

Roundtable on Values and Justice

Examining racial disparities in the criminal legal system and reimagining justice in Oklahoma

Co-hosted by The Education and Employment Ministry, Oklahomans for Criminal Justice Reform, Langston University, the Greenwood Cultural Center, and the Justice Lab at Columbia University

Roundtable Participants

Adam Luck | CEO, City Care



Adam Luck is the Chief Executive Officer of City Care, a nonprofit organization that manages 112 units of permanent supportive housing in Oklahoma City, oversees the Whiz Kids program, and operates Oklahoma City's only low-barrier night shelter.

He is an Oklahoma native and left the state to serve five years in the U.S. Air Force as a Korean Cryptologic Linguist. He has a Bachelor of Science degree in Global Security and Intelligence Studies from Embry-Riddle Aeronautical University and a Master of Public Policy degree from Harvard University.

Adam currently serves as an appointed member of the Oklahoma County Criminal Justice Authority. He has served under two state administrations in appointed positions as a member of the Oklahoma Board of Corrections and more recently the Oklahoma Pardon and Parole Board where he served as Chairman. He also serves on the Board of Trustees for the Center for Employment Opportunities, a national nonprofit that provides comprehensive employment services to individuals with recent criminal convictions.

Adam and his wife Sarah live in Oklahoma City with their five children.

Adam Soltani | Executive Director, Council on American-Islamic Relations Oklahoma Chapter



Adam Soltani is a graduate of the University of Oklahoma, holding a Master's degree in Human Relations with a certificate in Organizational Diversity and Development. He has served the Muslim community in various capacities as a professional, including promoting and managing American Muslim artists for a London-based record label Meem Music, serving as an assistant director for outreach at the Islamic Society of Greater Oklahoma City, and a founding member of the Oklahoma Chapter of the Council on American-Islamic Relations.

Adam Soltani is a recipient of the 2014 Oklahoma Human Rights Award presented by the Oklahoma Universal Human Rights Alliance, the 2015 Interfaith Leadership Award presented by the Oklahoma Conference of Churches, and the 2015 Civil Libertarian of the Year Award presented by the American Civil Liberties Union of Oklahoma. He was additionally recognized by OKC Friday as one of the 50 Most Powerful Young Professionals in OKC in 2020 and 2021. Adam Soltani also serves as an Adjunct Instructor of Islamic Studies at Oklahoma State University teaching courses such as Introduction to World Religions, Islam Cultural Perspectives, Religions of the Middle East, and Race, Religion, and Social Justice.

Ayana Lawson | Vice President of Lifestyle Services and Social Impact, Oklahoma City Thunder



Ayana Lawson received her Bachelor of Science in Business Management, Marketing, and Related Support Services from Christian Brother's University in 2003. She received her Athlete Development Professional Certification from the Wharton School of the University of Pennsylvania, and a certification in Diversity, Equity and Inclusion in the Workplace from the University of South Florida Muma College of Business.

Ayana Lawson worked as a Player Services Coordinator and Video Coordinator for the Seattle Storm for four years. She is now the VP of Lifestyle Services and Social Impact for the Oklahoma City Thunder.

She serves as a Board Member for the Girl Scouts of Central Oklahoma, and is on the Bond Planning and Oversight Committee for Oklahoma City Public Schools.

Charity Marcus | Founder, Charity Marcus LLC



Charity Marcus is an entrepreneur, political operative, and strategic consultant who resides in Tulsa, Oklahoma. As an entrepreneur, Charity is the founder and Principal Consultant at Charity Marcus, LLC, a strategic consulting firm specializing in politics, government relations, business & nonprofit development, and economic development, and previously, Avenu PR, LLC, a public relations and brand development agency.

As a strategic consultant, Charity has helped many political candidates run for office, most of whom are now serving their communities as elected officials, assisted businesses and brands in reaching & connecting with their target audiences, protecting their brands, and increasing brand awareness, and has helped hundreds of individuals start and improve their businesses and organizations. Through her unique experiences, innovative perspectives, ability to connect with communities, strategic communications, and powerful intuition, she is able to get her clients the results they need effectively.

Having founded multiple businesses over the course of her life, Charity now uses her experiences, knowledge, and skillsets to advocate for and assist small businesses. Partnering up with another black women entrepreneur in Tulsa, Charity co-founded Black Women Business Owners of America. Its mission is to assist African American women business owners with receiving the resources and connections needed to have a successful business.

Although Charity wears many professional hats, she continues her passion to better the community as a community advocate. Over the course of her advocacy, Charity has served organizations such as the Domestic Violence Intervention Services (DVIS) as an associate board member, the League of Women Voters of Tulsa as a board member and board president, was a founding board member of the Black Wall Street Chamber of Commerce, assisted in creating & launching the Summer Entrepreneurship Shadow Program by State Senator Kevin Matthews, and served Tulsa Juneteenth as a board member just to name a few.

