# Reducing Racial Inequalities in the Criminal Justice System

## Committee

## Khalil G. Muhammad

**Co-Chair**

Khalil Gibran Muhammad (Co-chair) is professor of history, race and public policy at Harvard Kennedy School and the Suzanne Young Murray Professor at the Radcliffe Institute for Advanced Studies. He is the former director of the Schomburg Center for Research in Black Culture, a division of the New York Public Library and the world's leading library and archive of global black history. Before leading the Schomburg Center, Dr. Muhammad was an associate professor at Indiana University. Dr. Muhammad's scholarship examines the broad intersections of race, democracy, inequality and criminal justice in modern U.S. history. He is co-editor of "Constructing the Carceral State," a special issue of the Journal of American History (June 2015), and a contributor to a 2014 National Research Council study, The Growth of Incarceration in the United States: Exploring Causes and Consequences, as well as the author of The Condemnation of Blackness: Race, Crime, and the Making of Modern Urban America (Harvard), which won the 2011 John Hope Franklin Best Book award in American Studies. Much of his work has been featured in national print and broadcast media outlets, including the New York Times, New Yorker, Washington Post, The Nation, National Public Radio, Moyers and Company, and MSNBC. He has appeared in a number of feature-length documentaries, including the Oscar-nominated 13th (2016) and Slavery by Another Name (2012). Dr. Muhammad was an associate editor of The Journal of American History and prior Andrew W. Mellon fellow at the Vera Institute of Justice. He is a member of the Society of American Historians and the American Antiquarian Society. In 2017, he received the Distinguished Service Medal from Columbia University's Teachers College. He holds two honorary doctorates and is on the boards of the Vera Institute of Justice, The Museum of Modern Art, The New York Historical Society, and The Nation magazine, as well as the advisory boards of Cure Violence, Common Justice, The HistoryMakers and the Lapidus Center for the Study of Transatlantic Slavery. Dr. Muhammad is an award-winning teacher at Harvard and has received numerous honors for his commitment to public engagement, including BPI Chicago's Champion of the Public Interest Award (2018), The Fortune Society's Game Changer Award (2017), Ebony Power 100 (2013), The Root 100 of Black Influencers (2012-2014), and Crain's New York Business magazine 40 under 40 (2011). A native of Chicago's South Side, Dr. Muhammad graduated from the University of Pennsylvania with a B.A. in economics (1993), and then joined Deloitte & Touche, LLP, as a staff accountant until entering graduate school. He earned his Ph.D. in U.S. history from Rutgers University.

## Bruce Western

**Co-Chair**

Bruce Western (Co-chair) is the Bryce professor of sociology and social justice and co-director of the Justice Lab at Columbia University. His research has examined the causes, scope, and consequences of the historic growth in U.S. prison populations. Current projects include a randomized experiment assessing the effects of criminal justice fines and fees on misdemeanor defendants in Oklahoma City, and a field study of solitary confinement in Pennsylvania state prisons. Dr. Western is also the principal investigator of the Square One Project that aims to re-imagine the public policy response to violence under conditions of poverty and racial inequality. He was the vice chair of the National Academies' panel on the causes and consequences of high incarceration rates in the United States. He is the author of Homeward: Life in the Year After Prison (Russell Sage Foundation, 2018), and Punishment and Inequality in America (Russell Sage Foundation, 2006). He is a member of the National Academy of Sciences and the American Academy of Arts and Sciences. He has been a Guggenheim fellow, a Russell Sage Foundation visiting scholar, and a fellow of the Radcliffe Institute of Advanced Study. Western received his Ph.D. in sociology from the University of California, Los Angeles, and was born in Canberra, Australia.

