



National Seminar for Law Enforcement on Civil and Human Rights Protection

April 20 – 21, 2017

The National Center for Civil and Human Rights
100 Ivan Allen Jr. Blvd NW, Atlanta, GA 30313

Organized by the National Center for Civil and Human Rights, the U.S. Federal Bureau of Investigation and the Auschwitz Institute for Peace and Reconciliation

Seminar Goals

- 1** To familiarize participants with the concept of genocide and other mass atrocities and examine the factors which put societies at risk for these crimes.
- 2** To emphasize the ways in which the protection of human and civil rights by law enforcement plays a role in the prevention of mass atrocities.
- 3** To assess the role law enforcement can play in the prevention of mass atrocities and to apply those lessons to the challenges facing police today in serving multicultural communities.

Seminar Overview

AIPR believes that prevention has three facets – (1) early detection of the risk factors and warning signs that are precursors to mass atrocity, (2) identification of response tools to mitigate or stop a mass atrocity in progress, and (3) fostering resiliency through the pursuit of justice, truth, and memory after mass atrocity. We share a national, and global, concern that the increasingly hostile environment of exclusion in the US is increasing the risk, and occurrence, of identity-based marginalization and violence. We wish to use the lessons learned from atrocity prevention to help build capacity in our law enforcement partners to detect relevant risk factors for identity-based marginalization and violence, identify appropriate response tools, and recognize the best practices to foster resiliency in targeted communities. The training is a direct outgrowth of the international work AIPR has done in assisting governments and security forces from more than 75 countries with the development and implementation of mass atrocity prevention policies.

Most teaching modules will include additional reading and resource materials to take away from the seminar. Case studies and other active learning assignments will allow participants to enhance their literacy in the field by engaging first-hand with the learning resources and presentation material. To establish a safe and open learning community, the seminar will follow the **Chatham House Rule** in which participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.

Seminar Agenda

Day 1 - Thursday, April 20

7:30 AM - 8:00 AM

Registration

Location: National Center for Civil and Human Rights, 100 Ivan Allen Jr. Blvd NW, Atlanta, GA 30313

8:00 AM - 8:45 AM

Welcome and Introduction to the Seminar

- Ms. Samantha Capicotto, Director of Policy and Planning, Auschwitz Institute for Peace and Reconciliation (AIPR)
- Ms. Nicole Moore, Manager of Education and Museum Content, National Center for Civil and Human Rights (National Center)
- Dr. Tibi Galis, Executive Director, AIPR
- Mr. Matthew Alcoke, Assistant Special Agent in Charge (ASAC), Atlanta Field Office, U.S. Federal Bureau of Investigation (FBI)
- Dr. James Waller, Director of Academic Programs, AIPR & Cohen Professor of Holocaust and Genocide Studies, Keene State College, NH (KSC)

8:45 AM - 10:15 AM

Understanding Risk Factors in the Process of Mass Atrocity

Instructor: Dr. James Waller, Director of Academic Programs, AIPR & Cohen Professor of Holocaust and Genocide Studies, Keene State College

Readings: James Waller, *It Can Happen Here: Assessing the Risk of Genocide in the U.S.* (2017).

Handout: Categories of Risk Factors for Violent or Genocidal Conflict

10:15 AM - 12:15 PM **Guided Tour of National Center for Civil and Human Rights**

Reading: National Center for Civil and Human Rights Exhibits Informational Brochure

12:30 PM - 1:30 PM **Lunch Break and Debriefing of Museum Experience**

Facilitators: Ms. Nicole Moore, Manager of Education and Museum Content, National Center for Civil and Human Rights; Dr. James Waller, AIPR/KSC

1:30 PM - 3:00 PM **Becoming Evil: How Ordinary People Commit Genocide and Other Mass Atrocities**

Instructor: Dr. James Waller, AIPR/KSC

Readings: (a) James Waller, "The Ordinarity of Extraordinary Evil: The Making of Perpetrators of Genocide and Mass Killing," from Olaf Jensen and Claus-Christian W. Szejnmann (eds.), *Ordinary People as Mass Murderers: Perpetrators in Comparative Perspective* (UK: Palgrave Macmillan, 2008), pp. 145-164, and

(b) excerpt from Jean Hatzfeld's *Machete Season: The Killers in Rwanda Speak* (New York: Farrar, Straus and Giroux, 2003), pp. 21-27, 36-40.

