



Virtual Symposium: Understanding and Preventing Youth Hate Crimes and Identity-Based Bullying

Meet Our Presenters

DAY 1: Opening and Welcome—Plenary Session



Maureen Henneberg
Deputy Assistant Attorney General
Office of Justice Programs,
U.S. Department of Justice

Maureen Henneberg is the Deputy Assistant Attorney General for Operations and Management in the Office of Justice Programs (OJP), U.S. Department of Justice. She has served in this role since February 2015, following a one-year term as Acting Deputy Assistant Attorney General. In this position, she advises the Assistant Attorney General on management and operational issues, overseeing OJP's business offices, including the Office of the Chief Financial Officer; the Office of Administration; the Office of Audit, Assessment, and Management; the Office of the Chief Information Officer; the Office of Communications; and the Office of Equal Employment Opportunity.

Before joining the Office of the Assistant Attorney General, Maureen served for five years as Director of OJP's Office of Audit, Assessment, and Management. In this capacity, she led the review of OJP's critical financial processes, grants management activities, and grant programs to ensure compliance and proper internal control and to promote integrity, accountability, and sound stewardship and management of OJP's grant programs and operations.

Maureen was also a senior manager in OJP's Bureau of Justice Statistics (BJS), where she served as Deputy Director overseeing the office's planning, management, and budget activities; publication and dissemination operations; and programs designed to improve crime information and statistics at state and local levels. She began her career with BJS in 1990 as a Presidential Management Intern and served in several capacities over her 18-year tenure, including as Acting Director; Associate Director of Planning, Management, and Budget; and Acting Chief of Criminal History Improvement Programs.

Maureen earned a Master of Public Administration with a concentration in judicial administration from American University in Washington, DC, in 1990. She graduated *magna cum laude* with a Bachelor of Arts degree in Political Science and minors in criminal justice and public administration from the State University of New York at Geneseo in 1988.



DAY 1: Session 1—Research and Trends: What We Know About Identity-Based Bullying, Hate Crimes, and Hate Groups



Lisa Jones

Research Associate Professor
University of New Hampshire

Lisa Jones, Ph.D., is a Research Associate Professor of Psychology at the Crimes Against Children Research Center, University of New Hampshire. She has 20 years of experience researching child, family, and community victimization, with a focus on hate crime and bias victimization, technology-based youth victimization, and child sex trafficking. She currently serves as principal investigator on the National Hate Crime Investigation study, funded by the National Institute of Justice, and has recently completed a study to develop the Youth Bias Victimization Questionnaire. She has published more than 75 papers on topics related to victimization and crime affecting youth and presents regularly on these topics nationally and internationally.



Dorothy Espelage

Professor
University of North Carolina

Dorothy Espelage, Ph.D., is a William C. Friday Distinguished Professor of Education at the University of North Carolina and the recipient of the American Psychological Association (APA) Lifetime Achievement Award in Prevention Science and the 2016 APA Award for Distinguished Contributions to Research in Public Policy. Over the last 22 years, she has authored over 230 peer-reviewed articles, seven edited books, and 80 chapters on bullying, homophobic teasing, sexual harassment, dating violence, and gang violence. Her research focuses on translating empirical findings into prevention and intervention programming. She advises members of Congress and the Senate on bully prevention legislation and conducts regular webinars for the Centers for Disease Control and Prevention, National Institutes of Health, and the National Institute of Justice to disseminate research. Findings of her research are guiding state, national, and international efforts to prevent youth violence and promote positive school climates.

In addition, she authored a 2011 White House brief on bullying among LGBTQ youth and attended the White House Conference in 2011 and has been a consultant on the stopbullying.gov website and to the U.S. Department of Health and Human Services Health Resources and Services Administration's national anti-bullying campaign.

Dorothy has appeared on many television news and talk shows, including The Today Show, CNN, CBS Evening News, The Oprah Winfrey Show, Anderson, and Anderson 360 and has been quoted in national print press, including Time Magazine, USA Today, People, The Boston Globe, and The Wall Street Journal.

She earned her Ph.D. in counseling psychology from Indiana University in 1997.



