

Dr. Grace A. Telesco
3301 College Avenue, Fort Lauderdale, Florida 33314
(954) 262-7017 gt243@nova.edu

VITA

EDUCATION

FORDHAM UNIVERSITY

Graduate School of Social Service

Social Work

Ph.D.

2001

JOHN JAY COLLEGE OF CRIMINAL JUSTICE

Master of Arts

Criminal Justice 1991

Bachelor of Science

Police Science

1988

NOVA SOUTHEASTERN UNIVERSITY

FISCHLER COLLEGE OF EDUCATION, SCHOOL OF CRIMINAL JUSTICE

DOCTORAL, MASTERS AND UNDERGRADUATE PROGRAM

ASSISTANT PROFESSOR

2010 - PRESENT

Sociodrama Community Initiative Program Director

Sociodrama Club: Stage for Change Faculty Advisor 2017- Present

Alpha Phi Sigma Omega Tao Chapter Advisor

CRIMINAL JUSTICE PROFESSIONAL EXPERIENCE

NEW YORK CITY POLICE DEPARTMENT

JANUARY 1983 - JANUARY 2003

POLICE OFFICER, SERGEANT, LIEUTENANT, LIEUTENANT SPECIAL ASSIGNMENT

PATROL OFFICER/SERGEANT - BROOKLYN, NEW YORK- HOUSING DEVELOPMENTS

INSTRUCTOR & SUPERVISOR NYPD POLICE ACADEMY

COMMANDING OFFICER, RECRUITMENT SECTION

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COMMANDING OFFICER, DEPARTMENT CHAIR, BEHAVIORAL SCIENCE -NYPD POLICE ACADEMY
COMMANDING OFFICER, COMMUNITY AFFAIRS DIVISION
PROGRAM DIRECTOR, OFFICE OF THE MAYOR OF THE CITY OF NEW YORK. SEPT 11TH
RESPONSE/RECOVERY EFFORTS.

ACADEMIC EXPERIENCE

WALDEN UNIVERSITY

CRIMINAL JUSTICE PROGRAM ONLINE

DOCTORAL/GRADUATE PROGRAM

CONTRIBUTING FACULTY

2017- PRESENT

BARRY UNIVERSITY

SCHOOL OF SOCIAL WORK, DEPARTMENT OF SOCIOLOGY

GRADUATE AND UNDERGRADUATE PROGRAMS

Adjunct Assistant Professor

2005-2016

MIAMI DADE COLLEGE

SCHOOL OF JUSTICE- B.A.S. PUBLIC SAFETY MANAGEMENT

Assistant Professor

2007 – July 2010

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

DEPARTMENT OF SOCIOLOGY, CRIMINAL JUSTICE, AND SOCIAL WORK

Assistant Professor

2002 to 2005

FORDHAM UNIVERSITY

GRADUATE SCHOOL OF SOCIAL SERVICE

Adjunct Assistant Professor

2001 to 2004

JOHN JAY COLLEGE OF CRIMINAL JUSTICE SPEECH, THEATER AND MEDIA SERVICES DEPARTMENT

Adjunct Assistant Professor

1991 To 2003

CURRICULUM SUBJECT MATTER EXPERT

Police, Policing, Police Administration

Mental Health, Substance Abuse & Criminal Justice

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Research Design & Methods

Criminal Justice Issues & Administration

Criminology & Deviance

PROFESSIONAL EXPERIENCE

NEW YORK CITY POLICE DEPARTMENT

CITY OF NEW YORK, MAYOR'S COMMUNITY ASSISTANCE UNIT

Interagency Emergency Mental Health Coordinator

Lieutenant Special Assignment

September 11, 2001 to January, 2002

Worked directly for Rudolph Guilliani, Mayor City of New York and responsible for the interagency coordination and delivery of mental health services for the families of the victims of the World Trade Center attack at the Family Assistance Center at Pier 94. Provided crisis intervention and grief counseling to the families of the victims and coordinated a pro-active mental health response that included services from Red Cross mental health practitioners, the New York City Department of Mental Health, Spiritual Care providers, Pet Therapy Dogs, and members from the Oklahoma City Memorial.

NEW YORK CITY POLICE DEPARTMENT

Lieutenant Special Assignment

January, 2002 – January 2003

Provided Stress Management Seminars for all First Responders in NYPD.

