

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- Ajrouch, K. J. (1998). Personalization and the determination of news. *Qualitative Sociology* 21:341-350.

Book Reviews, Chapters, and Encyclopedia Entries

- Ajrouch, K. J. (2018). *The Rise of the Arab American Left: Activists, Allies and Their Fight Against Imperialism and Racism, 1960s-1980s*, by Pamela E. Pennock, Chapple Hill, The North Carolina University Press, 2017, xi+316pp., \$29.95 (paperback), ISBN 978-1-4696-3098-4, *Ethnic and Racial Studies*, 41:13, 2350-2352.
DOI: 10.1080/01419870.2018.1480790
- Ajrouch, K. J. & Awad, G. H. (in press) An Ecological Approach to Childhood Prejudice: The case of Arab Americans. edited by Hiram E. Fitzgerald, Deborah J. Johnson, Desiree Baolian Qin, Francisco A. Villarruel, and John Norder, Springer Publishing
- Webster, N.J., Ajrouch, K.J., Wan, W., & Antonucci, T.C. (2017). Environmental context and social relationships: A relational perspective on health disparities. In A.S. Dick & U. Muller (Eds.), *Advancing Developmental Science: Philosophy, Theory, and Method* (pp. 210-221). New York: Psychology Press.
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- Antonucci, T. C., Ajrouch, K. J., & Park, S. (2014) Social capital and gender: Critical Influences on Living Arrangements and Caregiving in Old Age. In N.A. Pachana and K. Laidlaw (Eds.) *Oxford Handbook of Clinical Geropsychology: International perspectives* (pp. 104-124). Oxford, UK: Oxford University Press.
- Ajrouch, K. J. & Antonucci, T. C. (2014) Using convoys of social relations to understand culture and forgiveness from an Arab American perspective. In S. Nasser-McMillan, K. J. Ajrouch, and J. Hakim-Larson (eds.) *Biopsychosocial Perspectives on Arab Americans: Culture, development, and health*,(pp. 127-152). New York, NY: Springer Publications
- Abdurahim S. & Ajrouch, K. J. (2014) Arab Americans and the aging process. In S. Nasser-McMillan, K. J. Ajrouch, and J. Hakim-Larson (eds.) *Biopsychosocial Perspectives on Arab Americans: Culture, development, and health* (pp. 107-126). New York, NY: Springer Publications
- Ajrouch, K. J. & Abdurahim, S. (2014) Intersections among gender, race, and ethnicity: Implications for health, *The Handbook on Minority Aging* (Drs. Keith E. Whitfield and

- Tamara A. Baker, Editors) Associate Editors Drs. Jacqueline Angel and Roland J. Thorpe, JR., (pp. 455-470), New York, NY: Springer Publishing Company
- Ajrouch, K. J., Yount, K., Sibai, A. M., & Roman, P. (2013) A gendered perspective on well-being in later life: Algeria, Lebanon, and Palestine. *Global Ageing in the 21st Century*, edited by Susan McDaniel and Zachary Zimmer, (pp.49-77). Surrey, England: Ashgate Publishing.
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- Ajrouch, K.J. (2011) Detroit transnational: An interchange experience in Lebanon. *Target of Opportunity: Arab Detroit in the Terror Decade*. Edited by Nabeel Abraham, Sally Howell, and Andrew Shryock (pp. 186-209). Detroit, MI: Wayne State University Press.
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Antonucci, T. C., Ajrouch, K. J., Janevic, M. R. (1999). Socioeconomic status, social support, age, and health. *Ann. N.Y. Acad. Sci.* 896.

Membership in Professional Associations

Gerontological Society of America
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American Sociological Association
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EDUCATION:

Ph.D., York University, Toronto, Ontario, Canada, 1999, Sociology
(Criminology concentration)

Dissertation title: "Detectives' Decision Making Processes
Within the Police Organizational Structure and
Occupational Culture"

M.A., York University, Toronto, Ontario, Canada, 1995; Sociology (Criminology
concentration)

B.A. (Honours), University of Toronto, Toronto, Ontario, Canada, 1992;
Specialist in Sociology, Major in Criminology

Specialty Areas:

Justice/Legal Studies	Social Inequalities
Policing	Gender
Criminological Theories	Action Research

Academic Positions:

2010- Professor, Department of Sociology, Anthropology and
Criminology, Eastern Michigan University

2005-2010 Associate Professor, Department of Sociology, Anthropology
and Criminology, Eastern Michigan University

- 2002-2005 Assistant Professor
Department of Sociology, Anthropology & Criminology
Eastern Michigan University
- 2010- Department Member
Department of Women's and Gender Studies Eastern
Michigan University
- 2002-2010 Faculty Affiliate
Women's Studies Program
Eastern Michigan University
- 1999-2002 Assistant Professor
Department of Sociology, Anthropology and Social
Work
Central Michigan University
- 1994-1999 Teaching Assistant/Research Assistant
Social Sciences
York University, Toronto, Canada

Publications:

Books

Corsianos, Marilyn (with Walter S. DeKeseredy). 2015. *Violence against Women in Pornography*. New York: Routledge.

Corsianos, Marilyn. 2012. *The Complexities of Police Corruption: Gender, Identity and Misconduct*. New York: Rowman and Littlefield.

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Corsianos, Marilyn. 2001. "Conceptualizing 'Justice' in Detectives' Decision Making." *International Journal of the Sociology of Law*, 29(2), 113-126.

Corsianos, Marilyn. 1999. "Freedom versus Equality: Where does Justice Lie?," in Marilyn Corsianos and Kelly Amanda Train, eds., *Interrogating Social Justice: Politics, Culture and Identity*. Toronto: Canadian Scholars' Press, p.p. 1-22.

Corsianos, Marilyn. 1997. "Recognizing Power within Paramilitarism and Language: A Case Study of the Metropolitan Toronto Police Service," in *Critical Criminology at York University* (ed.). *Policing the New Millennium: Critical Essays on Social Control*. North York: Centre for Police and Security Studies, York University, p.p. 2-13.

In Progress:

Corsianos, Marilyn. "Gender Bias and Hegemonic Masculinity: Challenging Police Understandings of Corruption"

Corsianos, Marilyn. "Police Identity, Hegemonic Masculinity and the Use of Force"

Select Conference and Workshop Presentations:

"Violence against women in pornography" (with Walter DeKeseredy); Author Meets Critics Session; Annual Meeting of the American Society of Criminologists, Philadelphia, November 16, 2017.

"Police-perpetrated sexual misconduct: The role of hegemonic masculinity" (with Allison Wilson); Midwest Sociological Society, Milwaukee, WI, March 30, 2017.

"Hegemonic masculinity, police culture and police abuse of powers, Arizona State University, March 23, 2016 (invited lecture)

"Police and the Invisibility of the Violent Crimes of the Porn Industry in the Current Knowledge of Crime and Insecurities," Annual Meeting of the American Society of Criminologists, New Orleans, LA, November 2016.

"Police Roles in Violent Adult Pornography: Where is the Accountability?" Annual Meeting of the American Society of Criminologists, Washington D.C., November 20, 2015.

"The Complexities of Police Corruption" (Author Meets Critics session), Annual Meeting of American Society of Criminologists, San Francisco, November 21, 2014.

“Where are the Police in Adult Violent Pornography? Police Perceptions of Crime and Justice” Annual Meeting of American Society of Criminologists, Atlanta, Georgia, November, 2013.

“Police Corruption, Gender, and Hegemonic Masculinity” Annual Meeting of American Society of Criminologists, Chicago, November 14, 2012.

“Community Policing and Action Research: Identifying and Responding to Officers’ Gendered Experiences.” Annual Meeting of American Society of Criminologists, Philadelphia, Pennsylvania, November 2009.

“Gender, Race and Ethnic Relations”; and “How to do Community Policing” Law Enforcement training workshops, Toronto, Canada, September and December 2008.

“Promoting Social Justice using the Community-Oriented Policing Model.” Annual Meeting of American Society of Criminologists, Atlanta, Georgia, November 14-17, 2007.

“Policing and Gendered Justice”. International Conference on Sociology by the Sociology Research Unit of the Athens Institute for Education and Research. Athens, Greece, May 14-16, 2007.

“Detectives and High Profile Crimes: Working Towards Social Justice”. Annual Meeting of American Society of Criminologists, Session: Action Research in Criminal Justice. Toronto, Canada November 18, 2005.

“Female Police Officers and Police Culture: Can Community Policing Initiatives be used as Feminist Tools?” Michigan Sociological Association, Session: Issues in Criminology. Ypsilanti, MI, October 22, 2005

“Women' Detectives and Perceptions of 'Oppressive' Experiences: Exploring Experiential Essentialism and Phenomenology." 2003 Annual Meeting of American Society of Criminologists. Denver, Colorado, November 22, 2003.

"Experiential Essentialism and Phenomenology: Why Mainstream Pornography is Criminal?" 2002 Annual Meeting of American Society of Criminologists. Chicago, November 13, 2002.

Second Generation Greek-Canadian Women: Exploring Fixed Notions of National Identity, Ethnicity, Culture and Gender." The Mighty Aphrodites Conference, Panel: Place of Greek Women in a Changing World, University of Michigan, Ann Arbor, Michigan, March 30, 2002 (Invited Honorarium).