DAY 1: Session 1—Research and Trends: What We Know About Identity-Based Bullying, Hate Crimes, and Hate Groups



Sameer Hinduja

Co-Director
Cyberbullying Research Center

Sameer Hinduja, Ph.D. is a Professor in the School of Criminology and Criminal Justice at Florida Atlantic University, Co-Director of the Cyberbullying Research Center, and Faculty Associate at the Berkman Klein Center at Harvard University. He is recognized internationally for his groundbreaking work on cyberbullying and safe social media use, concerns that have paralleled the exponential growth in online communication by young people. He has written seven books, and his interdisciplinary research is widely published and cited in several peer-reviewed academic journals. As a noted speaker and expert on teens and social media use, Sameer also trains students, educators, parents, mental health professionals, and other youth workers on how to promote the positive use of technology. In addition, he is frequently asked to provide expert commentary by news organizations, and his work has been featured in venues that include CNN's Anderson Cooper 360, NPR's All Things Considered, the BBC, and The New York Times. He has received Auburn University's Global Anti-Bullying Hero Award; won Florida Atlantic University's Researcher of the Year award; presented on cyberbullying at a Congressional Briefing on Capitol Hill; testified in front of the Attorney General and the U.S. Departments of Education, Health and Human Services, and Homeland Security; and served as a Fulbright Specialist Scholar at Dublin City University. Sameer also is the Co-Founder and Co-Editor-in-Chief of the peer-reviewed journal International Journal of Bullying Prevention. You can follow him on Twitter at @hinduja.



Lydia Bates

Senior Research Analyst
Southern Poverty Law Center

Lydia Bates (she/her) is a Senior Research Analyst at the Southern Poverty Law Center (SPLC). In her five years at SPLC, she has researched and monitored hate ideologies including Ku Klux Klan, neo-Völkisch, Holocaust denial, and male supremacy. She also monitors white nationalist flyering incidents across the United States and is involved in SPLC's partnership with the Polarization and Extremism Research and Innovation Lab (PERIL) to create resources for inoculating young people against extremist radicalization. She has an M.A. in Ethics, Peace, and Global Affairs from American University.



DAY 1: Session 1—Research and Trends: What We Know About Identity-Based Bullying, Hate Crimes, and Hate Groups



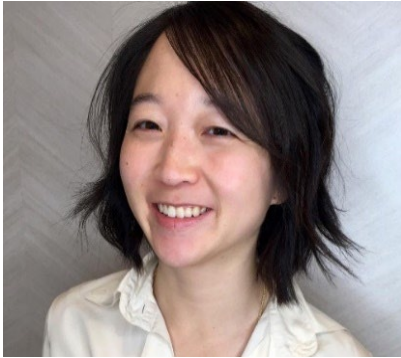
Kaitlyn Sill

Social Science Research Analyst
National Institute of Justice

Kaitlyn Sill, Ph.D. is a Social Science Research Analyst with the U.S. Department of Justice’s National Institute of Justice (NIJ), Research and Evaluation Division, where she supports hate crimes research, the juvenile justice research and statistics programs, and CrimeSolutions’ juvenile justice content. Prior to joining to NIJ, Kaitlyn served as a senior statistician with the District of Columbia’s Criminal Justice Coordinating Council in the Statistical Analysis Center. Kaitlyn obtained her Ph.D. in Political Science from Louisiana State University.



DAY 1: Session 2—Combating Identity-Based Bullying in the Asian American and Pacific Islander (AAPI) Community



Candice Cho

Managing Director of Policy
and Counsel
Asian Pacific Policy and
Planning Council

Candice Cho is the Managing Director of Policy and Counsel at Asian Pacific Policy and Planning Council (A3PCON), a coalition of over 40 Community-based organizations that serves and represents the 15 million Asian Pacific Islanders in Los Angeles County. Candice has more than a decade of experience leading collaboration policy efforts at the federal and local levels. As deputy chief of staff at the New York City Law Department, one of the largest public law offices in the country, she served as the city's chief legal advisor on immigration and sanctuary city policies protecting immigrant New Yorkers during the Trump administration. She also served as chief of staff to a New York City Charter Revision Commission, which proposed to increase democratic participation in local government and received voter approval. Candice began her career as a legislative staffer for U.S Senator Richard J. Durbin (D-IL).

Candice received a Bachelor of Arts from Harvard University, a Masters of Public Policy from Georgetown University, a Juris Doctor from Columbia Law School. She is admitted to practice law in New York and California.