U.S. Dept of Health & Human Services

Substance Abuse and Mental Health Service Administration (S.A.M.H.S.A.)

DTAC (Disaster Technical Assistance Response) Team Deployment

New Orleans, Louisiana

September 2005

Provide assessment of mental health services to State Office of Mental Health Commissioner, Center for Disease Control, and Surgeon General's Office, New Orleans Police Department Psychological Services Unit. Conduct CISD for social work staff at Louisiana State University and Louisiana State Office of Mental Health. Provided technical assistance and consultation to Disaster Coordinator Louisiana State Office of Mental Health in development of Family Assistance Center.

NEW YORK CITY POLICE DEPARTMENT

COMMUNITY AFFAIRS DIVISION

Lieutenant Special Assignment

November, 2001 to May, 2002

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Provided ongoing consultation to New York City Police Department's Early Intervention Unit and

Personnel Bureau on mental health issues relative to post September 11th critical incident stress and trauma. Conduct staff development seminars and stress management retreats for Early Intervention Unit staff and high risk responders. Developed quantitative measurement instrument to assess variables of post traumatic stress, depression, anxiety, alcohol use, and coping strategies in police officers post September 11th.

OTHER PRIOR PROFESSIONAL AND LAW ENFORCEMENT EXPERIENCE

NEW YORK CITY POLICE DEPARTMENT

COMPSTAT MANAGER

Lieutenant

May, 2001 to May, 2002

Responsible for the development and oversight of a premier quantitative research initiative and assessment project to examine levels of community satisfaction relating to the delivery of police service.

Responsible for; the development of community relations indicators to longitudinally measure police-community relations, data collection and analysis, including the analysis of a neighborhood satisfaction survey, and various analysis strategies to identify police-community problematic trends in each precinct and develop programs/policies to address such problem areas. Develop, design, implement, and evaluate innovative and novel programs, policies, and initiatives to enhance police/community relations, based on data analysis. Conduct ongoing literature reviews on national and international police-community issues.

NEW YORK CITY POLICE DEPARTMENT

NEW YORK CITY POLICE ACADEMY

BEHAVIORAL SCIENCE DEPARTMENT

Chairperson/Commanding Officer

Lieutenant

May, 1998 to May, 2001

Responsible for the supervision, scheduling, and professional development of fifty (50) police instructors and the development of the Behavioral Science Curriculum taught to all entry level police recruits, consisting of four tracks of learning; Effective Communication and Cultural Competence, Ethics and Mental Health, Crisis Intervention, and Service Role. Responsible for the development and implementation of all aspects of training in the Behavioral Sciences, including methodology, curriculum writing, evaluation and research.

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**NEW YORK CITY POLICE DEPARTMENT
RECRUITMENT SECTION**

Lieutenant/Commanding Officer August, 1996 to May, 1998

Responsible for the management of staff, implementation of recruitment strategies & policies specifically targeting women candidates and people from the lesbian, gay, bisexual and transgender communities, and those from diverse racial and ethnic populations, coordination and development of recruitment advertising campaigns through the solicitation of funds from major donors. Responsible for two major recruitment campaigns, successfully recruiting over 50,000 interested applicants from diverse populations.

NEW YORK CITY POLICE DEPARTMENT

**DEPUTY COMMISSIONER OF TRAINING OFFICE OF WOMEN'S PROGRAMS & POLICIES-
Commanding Officer- 1993 To 1996**

Responsible for the coordination and development of 4 Women in Policing Conferences, facilitated the creation of an action plan on women's concerns, responsible for the inventory and analysis of historical and statistical data

NEW YORK CITY POLICE ACADEMY BEHAVIORAL SCIENCE DEPARTMENT

Instructor

Curriculum & Seminar Coordinator

1985 To 1993

Conducted and created training in the Social Science curriculum for recruit officers. Curriculum included issues of crisis intervention, victimology, domestic violence, sexual assault, pedophilia, interacting with the elderly as crime victims, handling emotionally disturbed persons.