"Justice and Police Discretionary Powers: A Critical Theoretical Perspective," 2000 American Sociological Association, Session: Criminological Theory: Development and Extension, Anaheim, California, August 20, 2001.

"The Politics of Promoting a Positive Police Image," 2000 Annual Meeting of American Society of Criminologists, Session: Critiques of Police Mainstream Perspectives, San Francisco, California, November 2000.

"Detectives' Decision Making: Examining the Social Construction of 'High Profile' Cases," 1999 Annual Meeting of American Society of Criminologists, Session: Crime and Culture: Critical Directions, Toronto, Canada, November 19, 1999.

"Police Discretion and the Myth of Community-based Policing," 1998 Annual Meeting of American Society of Criminologists, Session: Rethinking Community Policing in the New Millennium, Washington DC, November 12, 1998.

"Paramilitarism versus Community-based Policing: Recognizing Restrictions and Limitations," 14th World Congress of Sociology, International Sociological Association, Session: Community Policing/Policing Communities, Montreal, Quebec, Canada, July 27, 1998.

"Education and the Centrality of Whiteness," 1998 Learned Societies Conference, Canadian Sociology and Anthropology Association, Session: Interrogating Whiteness, University of Ottawa, Ottawa, Ontario, Canada, June 2, 1998.

"Organizational Structures within Law: Barriers to Change and Ideologies Preserved," 1997 Annual Meeting of American Society of Criminologists, Session: Issues in Criminology and the Sociology of Law: A Canadian Perspective, San Diego, California, November 19, 1997.

"The Inherent Problems within Police Organizations: 'Beyond 2000,' the Powers of Management and the Low Morale amongst Front-line Uniform Officers," 1997 Learned Societies Conference, Canadian Sociology and Anthropology Association, Session: Issues in Criminology and the Sociology of Law, Memorial University, St. John's, Newfoundland, Canada, June 10, 1997.

"Greek Women under the Ottoman Empire," 1997 Learned Societies Conference, Canadian Sociology and Anthropology Association, Session: Gender and Genocide, Memorial University, St. John's, Newfoundland, Canada, June 8, 1997.

Coordinating/Chairing Conference Sessions/Panels

Session Organizer: Panel “Why Gender Still Matters” Midwest Sociological Society” Milwaukee, WI; March 30, 2017 (Co-sponsored by the Midwest Society for Women in Society)

Member, WGST mini conference organizing committee, Marriott hotel, Ypsilanti, MI, April 15, 2016

Session Organizer: “Perceptions of Crime and Justice”, American Society of Criminologists, Washington D.C., November 20, 2015.

Session Organizer – Author Meets Critics session. “The Complexities of Police Corruption”, Annual Meeting of American Society of Criminologists, San Francisco, November 21, 2014

Session Organizer: “Powerful Players in Constructing Dominant Perceptions of Crime and Justice”, Atlanta, Georgia, November, 2013.

Session Organizer: “Controversies in Policing”, Annual Meeting of American Society of Criminologists, Chicago, November 14, 2012.

-Panel Organizer, Women’s History Month 2009

Session: Gendered Media and Election 2008

Presented “Sexism in Politics: The Role of the Mainstream Media”

-Panel Organizer, Women’s History Month 2008

Session: Gender and the Criminal Justice System

Presented “Gendered Performances in Policing”

Session Organizer: “Rethinking Community Policing in the New Millennium”, 1998 Annual Meeting of American Society of Criminologists, Washington D. C., November 12, 1998.

Professional Activities:

Expert Witness (testified on police culture, gender, and sexual harassment), Ontario Human Rights Tribunal, 2016-2017

Member, The National Association for Civilian Oversight of Law Enforcement (NACOLE), 2012-present

Co-chair, Division of Women and Crime Internal Awards Committee, American Society of Criminology, 2017-2018; 2016-2017

Member, Division of Women and Crime, American Society of Criminology, Student Paper Awards Committee, 2013-present; also, the Awards Committee, 2013; 2014

Member, Division on Policing Internal Awards Committee, American Society of Criminology, 2016; 2015

External Referee for candidate's application for promotion to full professor, Western University, Ontario, Canada, 2016

Manuscript Reviewer:

Canadian Review of Social Policy
Policing: A Journal of Policy and Practice
Critical Sociology
University of Toronto Press
Police Practice and Research: An International Journal
Gender Studies
Women and Criminal Justice

Article Editor:

Sage Open

Member and Faculty Advisor for *Empowering Women Everywhere*, 2000-2002; Participated in the *World March of Women* in Washington D. C. and *V Day* to end violence against women in New York City

Speaker, *Take Back the Night*, 1999-2002

Research Mentor, Ronald McNair Program, 2015-2016; 1999-2002

Service Activities:

***Service to Department of Sociology, Anthropology and Criminology
Eastern Michigan University***

- Criminology Graduate Coordinator, 2010-2017; 2003-2006
- Member, Personnel Committee, 2012-2015; 2006-2007
- Chair, Personnel Committee, 2014-2015; 2007-2008
- Co-Chair, Personnel Committee, 2005-2006
- Chair, Graduate Committee, 2008-2010; 2005-2006
- Member, Graduate Committee, 2002-present
- Member, Criminology and Criminal Justice Committee, 2002-present
- SAC Union Steward, 2012-2015; 2010-2012
- Member, Grand Curriculum Committee, 2007-2010

- Member, Program Advisors Committee, 2009-2010
- Member, Research and Ethics Committee, 2002-2006
- Member, Finance Committee, 2004-2005; served as alternate in 2003-2004
- Faculty Advisor, Graduate Symposium, 2013; 2011; 2010; 2009; 2008; 2006; and 2004
- Organizer, Graduate Thesis Workshop (with Dr. Rob Orrange) – 2011; 2012; 2014; 2015
- Alternate, Personnel Committee, 2010-2011; 2011-2012
- Alternate, College Advisory Council, 2011-2012

Membership on Faculty/Department Head Search Committees:

- Co-chair, Faculty Search Committee (Corrections position), 2016-2017
- Member, Faculty Search Committee (Juvenile Justice position), 2012-2013
- Member, Department Head Search, 2010-2011
- Member, Faculty Search Committee (Policing Position), 2009-2010
- Member, Faculty Search Committee (International Women’s Issues and Globalization Position), 2005-2006
- Co-Chair, Department Head Search Committee, 2004-2005
- Member, Faculty Search Committee (Corrections Position), 2004-2005
- Member, Department Head Search Committee, 2003-2004

***Service to the College of Arts & Science
Eastern Michigan University***

- Department Member, Department of Women’s and Gender Studies, 2010-present
- Member, Women’s and Gender Studies Program, 2004-2010
- Member, EPEO (Extended Programs/Extended Outreach) Advisory Council, 2012-2015
- Member, WGST, Department Head Search Committee, 2012-2013
- Member, WGST, Interim Department Head Search Committee – Winter 2012
- WGST Representative to CAS Human Subjects Review Committee, 2012-present
- Member, WGST – Drummond Award Committee – Winter 2012
- Member, WGST Department Head Search committee – 2011-2012 (position frozen)

- Chair, WGST, Search Committee – Gender and Sexuality position, 2009-2010
- Chair, WGST Search Committee – Department Head/Program Director position, 2008-2009 (position frozen)
- Member, WGST Search Committee – Gender and Sexuality position, 2008-2009 (position frozen)
- Union Steward, 2012-2015; 2010-2012
- Member, Personnel and Finance committee, WGST, 2013-2016; 2010-2013
- Chair, Personnel and Finance committee, WGST, 2015-2016; 2012-2013
- Member, WGST Curriculum committee; 2017-present
- Member, WGST mini conference organizing committee; conference held at the Marriott, Ypsilanti, MI, April 15, 2016
- Program Grade Grievance Committee, WGST, 2007-2010
- Member, Women’s History Month Organizing Committee, 2007-2008; 2008-2009
- Member, WGST Graduate Admissions Committee, 2008-2017
- Member, WGST Curriculum and Instruction Committee 2004-2007
- Continuing Education Advisory Council for WGST (alternate), 2009-2010
- Member, Graduate Council (Alternate), 2003-2005
- Member, College Committee on Research and Sabbatical Leaves (CCRSL), 2004-2005
- Alternate, College Committee on Research and Sabbatical Leaves (CCRSL), 2012-2013

***Service – University level
Eastern Michigan University***

- Member, Title IX Research Committee, 2017-2018; 2016-2017; 2015-2016
- Faculty Representative, Public Safety Oversight Committee, 2011-2017; 2008-2010
- Chair, Public Safety Oversight Committee, 2015-2017
- Member, Women's Commission (elected position), 2015-2017
- Chair, EMU-AAUP Nominations & Election committee, 2016
- Member, EPEO (Extended Programs/Extended Outreach) Advisory Council, 2012-2015
- Participant, Faculty Development Seminar on Global Learning across the Curriculum, 2011

- Panel Organizer, Women's History Month 2009
 Session: Gendered Media and Election 2008
 Presented "Sexism in Politics: The Role of the Mainstream Media"
- Member of the AAUP Bargaining Council, 2014-2015; 2011-2012; 2009-2010; Winter 2009
- Member, Committee to evaluate format for online exams, 2011-2012
- Panel Organizer, Women's History Month 2008
 Session: Gender and the Criminal Justice System
 Presented "Gendered Performances in Policing"
- Participant/Discussant, "License to Kill? A Conversation about Police Violence and Knowing your Rights," Alpha Phi Alpha Fraternity Inc. Epsilon Eta Chapter, November 30, 2015.
- Invited by the Provost to be the faculty speaker at the December 2015 commencement ceremony

Membership in Professional Affiliations:

American Society of Criminology

The National Association for Civilian Oversight of Law Enforcement (NACOLE)
American Sociological Association
International Sociological Association
Midwest Sociological Society
American Association of University Professors
(AAUP)

Grants, Scholarships and Awards:

Co-investigator, Title IX Research Committee, (working on the development of EMU's first campus climate survey on sexual violence); 2016-present

Recipient, 2017, Department Member Service Award, Women's & Gender Studies, Eastern Michigan University, (in recognition of "extraordinary intellectual and community-based contributions in service in WGST" between 2004 and 2017)

Recipient, 2015, Distinguished Scholar Award, American Society of Criminology's Division on Women & Crime, Washington DC, November 2015.