David Inoue

Executive Director
Japanese American Citizens League

David Inoue was appointed Executive Director for the Japanese American Citizens League in July 2017. He previously served 10 years as the administrative director for a medical shelter for homeless men in Washington, DC. David has master's degrees in public health and health administration from The Ohio State University and worked several years in health care policy with the National Association of Public Hospitals and Health Systems and the federal government at the Centers for Medicare and Medicaid Services. He completed a dual Bachelor of Arts degree in chemistry and Asian studies at Cornell University, where he studied Japanese and Chinese language, culture, and history.



DAY 1: Session 2—Combating Identity-Based Bullying in the Asian American and Pacific Islander (AAPI) Community



Jill Yu

Managing Director & Co-Founder
Act To Change

Jill Yu served as an Advisor at the White House Initiative on Asian Americans and Pacific Islanders (AAPI) in 2015. She worked on critical initiatives including “Act To Change,” promoting enrollment for healthcare, organizing the philanthropic and public and private partnership event at the White House, and working with senior federal agency executives in how their agency can better serve Asian American populations.

Jill came to federal service as a Presidential Management Fellow. Prior to federal service, Jill was a Staff Attorney for the American Bar Association Center on Children and the Law and worked on the cross-section of foster youth and education as well as policy issues impacting vulnerable youth.

Jill is an active member of the Women’s Bar Association of Washington DC, where she received the inaugural Monica Parham Diversity, Equity, and Inclusion Award for her work in promoting diversity and inclusivity through Act To Change, the National Filipino American Lawyers Association, and as the inaugural President of the Filipino American Lawyers Association of Washington, DC, an affiliate of the National Asian Pacific American Bar Association. Jill also serves on the Hate Crimes Task Force facilitated by the Leadership Conference on Civil and Human Rights, where she actively advocates for services impacting the AAPI community and its youth.



Justin Lock

Special Assistant for AAPI Issues
Community Relations Service, U.S.
Department of Justice

Justin Lock is the Special Assistant for Asian American Native Hawaiian and Pacific Islanders issues with the U.S. Department of Justice Community Relations Service (CRS) in the San Francisco Field Office. Justin previously served in the CRS Midwest Regional Office. In this capacity, he assists communities with resolving and responding to racial tensions and other conflicts related to protected identity such as color, national origin, gender, gender identity, sexual orientation, religion, and disability as well as response to and prevention of tensions resulting from violent hate crime. During his time with the agency, he has provided agency services in addressing incidents targeting the AAPI community such as the 2012 Oak Creek Gurdwara Shooting, discrimination against the Burmese refugee community in Indiana, bias and hate against Hmong farmers in Minnesota, and hate attacks in California and New York related to COVID-19 misinformation. He is an alumnus of Brown University, Harvard Kennedy School, and Chicago-Kent College of Law.



DAY 1: Session 2—Combating Identity-Based Bullying in the Asian American and Pacific Islander (AAPI) Community



Navin Pant

Trial Attorney
Civil Rights Division,
U.S. Department of Justice

Navin Pant is a Special Litigation Counsel in the Educational Opportunities Section of the Civil Rights Division of the U.S. Department of Justice in Washington, D.C. Navin works on a range of cases and matters to advance the section's enforcement of federal civil rights laws protecting students from discrimination in public elementary and secondary schools as well as colleges and universities. Recently, he has spearheaded the section's outreach to Asian American and Pacific Islander students and families to further the section's work to combat pandemic-related harassment.

Before joining the Civil Rights Division as a trial attorney in 2015, he worked as a staff attorney at a nonprofit civil rights organization in New York City, as a litigator in private practice, and as a law clerk for a federal judge in the United States District Court for the Southern District of New York. Navin received his J.D. from New York University School of Law.



DAY 1: Session 3—Identity-Based Bullying: Strategies To Support Vulnerable Populations



Sandra Graham

Professor in Human Development
and Psychology
University of California,
Los Angeles

Sandra Graham is a Distinguished Professor in the Human Development and Psychology division in the Department of Education at UCLA and the University of California Presidential Chair in Education and Diversity. She received her B.A. from Barnard College, an M.A. in History from Columbia University, and her Ph.D. in Education from UCLA. Graham is a developmental social psychologist. Her major research interests include the study of academic motivation and social development in children of color, particularly in school contexts that vary in racial/ethnic diversity. She focuses on how school context variables such as racial/ethnic diversity contribute to the development of cross-ethnic friendships, positive intergroup attitudes, multiple social identities, coping with peer victimization, and the reduction of achievement disparities between different racial/ethnic groups. She is Principal Investigator on grants from the National Science Foundation and the National Institute of Child Health and Human Development.