OTHER PROFESSIONAL AND LAW ENFORCEMENT EXPERIENCE

CITY OF NEW YORK, CORPORATION COUNSEL

Expert Witness, Training of NYPD Police Officers in the Handling of People with Mental Illness

Beyond Good and Evil

Motion Picture (120 minutes)

Director, Screenwriter

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With a plot merging alcohol abuse, a stressed police force and a murder mystery, the feature film Beyond Good and Evil became much more than the police training video its creators set out to make. - Sun Sentinel: June 29, 2008 By Julie Landry http://articles.sun-sentinel.com/2008-06-29/community/0806260567_1_police-training-police-officer-law-enforcement

OTHER TRAINING EXPERIENCE

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**Expert Witness on Mental Health and Policing
Consultant/ Police Trainer**

WOLFBEAR INSTITUTE
Master Trainer
www.wolfbearinstitute.org

2005-PRESENT

2005-2007

Shepherd's Bridge Homeless Outreach
(Davie, Florida)

Sunserve (Ft Lauderdale)

2011

Women in Distress
Sociodrama Program

2010

Hospice Care of SouthEast Florida
Organizational Development Retreat

2006 - 2009

Camp Coral Bereavement Program

2005 - 2006

Sunshine Cathedral
Buddy Program Advanced Sociodrama Training

2006

The Good Dog Foundation
Effective Communication, Crisis Intervention &
Disaster Response Training

2005

September 2005 & 2004

Retreat for Peer Educators
Women's Resources, East Stroudsburg, Pa.

Sept. 16-17, 2004

2 day retreat- training of 25 participants in the use of socio drama to educate peers about sexual and dating violence.

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NASW-PA Chapter Annual Conference 2004: March 18-20, 2004

New Routes to Social Work Success

A 6 hour Interactive Socio-Drama Training/Workshop for Social Workers
Highly charged practical workshop demonstrating how socio-drama can be used in the education and training of social workers about topics of oppression.

Third Annual Philadelphia Trans-Health Conference March 12-13, 2004

Healthy Bodies, Healthy Lives, Healthy Community

Workshop- In My Shoes: Using Socio-drama as a Tool to Raise Consciousness about Homophobia, Trans-phobia, and Gender Conformity.

RESEARCH EXPERIENCE

2021 - Co-Investigator "Examining the impact of a sociodrama presentation on student attitudes related to the treatment of children with special health care needs (SHCN). Investigators: Maria A. Levi-Minzi, PhD, Jennifer Chung, PhD, Grace Telesco, PhD, Romer Ocanto DDS, MPH, MS.

2021- Co-Investigator with Dr. Tina Craddock from Elizabeth City State University. Study entitled: Police Stress and Deleterious Outcomes: Efforts Toward Improving Police Mental Health

2020- Co-Investigator with Dr. Tina Craddock from Elizabeth City State University. Study entitled: Cumulative Career Traumatic Stress in Law Enforcement: The Need for Intra-Agency Intervention Programs.

2017 - Present Dissertation Chair and Committee Member for numerous Ph.D. Candidates.

2005- 2017 Research Methods & Design graduate courses at Barry University School of Social Work, Research Methods & Design, Data Analysis, Program Evaluation doctoral courses at NSU FCE School of Criminal Justice and served as Chair/Member for Ph.D. candidates

2002 - 2004 Principle Investigator of a study at Fordham University examining the correlation and impact of exposure working with families of the victims of the World Trade Center Attack had on police officer's psychological well being. The investigation also explored levels of post traumatic stress, anxiety, depression, and coping strategies.

2003 – 2004 Assisted in the data collection of an opinion poll conducted in Monroe County, Pennsylvania on Issues Important in Death Penalty Decision Making.

2001 – 2002 Research Project Manager of New York City Police Department (NYPD) COMP STAT- Community – Police Relations Survey measuring effectiveness of police community relations in the NYPD through citizen/community focus groups and quantitative indicators

1998- 2001 Chairperson of the New York City Police Department (NYPD) Behavioral Science Department at the NYC Police Academy- responsible for ongoing assessment and quality assurance surveys

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1997- 1998 Principal Investigator of New York City Police Department (NYPD) Police Candidate Satisfaction Survey, an opinion poll measuring police candidate satisfaction with the process of screening and hiring candidates for the NYPD utilizing focus groups and quantitative measures

1995 -1996 Principal Investigator for the New York City Police Department (NYPD) Disability Retirement Section Quality Assurance Assessment.

1996 – 2001 Author and Principal Investigator of a Quantitative Domestic Violence Research Study in partial fulfillment of Doctor of Philosophy at Fordham University, winning the Fordham University Langenfeld Research Award in 2002.