Honored by EMU President Kim Schatzel and Athletics Director Heather Lyke at the Homecoming football game, October 10, 2015 (in recognition of my research)

Recipient, 2014 Ronald W. Collins Distinguished Research Award, Eastern Michigan University, (highest honor given to faculty by EMU)

"Abuse of Police Powers in the Name of National Security: How Police Accountability can be Increased' – *National Security and Human Rights Campaign, Open Society Foundations* grant (to be submitted for review)

Identified as a top EMU researcher and asked to participate in the university's "TRUEMU" light-post banner campaign – 2014-2015

Nominated for the Distinguished Scholar Award – American Society of Criminologists' Division of Women and Crime – November 2012

Selected by Dean Tom Venner (College of Arts and Science) to participate in a special faculty "I AM TRUEMU" advertising campaign, 2011-2012 (in recognition of "outstanding achievements at EMU").

Recipient, Outstanding Academic Title Award - "Policing and Gendered Justice" (University of Toronto Press) – American Library Association, 2010

Research Award, "Police Ethics and Corruption", Logos, 2011 (\$5500)

Recognized by the Office of International Students for outstanding achievements in teaching (Kuwaiti Delegation), Eastern Michigan University – 2009

Recipient, Sabbatical Award, Eastern Michigan University, Fall 2006
(one semester release)

Recipient, Faculty Research Fellowship, Eastern Michigan University, 2006

“Honored Faculty Honored Books” – Eastern Michigan University, 2005-2006

-Travel Awards (2002-2015); – College of Arts and Science, Eastern Michigan University (over \$12,000)

Faculty Research and Creative Endeavors grant for ‘*Community Policing*’ and ‘*Intimate Violence*’, Spring 2000, (\$2750)

Graduate Scholarship, (\$3200)

Teaching Experience

Courses taught:

SOCL 105 – Introductory Sociology

SOCL 202 – Social Problems

SOCL 304 – Research Methods

CRM 222 – Pornography and Crime

CRM 300 – Criminal Justice

CRM 301 - Criminology

CRM/WGST 338 – Women, Crime and Justice

CRM 431 – Police and Society

CRM 432 – Police Organizations

CRM 447 – Senior Seminar in Criminology

CRM/SOCL 513 – Social Deviance

CRM 620 – Controversies in Policing

WGST 200 – Introduction to Women’s and Gender Studies

Independent Studies

Thesis committee work (last 5 years):

Thesis Chair – student: M. Petkova – “Gender-Specific Residential Substance Abuse Treatment program (RSAT): Research implementations and outcomes (2016)

Thesis Chair – student: M. Kuzila – “Forensic Science Misconduct: Exploring the Role of the Individual and the Organization” (2014)

Thesis Chair – student: J. Morgan - “Women and Wrongful Convictions” (in progress)

Thesis Chair – student: A. Weigand – “Women and Reentry: Mainstream Media’s Portrayal of Women Offenders” (in progress)

Thesis Chair – student: Seyed Mirmajlessi – “Building Bridges and Solving Crimes? A Critical Examination of how Police Use the New Aged Technology of Social Media” (2013)

Thesis Chair - student: C. Cezario - “Systems of Accountability for Abusive Men in Domestic Violence: Nature of Abuse and Intervention Strategies” (2013)

Thesis committee member – student: J. Klein – “Sexual Violence Awareness Education: A Shift from Secondary Prevention to Primary Prevention on College Campuses (2013)

Ph.D. dissertation external committee member – student: Carrie Buist – “Exploring the Lived Experiences of Female Police Officers” (2011)

Thesis committee member – student: D. Radatz – “A Systematic Approach to Prostitution Laws” (2009)

Barbara Patrick
(Updated November 2017)

Department of Political Science
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Eastern Michigan University
Ypsilanti, MI 48197
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E-mail: bpatric1@emich.edu

EDUCATION

Mississippi State University, Starkville, Mississippi
Doctorate in Public Policy and Administration, August 2007
Area of Concentration-Public Budgeting and Financial Management
GPA 4.0

Mississippi State University, Starkville, Mississippi
Master's in Public Policy and Administration, May 2003.
Area of Concentration: Research Methodology
GPA 3.92

Rust College, Holly Springs, Mississippi
Bachelors of Art in Political Science, April 2001
GPA 3.95

ACADEMIC APPOINTMENTS

Associate Professor in the Department of Political Science, Eastern Michigan University,
August 2015-Present

Assistant Professor in the Department of Political Science, Eastern Michigan University,
August 2012-April 2015

Assistant Professor in the Department of Political Science and Public Administration,
Mississippi State University, August 2007-May 2012

PUBLICATIONS

“Gauging financial rewards and sanctions impacts on outcomes: Is the stick as effective as the carrot?” Under review *American Journal of Evaluation*.

“The Veteran’s Administration Accountability, Market Techniques, and the Implications for Public Administration and Policy,” Forthcoming the *Global Encyclopedia of Public Administration and Policy*.

“Altering Public Sector Accountability Models: The Case of the Atlanta Cheating Scandal” with Gregory Plagens, Aaron Rollins, and Elizabeth Evans. Forthcoming *Public Performance and Management Review*.

“Performance Management and Ethics: The Case of Veterans’ Affairs and Timely Services” with Gregory Plagens *Public Integrity* Vol. 20, No. 2 (2018):150-162.

"Shifting the Blame in Public Education: Are There Parallels Between Opinion and Policy, " with Aaron Rollins *Journal of Public Management and Social Policy*, Vol. 23, No. 2 (2016): 51-66.

“Performance Policies and Workforce Development: Can the Market Model Be Successfully Implemented in the Public Arena?” *Politics and Policy*, Vol. 44, No. 6 (2016): 1116-1157.

“Assessing Public Sector Performance Reforms and the Plight of Disadvantaged Citizens,” with Aaron Rollins, *Public Administration Quarterly*, Vol. 39, No. 4 (2015): 151-187.

“Performance Management and Citizen Induced Financial Sanctions and Incentives in Education: Is There Public Support?” *Journal of Public Management and Social Policy*, Vol. 20, No. 2, (2014).

“Ethics and Performance Management Assessing Critical Elements of No Child Left Behind Performance Reforms,” *Public Integrity*, Vol. 15, No. 3, (2013):221-241.

“Fiscal Federalism, Performance Policies, and Education Reforms: Are States Using Performance Policies to Improve Workforce Quality?” *Politics and Policy*, Vol. 40, No. 4 (2012): 593-628.

“Assessing New Public Management’s Focus on Performance Measurement in the Public Sector: A Look at No Child Left Behind,” with P. Edward French, *Public Performance and Management Review*, Vol. 35, No. 2, (2011):340-369.

“African American Education,” in *Jim Crow Encyclopedia* edited by Nikki Brown and Barry Stentiford, Greenwood Press, 2008.

“Separate but Equal,” in *Jim Crow Encyclopedia* edited by Nikki Brown and Barry Stentiford, Greenwood Press, 2008.

“Marcus Garvey” in *Jim Crow Encyclopedia* edited by Nikki Brown and Barry Stentiford, Greenwood Press, 2008.

“Back to Africa Movement,” in *Jim Crow Encyclopedia* edited by Nikki Brown and Barry Stentiford, Greenwood Press, 2008.

"Budgeting in the States: Innovations and Implications," with Edward Clynych and Thomas Lauth, in *Budgeting in the States: Institutions, Processes and Policies*, edited by Edward Clynych and Thomas Lauth, 2006, Greenwood Press.

"Florida," with Doug Goodman, in *The Judicial Branch of State Government: People, Process, and Politics*, edited by Sean O. Hogan, pp. 242-245. 2006. Santa Barbara, CA: ABC-CLIO.

"Mississippi: Republicans Surge Forward in a Two-Party State," with Stephen D. Shaffer and David A. Breaux. In *The American Review of Politics*, vol. 26, Spring 2005, pp. 85-107.

“Politics in the New South: Looking Ahead,” with Charles E. Menifield and Stephen D. Shaffer, in [*Politics in the New South: Representation of African Americans in Southern State Legislatures*](#), edited by Charles E. Menifield and Stephen D. Shaffer, 2005, State University of New York Press.