Handout: The Interrogation of Erna Petri (19 September, 1961)

3:00 PM - 3:15 PM **Coffee Break**

3:15 PM - 4:45 PM **Human Rights Violators War Crimes Center (HRVWCC)**

Instructors: Ms. Kerry Sparks, Supervisory Special Agent (SSA) & Ms. Kristen Acton, Intelligence Analyst, International Human Rights Unit, FBI; Dr. Ann Schneider, Historian, Human Rights Violators War Crimes Center, U.S. Immigration and Customs Enforcement

Reading: Andrew Rice, "The Long Interrogation", *The New York Times Magazine* (June 2006)

4:45 PM - 5:00 PM **Summary Remarks for Day 1**

Day 2 - Friday, April 21

8:30 AM - 8:45 AM

Welcome and Framing of the Day

Facilitator: Dr. James Waller, AIIPR/KSC

Location: National Center for Civil and Human Rights

Recommended Reading: *Final Report of the Presidents' Task Force on 21st Century Policing* (May 2015)

8:45 AM - 10:15 AM

Keynote Address: The Challenge of Policing in a Democratic Society: A Personal Journey Toward Understanding

Speaker: Former Philadelphia Police Commissioner Mr. Charles H. Ramsey

Readings: Charles H. Ramsey, "The Challenge of Policing in a Democratic Society: A Personal Journey Toward Understanding," *New Perspectives in Policing Bulletin*, Washington, D.C.: U.S. Department of Justice, National Institute of Justice, 2014

10:15 AM - 10:30 AM

Coffee Break

10:30 AM - 12:00 PM

Policing in Multicultural Communities: Instilling Values for the Protection of Human and Civil Rights

Instructor: Dr. Cedric L. Alexander, Deputy Mayor, City of Rochester, NY

Reading: Cedric L. Alexander, "Community Policing as a Counter to Bias in Policing: A Personal Perspective", *126 Yale L.J. F.* 381 (2017)

12:00 PM - 12:45 PM

Lunch Break

12:45 PM - 1:00 PM

Short Walk to Georgia Aquarium

Location: Georgia Aquarium Ocean Ballroom, 225 Baker St. NW, Atlanta, GA 30313

- 1:00 PM - 3:30 PM** **FBI Civil Rights Unit: Federal Color of Law Investigations**
Instructors: SSA James A. Newton, Civil Rights Unit, FBI; Mr. Brent A. Gray, Assistant U.S. Attorney, Northern District of Georgia, U.S. Department of Justice
- 3:30 PM - 3:45 PM** **Coffee Break**
- 3:45 PM - 4:15 PM** **Summative Evaluation Session**
Evaluators: Ms. Patricia Waller, External Evaluator; Dr. Caitlin Mahoney, Associate Professor of Psychology, Metropolitan State University, St. Paul, MN
- 4:15 PM - 4:45 PM** **Closing Remarks and Certificate Presentation**
- Ms. Nicole Moore, National Center for Civil and Human Rights
 - Dr. James Waller, AIPR/KSC
 - Ms. Samantha Capicotto, Director of Policy and Planning, AIPR
 - SSA Eric A. Pauley, Atlanta Field Office, FBI
- 4:45 PM - 5:00 PM** **Optional Group Photo**
Location: Mural at Main Entrance of the National Center

Attendees

Participants

Captain Clifton Johnson, Assistant Commander of Zone 1 Precinct, Atlanta Police Department

Captain Kimberly Payne, Assistant Commander of Code Enforcement, Atlanta Police Department

Captain Janet Vincent, Assistant Director of Atlanta Police E911 Center, Atlanta Police Department

Captain Danny L. Jordan, Assistant Commander of East Precinct, Dekalb County Police Department

Captain Jay M. Eisner, Commander of Special Victims Section, Criminal Investigation Division, Dekalb County Police Department

Major Craig D. Medlin, Commander of Special Operations, Special Services Division, Dekalb County Police Department

Major David Barnes, Administrative and Criminal Investigation Divisions, Dunwoody Police Department

Major Oliver Fladrich, Commander of Patrol Division, Dunwoody Police Department

Major Jerry Quan, Commander of Police Precinct 4, Cobb County Police Department

Lieutenant John “Trapp” McDowell, Assistant Academy Director, Recruit Training, In-Service Training, Civilian Training, Gwinnett County Police Department