Currently, Charity serves as a board of directors for Leadership Tulsa, a board of directors for Teach Not Punish, a committee member on the Oklahoma Advisory Committee to the United States Commission on Civil Rights, and a member of the Governor's Minority Business Council, a council started under current Oklahoma Governor Kevin Stitt

to create programming to educate business and community leaders on business case diversity and inclusion for the state of Oklahoma. Charity is a Leadership Tulsa alum (Class 52) and a Leadership Bixby alum (Class 13).

Cece Jones-Davis | Justice for Julius, Campaign Director



Cece Jones-Davis works at the intersections of faith, art and social justice as an Emmy-nominated faith leader, musician, writer, facilitator, public speaker and impact strategist, pointing people to the All-Powerful and the least powerful. Bringing fiery passion to her work in such spaces as HIV/AIDS prevention, menstrual equity, racial (re)conciliation and death penalty abolition, Cece is well regarded for her fresh perspectives and bold advocacy on issues that impact vulnerable communities. Her work has been featured on various media platforms such as Essence.com, Vogue, Self Magazine, The Huffington Post, and Yahoo!.com. Cece is an Obama Administration alum and was named among Change.org's 2021 Top 10 Change-Makers of the Year. She was also awarded the Freedom and Justice Award by the Innocence Project for her leadership of the Justice for Julius campaign in Oklahoma.

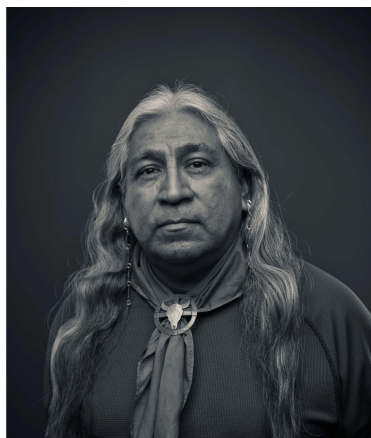
A graduate of Howard University, Yale Divinity School, The Yale Institute of Sacred Music, Worship & the Arts, and Georgetown University, Cece is a proud member of Alpha Kappa Alpha Sorority, Incorporated.

Constance Chapple | Director, Carceral Studies Consortium at Oklahoma University



Constance Chapple is an Associate Professor of Sociology and the Director of the Carceral Studies Consortium at the University of Oklahoma. She has research specialties in the causes and consequences of crime and criminal justice involvement. Dr. Chapple has published over 30 articles, chapters and edited books on the topics of gender and crime, family and crime, peers and crime, the social and financial consequences of incarceration and arrest and the long-term negative effects that early life-course maltreatment and adversity have on children, youths and adults. She is a Principal Investigator (along with Sherri Castle) of the OU VPRP Big Idea Challenge Grant and leads a transdisciplinary team of faculty who are conducting research on Child Wellbeing and Opportunities across the Lifespan.

Cornel Pewewardy | Vice-Chair of the Comanche Nation

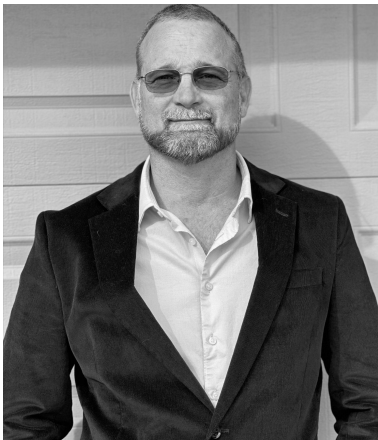


Dr. Cornel Pewewardy (Comanche-Kiowa) is the Vice-Chair of the Comanche Nation; Professor Emeritus in Indigenous Nations Studies at Portland State University; and Professor-of-Practice in the School of Education at Kansas State University. Dr. Pewewardy's research explores the theoretical and philosophical foundations of postcolonial Indigenous research paradigms that focus on historical and political insight into the lingering impact of colonization, considering the issues faced by Indigenous peoples today and identities to survive in the twenty-first century.

Across his work, Dr. Pewewardy seeks to advance policy and practice that address persistent racial and socioeconomic inequities within Indigenous education and reflect the voices and expertise of historically underserved families and communities. From his early work as an educational administrator to more recent work on creating Indigenous charter schools, he focuses on strategies to enhance higher education institution's connectivity and partnerships with Native Nations to advance the education of Indigenous students and explore university-tribal relationship-based pedagogy. He and colleagues have been working closely with teachers and school leaders to construct a transformational model specific to the continuum of consciousness educators experience as they develop their understanding and employment of decolonizing theories and pedagogies.

He continues to serve his career through professional associations including the City of Lawton Race Relations Commission; Founder of the Comanche Academy Charter School; Founder of Indigenous Peoples' Day in Lawton (OK), among others. He is on the editorial boards of Tribal College and University Research Journal; Wicazo Sa' Review: Journal of Native American Studies; Multicultural Perspectives; and Multicultural Magazine.