"Mass Elite Linkages and Partisan Change in the South," with Stephen D. Shaffer, Patrick Cotter, and Samuel H. Fisher III, in [*Southern Political Party Activists: Patterns of Conflict and Change, 1991-2001*](#), edited by John A. Clark and Charles L. Prysby, 2004, the University Press of Kentucky.

WORKS IN PROGRESS

“Who Does It Better-Public Schools or Public Sector Alternatives? Assessing Citizens’ Views on Education Quality” Under review *Delta Journal of Education*.

“The Administrative Voice and Racial Tensions between Minorities and Police Forces: What Is Said Really Matters” work in progress.

“Connecting Philosophy and Administration: Utilizing Recognition Theory to Enhance the Commitment to Cultural Competency within the Public Sector,” with Aaron Rollins work in progress.

“Local Budgetary Woes, State Intervention, and the Emergency Financial Manager System: The Case of More Bureaucracy and Less Democracy in Michigan” work in progress.

RELEVANT RESEARCH EXPERIENCE

ICPSR Summer Program in Quantitative Methods in Social Research, Courses included Regression Analysis III and Data Mining, July 2011, University of Michigan, Ann Arbor, MI.

ICPSR Summer Program in Quantitative Methods in Social Research, Courses included Mathematics for Social Scientist, Regression Analysis II, and Data Mining, July 2009 University of Michigan, Ann Arbor, MI.

Research Associate of the Social Science Research Center, Mississippi State University, Fall 2009 to May 2012.

“The 2008 Presidential Climate Survey,” Principal investigator of national survey that assesses attitudes and beliefs about 2008 Presidential election and services and performance issues related to public sector employment and service delivery. Research funded by Mississippi Social Science Research Center.

Completed Ronald E. Mc Nair Achievement Program, University of Mississippi, 2000

CONFERENCE PRESENTATIONS

“Performance Reforms, Rewards, and Sanctions: Does Performance Policies Enhance Outcomes?” with James Newman, Midwest Public Affairs Conference Annual Meeting, University of Chicago College of Urban Planning and Public Affairs, June 6-8, 2018 Chicago, IL.

“Budgetary Woes and Fiscal Stress: Downsizing or Right Sizing the Case of the Emergency Financial Management System,” Michigan Political Science Association Annual Meeting, Eastern Michigan University, October 27, 2017.

“The Role of Political Events in Shaping Workplace Attitudes of Federal Civil Servants,” with Gregory Plagens and Barry Pyle, Michigan Political Science Association Annual Meeting, Eastern Michigan University, October 27, 2017.

“Connecting Philosophy and Administration: Utilizing Recognition Theory to Enhance the Commitment to Cultural Competency within the Public Sector,” with Aaron Rollins to be presented the Annual Meeting and Conference of Minority Public Administrators (COMPA) National Conference Atlanta, GA March 15-17, 2017.

“NASPAA Annual Conference: Adding Value to Public Service Education” Brooklyn, NY October 14-16, 2015.

“Performance Policies and Workforce Development: Can the Market Model be Successfully Implemented in the Public Arena?” with Aaron Rollins, Presented at the Annual Urban Affairs Association Conference, Miami, FL April 8-11, 2015.

“Education Performance Legislation and the Plight of Racial Minority and Economically Disadvantaged Students,” Presented at the Midwest Political Science Association, Palmer House Hilton, Chicago, IL, April 11-14, 2013.

“Assessing Education Performance Legislation and the Minority Perspective” with Aaron Rollins Presented at the Southeastern Conference for Public Administration, Fort Lauderdale Marriot, October 3-6, 2012.

“No Child Left Behind and Race to the Top Policy Reforms: What Are the Implications for Minority Performance,” with Aaron Rollins Presented at the National Conference of Black Political Scientist Las Vegas, NV March 2012.

Panelist for African American Studies Expert Panel Discussion on “President Barack Obama’s Re-election: Demography, Race Relations, and Emerging Political Issues” February 7, 2012 EMU Student Center, Eastern Michigan University.

“Examining Citizen Support for Performance Sanctions in Education,” with Aaron Rollins. Presented at SECOPA, New Orleans, LA, October, 2011.

“Teacher Certification Policies Throughout the States,” with Isla Carr. Presented at SECOPA, New Orleans, LA, October, 2011.

“New Public Management and Citizen Induced Financial Sanctions in Education: Is There Public Support,” Presented at the Southern Political Science Association’s annual meeting in Atlanta, GA, January 2010.

“African Americans and the Public Education System: Life After No Child Left Behind,” Presented at the National Conference of Black Political Scientist’s annual meeting in Atlanta, GA, March 2010.

Panel Composer and Moderator “Current Issues in Public Sector Management” Rust College Leadership Conference’s annual meeting in Holly Springs, MS January 2010. Panel composed of MSU Public Administration Minority Doctoral Students-Aaron Rollins, Stephanie Pink, and Kywaii Lawrence.

“What Does Education Policy Tell Us About State Performance Legislation?” Presented at the to the Southern Political Science Association’s annual meeting in New Orleans, Louisiana, January 2009.

“The Role of Racial and Gender Attitudes in the 2008 Presidential Election,” with Tonya Thornton Neaves. Presented as part of Faculty Research Series, Mississippi State University, Department of Political Science and Public Administration, November 5, 2008

“Exploring the Correlates of Hate: A Multivariate Explanation of Regional Differences in ‘Hate Group’ Activity” with Jeffrey Cavanaugh, Dragan Stanisevski, and Stephen Shaffer. Presented at the Citadel Symposium on Southern Politics, Charleston, South Carolina, March 6-7, 2008.

“Educational Reforms and the African American Community,” presented at the Rust College African American Leadership Conference, Holly Springs, MS, January 2008.

“The Use of Performance Measures, Funding, and Accountability Systems in the Public Sector: A Look at the No Child Left Behind Act.” Presented at 2007 Association for Budgeting and Financial Management Conference, Washington D.C., October 25-27, 2007.

"Mass-Elite Linkages in the Modern South: The Case of Mississippi and Health Care" with Stephen D. Shaffer, David A. Breaux, and Doug Goodman, presented at the 2006 Citadel Symposium on Southern Politics.

“An Examination of the Relationship between Public Opinion and State Fiscal Policy: A Look at the Mississippi Cigarette Tax Increase Vote,” with Ed Clynych. Presented at the Southern Political Science Association’s annual meeting in Atlanta, GA, January 5-7, 2006

“Public Opinion and State Health Care Spending" Presented at Mississippi State University Research Symposium/Competition. Third place winner in Social Science Research Division, Mississippi State, MS, April 8, 2005.

“Public Employee Accountability: A Public Perspective of the No Child Left Behind Act.” Presented at the annual meeting of Mississippi Political Science Conference, Jackson, Mississippi, February 2005.

“The Importance of Health Care Policy Priorities in Mississippi: Public Opinion vs. Legislators’ Opinions” with Doug Goodman, David A. Breaux, and Stephen D. Shaffer. Presented at the Southern Political Science Association’s annual meeting in New Orleans, Louisiana, January 6-8, 2005.

"Mass Elite Linkages and Partisan Change in the South." with Stephen D. Shaffer and Patrick Cotter. Presented at the Southern Political Science Association's annual meeting in New Orleans, Louisiana, January 7 - 10, 2004.

“Attitudes and Values of Political Party Elites in the Contemporary South: Insights from

a Replicated NSF Project, Focused on a Case Study of Mississippi,” with David A. Breaux, James Newman and Stephen D. Shaffer. Presented at the Mississippi State University Social Science Research Presentation Series, November 17, 2003.

“Examining the Gender Gap: A Review of Inequalities in Mississippi.” Presented at the Mississippi Political Science Association’s annual meeting in Cleveland, Mississippi, February 28 - March 1, 2003.

“Attitudes Toward Abortion In Mississippi From 1980-2000.” Presented at the annual meeting of Mississippi Political Science Conference, Cleveland, Mississippi from February 28-March 1, 2003.

“Generational Differences Among Party Activists in the Contemporary South,” with James Newman, Stephen D. Shaffer, and David A. Breaux. Presented at the annual meeting of the Southern Political Science Association in Savannah, Georgia, November 6 – 9, 2002.

"The Hard and Soft of Governmental Health Insurance: The Mississippi CHIP Program." Presented at the annual meeting of Ronald E. McNair Scholar, Waunakee, Wisconsin, March 21-March 24, 2001.

PROFESSIONAL & TEACHING EXPERIENCE

Courses Taught

Graduate

Civil Rights (Travel Course)
African American Politics
Seminar in Nonprofit Management
Organization Theory and Behavior
Public Administration Concepts
Research Methods
Seminar in Human Resource Management
Modern Public Administration
Program Evaluation
Public Budget Administration
Public Budget Applications
Performance Management
Strategic Management
Public Administration Capstone

Undergraduate

Black Political Thought
African American Politics

American Government
Introduction to Public Policy
Political Analysis
Introduction to Public Administration
Politics of Public Budgeting
Principles of Public Administration
Personnel Administration in Government
Civil Rights (Travel Course)

Graduate Teaching Assistant, Mississippi State University, August 2003-July 2004
Assisted a professor in the Fall 2003 and Spring of 2004 semesters.