Sergeant Michael Marchese, Coordinator of In-Service Training, Gwinnett County Police Department

Captain Francis Healy, Esq., Special Legal Advisor to the Police Commissioner, Philadelphia Police Department

Deputy Chief Eric Washington, Deputy Chief of Community Policing, Chicago Police Department

Commander Cristyn Zett, Commander of Zone 2 Police Station; General and Procedural Justice Instructor, City of Pittsburgh Bureau of Police

Commander Jason Lando, Commander of Zone 5 Police Station; Instructor for Procedural Justice and Police Legitimacy Training Program, City of Pittsburgh Bureau of Police

Captain Cory S. Hardiman, Assistant Commander of Patrol Bureau, Birmingham Police Department

Captain Theophilus E. Smith, Executive Assistant to the Chief of Police, Birmingham Police Department

Major Robert Gavin, Commander of Management Services Division, Savannah-Chatham Metropolitan Police Department

Captain Ben Herron, Commander of Central Precinct, Savannah-Chatham Metropolitan Police Department

Chief William Grogan, Chief of Police, Dunwoody Police Department

Major Antonio Catlin, Assistant Commander of the Criminal Investigation Division, Dekalb County Police Department

Keynote Speaker

Mr. Charles H. Ramsey, Fmr. Philadelphia Police Commissioner / Co-Chair of President Obama's Task Force on 21st Century Policing

Instructors

Dr. James Waller, Director of Academic Programs / Cohen Professor of Holocaust and Genocide Studies, Auschwitz Institute for Peace and Reconciliation (AIPR) / Keene State College, NH

Dr. Ann Schneider, Historian, Human Rights Violators & War Crimes Center, U.S. Immigration and Customs Enforcement

Supervisory Special Agent Kerry Sparks, International Human Rights Unit, U.S. Federal Bureau of Investigation (FBI)

Ms. Kristen Acton, Intelligence Analyst, International Human Rights Unit, FBI

Dr. Cedric L. Alexander, Deputy Mayor, City of Rochester, NY / Member of President Obama's Task Force on 21st Century Policing

Supervisory Special Agent James A. Newton, Civil Rights Unit, FBI

Mr. Brent A. Gray, Assistant U.S. Attorney, Northern District of Georgia, U.S. Department of Justice

Observers

Ms. Caroline Brazill, Program Assistant, Atrocities Prevention & Response Program, Wellspring Advisors, LLC

Ms. Nnenna Onyema, Field Associate, National Initiative for Building Community Trust and Justice

Ms. Sue-Lin Wong, Associate Project Director / Managing Director of Field Innovations, National Initiative for Building Community Trust and Justice / National Network for Safe Communities

Organizers

Mr. Derreck Kayongo, Chief Executive Officer, National Center for Civil and Human Rights

Ms. Nicole Moore, Manager of Education and Museum Content, National Center for Civil and Human Rights

Mr. Matthew Alcock, Assistant Special Agent in Charge, Atlanta Field Office, FBI

Mr. Eric A. Pauley, Supervisory Special Agent, Atlanta Field Office/Squad C-2, FBI

Dr. Tibi Galis, Executive Director, AIPR

Ms. Samantha Capicotto, Director of Policy and Planning, AIPR

Mr. Jack Mayerhofer, Chief of Staff, AIPR

Ms. Joanna Oko, Assistant to the Director of Policy and Planning, AIPR

Mr. Rob Scharf, Director of Communications; New York Programs Coordinator, AIPR

Ms. Brittany O'Neill, Director of Development and Board Relations, AIPR

Dr. Kerry Whigham, Academic Programs Officer, Online Education, AIPR

Evaluators

Ms. Patricia Waller, External Evaluator

Dr. Caitlin Mahoney, Associate Professor of Psychology, Metropolitan State University, St. Paul, MN

Instructors



Dr. James Waller

Director of Academic Programs, the Auschwitz Institute for Peace and Reconciliation; Cohen Professor of Holocaust and Genocide Studies, Keene State College

