



## **Law Enforcement, Unionism, and Communities of Color Conference**

**April 28-29, 9am-5:30pm**

**Murphy Institute**

**25 W 43 Street, 18 Fl**

**Register at <https://murphyinstitute-confrontingthetragedy.eventbrite.com>**

The Murphy Institute for Worker Education & Labor Studies, CUNY, is bringing together academics, labor leaders, activists, students, and policy makers to pose crucial questions concerning the criminal justice system and the labor movement's place and responsibility within it. Our two-day conference, *Confronting the Tragedy: Law Enforcement, Unionism, and Communities of Color*, is the culmination of a conversation we began last fall at a forum of the same name (videos [here](#)). These events are designed to examine the complex and interlocking dynamics of race, class, law enforcement and unionism, and thus to support the work of social justice activists, trade unionists, and policy makers to create a more just system of law enforcement.

### **Day 1**

**8:30** Coffee and Refreshments

**9:00 Welcome**

Gregory Mantsios, Director, Murphy Institute, CUNY

Dr. Michael Javen Fortner, Academic Director Urban Studies, Murphy Institute, CUNY

**9:15 Panel I: The Origins and Scope of the Tragedy**

This panel will examine: 1. Trends in discriminatory law enforcement practices with regard to class and race; 2. Perspectives and concerns on policing communities of color; and 3. The nature and implications of demographic trends in the law enforcement workforce.

**Moderator:** Gloria Browne Marshall, Associate Professor of Constitutional Law, John Jay, CUNY

**Panelists:**

- Thomas Abt, Senior Research Fellow, Kennedy School, Harvard University
- Lisa L. Miller, Professor of Political Science, Rutgers University
- John Pfaff, Professor of Law, Fordham University

**10:30** Break

**10:45 Panel II: The Nature and Scope of Bargaining within Police and Corrections Unions**

This panel will explore: 1. The chief bargaining and representational concerns of police and corrections officers; and 2. The manner in which various options for addressing these concerns impacts policing in the communities of color; 3. How law enforcement contracts been used to support or impede accountability and reform.

**Moderator:** Kafui Attoh, Assistant Professor of Urban Studies, Murphy Institute, CUNY

- Ronald G. DeLord PLLC, Public Sector Labor Relations Consultant
- Rebecca Neusteter, Director of Policing Program, Vera Institute of Justice.
- Tom Robbins, Contributing Writer, Marshall Project; Columnist and staff, Village Voice, the New York Daily News, and The New York Observer; Investigative journalist in residence, CUNY Graduate School of Journalism.
- Derek Willingham, Labor Relations Specialist, American Federation of Government Employees (AFGE)

**12:30** Lunch

**1:30 Panel III: Communities of Color, Policing, and the Labor Movement**

This panel will assess: 1. Historical and contemporary sources of conflict between police unions and the broader labor movement; 2. The nature and responsibilities of law enforcement and the labor movement in relation to the safety and well-being of communities of color and the public at large.

**Moderator:** Michael Leo Owens Political Science, Emory University

**Panelists:**

- Deborah Jacobs, Director, Office of Law Enforcement Oversight, King County, WA.
- Adreina Adams, Vice President, NY Public Employees Federation (PEF)
- Kevin Stuckey, President, Seattle Police Officers Guild; Member of Seattle's Community Police Commission

**3:00** Break

**3:15 Panel IV: Building toward a Common Good**

This panel will examine: 1. Criminal justice reforms with potential for ending discriminatory law enforcement while simultaneously addressing the concerns of police and corrections workers and their unions; and 2. The current social and political environment impacting the chances for reform.

**Moderator:** Dr. Michael Javen Fortner, Academic Director Urban Studies, Murphy Institute, CUNY

**Panelists:**

- Marie Gottschalk, Professor of Political Science University of Pennsylvania
- Elizabeth Glazer, Executive Director, NYC Mayor's Office of Criminal Justice

**5:30 Closing Reception**

## Day 2

**9:15am Opening Plenary: Criminal Justice Reform and the Labor movement - Why We Care** - A panel discussion to understand why Criminal Justice Reform is a labor issue, highlighting the work that's been done and what is ahead.