Research Assistant of the Social Science Research Center, Mississippi State University, January 2003-July 2003
Principal Work: Served as research supervisor of telephone survey collection unit. Responsible for data collection and supervising employees

Research Assistant, Mississippi State University, August 2001- December 2002.
Principal Work: Worked with professors in the Political Science and Public Administration Department. Assisted with data collection and analysis and administrative responsibilities

Student Government Association President, Rust College 2001
Principal Work: Organize student activities; work with administration, faculty, staff, and students to resolve organization conflict; organize student activities and major campus events; managed Rust College Grill.

Intern for Former Mississippi Governor Ronnie Musgrove, Jackson, Mississippi Summer 2001
Department: Community and Constituency Services
Principal Work: Interact with state agency staff and directors to address issue of importance to Mississippi residents. Attended workshops and meetings on Mississippi economic development. Wrote preliminary reports on minority involvement in the Mississippi Nissan Project

UNIVERSITY SERVICE

Director of Community Outreach, Department of Political Science, Eastern Michigan University, Winter 2017-Present.

Dean Search Committee, College of Arts and Sciences, Eastern Michigan University,

Ypsilanti, MI Fall 2016-Present

Graduate Coordinator Search Committee, Department of Political Science, Eastern Michigan University, Ypsilanti, MI Fall 2016-Present

Public Administration Search Committee, Department of Political Science, Eastern Michigan University, Ypsilanti, MI Fall 2016-Present

Grade Grievance Committee, Department of Political Science, Eastern Michigan University, Ypsilanti, MI Fall 2016-Present.

Promotion and Finance Committee, Department of Political Science, Eastern Michigan University, Ypsilanti, MI Fall 2015-Present

Faculty Senate, Department of Political Science, Eastern Michigan University, Ypsilanti, MI Fall 2016-Present

McNair Scholar's Program Mentor, Eastern Michigan University, Ypsilanti, MI 2014-Present

MPA Graduate Advisor, Department of Political Science, Eastern Michigan University, Ypsilanti, MI 2013-2015

Public Administration Search Committee, Department of Political Science Eastern Michigan University, Fall 2014

Graduate Council, Eastern Michigan University, Fall 2014

Academic Development Committee of Graduate Council, Eastern Michigan University, Fall 2014

Undergraduate Research Symposium Advisor, Eastern Michigan University Winter 2014

Public Law Search Committee, Department of Political Science, Eastern Michigan University, Ypsilanti, MI Fall 2013

Public Administration Scholarship Committee, Department of Political Science, Eastern Michigan University, MI Winter 2013

Ronald E. McNair Scholars Advisor, Eastern Michigan University Winter and Summer 2014

Public Administration Committee, Eastern Michigan University Fall 2012-Present

Consultant and Advisor for Ypsilanti Housing Commission Executive Director Search and Hiring Process, Ypsilanti, MI Fall 2012

University Honor Code Council, Mississippi State University, 2009-2012

Phi Alpha Alpha Faculty Advisor, Department of Political Science and Public Administration, 2011 and 2012

Doctoral Committee, Department of Political Science and Public Administration, Mississippi State University, Starkville, MS 2008-Present

Undergraduate Committee, Department of Political Science and Public Administration, Mississippi State University, Starkville, MS 2009-2011.

Administrative I Search Committee, Department of Political Science and Public Administration, Mississippi State University, Starkville, MS 2011.

Undergraduate Advisor, Department of Political Science and Public Administration, Mississippi State University, Starkville, MS 2007-2011.

Department Head Search Committee, Department of Political Science and Public Administration, Mississippi State University, Starkville, MS 2009

Executive Council Committee of the African American Studies Program, Mississippi State University, Starkville, MS 2007-2009.

Haley Barbour Scholarship Committee, Mississippi State University, Starkville, MS Spring 2009

Collin's Scholarship Committee, Mississippi State University, Starkville, MS Spring 2009

Program Committee of the African American Studies Program, Mississippi State University, Starkville, MS 2007-2008.

Course Curriculum Committee of the African American Studies Program, Mississippi State University, Starkville, MS 2007-2008.

Core Faculty of the African American Studies Program, Mississippi State University, 2007-2008

Political Institution Search Committee, Department of Political Science and Public Administration, Mississippi State University, Starkville, MS Fall 2007.

Public Law Search Committee, Department of Political Science and Public Administration, Mississippi State University, Starkville, MS Fall 2007

UNDERGRADUATE RESEARCH SYMPOSIUM SPONSOR, DEPARTMENT OF POLITICAL SCIENCE, EASTERN MICHIGAN UNIVERSITY

James Tatum (Winter 2014)
Nino Monea (Winter 2014)
Andrew Felder (Winter 2014)
Samuel Uel (Winter 2014)
David Garcia (Winter 2015)
Gwendolyn Dean (Winter 2017)
Annie Somerville (Winter 2017)
Emily Kindred (Winter 2017)

PUBLIC ADMINISTRATION CAPSTONE COMMITTEES, DEPARTMENT OF POLITICAL SCIENCE, EASTERN MICHIGAN UNIVERSITY

Neha Singh (Committee Member)
Michael Demand (Committee Member)
Kailey Henry (Committee Member)
Valarie Berry (Committee Member)

PUBLIC POLICY AND ADMINISTRATION PHD DISSERTATION COMMITTEES, MISSISSIPPI STATE UNIVERSITY

Elizabeth Evans (Chair-completed Summer 2012)
Aaron Rollins (Chair-completed Fall 2013)
Melody Fortune (Committee Member-completed Fall 2011)
Susan Baker (Committee Member-completed Spring 2012)
James Orr (Committee Member-Spring 2012)
Sumner Davis (Committee Member-ongoing)
Kywaii Lawrence (Committee Member-Fall 2012)
Stephanie Pink (Committee Member-completed Spring 2011)
Natalie Lick (Committee Member-completed Spring 2012)

OTHER GRADUATE STUDENT COMMITTEES

Yureka Lawrence, Exam Committee, MA College of Education, Mississippi State University (completed 2011)

PUBLIC SERVICE ACTIVITIES

Eastern Michigan University Representative for Detroit ASPA, Chapter Program Committee, 2013-Present

American Association of University Women, Advisory Board 2012

Reviewer for *Politics and Policy*, 2011-2012, 2016-2017.

Reviewer for *Public Performance and Review*, 2016-2017.

Reviewer for *American Review of Public Administration*, 2010-11.

Reviewer for the *Social Science Journal* 2011

Panelist for Department of Africology and African American Studies Expert Panel Discussing “Assessing Barack Obama’s 2-term Presidency: How Would History Judge It? - a Black History Month Expert Panel Discussion” Presented by the EMU, February 2015.

Panelist for African American Studies Expert Panel Discussing President Obama’s 2nd Term Agenda, Successes, and Mishaps, Eastern Michigan University, February 2014

Panelist for African American Studies Expert Panel Discussion on “President Barack Obama’s Re-election: Demography, Race Relations, and Emerging Political Issues,” Eastern Michigan University, February 2013

“Gender and Voter Registration: The 2012 Presidential Election” guest speaker American Association of University Women, Mississippi University for Women Columbus, MS March 2012.

“The Life and Works of Booker T Washington,” guest lecture Department of African American Studies, Mississippi State University, Summer 2011.

“Ethics in Research,” Presented in conjunction with Holmes Cultural Diversity Center, Mississippi State University, Fall 2011.

“Booker T Washington and the Politics of Accommodations,” Guest Lecture for African American Studies, Mississippi State University, Summer 2010.

“Current Trends in Public Education: Life After No Child Left Behind.” Presented as part of the Fannie Lou Hamer Lecture Series, Jackson State University, Fall 2009.

“Assessing the Policies of President Obama: The First 180 Day.” Presented as part of the Fannie Lou Hamer Lecture Series, Jackson State University, Fall 2009.

Conducted one day workshop on survey instrument design and the use of statistical software for First Family Crisis Center Staff, Holly Springs, MS, Fall, 2009.

Served as guest lecture for Senior Research and Writing Course; worked with students on research design for Senior thesis, Rust College Holly Springs, MS, August and October 2009.

“Currents Ideas and Opinions on Race Relations in the Public Realm,” Presented as part of Mississippi State University Housing Activities Board Series, Rice Hall, November 12, 2008.

“A Review of Racial and Gender Attitudes during the 2008 Presidential Election Season,” with Tonya Thornton Neaves, Faculty Research Series, Department of Political Science and Public Administration, Mississippi State University, November 5, 2008.

Research presentation and all day workshop at First Family Center in Holly Springs, MS. Presentation addressed data collection and analysis using SPSS software, August 27, 2008.

Keynote speaker for Ronald E. McNair Awards Banquet, program aims to increase the enrollment of minority students in graduate programs. University of Mississippi, Oxford, MS, July 15, 2008.

Guest speaker at “An Evening with the Commissioner of Higher Education” sponsored by the Southern Regional Educational Board State Scholars Program. Fairview Inn Jackson, MS, May 15, 2008.

Conducted one day workshop on the use of statistical software in social science research; worked with student on entering and analyzing data using SPSS software. Rust College, Holly Springs, MS, April 14, 2008.

Guest speaker at the 2007 Rust College Social Science Day Assembly. Topic: “Importance of Minority Student Enrollment in Graduate Degree Programs in the Social Sciences”, Rust College, Holly Springs, MS November 9, 2007.

Testified at the U.S. House of Representatives on “The Importance and Success of TRIO Programs.” Washington DC, February 2005.