Doug Shaffer | COO/CVO



Doug serves the community through his passion for reentry and justice reform, having served 21 years in prison himself and having faced the barriers the justice system systemically erects throughout his journey in the justice system.

Francie Ekwerekwu | Federal Public Defender's Office Western District of Oklahoma



Frances "Francie" Ekwerekwu, a native of Arlington, Texas, is an Assistant Federal Public Defender in the Western District of Oklahoma.

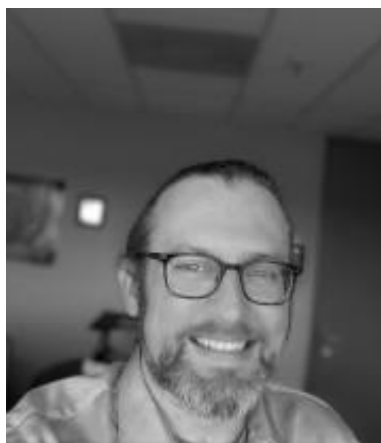
Prior to this role, Francie held the role of Oklahoma County Pretrial Jail Release Initiative's Program Director for a nonprofit organization, The Education and Employment Ministry (TEEM). In addition, Francie was an Oklahoma County Assistant Public Defender, specializing in pre-trial/bond matters. In these positions, Francie provided program management, legal representation, and advocacy to various individuals who encounter the Oklahoma County criminal legal system.

In June 2019, Francie was appointed by Oklahoma County Commissioner Carrie Blumert to serve as a Trustee of the Oklahoma County Criminal Justice Authority, addressing issues surrounding the Oklahoma County jail. As a Trustee, she chaired an Action Committee. Ultimately, she served as a Trustee until October 2021.

She is a graduate of the University of Oklahoma where she earned a BS in Arts and Sciences, a MA in Human Relations, and was a varsity volleyball student-athlete. She also holds a juris doctorate degree from DePaul University College of Law. Currently, Francie is an adjunct professor at the University of Oklahoma, instructing undergraduate, graduate and accelerated graduate level students in the Human Relations Department.

A devoted advocate for children of incarcerated parents, Francie served on the Oklahoma Messages Project Board of Directors from 2014 to 2022. She also served as an honorary guest of the Oklahoma Commission on Children and Youth's Children of Incarcerated Parents Advisory Committee. She is a proud member of Leadership Oklahoma Class 33 and Leadership Oklahoma City Class 36.

Gene Perry | Manager of Government Relations, Cherokee Nation



Gene Perry is a native Oklahoman who serves as Manager of Government Relations for the Cherokee Nation, the largest federally-recognized tribe in the United States. He has worked in public policy research, advocacy, and communications for more than a decade, with experience in tribal issues, budget and taxes, education, criminal justice, health care, and more. He is a member of the National Congress of American Indians, a Trustee at the Oklahoma Foundation for Excellence, and a Board Member of the Oklahoma Sustainability Network. He lives in Tulsa with his wife and daughter.

Gena Timberman | Founder, Luksi Group, LLC



For over 25 years, Gena has committed her professional career to the pursuit of managing, planning, and guiding cultural projects in Indian Country toward successful completion. From 1999-2013, she championed the dream to build an American Indian Cultural Center and Museum in Oklahoma. As Director of the Native American Cultural and Educational Authority, Gena led the development of a nearly 300-acre site on the Oklahoma River envisioned to be the future home of a world-class cultural destination.

In 2013, Gena formed Luksi Group, LLC, a consulting business that provides project management and cultural direction for creative design in Indian Country projects. She was a primary consultant in the planning of the Choctaw Cultural Center for the Choctaw Nation of Oklahoma as well as serving on the project management team to complete the First Americans Museum (FAM), formerly the American Indian Cultural Center & Museum. Gena draws from her talents and experience in project management, public engagement, tribal consultation, cultural and educational program development, and cultural awareness of American Indian tribes to inform the public on issues affecting Indigenous communities as well as plan successful and sustainable projects in Indian Country. Gena served on the Oklahoma Death Penalty Preview Commission and currently serves on the Oklahoma Museums Association Board of Directors, the Oklahoma City Indian Clinic Board, and the Oklahoma Israel Exchange (OKIE) Board of Directors.

George E. Young | Senator, Oklahoma State Senate



Reverend Doctor George E. Young, Sr. was born in Memphis, Tennessee. He retired from 30 years of Pastoral service in 2013. Dr. Young and his late wife Dr. Thelma Chambers Young have two children, and three wonderful grandsons.

Dr. Young was elected to the Oklahoma State House of Representatives in 2014, while serving in this role he was elected as the Democratic Caucus Vice Chair and served as the Oklahoma Legislative Black Caucus Chair. As of November 6, 2018, he was elected to the Oklahoma State Senate he continued serving as the Chair of the Oklahoma Legislative Black Caucus until his term ended April 30, 2019. Dr. Young is the author of “Christology: A Look At Practical Christianity.”