Sandra has published widely in developmental, social, and educational psychology journals and received many awards. Among her awards, she is a 2011 recipient of the Distinguished Scientific Contributions to Child Development Award from the Society for Research on Child Development, and she received the 2014 E. L. Thorndike Career Award for Distinguished Contributions to Educational Psychology, Division 15 of the American Psychological Association. In 2015, she was elected to the National Academy of Education.



Elizabeth Payne

Founder & Director
The Queering Education Research
Institute (QuERI)

Elizabeth Payne, Ph.D., is Founder and Director of QuERI, The Queering Education Research Institute. She is a sociologist of education with a focus on sexual and gender minority issues in K-12 education. Her research explores educator anti-bullying efforts, state-level LGBTQ-inclusive anti-bullying policy and its implementation, school support for transgender students, and LGBTQ professional development. Her applied policy work addresses anti-bullying policy, sex education and HIV education policy, and policies related to teacher education and school climate at the state and federal levels.

Elizabeth served on the Biden administration's LGBTQ Public Policy Committee and the New York State Dignity for All Students Act Task Force and works with the New York State Education Department and the New York legislature toward more effective research-based policy for gender and sexual minority students and families. She currently serves on the UNESCO Group Re-Defining Bullying. With co-author Melissa Smith, her forthcoming edited volume, *Queer Kids, School Violence, and the Limits of "Bullying,"* brings together leading international scholars to challenge the current limits of anti-bullying efforts in support of gender and sexual minority students.

Elizabeth was a high school English teacher in Houston, Texas, before completing her Ph.D.



DAY 1: Session 3—Identity-Based Bullying: Strategies To Support Vulnerable Populations



Jeremy Goldbach

Professor

Washington University in St. Louis

Jeremy Goldbach, Ph.D., L.M.S.W., is a Professor with the Brown School at Washington University in St. Louis. His work is primarily focused on measuring, understanding, and intervening on experiences of minority-related stress among LGBTQ+ children and adolescents. Jeremy's work in the area has been continuously funded since 2012 by the Substance Abuse and Mental Health Services Administration, the National Institute on Minority Health and Health Disparities, the National Institute of Child Health and Human Development, the National Institute on Drug Abuse, the U.S. Department of Defense, and through foundations.



Karen Parker

Director

Sexual & Gender Minority
Research Office,
National Institutes of Health

Karen L. Parker, Ph.D., M.S.W., currently serves as Director of the Sexual & Gender Minority (SGM) Research Office at the National Institutes of Health (NIH). Karen was instrumental in the formation of the office in the fall of 2015 and was appointed Director in June 2016. In her role, Karen is co-chair of the trans-NIH Sexual and Gender Minority Research Coordinating Committee, a committee on which she has served since its inception in 2011, and co-chair of the NIH SGM Research Working Group of the Council of Councils. Karen also is a member of the NIH Anti-Harassment Steering Committee and serves as the co-chair of the NIH Office of the Director Anti-Harassment Champions Working Group. Additionally, she sits as an ad hoc member on the Advisory Committee to the NIH Director Working Group on Diversity. In 2021, she received the LGBTQ Health Achievement Award from GLMA: Health Professionals Advancing LGBTQ Equality for her contributions towards advancing the field of SGM health and health equity for SGM communities.

Karen is involved in several SGM-related initiatives beyond NIH. She serves as co-chair of the Measuring Sexual Orientation and Gender Identity Research Group, an entity of the Federal Committee on Statistical Methodology, as well as co-chair for the Department of Health and Human Services LGBT Coordinating Committee.

Karen began her NIH career in 2001 as a Presidential Management Fellow at the National Cancer Institute (NCI). She spent several years at NCI, serving in various roles in the Office of the Director. She received her Bachelor of Arts in English from Indiana University and her Master of Social Work from the University of Michigan, where she studied community organization, social policy, and evaluation. She subsequently completed her Ph.D. at the University of Maryland, School of Social Work.



DAY 1: Closing Remarks—Plenary Session



James Antal

Associate Administrator
Special Victims & Violent Offenders
Division, OJJDP

James Antal is the Associate Administrator of the Office of Juvenile Justice and Delinquency Prevention's (OJJDP's) Special Victims and Violence Offenders Division. Prior to assuming his current position, James served at OJJDP as a Deputy Administrator in the Demonstration Program Division. During that time, James was the designated federal official for the Attorney General's Advisory Committee on American Indian/Alaska Native Children Exposed to Violence, and he received the Assistant Attorney General's award for his work on the initiative. Previously, James worked in the OJJDP State Relations and Assistance Division as a program manager.