Testified at the U.S. Senate on “The Importance and Success of TRIO Programs.” Washington DC, April 2005.

HONORS, FELLOWSHIPS & AWARDS

Ronald Collins Distinguish Faculty Research Award Finalist, Eastern Michigan University, Winter 2017.

Outstanding Teaching in Political Science, The American Political Science Association (APSA) and Pi Sigma Alpha, 2011

College of Arts and Science Teaching Award, Mississippi State University, 2011

Stennis Summer Research Grant, Stennis Institute of Government, Summer 2011.

Outstanding Graduate Faculty Award, Department of Political Science and Public Administration, Mississippi State University, 2010

Southern Regional Education Board [Doctoral Fellow](#), June 2003- August 2007.

Sumner's Grant of Academic Excellence August 2001-August 2008

College of Arts and Sciences Academic Excellence Travel Fund Award, January 2004.

Outstanding Graduate Student Award, Mississippi State University May 2003.

Ronald E. McNair Scholar, University of Mississippi Summer 2000.

Rust College Honor's Track Academic Scholarship August 1997-April 2001

Rust College Student of the Year 2000 and 2001

Rita Shah, PhD

(she/her/hers)

712 Pray Harrold
Ypsilanti, MI 48197
Office: (734) 487-9824
E-mail: rshah9@emich.edu
Website: ritashahphd.com

ACADEMIC POSITIONS

Eastern Michigan University, 2017-present

Associate Professor of Criminology

Elizabethtown College, 2011-2017

Assistant Professor of Sociology

EDUCATION

University of California, Irvine, 2011

PhD, Criminology, Law, and Society

University of California, Irvine, 2007

MA, Social Ecology

American University, 2003

BA (with university honors), Communications, Legal Institutions, Economics and Government (CLEG)

PUBLICATIONS

Books and Edited Collections

Shah, R. (Ed.) (2021). Centering the margins: Addressing the implementation gap in Critical Criminology [Special issue]. *Critical Criminology: An International Journal*, 29(1).

*Henne, H., & Shah, R. (Eds.). (2020). *The Routledge Handbook of Public Criminologies*. Routledge.

Shah, R. (2017). *The meaning of rehabilitation and its impact on parole: There and back again in California*. Routledge.

Journal Articles

Shah, R. (2021). Editor's introduction to the special issue, "Centering the margins: Implementing the implementation gap in critical criminology." *Critical Criminology: An International Journal*, 29(1).

Shah, R. (2020). Hidden in plain sight: Architectures of community corrections as public secret. *Probation Journal*, 67(2), 137-159.

Shah, R., & Kopko, K. C. (2016). Feminist pedagogy and the Socratic method: Partners in the classroom or a disaster waiting to happen? *Higher Education Studies*, 6(2). DOI: 10.5539/hes.v6n2p39

*Henne, K. & Shah, R. (2015). Unveiling White logic in Criminological research: An intertextual analysis. *Contemporary Justice Review*, 18(2), 105-120.

†Speary, K., & Shah, R. (2015). "It's not illegal to be bizarre": Police decision-making process when coming in contact with persons with a mental illness. *Journal of Psychology and Behavioral Sciences*, 24(1), 22-32.

Shah, R. (2015). Expanding the community: An exploratory analysis of a parole office's location and its impact on parolees. *British Journal of Criminology*, 55(2), 321-340.

Book Chapters

Shah, R., & Henne, K. (2020). Public criminology revisited: An invitation. In K. Henne and R. Shah (Eds.), *The Routledge handbook of public criminologies*. New York: Routledge.

Henne, K., & Shah, R. (2016). Feminist criminology and the visual. In M. Brown (Ed.), *Oxford Research Encyclopedia of Criminology and Criminal Justice*. Oxford University Press. doi: 10.1093/acrefore/9780190264079.013.56

Essays and Visual Publications

Shah, R. (2019). Mentoring, social justice, and the future of critical criminology. *The Critical Criminologist*, 27(1), p. 32-37.

Editorials and Commentaries

Shah, R. (2019, January 8). Without representation: Prison-based gerrymandering and felony disenfranchisement. *National Center for Institutional Diversity*. Available at: <https://medium.com/national-center-for-institutional-diversity/without-representation-prison-based-gerrymandering-and-felony-disenfranchisement-375bc0366434>

Hayes, H. A., Hlavacik, M., Shah, R., Steudeman, M., and Terry, A. (2018, November 6). Citizen Critics live: Midterms 2018. *Citizen Critics*. Available at: <https://citizencritics.org/2018/11/citizen-critics-live-midterms-2018/>

Hayes, H. A., Hlavacik, M., Shah, R., Skinnell, R., and Steudeman, M. (2018, November 4). Critics chat: Democratic identity and the 2018 midterms. *Citizen Critics*. Available at: <https://citizencritics.org/2018/11/critics-chat-democratic-identity-and-the-2018-midterms/>

*Newton, R., and Shah, R. (2018, August 8). Insider baseball: Sessions, the Bible, and approaches to law. *National Center for Institutional Diversity*. Available at: <https://medium.com/national-center-for-institutional-diversity/insider-baseball-sessions-the-bible-and-approaches-to-the-law-e70739d0fb20>

Shah, R. (2017, March 2). Executive branch signals return to tough on crime policies. *Citizen Critics*. Available at: <https://citizencritics.org/2017/03/executive-branch-signals-return-to-tough-on-crime-policies/>

Published Interviews

Probation Journal. (2021, May 27). *Probation podcast number 5: "Hidden in plain sight: Architectures of community corrections as public secret."* Available at: <https://journals.sagepub.com/pb-assets/cmscontent/PRB/PJ%20Best%20Paper%20Prize%202020%20Rita%20Shah-1621857720.mp3>

Miller, J. (2021, May 24). The endless trap of American parole: How can anyone rebuild their lives when they keep getting sent back to jail for the pettiest of reasons? *The Washington Post*. Available at: <https://www.washingtonpost.com/magazine/2021/05/24/moral-outrage-american-parole/>

Hayes, H. A. (2019, January 10). Rehabilitation and corrections in the era of mass incarceration. *Citizen Critics*. Available at: <https://citizencritics.org/2019/01/rehabilitation-and-corrections-in-the-era-of-mass-incarceration/>

* Denotes 50/50 authorship

† Denotes publication with students

GRANTS, FELLOWSHIPS, AND AWARDS

Grants and Fellowships

Faculty Research/Creative Activity Fellowship, Eastern Michigan University, 2020- 2021 (100% course release; \$3,000)

Provost's Research Support Award, Eastern Michigan University, 2018-2019 (\$1,100)

Faculty Research/Creative Activity Fellowship, Eastern Michigan University, 2018 (100% course release: \$3,000)

Summer Research/Creative Activity Award, Eastern Michigan University, 2018 (\$12,000)

Awards and Recognitions

Probation Journal Best Paper Award 2020 for Hidden in plain sight: Architectures of community corrections as public secret

Ronald W. Collins Distinguished Faculty Awards Teaching I (Nominated), Eastern Michigan University, January 2019

Teaching Award, American Society of Criminology's Division on Critical Criminology and Social Justice, 2018

Praxis Award, American Society of Criminology's Division on Critical Criminology, 2016

CONFERENCE AND WEBINAR ORGANIZATION

Webinars

Anti-Asian Violence and Hate Crimes, ASC Division of Victimology, 2021, co-organizer and co-moderator

The Future of Criminal Justice Education Webinar, EMU SMART, 2021, co-organizer and moderator

American Society of Criminology

Public Criminologies I: Challenges, Tensions, and Dilemmas, Co-Organizer, November 2019

Public Criminologies II: Engagement, Ethics, and Critique, Co-Organizer November 2019

Hidden in Plain Sight: Criminological Apparatuses as Public Secrets, Co-Organizer, November 2018

Centering the Margins: A Critical Criminology Conference

Chair, 2018-2019

Juggling Scholarship, Activism, and University Expectations, Co-organizer and Co-leader, April 2019

Pathways to the Future, Session Leader, April 2019

PRESENTATIONS

Conference Papers

Johnson, A., Koolage, W. J., Shah, R., & Deacons, C. (2021). *Integrating high impact practices into a signature learning arc*. Paper presented at the Great Lakes Regional Student Success Conference, Virtual, February 23-26.

Johnson, A., Koolage, W. J., Shah, R., & Deacons, C. (2021). *Engaging our local campuses and community through integrating high impact practices into a signature learning arc*. Paper presented at the AAC&U Conference on Gender Education, Pedagogy, and Assessment, Virtual, February 11-13.

Shah, R. (2019). *Opening remarks*. Talk presented at Centering the Margins: Addressing the Implementation Gap in Critical Criminology Conference, Ypsilanti, MI, April 12-13.

Shah, R. (2019). *Architectures of community corrections: Public secret or secret from the public?*. Paper presented at the Eastern Michigan University Place/Performance/Identity Symposium, Ypsilanti, MI, January 25-26.

Shah, R. (2018). *Hidden in plain sight: Architectures of community corrections*. Paper presented at the American Society of Criminology Annual Conference, Atlanta, GA, November 14-17.

Shah, R. (2017). *Author meets critics: The meaning of rehabilitation and its impact on parole: There and back again in California*. Discussant at the American Society of Criminology Annual Conference, Philadelphia, PA, May 15-18.