He is a Certified Mediation Specialist in Family and Divorce issues. He earned his undergraduate degree from Lambuth University in Jackson, Tennessee. Continuing his educational journey, he earned a Master of Arts in Ministry from Oklahoma Christian University, graduating Magna Cum Laude, a Master of Divinity Degree from Phillips Theological Seminary, Tulsa, Oklahoma, graduating Cum Laude, and a Master of Business Administration from Oklahoma Christian University in December of 2006 and completed his Doctor of Ministry from Phillips Theological Seminary in 2010.

As Pastor of Holy Temple Baptist Church, he initiated a partnership that sponsored the largest Back to School Block Party and School Supply Give-Away in the Northeast Quadrant of OKC. He led the church in completing a multi-million-dollar senior Housing Project (Temple Gardens). In 2020, he secured additional funds for substance abuse/mental health directly benefiting Senate District 48 agencies. April 2021, Senator Young accepted the request to become Interim Pastor at the Greater Mount Carmel Baptist Church. The work of service is ongoing. As of June 2022, elected by the people of Oklahoma Senate District 48 to serve four more years, his last eligible term in the Oklahoma Legislature due to twelve-year term limits.

Young continues to build a compelling legacy with service and membership on several notable organizations including National Black Caucus of State Legislators, the Oklahoma City Law Enforcement Task Force, Governor’s Legislative CARES Advisory Group, Oklahoma Christian University Diversity, Equity & Inclusion Community Task Force, District Chair of the New Horizons District, the Council of State Governments Healthy Task Force, Oklahoma Democratic State Convention Delegate to Democratic National Convention, Senate Committee Memberships, the National Association of Colored People (NAACP); Oklahoma Academy; Urban League of Greater OKC; Kappa Alpha Psi Province; Kappa Alpha Psi National; and Leadership Oklahoma.

Young is vigilant and persistent as he assists in furtherance of community, in doing so he is continuing to gain recognition. He is the recipient of the 2021 Neighborhood Services Organization - Good Samaritan Award; 2021 Oklahoma Center for Nonprofits President’s Award; and the 2022 Leadership Oklahoma – Distinguished Graduate Award.

Hannah Royce | Social Media & Marketing Coordinator, Arnall Family Foundation



Hannah Royce (she/her) is a creative femme invested in disrupting the status quo. She was raised in Wilburton, Oklahoma and took a non-traditional route to founding her own creative business at 22. She continues on that journey today.

She's currently the Social Media & Marketing Coordinator at Arnall Family Foundation where she focuses on developing and implementing the Foundation's digital strategy and maintaining the Arnall Family Foundations' social media presence. She also provides social media and marketing recommendations and assistance to partners.

Through art and activism—she finds her comfort zone. The many experiences she has produced, arts orgs she is part of, and advocacy efforts she is committed to—serves as stepping stones on her continued non-traditional path. Currently, she serves as the Secretary and Development Chair for the Oklahoma Mural Syndicate. She is a founding and current Sunny Dayz board member, a founding board member and former President of the Oklahoma City Pride Alliance, and a member of the leadership team for The Garde, in support of Oklahoma Contemporary. She is passionate about all social justice issues—especially criminal justice reform in the state of Oklahoma.

In 2022, she was appointed to the Oklahoma County Criminal Justice Authority's Community Advisory Board (CAB) and currently serves as the Chair for the CAB Community Relationships Subcommittee. Through this appointment and collaboration with impacted communities—she aims to explore, experiment and evaluate new approaches to the criminal legal system in Oklahoma County and beyond.

With anything Hannah touches, she always fiercely advocates for women, BIPOC folks, and the 2SLGBTQ+ community always, in all ways. She is passionate about Oklahoma, everyone in it—and is deeply committed to holding change + reimagining what a brave Oklahoma for all to thrive looks like.

Janiya James | Student, Langston University



Janiya James attends Langston University and majors in Corrections, Criminal justice and General Studies with a minor in Psychology. Janiya is a member of the Langston University Chapter of National Association of Blacks in Criminal Justice.

J.D. Baker | Platform Manager, Cortado Ventures



J.D. Baker is a sixth-generation resident of Oklahoma City. J.D. attended the University of Oklahoma, where he earned his bachelor's degree in Public Relations and a minor in African & African-American Studies. Oklahoma City Mayor David Holt hired J.D. onto his staff in 2018 as his special assistant. While at the mayor's office, J.D. served with the mayor by working on miscellaneous community issues including inclusion and diversity, economic development and entrepreneurship. After serving nearly 4 years with the mayor's office, J.D. became the Platform Manager for Cortado Ventures, an Oklahoma City-based venture capital firm. Outside of his employment, he serves on the Board of Directors for the Regional Food Bank of Oklahoma, Oklahoma City Black Chamber of Commerce, and Chair of the Citizens Bond Oversight Committee for Oklahoma City Public Schools and as a Civic Leader for the United States Air and

Space Forces Chiefs of Staff.