## Daryl Atkinson

**Member**

Daryl Atkinson is the co-director of Forward Justice, a non-partisan law, policy and strategy center dedicated to advancing racial, social and economic justice in the U.S. south. Prior to joining Forward Justice, Mr. Atkinson was the first Second Chance Fellow for U.S. Department of Justice (DOJ). While at DOJ, Mr. Atkinson was an advisor to the Second Chance portfolio of the Bureau of Justice Assistance (BJA), a member of the Federal Interagency Reentry Council, and a conduit to the broader justice-involved population to ensure that BJA heard from all stakeholders when developing reentry policy. Prior to serving at BJA, Mr. Atkinson was the senior staff attorney at the Southern Coalition for Social Justice (SCSJ) where he focused on criminal justice reform issues, particularly removing the legal barriers triggered by contact with the criminal justice system. Prior to his tenure at SCSJ, Mr. Atkinson was a staff attorney at the North Carolina Office of Indigent Defense Services (IDS) where he helped develop the Collateral Consequence Assessment Tool (C-CAT), an online searchable database that allows the user to identify the collateral consequences triggered by North Carolina convictions. Most notably in 2014, Mr. Atkinson was recognized by the White House as a "Reentry and Employment Champion of Change" for his extraordinary work to facilitate employment opportunities for people with criminal records. Mr. Atkinson is a founding member of the North Carolina Second Chance Alliance and serves on the North Carolina Commission for Racial and Ethnic Disparities in the Criminal Justice System. He received a B.A. in political science from Benedict College, Columbia, SC and a J.D. from the University of St. Thomas School of Law, Minneapolis, MN.

## Robert D. Crutchfield

**Member**

Robert D. Crutchfield is professor emeritus in the Department of Sociology at the University of Washington. He has served two terms as department chair. His research is on labor markets and crime, and race, ethnicity and the criminal justice system. Crutchfield is a fellow of the American Society of Criminology (ASC), and a University of Washington Distinguished Teaching Award winner. He was elected vice-president of the ASC, chair of the American Sociological Association's (ASA) Crime, Law, and Deviance Section, and to the Council of the ASA. He served on the National Academy of Sciences, Committee on Law and Justice (CLAJ) for six years, and on several National Academies study panels including the Committee to Improve Research and Data on Firearms, the Committee on Assessing the Research Program of the National Institute of Justice, and the Committee on the Causes and Consequences of High Rates of Incarceration. Crutchfield is a National Associate of the National Research Council of the National Academy of Sciences and now chairs CLAJ. He has been on the Board of Directors of The Sentencing Project, the Washington State Juvenile Sentencing Commission and the Board for the Washington State Council on Crime and Delinquency. From 2015 to 2018 he served on the Executive Committee of the U.S. Justice Department Office of Justice Program's Science Advisory Board. Crutchfield is a former juvenile probation officer and worked as a Parole Agent for the Pennsylvania Board of Probation and Parole. He received his B.A. in sociology from Thiel College in Pennsylvania, and his M.A. and Ph.D. from Vanderbilt University.

## Bernice Donald

**Member**

Honorable Bernice Donald is a judge on the United States Court of Appeals for the Sixth Circuit. She was nominated to that position by President Barack Obama, and confirmed by the Senate on September 6, 2011. Prior to her nomination, Judge Donald sat on the U.S. District Court for the Western District of Tennessee from 1996 to 2011. She previously served as Judge on the U.S. Bankruptcy Court for the Western District of Tennessee, becoming the first African American woman in the history of the United States to serve as a bankruptcy judge. In 1982, she was elected to the General Sessions Criminal Court, where she became the first African American woman to serve as a judge in the history of the state of Tennessee. She also served as an adjunct faculty at the University of Memphis School of Law, and as faculty for the Federal Judicial Center and the National Judicial College. In 1996, Chief Justice Rehnquist appointed Judge Donald to the Judicial Conference Advisory Committee on Bankruptcy Rules where she served for six years. Chief Justice Roberts again appointed her in 2019. She is extremely active in the American, Tennessee, and Memphis Bar Associations, serving in vital leadership roles in key committees. She previously served as Secretary of the 430,000 member American Bar Association. Judge Donald has been the recipient of over 100 awards for professional, civic, and community activities, including the Distinguished Alumni Award from the University of Memphis, the Martin Luther King Community Service Award, and the Benjamin Hooks Award presented in 2002 by the Memphis Bar Foundation. She received the ABA Margaret Brent Women of Achievement Award in 2018, the Lifetime Achievement Award from the Tort, Trial and Insurance Section in 2020, and the William Brennan Award at the University of Virginia. She received her law degree from the University of Memphis School of Law, an LLM from Duke Law School, and an honorary Doctors of Law degree from Suffolk University.