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PROFESSIONAL PRESENTATIONS / ACCOMPLISHMENTS 2018 – 2021

Creation of video "A Safe Return to Campus" animated PSA for FCE SCJ

Creation of video "Staying Vigilant During Covid19 for Children and Families" - Creation of an animated PSA for DV and Child Abuse Prevention April 2020

Mock Murder Trial April 2018, 2019 & 2020

Virtual Sociodrama Programs ive-streamed on FCE SCJ Social Media Platforms; Trigger Zone and Once an Addict (on Addiction), Stalking: Name it Know it Stop It in collaboration with Office of Public Safety and College of Psych Dept of Counseling

Life long Learning Institute virtual programming 2020 - 2021

Production of "Run Hide Fight" training video on Active Shooter Response and University wide training development Jan 2020 - Present

Regular YouTube Live Programming featuring various guests on myriad criminal justice topics.2020-Present

Monthly YouTube Live programming with Ed Dentzel Host of podcast series "Unfound" 2020-Present

Virtual Town Hall on Racial Equality, Police and Criminal Justice Reform aired on FCE SCJ FB June 2020

Development & Presentation of a Virtual Sociodrama on Domestic Violence "Red Flags" that aired live on Facebook May- June 2020

Sociodrama @ Blanche Foreman Elementary (5th graders) April 5th 2018

Attended Palm Beach County Sherriff School Safety Forum Friday April 6th 2018

Development School Safety Curriculum (April – August, 2018)

Living the Values Nomination: April Core value is Community = for Blanche Forman Sociodrama presented on May 22, 2018

Attended Broward County Crime Commission Conference on School Safety: - Active Shooter/ Deadly Assault PDF File - Surviving Sudden Violence - Saturday, May 12th 2018

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BOOK REVIEW: The Ville: Cops and kids in urban America published in Police Practice and Research July 2018

Presented at the Mission United Veteran's Symposium in Orlando August 2 -3 2018

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Presented for Lifelong Learning Institute 9/11, Hurricane Katrina and Incidents of Mass Violence, 2018

Attended International Association of Chief's of Police Conference Orlando, FL October 2018 & October 2020

Attended New Faculty Sponsored Research Office of Translational Research and Economic Development November 2, 2018

Presented for Lifelong Learning Institute Mind, Body, and Spirit Health November 12, 2018

Launched the University Wide Sociodrama Club through Student Affairs. Club officially approved November 20, 2018

Implemented Mock Trial for CRJU 1100 Introduction to Criminal Justice Course

Ongoing: Contributing Committee member of the School of Justice and Department of Human Services Curriculum Committee (Jan – December 2018)

PROFESSIONAL PRESENTATIONS / ACCOMPLISHMENTS 1986 - Present

Broward County Crime Commission Speaker 2017 -2020

Florida League of City Mayors Conference on Police Brutality 2016

National Association of Social Workers, Florida Chapter. Presentation on Disaster Crisis Intervention 2010. Broward General Hospital.

Women in Distress – Sociodrama Presentations on domestic violence 2006 – 2009.

Philadelphia Department of Health, Aids Activities Coordinating Office- Transgender Health Conference. Developed and facilitated workshop for community leaders, activists, advocates and social service agency staff on sociodrama as a form of educational theater and its use as an invaluable and highly effective tool in anti-racism, anti-homophobia, and anti-transphobia training. March, 2004.

National Association of Social Work Annual Conference: *New Routes to Social Work Success* Continuing Education Workshop. Developed and facilitated 6 hour continuing education workshop for social workers on sociodrama as a form of educational theater and its use as an invaluable and highly effective method in the education and training of

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social work staff about a variety of challenging topics including sexual assault, domestic violence, crisis intervention, conflict resolution, racism, sexism, and homophobia.. March, 2004

Presented sociodrama workshop on Alcohol, depression and suicide with Sociodrama Ensemble (ESU students) for community members, faculty and students on campus. April 2004.

National Association of Social Work- Pennsylvania Chapter. Continuing Education Workshop.

PROFESSIONAL PRESENTATIONS / ACCOMPLISHMENTS 1986 - 2016

Presented continuing education workshop on Community Disasters and the Social Work Response. January, 2004

Presented sociodrama workshop on Domestic Violence with Sociodrama Ensemble (students) at Open House representing Sociology Department/East Stroudsburg University. November 2003.