Dr. Waller joined the Auschwitz Institute staff in July 2012 as Academic Programs Director. From 2008 to 2012, he held the position of AIPR Affiliated Scholar, as well as Curriculum Coordinator for the Raphael Lemkin Seminar for Genocide Prevention. He continues to serve as an instructor at the Lemkin Seminar series, as he has dating back to 2008. In March 2010, Dr. Waller was named Cohen Professor for Holocaust and Genocide Studies at Keene State College in New Hampshire. He has been awarded summer fellowships by, and been a teaching fellow with, the Holocaust Educational Foundation at Northwestern University (1996 and 2007-2012) and at the Center for Advanced Holocaust Studies at the United States Holocaust Memorial Museum in Washington, DC (1999, 2003, 2005). His book on perpetrators of genocide, *Becoming Evil: How Ordinary People Commit Genocide and Mass Killing* (Oxford University Press, 2002), was released in a revised and updated second edition in 2007. Dr. Waller recently published *Confronting Evil: Engaging Our Responsibility to Prevent Genocide* in the summer of 2016.



Dr. Cedric Alexander

Deputy Chief Operating Officer for Public Safety, Dekalb County

Dr. Cedric L. Alexander serves as Dekalb County's Deputy Chief Operating Officer for Public Safety. Prior to joining DeKalb County, Dr. Alexander was the Federal Security Director for the Transportation Security Administration, United States Department of Homeland Security at Dallas/Fort Worth International Airport. His responsibilities included the coordination and oversight of all security and regulatory actions. He served as Deputy Commissioner of the New York State Division of Criminal Justice Services; Chief of Police in the Rochester Police Department; and held several leadership roles at the University of Rochester Department of Psychiatry in New York. Dr. Alexander began his law enforcement career in 1977 and also served with the Miami-Dade Police Department, and was a law enforcement officer in Florida for 15 years.

Dr. Alexander was most recently appointed the Deputy Mayor of the City of Rochester, New York. He currently also serves as the National Second Vice President for the National Organization of Black Law Enforcement Executives (NOBLE), holds a membership with the International Association of Chiefs of Police (IACP), and has published his book, *The New Guardians: Policing in America's Communities in the 21st Century*, along with several articles on police stress and burnout. He holds a doctoral degree in clinical psychology, a master's degree in marriage and family therapy, a bachelor's degree in sociology, and currently lectures on topics of management and leadership.



Dr. Ann Schneider

Latin American Historian, Human Rights Violators and War Crimes Center, U.S. Immigration and Customs Enforcement

Ann Schneider is the Latin American Historian for the Human Rights Violators and War Crimes Center. She has a doctorate in history and a master's degree in Latin American Studies. Prior to her work with the federal government, she was a high school teacher and a university professor. She recently took a break from government work to accept a Fulbright grant in Rio de Janeiro where she finalized research for a book she is writing on amnesty and restitution during the 20th century in Brazil.



Mr. Charles Ramsey

Former Police Commissioner of the Philadelphia Police Department

Charles H. Ramsey was appointed Police Commissioner of the Philadelphia Police Department on January 7, 2008. He retired in January 2016 after serving 8 years as Commissioner and leading the fourth largest police department in the nation. Commissioner Ramsey has been at the forefront of developing innovative policing strategies and leading organizational change for the past 24 years. He served as the chief of the Metropolitan Police Department, District of Columbia from April 21, 1998 to January 1, 2007. In the area of community policing, Commissioner Ramsey redefined the Department's mission to focus on crime prevention. Policing for Prevention, the Department's community policing strategy, encompasses focused law enforcement, neighborhood-based partnerships and problem solving, and systemic prevention efforts. In the early stages of his career in Chicago, Commissioner Ramsey was instrumental in designing and implementing the Chicago Alternative Policing Strategy, the city's nationally acclaimed model of community policing.

In 1999, Commissioner Ramsey partnered with the Anti-Defamation League in developing an innovative and experiential training program at the United States Holocaust Memorial Museum called "Law Enforcement and Society: Lessons from the Holocaust." He is an internationally recognized practitioner and educator in his field, and is the Immediate Past President of both the Police Executive Research Forum and the Major Cities Chiefs Association. Commissioner Ramsey holds both a Bachelor's and Master's degrees in Criminal Justice from Lewis University in Romeoville, Illinois. He is a graduate of the FBI National Academy and the National Executive Institute and has completed the Executive Leadership Program at the Naval Postgraduate School. Commissioner Ramsey has lectured nationally on community policing as an adjunct faculty member of both the Northwestern University Traffic Institute's School of Police Staff and Command and Lewis University, and is seen as an expert in the area of policing and homeland security.