## Francis Guzman

**Member**

Francis (Frankie) Guzman is the director of the California Youth Justice Initiative at the National Center for Youth Law. Mr. Guzman leads a team of attorneys, policy advocates, and community organizers working to eliminate the practice of prosecuting and incarcerating children in California's adult criminal justice system, reduce incarceration and justice system involvement, and increase developmentally-appropriate services in communities for youth. Raised in a poor, mostly immigrant community plagued by crime and drugs, Mr. Guzman experienced his parents' divorce and his family's subsequent homelessness at age three, the life-imprisonment of his 16-year-old brother at age five, and lost numerous childhood friends to violence. At age 15, he was arrested for armed robbery and, on his first offense, was sentenced to serve 15 years in the California Youth Authority. Released on parole after six years, Mr. Guzman attended law school and became an expert in juvenile law and policy with a focus on ending the prosecution of juveniles as adults. Through partnerships with community organizations and advocacy groups, Mr. Guzman has helped lead California's effort to reduce the number of youths prosecuted as adults and serving time in adult prisons by passing legislation that established Youth Offender Parole Hearings, reformed Juvenile Transfer Hearings, and eliminated prosecutors' direct file authority. More recently, Mr. Guzman helped lead statewide efforts to eliminate California's practice of prosecuting 14 and 15-year-olds as adults, prohibit the incarceration of children under age 12 in the juvenile system, and secure approximately $60 million dollars to expand pre-arrest diversion programs and developmentally-appropriate, culturally-relevant community-based services for youth in CA. He received his J.D. from the University of California at Los Angeles School of Law.

## Elizabeth Hinton

**Member**

Elizabeth Hinton is associate professor of History and African American Studies and Professor of Law at Yale University. Her research focuses on the problems of poverty, urban violence, and inequality in the twentieth century United States. She is the author of From the War on Poverty to the War on Crime: The Making of Mass Incarceration in America, which received the Ralph Waldo Emerson prize from the Phi Beta Kappa Society and was named to the New York Times's 100 notable book in 2016. Hinton's articles and op-eds can be found in the pages of the New York Times, The Atlantic, The Los Angeles Times, The Boston Review, The Nation, and Time.

## Nikki Jones

**Member**

Nikki Jones is a professor in the Department of African American Studies at the University of California, Berkeley. She is also a faculty affiliate with the Center for the Study of Law and Society. Her areas of expertise include urban ethnography, race and ethnic relations and criminology and criminal justice, with a special emphasis on the intersection of race, gender, and justice. Dr. Jones has published three books, including the sole-authored Between Good and Ghetto: African American Girls and Inner City Violence (2010), published in the Rutgers University Press Series in Childhood Studies (betweengoodandghetto.com). Her research appears in peer-reviewed journals in sociology, gender studies, and criminology. Dr. Jones' next book, based on several years of field research in a San Francisco neighborhood, examines how African American men with criminal histories change their lives, and their place in the neighborhood once they do. Her current research draws on the systematic analysis of video records that document routine encounters between police and civilians, including young Black men's frequent encounters with the police. Dr. Jones is the past-chair of the American Sociological Association's Race, Gender and Class Section (2012-13). She also serves on the editorial boards of the American Sociological Review and Gender & Society. Dr. Jones has received awards for her research and publications including the William T. Grant Award for Early Career Scholars (2007-12) and the New Scholar Award from the American Society of Criminology's Division on Women and Crime (2010) and Division on People of Color and Crime (2009). Before joining the faculty at the University of Calfornia, Dr. Jones was on faculty in the Department of Sociology at UC-Santa Barbara (from 2004-2013). She earned her Ph.D. in sociology and criminology from the University of Pennsylvania.