Khalil Moore | Coach, Oklahoma County



Khalil Moore is 26 years old and has lived in Oklahoma City, OK for all of his life. He graduated from John Marshall High School in 2014, then went to Northeastern Oklahoma to play football for two years. He has two kids who he spends the majority of his free time with when he's not working or being active in his community. Khalil works for Oklahoma County District 3 where he's been for two years and he's also the coach of the 6U basketball and baseball team. Khalil's goal is to impact the youth in the most positive way and mentor them so that they grow up and are able to be successful productive members of society by teaching them general life skills through sports.

Kris Steele | Executive Director, The Education and Employment Ministry



Kris Steele is Executive Director of TEEM (The Education and Employment Ministry), a nonprofit dedicated to breaking the cycle of poverty and incarceration in Oklahoma. TEEM offers educational opportunities, character development courses, job training and employment placement assistance to individuals reentering the community.

Kris currently serves as a member of the Pardon and Parole Board and a Trustee of the Sarkeys Foundation. He also serves as the Chair of Oklahomans for Criminal Justice Reform, a coalition comprised of community groups, business leaders, health professionals and faith leaders dedicated to advancing effective approaches to public safety by increasing access to treatment and programs designed to address root causes of crime.

Prior to joining TEEM, Kris served as State Representative from 2000-2012, and Speaker of the Oklahoma House of Representatives for the 53rd Legislature. During his tenure in office, he led the charge on a number of reforms in the areas of health care, human services and criminal justice.

Kris earned a BA in Religion from Oklahoma Baptist University, and a MA in Education from East Central University.

Kym Cravatt | Assistant Director for Prosecution, Office of Tribal Justice Administration for the Chickasaw Nation



Kymberly D. Cravatt currently serves as the Assistant Director for Prosecution in the Office of Tribal Justice Administration (OTJA) for the Chickasaw Nation. The OTJA handles the Nation's primary prosecution duties including criminal prosecution, juvenile delinquency, and deprived child cases following the United States Supreme Court's historic *McGirt v. Oklahoma* decision and the *Bosse v. Oklahoma* decision from the Oklahoma Court of Criminal Appeals.

Ms. Cravatt is a graduate of the Oklahoma City University School of Law (OCU) where she earned a Juris Doctorate and a Certificate of Indian Law. At OCU, Ms. Cravatt was awarded the Judge Dwain Box award for Outstanding Appellate Advocate, the Ernest L. Wilkinson Award, and inducted into the Order of the Barristers.

Ms. Cravatt is admitted to practice in the Supreme Court of Oklahoma, the Chickasaw Nation Supreme Court, the Seminole Nation Supreme Court, the Muscogee (Creek) Nation Supreme Court as well as the Eastern District of Oklahoma. Ms. Cravatt is a former Chairperson of the Chickasaw Bar Association and is currently appointed by the Oklahoma Bar Association to serve on the Board of Directors for Oklahoma Indian Legal Services (OILS) and currently serves the Board as Secretary.

Lacy Mize | Student, Oklahoma State University



Lacy Mize is working on finishing up her associates at OSU OKC. She is majoring in business management, and will continue her education in the fall to earn my bachelor's degree in public's service with a minor in business management. She is a proud mom of two boys and one girl, as well as one bonus daughter and is married to the love of her life Beau. Lacy has always been passionate about criminal justice reform and helping those who can't always help themselves, sometimes, simply because they don't know how to. Her life has previously been turned upside down by the judicial system in Oklahoma. She still fights to this day to feel as though she is a human being when it comes to getting a good job or even being reviewed to serve at the local Church. She believes all people are made in God's image no matter who they are or where they were born, or what family or situation they came into this world with; every person matters! Her passion continues to grow for the men and women that have been so brutally damaged by

the broken justice system because reform is possible, and she knows firsthand that it is achievable if you have or are given the right tools. She was not given the right tools; it took blood, sweat, tears, and walking miles and miles without a car crying herself to sleep at night, praying that God would guide her the next day. He always does. Not everyone was raised in the fashion that she was that they would know what to do in the situation when they have been arrested for

something; sometimes, that is all they know. Her hope by being a part of this initiative is that she may be able to speak truth alongside love and passion and understanding to those that may be able to change and shape the future of the lives of the fixable, not the broken in Oklahoma because she believes we are ALL “fixable.”

Laynie Gottsch | Program Officer, Sarkeys Foundation



Laynie Gottsch is a program officer at Sarkeys Foundation, a nonprofit charitable foundation committed to improving the quality of life in Oklahoma. Laynie has played a direct role in the disbursement of over 300 grants totaling over \$14 million to 501(c)(3) organizations across the state.