Shah, R. (2017). *Critical teaching: Moving criminology "toward justice."* Panel discussant at the American Society of Criminology Annual Conference, Philadelphia, PA, May 15-18.

Henne, K., and Shah, R. (2017). *Bringing together feminist and visual criminology to (re)imagine invisible injuries*. Paper presented at the American Society of Criminology Annual Conference, Philadelphia, PA, November 15-18.

Shah, R., and Henne, K. (2017). *Can there be a feminist visual criminology? Representational politics, injury, and victimhood*. Paper presented at the Critical Criminology/Representing Justice Conference, Ottawa, ONT, May 4-5.

Shah, R. (2017). *Witber the withering of criminal justice? Reforming a discipline*. Paper presented at the Critical Intersections of Crime and Social Justice Conference, Old Dominion University, Norfolk, VA, April 7-8.

Invited Talks

Credit for invisible emotional labor: Preventing burnout among marginalized faculty, Invited discussant for the Virtual Forum on Anti-Racism & Intersectionality in Feminist Criminology (& Academia), 2021.

How can we understand the social effects of COVID-19 in local and global contexts?, Invited discussant for the Department of Sociology, Anthropology, and Criminology, Eastern Michigan University, 2020

Socio-legal approaches to intersectionality Workshop, Invited discussant for the Law and Society Emerging Research (LaSER) Lab, University of Waterloo, 2018

PROFESSIONAL EXPERIENCE

Administrative Experience

Chair, First Year Experience Planning Committee, 2020-present

Editorial Positions

Special Issue Editor, *Critical Criminology: An International Journal*, volume 29, issue 1

Editorial Board Member, *Critical Criminology: An International Journal*, 2020-present

Editorial Board Member, *Visual Methodologies*, 2015-present

Editor, Criminal Justice Desk, *Citizen Critics*, 2017-2020, citizencritics.org

Specialized Training

Culturally Responsive Teaching Dialogue, Eastern Michigan University, 2021
 Trauma Informed First Responder Training, Eastern Michigan University, 2020
 Visionary Leadership Workshop, Division on Women and Crime, American Society of Criminology, 2018
 Writing Across the Curriculum, Eastern Michigan University, 2018
 New Faculty Learning Community, Eastern Michigan University, 2017-2018
 International Visual Methods Seminar, University of Antwerp, 2015

RESEARCH SUPERVISION

Supervisor

Jacklyn Staffeld, Eastern Michigan University, McNair Scholar, 2020-present
 Kasyera Kowalczyk, Master of Arts in Sociology, Eastern Michigan University, 2019-present
 Candice Tudor, Master of Arts in Criminology & Criminal Justice, Eastern Michigan University, 2019-present
 Chanice Canady, Eastern Michigan University, Master of Arts in Criminology and Criminal Justice, 2018-2020
 Tara Lapham, Master of Arts in Criminology and Criminal Justice, Eastern Michigan University, 2017-2018
 Katelyn Gebbia, College Honor's, Elizabethtown College, 2016-2017
 Emily Soltys, Honor's in Sociology/Anthropology, Elizabethtown College, 2016-2017

Committee Member

Heather Mooney, Doctor of Philosophy in Sociology, Wayne State University, 2017-present
 Morgen Barroso, Master of Arts in Philosophy, Eastern Michigan University, 2018-2019

Other Supervision

Jaymes Dempsey, Undergraduate Research Symposium (co-mentor with Dr. Kimberly Barrett), Eastern Michigan University, 2018
 Matthew Kuraska, Elizabethtown College, Submission for *Sowing the Seed*:
<https://sowingtheseed.org/2016/10/10/the-stereotype-of-criminal-blackness/>

COURSES TAUGHT

Community Corrections	Law and Social Change
Consequences of Incarceration	Probation and Parole
Crime and Justice	Race, Class, and Gender in the CJ System
Media, Crime, and Justice (Graduate)	Social Justice
Crime, Society, and Interpretation	Sociology of Crime and its Corrections (Graduate)
Criminology	Teaching Assistant Professional Development Program (TAPDP)
Gender and the Law	Theories of Criminal Behavior (Graduate)
Joss Whedon: Friend or Foe? (First Year Seminar)	The U.S. Criminal Justice System
Law and Literature	

SERVICE
Professional

Book reviewer for Rowan and Littlefield; Routledge Press

Ad Hoc Reviewer for *American Journal of Criminal Justice; Crime, Media, and Culture; Critical Criminology; Current Sociology; International Journal of Comparative and Applied Criminal Justice; International Journal of Offender Therapy and Comparative Criminology; Justice Quarterly; Oxford Encyclopedia of Crime, Media, and Popular Culture; Social Justice; Sociology Compass*

Kathleen S. Lowney Mentoring Award Committee, Rotating Member, Society for the Study of Social Problems, 2018-present

Racial/Ethnic Minority Graduate Fellowship Committee, Rotating Member, Society for the Study of Social Problems, 2012-present

Ad-Hoc Committee on ASC Meeting Quality, Member, American Society of Criminology, 2019-2020

University/College

Signature Learning Arc Committee, Member, Eastern Michigan University, 2020-present

Southeast Michigan Criminal Justice Policy Research Project, Executive Board Member, 2020-present

CAS Diversity and Inclusion Committee, Co-Chair, 2019-2020; Alternate, 2018-2019

Undergraduate Fellows in Leadership for Justice and Peace, Faculty Mentor, Elizabethtown College, 2013- 2017

Personnel Council, Elizabethtown College, 2013- 2017

Institutional Review Board, Prisoner Representative, Elizabethtown College, 2012-2017

Pre-Law Advising Committee (PLAC), Elizabethtown College, 2011- 2017

Departmental

Website Editor, Department of Sociology, Anthropology, and Criminology, Eastern Michigan University, 2021-present

Explore CAS, Faculty Representative, Department of Sociology, Anthropology, and Criminology, Eastern Michigan University, 2019

Graduate Curriculum Committee, Chair 2020-present; Member 2018-2020, Department of Sociology, Anthropology, and Criminology, Eastern Michigan University, 2018-present

Criminology Curriculum Committee, Member, Department of Sociology, Anthropology, and Criminology, Eastern Michigan University, 2017-present

Women and Gender Studies, Affiliated Faculty, Elizabethtown College, 2011-2017

Departmental Self-Evaluation, Department of Sociology and Anthropology, Elizabethtown College, 2015-2017

Academic Advisor, Elizabethtown College, 2012-2017

Honors in the Discipline Committee, Member, Elizabethtown College, 2011-2017

PROFESSIONAL ORGANIZATIONS

American Society of Criminology (ASC)

Division on Communities & Place

Division on Convict Criminology

Division on Corrections and Sentencing

Division on People of Color and Crime

Division on Queer Criminology

Division on Victimology
Society for the Study of Social Problems
Division of Community Research and Development
Division of Crime and Juvenile Delinquency
Division of Law and Society
Division of Teaching Social Problems

**ATTACHMENT B
CITY OF ANN ARBOR DECLARATION OF COMPLIANCE**

Non-Discrimination Ordinance

The "non discrimination by city contractors" provision of the City of Ann Arbor Non-Discrimination Ordinance (Ann Arbor City Code Chapter 112, Section 9:158) requires all contractors proposing to do business with the City to treat employees in a manner which provides equal employment opportunity and does not discriminate against any of their employees, any City employee working with them, or any applicant for employment on the basis of actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight. It also requires that the contractors include a similar provision in all subcontracts that they execute for City work or programs.

In addition the City Non-Discrimination Ordinance requires that all contractors proposing to do business with the City of Ann Arbor must satisfy the contract compliance administrative policy adopted by the City Administrator. A copy of that policy may be obtained from the Purchasing Manager

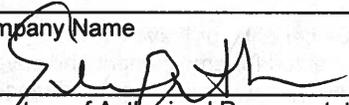
The Contractor agrees:

- (a) To comply with the terms of the City of Ann Arbor's Non-Discrimination Ordinance and contract compliance administrative policy.
- (b) To post the City of Ann Arbor's Non-Discrimination Ordinance Notice in every work place or other location in which employees or other persons are contracted to provide services under a contract with the City.
- (c) To provide documentation within the specified time frame in connection with any workforce verification, compliance review or complaint investigation.
- (d) To permit access to employees and work sites to City representatives for the purposes of monitoring compliance, or investigating complaints of non-compliance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services in accordance with the terms of the Ann Arbor Non-Discrimination Ordinance. The undersigned certifies that he/she has read and is familiar with the terms of the Non-Discrimination Ordinance, obligates the Contractor to those terms and acknowledges that if his/her employer is found to be in violation of Ordinance it may be subject to civil penalties and termination of the awarded contract.