## Tracey L. Meares

**Member**

Tracey Meares is the Walton Hale Hamilton professor and a founding director of the Justice Collaboratory at Yale Law School. Before joining the faculty at Yale, she was a professor at the University of Chicago Law School from 1995 to 2007, serving as Max Pam Professor and director of the Center for Studies in Criminal Justice. She was the first African American woman to be granted tenure at both law schools. Ms. Meares is a nationally recognized expert on policing in urban communities. Her research focuses on understanding how members of the public think about their relationship(s) with legal authorities such as police, prosecutors and judges. She teaches courses on criminal procedure, criminal law, and policy and she has served on the National Academy of Sciences Committee on Law and Justice, a National Research Council standing committee and the U.S. Department of Justice, Office of Justice Programs Science Advisory Board. Ms. Meares is a member of the board of directors at the The Joyce Foundation. In April 2019, Ms. Meares was elected as a member to the American Academy of Arts and Sciences. In December 2014, she was appointed as a member of The President's Task Force on 21st Century Policing. She has a B.S. in general engineering from the University of Illinois and a J.D. from the University of Chicago Law School.

## Derek Neal

**Member**

Derek A. Neal is the William C. Norby Professor at the University of Chicago. Dr. Neal studies labor, black-white wage inequality, economics of crime, and education policy. He is the recipient of Llewellyn John and Harriet Manchester Quantrell Award for Excellence in Undergraduate Teaching (2016), a fellow with the Society of Labor Economists (2008), president of the Midwest Economics Association (2009-10), former co-editor, Journal of Human Resources, former editor-in-chief, Journal of Labor Economics, and former editor, Journal of Political Economy. Dr. Neal received his M.A. and Ph.D. in economics from the University of Virginia.

## Steven Raphael

**Member**

Steven Raphael is a professor of public policy at University of California, Berkeley and holds the James D. Marver Chair at the Goldman School of Public Policy. His research focuses on the economics of low-wage labor markets, housing, and the economics of crime and corrections. His most recent research focuses on the social consequences of the large increases in U.S. incarceration rates and racial disparities in criminal justice outcomes. Dr. Raphael also works on immigration policy, research questions pertaining to various aspects of racial inequality, the economics of labor unions, social insurance policies, homelessness, and low-income housing. Dr. Raphael is the author (with Michael Stoll) of Why Are so Many Americans in Prison? (published by the Russell Sage Foundation Press) and The New Scarlet Letter? Negotiating the U.S. Labor Market with a Criminal Record (published by the W.E. Upjohn Institute for Employment Research). Dr. Raphael is research fellow at the National Bureau of Economic Research, the California Policy Lab, the University of Michigan National Poverty Center, the University of Chicago Crime Lab, IZA, Bonn Germany, and the Public Policy Institute of California. Dr. Raphael holds a Ph.D. in economics from University of California, Berkeley.

## Nancy Rodriguez

**Member**

Nancy Rodriguez is a professor in the Department of Criminology, Law and Society at the University of California, Irvine. Her research interests include inequality (race/ethnicity, class, crime and justice) and the collateral consequences of mass incarceration. Throughout her career, Dr. Rodriguez has engaged in use-inspired research and has been part of many successful collaborations with law enforcement, courts, and correctional agencies. In October 2014, Dr. Rodriguez was appointed by President Barack Obama to serve as the Director of the National Institute of Justice (NIJ). As Director of NIJ, she led the development of the agency's first strategic research plans in the areas of corrections, safety, health, and wellness, and policing. She worked with federal partners to raise awareness of crime and justice research gaps and collaborated with federal partners to make investments in research and evaluation. Since leaving NIJ, Dr. Rodriguez has dedicated her time to advancing research in the areas of racial and ethnic disparities and prison violence (with the generous support from the John D. and Catherine T. MacArthur Foundation and Arnold Ventures).