**Moderator:** David Unger, Murphy Institute

- J. David Cox, President, American Federation of Government Employees (AFGE)
- Regena Thomas, Women, Human and Civil Rights Advocacy Director, (American Federation of Teachers) AFT
- Terry Melvin, Secretary-Treasurer of NYS AFL-CIO; President Coalition of Black trade Unionist (CBTU)
- Donald Cohen, Executive Director, In the Public Interest

### **10:45am Sessions 1:**

**Understanding Crimmigration** - A panel discussion on the intersection between Immigration, the Criminal Justice System, and the Labor Movement.

- Rebecca Press, Attorney, Central American Legal Assistance
- Jose Perez, Deputy General Counsel, LatinoJustice PRLDF
- Deandra Khan, Political Coordinator, 32BJ

**What's the Deal with Labor? - Labor 101 for Community Activists** - A workshop to better understand the basics of unionization – of how unions operate, and why they work the way they do, to better understand each other, and to better strategize how to effectuate change within unions.

- Fareed Michelin, Special Assistant to the Secretary-Treasurer, NYS AFL-CIO
- Tiffany Loftin, Racial Justice Program Coordinator, AFL-CIO

### **12:10pm Sessions 2**

**Unions and Police - A Partnership for Re-entry** - A panel discussion highlighting partnership models between these two entities that change the justice system and help with re-entry of returning citizens.

**Moderator:** Sherilyn Wright, Assistant to the President, International Brotherhood of Electrical Workers (IBEW)

- Kim Bogucki, Detective, Seattle Police Department
- Chelsea Nelson, IBEW Representative
- Dominique Bravo, Director, Pathways 2 Apprenticeships
- Michael Cleland, Laborers International Union of North America (LIUNA) Local 79 member and P2A mentor

**Irondale Theater Workshop** - Irondale invited the New York Police Department to join with them in developing a community program that uses theatrical improvisation to build communication and empathy between officers and the communities they are charged to protect and serve. This workshop will offer an overview of how the program started, the elements necessary for its success and a vision for the future. Participants will experience a taste of how the police officers and civilians are brought to a place where serious dialogue can begin.

- Terry Greiss, Executive Director
- Amanda Hinkle, Director of Education
- Michael-David Gordon, Senior Ensemble Artist
- Sam Metzger, Company Member and Teaching Artist

### **1:20pm Lunch Break**

### **2:00pm Sessions 3**

**Law Enforcement, Unions and Mental Health** - Join a discussion on how mental health impacts our policing and mass incarceration system --on how mental health is policed and how it is treated behind bars, and how it impacts all of those involved in the criminal justice system.

- Joel Schwartz, Region 2 NYC Director, Civil Service Employees Association (CSEA) Local 1000
- Ann-Marie Louison, Director of Adult Behavioral Health Programs, CASES
- Five Mualimm-ak, Co-Founder & Director of The Incarcerated Nation Corp.

**AFL-CIO's Criminal Justice Reform Workshop** - A workshop showcasing the Criminal Justice Reform organizing tool AFL-CIO unions are using to move the conversation of Criminal Justice Reform with union members.

- Maria Robalino, Senior Program Specialist, AFL-CIO
- Chelsea Nelson, IBEW representative

**3:20pm Strategy Sessions** - Breakout discussion to explore the potential pathways for moving this discussion forward.

**4:30pm Closing Plenary: What is a "Just System"? Alternative Perspectives** - Organizations and groups across the spectrum of the Criminal Justice system are working on new models to move us toward a more "Just System". What are some of the avenues being explored? How are groups helping define new paths forward?

**Moderator:** Alex Vitale, Associate Professor, Sociology, Brooklyn College, CUNY

- Lisa Daugaard, Director of the Public Defender Association, Law Enforcement Assisted Diversion (LEAD) Program
- Ronald E. Hampton, Chair, Institute of the Black World and Police Reform and Accountability Task Force
- Dr. Divine Pryor, Executive Director, Center for NuLeadership on Urban Solutions