Presented sociodrama workshop on Hate Crimes with Sociodrama Ensemble (ESU students) at Hawthorn Residence Hall open forum in response to hate crime on campus. November 2003.

Conducted all day staff development and training workshop for RedCo/Families and Children Therapy (FACT), East Stroudsburg, PA on client and case worker issues, utilizing sociodrama techniques. October 2003.

Expert witness for the New York City Corporation Counsel in the area of Mental Illness and Training of New York City Police Officers. Testified at City Council hearings on mental health, grand jury, Federal, and Civil trials. 1998 - October 2003

Presented sociodrama workshop with John Jay College students at John Jay College of Criminal Justice on issues of voting registration, hate crimes, domestic violence, and substance abuse by youth. October - November 2003.

Presented all day training workshop for Keyspan Corporation staff on crisis intervention, conflict resolution, and effective communication. March 2003.

Presented sociodrama workshop on Alcohol Use and Abuse on Campus with Sociodrama Ensemble (ESU students) at Abeloff Convocation Center for Alcohol Awareness Committee forum. April 2003.

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Developed "white papers" curriculum for Cultural Diversity and the Police Grant Project (CDAP) on Cultural Competent Police Response to the Lesbian, Gay, Bisexual, and Transgender Communities. Model curriculum to be utilized by 5 major police departments

NASW (New York Chapter) Continuing Education workshop on Social Work and Law Enforcement Collaboration. 2002.

Keynote Speaker for Fordham University Graduate School of Social Service Symposium on Trauma: "Crisis Intervention and Mental Health Response for Families of the Victims of the WTC Attacks". 2001

St. Peter's University Hospital University of Medicine and Dentistry of New Jersey: Seminar for Social Work Staff on Crisis Intervention and Theater Techniques, 2000.

PROFESSIONAL PRESENTATIONS / ACCOMPLISHMENTS 1986 - 2016

Developed, coordinated and presented various socio-drama presentations for New York Police Department Office of Equal Employment Opportunity on issues of Racism, Sexism, Homophobia, reasonable accommodation for religious observance and disability, and employment discrimination. 2000.

American OrthoPsychiatric Association Annual Meeting and Symposium on Race-Related Police Violence: Mental Health Approaches to Prevention and Intervention: Featured Speaker, 1999.

Fordham University Graduate School of Social Service: Featured Speaker on Crisis Intervention Utilizing Theater Techniques. 1999

Featured Guest on Discovery Channel Documentary on the New York City Police Academy Behavioral Science Training 1999.

Featured Guest on ABC News Documentary on the New York City Police Academy Behavioral Science Training 1999.

Featured in City Journal on the New York City Police Academy Behavioral Science Training 1999.

Catherine McCauley High School Mental Health Fair: Keynote Presentation - Interactive Socio-Drama on Issues of Oppression. 1998.

Conference on Poverty and Disability: A Call to Action. Presented Interactive Soco-drama on Developmental Disabilities and Effective Police Response. 1998

Developed socio-drama program for New York Police Department Counseling Unit on issues of Alcoholism. 1998.

Ithaca Battered Women's Program/ Conference on Domestic Violence Presenter: Issues of Same-Sex Domestic Violence and Police Response. 1998.

John Jay College of Criminal Justice Multi-cultural Conference: Presenter of Interactive Socio-Drama on Issues of Oppression. 1997.

New York City Gay & Lesbian Anti-Violence Project Domestic Violence Conference: Panelist-Presented on Issues of Same-Sex Domestic Violence. 1996.

National Gay and Lesbian Task Force Conference

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Workshop Facilitator/ Presented on Issues of Same-Sex Domestic Violence. 1996

Development and Direction of the Training Film "Final Warning" A look at domestic violence when it is perpetrated by the police. 1997.

Fordham University School of Law Role-Playing Law Clinic on issues of Domestic Violence. 1996.

Featured in New York Times on the New York City Police Academy Behavioral Science Training 1988.

Development and Direction of the Training Video "What's Right With The Job" A look at positive aspects of policing. 1986

SCHOLARLY CONTRIBUTIONS

Telesco, G. (2021). Long Term Effects of 9/11 on First Responders. *Police Chief*. Sept Special Issue.

Telesco, G (2020). *Police Practice and Research: An International Journal*. Book Review "The Ville" Greg Donaldson. Summer Publication.