## Addie Rolnick

**Member**

Addie C. Rolnick is a professor of Law at the University of Nevada, Las Vegas, William S. Boyd School of Law and a Board Member of the law school's Program on Race, Gender & Policing. Her research investigates the relationships between sovereign power and indigenous/minority rights in four main areas: the role of race and gender in the administration of criminal and juvenile justice; Native youth and juvenile justice; equal protection-based challenges to indigenous rights; and tribal jurisdiction. She has investigated the impact of tribal, federal, and state juvenile justice systems on Native youth and regularly advises advocates, federal policymakers, and tribal governments on Native youth and juvenile justice. She teaches courses in criminal law, policing and race, civil rights, and Indian and tribal law. Prior to joining UNLV, she was the inaugural Critical Race Studies Law Fellow at UCLA School of Law. Before that, she represented tribal governments as a lawyer and lobbyist in Washington, D.C.

## Robert J. Sampson

**Member**

Robert J. Sampson is the Henry Ford II professor of the Social Sciences at Harvard University, affiliated research professor at the American Bar Foundation, and founding director of the Boston Area Research Initiative. He has also taught at the University of Chicago and the University of Illinois. Dr. Sampson is an elected member of the National Academy of Sciences and a fellow of the American Academy of Arts and Sciences, the American Society of Criminology, the American Philosophical Society, and the American Academy of Political and Social Science. He served as president of the American Society of Criminology and received the Stockholm Prize in Criminology. Dr. Sampson was also elected as Corresponding Fellow of the British Academy and Fellow of the John Simon Guggenheim Foundation. Dr. Sampson's research and teaching cover a variety of areas including crime, disorder, the life course, neighborhood effects, civic engagement, inequality, "ecometrics," and the social structure of the city. He is the author of three award-winning books and numerous articles. His last book, published by the University of Chicago Press, is Great American City: Chicago and the Enduring Neighborhood Effect. Great American City is based on the culmination of over a decade of research from the Project on Human Development in Chicago Neighborhoods (PHDCN), for which Sampson served as Scientific Director. He received his Ph.D. from State University of New York at Albany.

## Jeffrey L. Sedgwick

**Member**

Jeffrey Sedgwick is the executive director of the Justice Research and Statistics Association. In 2006, Dr. Sedgwick was appointed by President Bush as the director of the Bureau of Justice Statistics under the Office of Justice Programs (OJP). In 2008, he was appointed to serve as the acting assistant attorney general for the OJP. He is professor emeritus of political science at the University of Massachusetts-Amherst where he taught multiple courses, including policy analysis and evaluation and public policy. Dr. Sedgwick served on the NRC Committee on Modernizing the Nation’s Crime Statistics. He also co-founded the consulting firm Keswick Advisors which aides in developing program outcome and performance measures for a range of projects including an evaluation of youth crime prevention programs funded by the Office of Juvenile Justice and Delinquency Prevention (OJJDP). He is the author of “Law Enforcement Planning: The Limits of an Economic Approach” and “Deterring Criminals: Policymaking and the American Political Tradition.” Dr. Sedgwick received his M.A.P.A. in public administration and public policy and his Ph.D. in government and public affairs from the University of Virginia.

# Maria B. Velez

**Member**

María B. Vélez is an associate professor at the University of Maryland. Her general interests are to understand how stratification along racial-ethnic, political, and economic lines shapes and is shaped by the uneven patterning of crime and justice outcomes. Key themes include investigating: the influence of political conditions on crime patterns across neighborhoods; the dynamic nature of crime; and the consequences of mass incarceration and other forms of criminal justice contact for minority political behavior and the wellbeing of democracy in the United States. She was a member of the Roundtable on Crime Trends in America for the National Academies' Committee on Law and Justice. She received her Ph.D. in sociology from Ohio State University.