Interfaith Council for Peace and Justice

Company Name



3/30/2022

Signature of Authorized Representative

Date

Eleanore Eveleth, Co-Director

Print Name and Title

1414 Hill Street, Ann Arbor, MI 48104

Address, City, State, Zip

313.402.2593 Eleanore@ICPJ.org

Phone/Email address

**Questions about the Notice or the City Administrative Policy, Please contact:
Procurement Office of the City of Ann Arbor
(734) 794-6500**

**ATTACHMENT C
CITY OF ANN ARBOR
LIVING WAGE ORDINANCE DECLARATION OF COMPLIANCE**

The Ann Arbor Living Wage Ordinance (Section 1:811-1:821 of Chapter 23 of Title I of the Code) requires that an employer who is (a) a contractor providing services to or for the City for a value greater than \$10,000 for any twelve-month contract term, or (b) a recipient of federal, state, or local grant funding administered by the City for a value greater than \$10,000, or (c) a recipient of financial assistance awarded by the City for a value greater than \$10,000, shall pay its employees a prescribed minimum level of compensation (i.e., Living Wage) for the time those employees perform work on the contract or in connection with the grant or financial assistance. The Living Wage must be paid to these employees for the length of the contract/program.

Companies employing fewer than 5 persons and non-profits employing fewer than 10 persons are exempt from compliance with the Living Wage Ordinance. If this exemption applies to your company/non-profit agency please check here No. of employees

The Contractor or Grantee agrees:

- (a) To pay each of its employees whose wage level is not required to comply with federal, state or local prevailing wage law, for work covered or funded by a contract with or grant from the City, no less than the Living Wage. The current Living Wage is defined as \$14.05/hour for those employers that provide employee health care (as defined in the Ordinance at Section 1:815 Sec. 1 (a)), or no less than \$15.66/hour for those employers that do not provide health care. The Contractor or Grantor understands that the Living Wage is adjusted and established annually on April 30 in accordance with the Ordinance and covered employers shall be required to pay the adjusted amount thereafter to be in compliance with Section 1:815(3).

Check the applicable box below which applies to your workforce

- Employees who are assigned to any covered City contract/grant will be paid at or above the applicable living wage without health benefits
- Employees who are assigned to any covered City contract/grant will be paid at or above the applicable living wage with health benefits

- (b) To post a notice approved by the City regarding the applicability of the Living Wage Ordinance in every work place or other location in which employees or other persons contracting for employment are working.
- (c) To provide to the City payroll records or other documentation within ten (10) business days from the receipt of a request by the City.
- (d) To permit access to work sites to City representatives for the purposes of monitoring compliance and investigating complaints or non-compliance.
- (e) To take no action that would reduce the compensation, wages, fringe benefits, or leave available to any employee covered by the Living Wage Ordinance or any person contracted for employment and covered by the Living Wage Ordinance in order to pay the living wage required by the Living Wage Ordinance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services or agrees to accept financial assistance in accordance with the terms of the Living Wage Ordinance. The undersigned certifies that he/she has read and is familiar with the terms of the Living Wage Ordinance, obligates the Employer/Grantee to those terms and acknowledges that if his/her employer is found to be in violation of Ordinance it may be subject to civil penalties and termination of the awarded contract or grant of financial assistance.

Interfaith Council for Peace & Justice 1414 Hill Street
Company Name Street Address

E. Eveleth 3.30.2022 Ann Arbor, MI 48104
Signature of Authorized Representative Date City, State, Zip

Eleanore Eveleth, Co-Director 313.402.2893 Eleanore@ICPJ.org
Print Name and Title Phone/Email address

ATTACHMENT D



VENDOR CONFLICT OF INTEREST DISCLOSURE FORM
--

All vendors interested in conducting business with the City of Ann Arbor must complete and return the Vendor Conflict of Interest Disclosure Form in order to be eligible to be awarded a contract. Please note that all vendors are subject to comply with the City of Ann Arbor's conflict of interest policies as stated within the certification section below.

If a vendor has a relationship with a City of Ann Arbor official or employee, an immediate family member of a City of Ann Arbor official or employee, the vendor shall disclose the information required below.

1. No City official or employee or City employee's immediate family member has an ownership interest in vendor's company or is deriving personal financial gain from this contract.
2. No retired or separated City official or employee who has been retired or separated from the City for less than one (1) year has an ownership interest in vendor's Company.
3. No City employee is contemporaneously employed or prospectively to be employed with the vendor.
4. Vendor hereby declares it has not and will not provide gifts or hospitality of any dollar value or any other gratuities to any City employee or elected official to obtain or maintain a contract.
5. Please note any exceptions below: *None*

Conflict of Interest Disclosure*	
Name of City of Ann Arbor employees, elected officials or immediate family members with whom there may be a potential conflict of interest.	<input type="checkbox"/> Relationship to employee <hr/> <input type="checkbox"/> Interest in vendor's company <input type="checkbox"/> Other (please describe in box below)

*Disclosing a potential conflict of interest does not disqualify vendors. In the event vendors do not disclose potential conflicts of interest and they are detected by the City, vendor will be exempt from doing business with the City.

I certify that this Conflict of Interest Disclosure has been examined by me and that its contents are true and correct to my knowledge and belief and I have the authority to so certify on behalf of the Vendor by my signature below:		
<i>Interfaith Council for Peace & Justice</i>	<i>313.402-2593</i>	
Vendor Name	Vendor Phone Number	
	<i>3.30.2022</i>	<i>Eleanore Eveleth</i>
Signature of Vendor Authorized Representative	Date	Printed Name of Vendor Authorized Representative

**ATTACHMENT E
CITY OF ANN ARBOR NON-DISCRIMINATION ORDINANCE**

Relevant provisions of Chapter 112, Nondiscrimination, of the Ann Arbor City Code are included below.
You can review the entire ordinance at www.a2gov.org/humanrights.

Intent: It is the intent of the city that no individual be denied equal protection of the laws; nor shall any individual be denied the enjoyment of his or her civil or political rights or be discriminated against because of actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight.

Discriminatory Employment Practices: No person shall discriminate in the hire, employment, compensation, work classifications, conditions or terms, promotion or demotion, or termination of employment of any individual. No person shall discriminate in limiting membership, conditions of membership or termination of membership in any labor union or apprenticeship program.

Discriminatory Effects: No person shall adopt, enforce or employ any policy or requirement which has the effect of creating unequal opportunities according to actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight for an individual to obtain housing, employment or public accommodation, except for a bona fide business necessity. Such a necessity does not arise due to a mere inconvenience or because of suspected objection to such a person by neighbors, customers or other persons.

Nondiscrimination by City Contractors: All contractors proposing to do business with the City of Ann Arbor shall satisfy the contract compliance administrative policy adopted by the City Administrator in accordance with the guidelines of this section. All city contractors shall ensure that applicants are employed and that employees are treated during employment in a manner which provides equal employment opportunity and tends to eliminate inequality based upon any classification protected by this chapter. All contractors shall agree not to discriminate against an employee or applicant for employment with respect to hire, tenure, terms, conditions, or privileges of employment, or a matter directly or indirectly related to employment, because of any applicable protected classification. All contractors shall be required to post a copy of Ann Arbor's Non-Discrimination Ordinance at all work locations where its employees provide services under a contract with the city.

Complaint Procedure: If any individual believes there has been a violation of this chapter, he/she may file a complaint with the City's Human Rights Commission. The complaint must be filed within 180 calendar days from the date of the individual's knowledge of the allegedly discriminatory action or 180 calendar days from the date when the individual should have known of the allegedly discriminatory action. A complaint that is not filed within this timeframe cannot be considered by the Human Rights Commission. To file a complaint, first complete the complaint form, which is available at www.a2gov.org/humanrights. Then submit it to the Human Rights Commission by e-mail (hrc@a2gov.org), by mail (Ann Arbor Human Rights Commission, PO Box 8647, Ann Arbor, MI 48107), or in person (City Clerk's Office). For further information, please call the commission at 734-794-6141 or e-mail the commission at hrc@a2gov.org.

Private Actions For Damages or Injunctive Relief: To the extent allowed by law, an individual who is the victim of discriminatory action in violation of this chapter may bring a civil action for appropriate injunctive relief or damages or both against the person(s) who acted in violation of this chapter.

**THIS IS AN OFFICIAL GOVERNMENT NOTICE AND
MUST BE DISPLAYED WHERE EMPLOYEES CAN READILY SEE IT.**

ATTACHMENT F

CITY OF ANN ARBOR LIVING WAGE ORDINANCE

RATE EFFECTIVE APRIL 30, 2021 - ENDING APRIL 29, 2022

\$14.05 per hour

If the employer provides health care benefits*

\$15.66 per hour

If the employer does NOT provide health care benefits*

Employers providing services to or for the City of Ann Arbor or recipients of grants or financial assistance from the City of Ann Arbor for a value of more than \$10,000 in a twelve-month period of time must pay those employees performing work on a City of Ann Arbor contract or grant, the above living wage.

ENFORCEMENT

The City of Ann Arbor may recover back wages either administratively or through court action for the employees that have been underpaid in violation of the law. Persons denied payment of the living wage have the right to bring a civil action for damages in addition to any action taken by the City.

Violation of this Ordinance is punishable by fines of not more than \$500/violation plus costs, with each day being considered a separate violation. Additionally, the City of Ann Arbor has the right to modify, terminate, cancel or suspend a contract in the event of a violation of the Ordinance.

* Health Care benefits include those paid for by the employer or making an employer contribution toward the purchase of health care. The employee contribution must not exceed \$.50 an hour for an average work week; and the employer cost or contribution must equal no less than \$1/hr for the average work week.

The Law Requires Employers to Display This Poster Where Employees Can Readily See It.

**For Additional Information or to File a Complaint contact
Colin Spencer at 734/794-6500 or cspencer@a2gov.org**