Telesco, G. (2020) Race, riots, and the police. *Police Practice and Research*, Book Review

Telesco, G.(2017). Legal guide for police: constitutional issues. *Police Practice and Research*, Book Review. pp. 1–2

Cusack, C. & Telesco, G., Nonconsensual Insemination: Intimate partner violence, patriarchy, police education and policy, 4 *J. L.& Soc. Deviance* 271 (2012)

Telesco, G. (2011). Officers in Crisis. *Journal of Police Crisis Negotiations*. Volume 11 (1) 40 -56

Telesco, G. (2010). Treating Gambling Disorders: A Book Review. *Journal of Teaching in Social Work: Innovations in Education, Training, and Educational Practice*. Scheduled for publication Spring 2010.

Telesco,G. (2009) Case Studies on Sexual Orientation and Gender Expression in Social Work Practice: A Book Review. *Journal of Teaching in Social Work: Innovations in Education, Training, and Educational Practice*. Volume 29 (3) pp. 363 – 366.

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Telesco, G. (2009). Group Work with Specific Populations. Police Officers. *Encyclopedia of Social Work with Groups*. Taylor & Francis. pp. 226 -228.

Telesco, G. (2006). Using sociodrama for radical pedagogy: Methodology for education and change. *Radical Pedagogy*. Volume 8 (2).

Telesco, G. (2005). Emergency Preparedness. *The Encyclopedia of Federal Law Enforcement* .Vol 3. SAGE Publications.

Telesco, G. (2004). A caregiver's reflection on September 11. In B. Collins & T. Collins (Eds.). *Crisis and trauma: Developmental-ecological intervention*. NY: Lahaska Press. pp. 527-538. Telesco, G. (2004). Sociodrama and structured improvisation: Methodology for education, training, healing, and change. *New York Adult Learning Journal*.

Telesco, G. (2004). Sex role identity and jealousy as correlates of abusive behavior in lesbian relationships, M. Sullivan (Ed.). *Sexual minorities: Discrimination, challenges and development in America*. NY: Haworth Press. pp. 153-169

Telesco, G. (2004). Sex role identity and jealousy as correlates of abusive behavior in lesbian relationships. *Journal of Human Behavior in the Social Environment*. Vol. 8 (2/3).pp. 153-169.

Patterson, G. & Telesco, G. (2004). Role of the first responders to mass violence. In L. Straussner & N. Phillips (Eds.) *Mass violence and social work practice*. Allyn & Bacon. pp. 117-126.

Telesco, G. (2003). *Sociodrama and structured improvisation: Methodology for education, training, healing, and change*. Paper presented at the International Conference on Sexual Assault and Harassment on Campus. Orlando, Florida. October 2003.

Telesco, G. (2002).Rescue and recovery: Providing crisis intervention to the families of the victims of the World Trade Center attack. *Reflections*. Volume 8, 3, 12-18.

Solomon, A. & Telesco, G. (2001). Theater of the recruits. *Theater*, 31 (3), 55-61.
Telesco, G. (2001). *Sex role identity and relationship factors as correlates of abusive behavior in lesbian relationships*. Doctoral dissertation (University Microfilms (3016007)).

Telesco, G. & Fox, R. (1998). *Bringing a social service perspective to a police recruit curriculum*. Paper presented at American Orthopsychiatric Association Annual Meeting and Symposium on Race-Related Police Violence: Mental Health Approaches to Prevention and Intervention.

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Telesco, G. (1997). *Sex role identity and its association to abuse in lesbian couples*. Paper presented at Fordham University School of Law Domestic Violence Conference, March, 2002.

AWARDS

Fordham University Langenfeld Research Award
New York Finest Foundation Doctoral Scholarship
John Jay College of Criminal Justice Master of Arts Scholarship
Department of Justice Crime Victims Service Award

AFFILIATIONS

Academy of Criminal Justice Sciences
American Academy of Experts in Traumatic
Stress American Association of University
Professors American Psychological Association
American Red Cross
Disaster and Emergency Response Association
National Sheriffs Association
International Association of Chiefs of Police
Editorial Board for Journal of Social Change

REFERENCES

LAW ENFORCEMENT/ PROFESSIONAL

Former Deputy Commissioner of Training
New York City Police Academy
Dr. James O'Keefe
347-466-1561

ACADEMIC AND PROFESSIONAL

Nova Southeastern University

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Dr. Tammy Kushner
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