Before joining OJJDP, James served as the state juvenile justice specialist at the Maryland Governor's Office of Crime Control and Prevention

James pursued his undergraduate studies at Millersville University in Pennsylvania and received a master's degree from the University of Maryland School of Social Work.



DAY 2: Opening and Welcome—Plenary Session



Chyrl Jones

Acting Administrator
OJJDP

Chyrl Jones was named Acting Administrator of the Office of Juvenile Justice and Delinquency Prevention (OJJDP) on January 20, 2021. Since 2014, Chyrl served as Deputy Administrator for OJJDP and oversaw OJJDP's programs and initiatives, including mentoring, tribal youth, gang prevention, internet crimes against children, missing and exploited children, child advocacy centers, drug courts, reentry, and formula grant programs. She also oversaw training and technical assistance, communications, and budgeting activities.

Chyrl previously served as the Deputy in OJJDP's former State Relations and Assistance Division and worked on behalf of designated state agencies for 15 years. Before coming to the U.S. Department of Justice, she worked at the National Governors Association on maternal and child health issues, the University of Maryland on environmental health concerns, and C-SPAN. Chyrl holds a Bachelor of Arts degree in Cultural Anthropology from the University of the District of Columbia.



DAY 2: Session 1—Hate Groups and Radicalization: How To Prevent Hate and Keep Kids Safe



Steve DeBrot

Vice President & Chief Counsel
National White Collar Crime Center

Steve DeBrot is a Vice President and Chief Counsel at the National White Collar Crime Center. He was a federal prosecutor for 30 years, most recently the Deputy Chief of the Major Fraud, Public Integrity, and Child Exploitation Unit, having previously been the Project Safe Childhood Coordinator. He prosecuted crimes against children, violent crime, bias-related crimes, cybercrimes and cyberbullying, and many other offenses. He won 30+ federal jury trials and had a 100 percent conviction rate in 500+ sex crime cases. Steve is an expert in the investigation and prosecution of computer-related crimes and using computer forensic evidence, having trained 30,000+ people nationally and internationally. He has received the DOJ Director's Award, the AAG's Award for Distinguished Service, and the Prosecutor of the Year Award from the Indiana Anti-Sexual Violence Movement.



Chuck Cohen

Vice President
National White Collar Crime Center

Chuck Cohen is a Vice President at the National White Collar Crime Center. He is a Professor of Practice in the Indiana University Bloomington Department of Criminal Justice, where he has taught since 2003. Chuck serves as an auxiliary detective with the Indiana University Police Department, providing technical assistance and giving him statewide police authority.

Chuck is a retired Indiana state police captain where he served for over 25 years. He was most recently the Intelligence and Investigative Technologies Commander. Chuck was the Indiana Intelligence Fusion Center Executive Director and Indiana Internet Crimes Against Children Task Force Commander.

Chuck speaks internationally on topics including the implications of online social networks in criminal investigations and criminal intelligence gathering, cybercrime, online fraud, money laundering, corruption investigations, and the investigation of skilled criminal offenders. He has trained investigators and analysts on five continents.



DAY 2: Session 1—Hate Groups and Radicalization: How To Prevent Hate and Keep Kids Safe



**Shannon Foley
Martinez**

Lived Expert

Shannon Foley Martinez has worked within at-risk communities teaching and developing dynamic resiliency skills. She has helped to build preventative models of counter-extremism, focusing on family values, the importance of individual empathy, and intersectional consciousness inclusive of race, class, gender, and sexuality. Since leaving the white supremacist movement over 25 years ago, Shannon has been equal to the grueling task of educating others and building expertise within herself. She advocates the amplification and protection of Black, Indigenous, Latinx, immigrant, and LGBTQ voices; as well as using her own to advocate and educate at every opportunity how to build a better community for a better tomorrow.

She works as a consultant with American University's Polarization and Extremism Research and Innovation Lab (PERIL), as well as an independent consultant. She has worked for school systems, nonprofits, and community organizations and has participated in myriad programs over her years of education within her field, building and sharing expertise. Shannon has worked with such entities as the United Nations (UN) Office of Counter Terrorism, National Counterterrorism Center, Department of Homeland Security, State Department, Hedayah, the Center for the Prevention of Radicalization Leading to Violence, UN Women, and the National Academies of Science, Engineering, and Medicine. Her story has been featured in global media. Her voice can sometimes be heard on news outlets such as Al Jazeera, MSNBC, CNN, BBC, and NPR.