Laynie currently works with several nonprofits to guide them as they traverse the nonprofit world. She is also a passionate foster parent and very involved in all things foster care in Oklahoma. Previously, Laynie was a committee member for Impact City’s Sustain Initiative, working with different organizations to develop sustainability in the nonprofit arena. As a wife, mother, and community member, Laynie focuses on finding creative solutions for success for underserved children and criminal justice-involved individuals.

Laynie first became impassioned about criminal justice reform when she worked at The Education and Employment Ministry (TEEM) in 2013 and witnessed the massive gap in services in Oklahoma firsthand. Before diving into the charitable foundation world, Laynie also spent 5 years teaching high school English in Norman, OK and Ankara, Turkey. She graduated from OU with a BA in 2013 and will graduate with her MBA in Nonprofit Leadership and Management in 2023.

Leslie Osborn | Oklahoma Labor Commissioner



In 2018 Leslie Osborn was elected State Labor Commissioner, in 2022 she was elected to a second term. Prior to that she served ten years in the OK House of Representatives for District 47. During her time there she was the first female to chair the Judiciary committee of the House, and in December of 2016 she was named the first Republican female chairman of the House Appropriations and Budget Committee. During her tenure she authored landmark workers compensation reform and passed into law the first Pay for Success contract in Oklahoma, which was a public-private partnership with the Department of Corrections and the Kaiser Foundation to move women from incarceration to the Women in Recovery Program.

Osborn received a B.S. in business administration from Oklahoma State University and resides in Mustang, Oklahoma. Leslie owned and operated her own business for 22 years selling heavy duty truck parts, Osborn Pick-Up Accessories, and is the mother of two children.

Osborn serves on the advisory board of OK Small Business Development Centers, the Oklahoma Academy, THRIVE to prevent teen pregnancy, and the Canadian Valley Technology Center Foundation. She was in Leadership OK Class ‘27 and served as the state director of the national group Women in Government.

Marquess Dennis | Founder/ Executive Director of Birthright Living Legacy



Marquess Dennis is a husband, the father of four children, and an active member of Tulsa's community. Some of his involvement include. Marquess is currently the Program Director for The Tulsa Dream Center & Executive Director of Birthright Living Legacy. He has also worked as a Marketing Representative, Office Manager for Aspen Dental and held various General Manager positions for organizations such as Fox Cleaners and Tulsa Event Center.

Mauree Turner | Representative, Oklahoma House of Representatives



Mauree (They/Them/Theirs) is the current Representative for Oklahoma's 88th House District and a Queer, Non-binary, Okie Muslim.

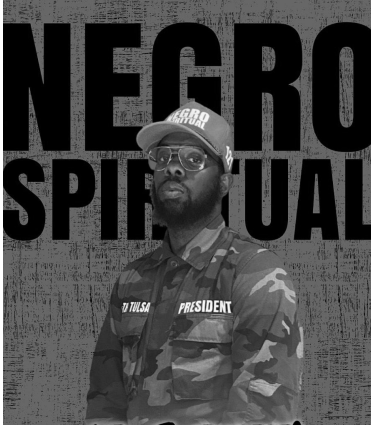
Mauree was formerly the Regional Field Director Oklahoma's Campaign for Smart Justice, an ACLU initiative focusing on criminal justice reform and its many intersections. Their life's works are geared towards fighting for and maintaining the civil rights and liberties of all.

Mauree is the first Muslim elected in Oklahoma, and the first non-binary person elected to a state level position in US history; they understand why equitable and accurate representation matters. This has led them to work with the NAACP of Oklahoma, CAIR Oklahoma, Freedom Oklahoma, and a continuously growing number of grassroots organizations in the state.

Since working in and around Oklahoma's criminal legal system Mauree came to the realization: it's not about reform, but about reimagining and rebuilding our justice system, with our communities in mind.

They have championed legislation for accurate and equitable documentation for our community members who live beyond the binary, repealing nuisance laws that give law enforcement more access to our already vulnerable communities, started community conversations about why it's important to focus on alternatives to incarceration in the community liberation we are seeking, & much more.

NegroSpiritual121 | Executive Director, Racism Stinks



Negro Spiritual 121 is a native Tulsan with a passion for his community. After spending time in prison, and getting his 121 year sentence overturned, Negro Spiritual pursued higher education and obtained a degree in paralegal studies. After working for the public defender’s office, as well as a private law practice, he became a freelance paralegal, helping others receive the representation promised to them in the law. Negro Spiritual’s experience with the criminal justice system gives him a unique perspective in how the system works.

As a community activist, he started a nonprofit organization, #racismstinks, to fight racism, and heal the racial divide in Tulsa. Along with social justice, he has taken up the fight for economic justice as well. With his “Black Business Friday” initiative, he showcases the many different Black-owned businesses in Tulsa

Negro Spiritual 121 has also partnered with Websites4Good. This organization not only establishes a much needed online presence and promotion for North Tulsa businesses, but helps build economic relationships by bringing North Tulsa business owners together through a monthly networking event, “Meet and Eat.”