Brent Alan Gray

Assistant United States Attorney

Brent Alan Gray has worked as a criminal prosecutor for 26 years. He is currently an Assistant United States Attorney for the Northern District of Georgia, based in Atlanta. He is the coordinator of the United States Attorney's criminal civil rights program. His responsibilities include the investigation and prosecution of excessive force and deprivation of property crimes committed by law enforcement officers, human trafficking crimes and hate crimes. He also prosecutes public corruption cases involving law enforcement officers.

Prior to joining the United States Attorney's Office in Atlanta, Mr. Gray served as a trial attorney and Deputy Chief of the Criminal Section of the Civil Rights Division of the United States Department of Justice in Washington. In his Deputy Chief role, Mr. Gray supervised civil rights investigations and prosecutions in fifteen states and territories. Before joining the Department of Justice in 2000, Mr. Gray served as a State Prosecutor in South Carolina.

SSA James Newton

Supervisory Special Agent, Civil Rights Unit, Federal Bureau of Investigation

James A. Newton is a Supervisory Special Agent (SSA) assigned to FBI Headquarters Civil Rights Unit (CRU). SSA Newton is the program manager responsible for FBI Color of Law investigations. He entered the FBI in 2005 and was stationed in the Hickory Resident Agency of the Charlotte Field Office where he investigated violent and white collar crimes. SSA Newton then moved to the Flagstaff Resident Agency of the Phoenix Field Office where he primarily worked crimes on the Navajo and Hopi Indian Reservations. SSA Newton then briefly worked at the FBI Laboratory in the field of Chemical, Biological, Radiological and Nuclear (CBRN) evidence collection before accepting a Joint Duty Assignment to the Domestic Nuclear Detection Office of the Department of Homeland Security. SSA Newton joined the CRU in 2015 where his responsibilities include continuing the nationwide initiative to educate the law enforcement and civilian communities on the FBI's role in the civil rights with emphasis on Color of Law incidents, and advising FBI field offices on Color of Law investigations.



SSA Kerry Sparks

Supervisory Special Agent, International Human Rights Unit, United States Federal Bureau of Investigation

Kerry Sparks is currently a Supervisory Special Agent for the U.S. Federal Bureau of Investigation's International Human Rights Unit. She joined the FBI in 2002, and is currently based in Washington, D.C. Ms. Sparks is responsible for the oversight of FBI criminal investigations involving human rights violations, including genocide, war crimes, torture, and the recruitment or use of child soldiers. Her current investigative portfolio covers both Africa and Latin America. Prior to joining the GWCU, Ms. Sparks served as a Supervisory Special Agent in the FBI's Counterterrorism Division Extraterritorial Investigations Unit. In this capacity, Ms. Sparks was responsible for overseeing the FBI's investigative efforts related to international terrorism investigations overseas, specifically in Africa. She routinely engaged with foreign liaison services, and other US Intelligence Community partners in order to investigate and neutralize terrorist threats abroad.

Ms. Sparks attended the University of Richmond in Virginia as a full scholarship collegiate athlete for women's basketball where she earned a Bachelor of Arts in Political Science and Criminal Justice. Upon graduation, she worked for a government affairs firm in Washington, D.C. Ms. Sparks later earned her Masters of Science degree in Physical Therapy from the Medical College of Virginia, and was a practicing pediatric and orthopedic physical therapist prior to joining the FBI.



Kristen Acton

Intelligence Analyst, International Human Rights Unit, United States Federal Bureau of Investigation

Kristen Acton graduated in 2010 from Mount Saint Mary's University, magna cum laude, with a degree in International Relations. Kristen worked with the Federal Bureau of Investigation as a part of the Honors Internship Program, from 2008 to 2010, joining full-time as an Intelligence Analyst in 2010 upon graduation. Kristen worked in the FBI Cyber and Counterterrorism Divisions from 2010-2014, where she covered the Arabian Peninsula and the Middle East and served as the Counterterrorism Deputy Assistant Director's briefer for various stints. In September 2014, Kristen joined the FBI's International Human Rights Unit. Currently, Kristen covers the Africa and Americas portfolios, working to identify and prevent human rights violators from entering the United States.