Myrieme Churchill

Executive Director
Parents for Peace

Myrieme Churchill, M. Ed., C.E.C., is the Executive Director of Parents for Peace and helpline first responder. She has over 30 years of experience as a psychotherapist, working in variety of settings and with a range of populations in Europe and the U.S. Beginning her career in France, she intervened with first- and second-generation North African immigrant sex workers on the streets of Marseille and facilitated group therapy in a juvenile detention center in Nice. In the U.S., Churchill has worked as a group therapy counselor in an in-patient dual diagnosis unit at Beth Israel Deaconess and as Program Director of a dual diagnosis drop-in center in suburban Boston. She obtained several life coaching and professional coaching certifications and has maintained a coaching practice based in Monaco since 2000. She also developed and delivered training programs in the Institute Regional Administration (Nantes, FR) teaching coaching strategies to improve leadership and management in the French regional government context. Her therapy and coaching background were essential to the development of the Parents for Peace helpline model, and her native language skills have facilitated Parents4peace establishing connections with counter extremism in Montreal and Quebec, France and Belgium. Churchill has been featured in N.P.R., The Washington Post, MSNBC, and Bloomberg.



DAY 2: Session 1—Hate Groups and Radicalization: How To Prevent Hate and Keep Kids Safe



Steffie Rapp is a Program Manager for the Office of Juvenile Justice and Delinquency Prevention's (OJJDP's) Special Victims and Violent Offenders Division. She works with Hate Crimes Prevention, Internet Crimes Against Children Task Force Program, gang prevention, and issues related to trauma and mental health. Prior to joining OJJDP in May 2004, Steffie served for 9 years as the Executive Director of her own school-based, nonprofit gang and violence prevention/intervention program in West Baltimore.

Steffie received her M.S.W. at Simmons College in Boston, MA and is licensed to practice clinical social work.

Steffie Rapp

Program Manager
Special Victims & Violent Offenders
Division, OJJDP



DAY 2: Session 2—Successful Strategies and Programs To Prevent Hate Crimes: Building Resiliency and Reducing Bias



Kim Milstead

Conciliation Specialist
Community Relations Service,
U.S. Department of Justice

Kim Milstead is a Conciliation Specialist with the U.S. Department of Justice Community Relations Service. She provides facilitation, mediation, training, and consultation services that improve communities' abilities to problem solve and build capacity to prevent and respond to conflict, tension, and hate crimes based on race, color, national origin, gender, gender identity, sexual orientation, religion, and disability.

With over 30 years of experience as a public servant, Kim has served in the following capacities: Special Agent – Criminal Investigator with Internal Revenue Service; Assisting District Attorney: Tarrant County and Dallas District Attorney's Office; Eastern Regional Attorney: USDA-GIPSA; Alternative Dispute Resolution: VA – Office of Resolution Management.

Kim is a graduate of Atlanta's John Marshall Law School with an LLM in Employment Law and earned a Doctor of Jurisprudence from Thurgood Marshall School. Shortly thereafter, she was admitted into the State Bar of Texas. She received a bachelor's degree in Business Administration-Accounting from Prairie View A&M University.

Kim also serves as a Court Appointed Special Advocate of the Child Advocates of Fort Bend.



Mo Canady

Executive Director
National Association of School
Resource Officers

Mo Canady holds a bachelor's degree in criminal justice from Jacksonville State University. He is a former Lieutenant with the City of Hoover Police Department in Hoover, AL. The last 12 years of his career were spent as the Supervisor of the School Services Division. After a 25-year career, he retired from the Hoover Police Department in 2011.

Mo was appointed as an instructor for the National Association of School Resource Offices (NASRO) in 2001 and a NASRO board member in 2005. He is a past President of the Alabama Association of School Resource Officers. He now serves as Executive Director for NASRO. He recently testified on the matter of SRO National Standards before the Federal Commission on School Safety. He has also testified on the matter of school safety before the U.S. House Committee on Education and the Workforce.

Mo is co-author of the national report, *To Protect and Educate—The School Resource Officer and the Prevention of Violence in Schools*.