Nicole McAfee | Executive Director, Freedom Oklahoma



Nicole McAfee (they/she) is a nonbinary, queer community advocate and organizer who lives with their partner Andrew and 3 cats (Sabrina, Annapurrna, and Brunhilda) on occupied Osage, Kiowa, Kickapoo, Wichita, and Comanche land in Oklahoma City. They work as Executive Director at Freedom Oklahoma, working to build a future where all 2SLGBTQ+ people have the safety to thrive. Outside of work, they organize in community with Against Carceral Feminism Oklahoma, an abolitionist feminist organization, and No New Jail OK. Previously, Nicole has worked with the ACLU of Oklahoma and a variety of candidate and issue campaigns.

Reginald Hines | Chair, National Association of Blacks in Criminal Justice



Reginald “Reggie” Hines retired from the Oklahoma Department of Corrections after thirty-eight (38) years. He served in numerous positions during his tenure. To include Warden at the Jess Dunn and Lexington Correctional Facility and Deputy Director over the Division of Community Corrections where he supervised the operations of Probation and Parole, Halfway Houses, Community Corrections Facilities, Interstate Compact and Reintegration Services. After retiring he worked with Juveniles as a Facility Administer supervising Detention Centers at Cleveland and Oklahoma County. He serves on the following boards; President of The Oklahoma

Chapter of The National Association Of Blacks In Criminal Justice, President of the Board for the Working Together For Change Prison Ministry, Vice President of programs Plight Society Jazz and STARR Foundation .He is also the past President and Board member for the National Alliance For Mental Illness(NAMI) He served on the Justice Roundtable Committee in Washington DC for the Powder versus crack cocaine disparity in sentencing. Mr. Hines is a certified Auditor for the American Corrections Association and a graduate of the Leadership Oklahoma, class of XXVIII (28)

Samone Thompson | School Logistics Manager, Millwood Public Schools



Samone Thompson is the School Logistics Manager for Millwood Public Schools in Oklahoma City, OK. She is an advocate for STEM education and a current Board Member for Heartland Aeronautical Experience, a non-profit dedicated to building a pipeline to aviation careers for students in the state of Oklahoma. Samone has dedicated much of her work to social justice and has served as a member of the Juvenile Detention Research Task Force for Oklahoma County, a policy intern for Impact Strategies in Washington, D.C., and has coordinated community efforts to increase access to voting for underrepresented populations. Additionally, she mentors young women of color and coordinates the Beauty and Brains Teen Summit each year located in Northeast OKC.

Tina Brown | Project Manager, Arnall Family Foundation



As a project manager for the Foundation, Tina Brown leads the strategic planning and implementation of projects that align with the Foundation's focus areas. Her unique expertise working for a non-profit, and on both sides of the criminal legal system, supports her work with our partners to find data-driven solutions necessary for systemic change. Prior to joining the Foundation, Tina worked as a criminal defense trial attorney handling criminal misdemeanors and felonies. She then served as a domestic violence staff attorney embedded at Palomar. Tina's most recent role was as an Assistant Municipal Counselor for the City of Oklahoma City, where she prosecuted violations of City ordinances, and was specifically assigned to the newly created Community Court Program. Tina holds a Juris Doctorate degree from Southern University Law Center, a bachelor's degree in Political Science from Texas Southern University, and an associate's degree in Sign Language Interpreter. Tina loves spending time with family and friends, supporting

the Deaf community through events and interpreter development opportunities, and maintaining a healthy lifestyle.

Tiffany Crutcher | Founder and Executive Director, Terence Crutcher Foundation



Dr. Tiffany T. Crutcher is a native of Tulsa, Oklahoma and Founder and Executive Director of the Terence Crutcher Foundation. She was thrust into the national spotlight following the death of her twin brother, Terence Crutcher, who was shot by a police officer in Tulsa, Oklahoma, while holding his hands in the air. The murder of her brother compelled Tiffany to choose to turn her personal tragedy into an opportunity to help transform a justice system that has long perpetuated injustice dating back to the 1921 Tulsa Race Massacre.

The Terence Crutcher Foundation’s mission is to strengthen communities, advance policy, and honor the legacy of our ancestors. She is truly an agent of change and has an authentic ability to inspire the masses into action. Dr. Tiffany Crutcher is now known as “America’s Sister” and lives by the scripture, Galatians 6:9: “Let us not grow weary in well-doing, for in due season we shall reap if we faint not.”

Travis Flood (*photo unavailable*) | Ward 3 Commissioner City of Shawnee, Director of Development for Community Renewal of Pottawatomie County

Travis Flood was raised in Lindsay, Oklahoma, a small community built around oil and agriculture, where he lived until moving to Houston, Texas to attend Universal Technical Institute. After receiving a degree in Diesel and Automotive Technology, he returned to Oklahoma working in the oil field as a mechanic. In 2005 Travis moved to Shawnee to attend Oklahoma Baptist University. While attending OBU he worked in construction and was a bi-vocational minister. In 2009 he left Shawnee to pursue pastoral positions until he returned in 2015 to begin working with Community Renewal. In 2020 he was elected as The City of Shawnee Ward 3 Commissioner. His passion is found in seeking the rebuilding and restoration of hope for all people.