DAY 2: Session 2—Successful Strategies and Programs To Prevent Hate Crimes: Building Resiliency and Reducing Bias



Jinnie Spiegler

Director of Curriculum and Training
Anti-Defamation League (ADL)

Jinnie Spiegler is the Director of Curriculum and Training at the Anti-Defamation League (ADL) where she has been since 2013. In this capacity, Jinnie is responsible for the oversight, development, and creation of curricula efforts including print anti-bias curriculum guides, online resources (e.g., Current Events Classroom, Book Matter, Table Talk), developing training designs for K-12 and higher education audiences, and special/other projects as needed. In addition, Jinnie writes other online education tools and resources, presents at national conferences, writes articles and blogs for ADL and other external publications, oversees the civics education project, and serves as an advisor to Viacom's *Culture Code* and the Ad Council's *Love Has No Labels* campaign.

Jinnie has worked for more than 20 years in the field of K-12 education for both New York City-based and national educational organizations and institutions. Her professional interests include project-based learning, current events and civics education, children's literature, social media, antibias, diversity, and social justice education.

Jinnie has a master's degree in education from Lesley University in Cambridge, MA, and a bachelor's degree from Hampshire College in Amherst, MA.



Kurt Braddock

Assistant Professor
American University

Kurt Braddock is an Assistant Professor of Public Communication in the School of Communication (SOC) at American University. Kurt also holds faculty fellow positions at the SOC's Center for Media and Social Impact and the Center for University Excellence's Polarization and Extremism Research and Innovation Lab. His research focuses on the persuasive strategies used by violent extremist groups to recruit and radicalize audiences targeted by their propaganda. Kurt also explores how theories of communication, persuasion, and social influence can be used to inform practices meant to prevent radicalization among vulnerable audiences. His first book, *Weaponized Words: The Strategic Role of Persuasion in Violent Radicalization and Counter-Radicalization* (Cambridge University Press, 2020), provides examples of how terrorist groups persuade audiences to adopt their ideologies, and how this process can be fought. Kurt is presently interested in the development of communicative counter-radicalization strategies that prevent white supremacy, neo-Nazism, and the adoption of other violent far-right ideologies. In addition to publishing his work in key communication and security journals (e.g., *Communication Monographs*, *Terrorism and Political Violence*, *Studies in Conflict & Terrorism*), Kurt also provides input to key institutions in D.C. to inform how they fight terrorism. Some of these institutions include the U.S. Department of State, the U.S. Department of Homeland Security, and the U.S. Department of Defense.



DAY 2: Session 2—Successful Strategies and Programs To Prevent Hate Crimes: Building Resiliency and Reducing Bias



Tenzing Lahdon

Program Manager
Special Victims & Violent Offenders
Division, OJJDP

Tenzing Lahdon is a Program Manager in the Office of Juvenile Justice and Delinquency Prevention's (OJJDP's) Special Victims and Violent Offenders Division. Tenzing has managed a variety of programs ranging from mentoring, tribal youth, commercial sexual exploitation of children, internet crimes against children, missing and exploited children, domestic minor sex trafficking, and other child protection issues.

Prior to joining OJJDP, Tenzing served as a Research Specialist at American University's Justice Programs Office. In this capacity, she provided technical assistance and coordinated research and analytical support for OJP-funded projects. Specifically, she served as Senior Research and Technical Assistance Specialist, providing support to the Bureau of Justice Assistance drug court program, including Tribal courts. She has developed and coordinated trainings on needs assessment, capacity building, and program evaluation services using various methods of delivery, including webinars, electronic curricula, and traditional classroom settings.

Tenzing holds a B.A. in Business Management from Luther College and an M.S. in Justice, Law, and Society (Criminology) from American University.



DAY 2: Symposium Wrap Up—Plenary Session



Steffie Rapp

Program Manager
Special Victims & Violent Offenders
Division, OJJDP

Steffie Rapp is a Program Manager for the Office of Juvenile Justice and Delinquency Prevention's (OJJDP's) Special Victims and Violent Offenders Division. She works with Hate Crimes Prevention, Internet Crimes Against Children Task Force Program, gang prevention, and issues related to trauma and mental health. Prior to joining OJJDP in May 2004, Steffie served for 9 years as the Executive Director of her own school-based, nonprofit gang and violence prevention/intervention program in West Baltimore.

Steffie received her M.S.W. at Simmons College in Boston, MA, and is licensed to practice clinical social work.