Travis Mikado (*photo unavailable*) | Justice Advocate

Tonia Anderson | University of Science and Arts of Oklahoma



Dr. Tonia Anderson is the Associate Professor of History and American Studies for the Division of Arts and Humanities and the Director of the Dr. Ada Lois Fisher Center for Social Justice and Racial Healing at USAO.

She received her Bachelor of Fine Arts from Northern Illinois University. She has also earned a M.A. in American Studies, a M.A. in African American Studies, a M.Phil. in American Studies, and a Ph.D. in American Studies from Yale.

She has received several awards in teaching, as well as numerous grants as a scholar. She has previously lectured at the University of Oklahoma and Oklahoma State University.

Wayland Cubit | Director of Security, Oklahoma Public Schools



Director Wayland Cubit is a retired Police Lieutenant and Oklahoma native. He is a husband, father, grandfather, career Law Enforcement Professional, motivational speaker, and mentor. He has committed the past 15 years of his law enforcement career to creating and supporting positive programs that promote community engagement and positively impact the lives of at-risk youth. He is currently the Director of Security of the Oklahoma City Public Schools.

Director Cubit's educational journey has allowed him the opportunity to study Criminal Justice Administration at the University of Oklahoma, Police Science at Oklahoma State University OKC, and Family Studies & Gerontology at Southern Nazarene University.

In 1996, Director Cubit started his professional journey in law enforcement as a Patrol Officer. His early experiences as a patrolman inspired his passion to serve youth in at-risk communities. Director Cubit moved from one specialty unit to the next and became an undercover police officer, conducting undercover gangs, street crime and narcotic investigations. His passion for the community and young people was hard to ignore. The Chief of Police recognized this passion and reassigned him to the Criminal Intelligence Unit, where he worked as a gang intervention and research specialist. He acquired the knowledge and wisdom to know that Oklahoma City's at-risk population needed more than just police intervention programs, but PREVENTION Programs.

In 2010, his experience, reputation in the community and support from his police administration inspired him to establish the OCPD F.A.C.T. Unit (Family Awareness and Community Teamwork), which is a youth outreach program that focuses on mentorship, building character and empowering at-risk youth. This revolutionary approach to policing ultimately reduced juvenile delinquency and involvement with the criminal justice system, while also building trust between the Police Department and underserved communities.

Director Cubit is a facilitator and trainer on Effective Police Interactions with Youth and Disproportionate Minority Contacts, Fair and Impartial Policing, and is a certified instructor in Unconscious Bias. In 2019 Lt. Cubit was a TEDx OKC featured speaker. He serves on several boards and committees in the Oklahoma City Metro area, and in 2022 he was appointed by the Oklahoma City Council to serve as a Commissioner for the Oklahoma City Housing Authority. He has served as the primary facilitator for the Oklahoma County Violence Reduction Strategy group as well as being a presenter for the Department of Justice and the Office of Juvenile Justice and Delinquency Prevention on the topic of Juvenile Justice Reform and Community Engagement.

Yvita Fox Crider | Director of Statewide Engagement, Oklahomans for Criminal Justice



Yvita Fox Crider is the Director of Statewide Engagement with Oklahomans for Criminal Justice Reform. Her organization is a catalyst for creating systemic change in Oklahoma's criminal justice system through education, advocacy and policy change. Yvita's previous experience includes working in the international humanitarian sector at the United Nations in Geneva and with various other NGOs as well as serving in faith-based ministry. She holds a M.A. in Political Science, International Relations, and a Certificate in International Human Rights from Webster University Geneva.

Before moving into the criminal legal reform sector, she served as the Director of Leadership Development for the Oklahoma City region of Teach For America. Her work involved advocating for marginalized communities' equitable access to high-quality education. She also trained educators to more effectively address harmful systems and policies affecting their classrooms and the communities they serve.

Yvita transitioned to the justice reform arena when she led a task force of educators to research Oklahoma's juvenile justice system, propose recommendations for its improvement, and reduce its population. Since then, Yvita has been active in justice reform work in her community and is an appointed member of the 2021 Citizens Advisory Board for the Oklahoma County Jail.

Zamya Darthard | Student, Langston University



Zamya Darthard is a graduating senior from Oklahoma City, Oklahoma majoring in Sociology, Corrections, Criminal Justice, and General Education. She has been an Edwin P. McCabe scholar and honor student at Langston University all four years. Zamya is also a four year member of the cheer squad at Langston. She has received many opportunities through the National Association of Blacks in Criminal Justice organization including the title of President and Miss NABCJ during her tenure as well as attending the National NABCJ conference hosted in Charlotte, North Carolina. Zamya is a servant leader at both her university and within the community.