



National Association of PREA Coordinators

presents
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7th annual
National PREA Coordinators Conference

July 2025
29 30 31

Madison, Wisconsin

The Madison Concourse Hotel
1 W Dayton Street



Welcome

You're Here!

Welcome to the 7th Annual National PREA Coordinators Conference in beautiful, slightly humid Madison, Wisconsin – where the cheese is sharp, the lakes are scenic, and the commitment to safety and dignity is unmatched.



We are thrilled to have you here – our nation’s champions of the Prison Rape Elimination Act. You are the quiet force behind transformative change, the meticulous minds who turn policy into protection, and in award winning fashion, can recite PREA standards in your sleep.

Whether this is your first year in attendance or your seventh, we are so glad you’re here. This week is for you: the rule-followers, the change-makers, the midnight email-answerers, and the “I swear I’ve read that standard somewhere before” sleuths.

This conference is more than an agenda. It’s an opportunity. It’s about connection. It’s about sharing the real stories behind our work, getting honest, finding solutions to shared challenges, and reigniting the purpose that brought us here. This is a chance to learn from one another and to remember that while the work is hard, it is also deeply human and deeply necessary. So engage, share, laugh, and leave here inspired and recharged.

Thank you for showing up. Thank you for the work you do. Thank you for contributing. And welcome to a week of learning, connecting, and maybe even indulging in too much cheese.
No judgment.

Welcome to Madison. Welcome to *our* conference.

Ready. Set. Go!

7th annual
National PREA Coordinators Conference

Agenda

Tuesday

29

7:00a – 8:30a

REGISTRATION | *Madison Foyer*

8:45a – 9:00a

WELCOME | *Madison, Wisconsin Ballroom*

9:00a – 10:15a

US PRISON CULTURE CHANGE IS POSSIBLE: APPLYING INTERNATIONAL BEST PRACTICES | *Ballroom*

10:15a – 10:30a

BREAK

10:30a – 12:00p

01. BORROWING FROM NORWAY TO REIMAGINE SAFETY | *Assembly*

02. PAY IT FORWARD: PAST LESSONS, FUTURE SOLUTIONS | *Ballroom*

03. LIFTING THE CURTAIN: REVEALING RED FLAGS AND RISK FACTORS | *University*

12:00p – 1:30p

LUNCH & LEARN HOSTED BY NICE | *Ballroom*

1:30p – 3:00p

01. SO, YOU WANT TO BE A BYSTANDER | *Assembly*

02. BEFORE AND AFTER: AUDIT PREPARATION AND CORRECTIVE ACTION | *Ballroom*

03. UNDERSTANDING SEXUAL HARASSMENT | *University*

3:00p – 3:15p

BREAK

3:15p – 4:15p

01. POST INCIDENT REVIEW CASE STUDY | *Assembly*

02. PASSING THE BATON: LEGACY PLANNING | *Ballroom*

03. CONNECTING THE DOTS: WELLNESS AND ZERO TOLERANCE | *University*

5:00p

optional

SOCIAL HOSTED BY TETRUS | *CIRC*

July
2025

Session Descriptions

US PRISON CULTURE CHANGE IS POSSIBLE: APPLYING INTERNATIONAL BEST PRACTICES | Ballroom

Ian Russell-Camara, Amend, University of California-San Francisco

Join us for an insightful presentation by Amend at UCSF to examine the health crisis faced by both incarcerated residents and correctional staff, and the solutions that can be implemented to reduce recidivism, decrease violence, and improve staff wellness. Amend will introduce three key principles that transformed Norway's correctional system starting in the 1990s and have proven successful in improving health outcomes in carceral settings:

- **Dynamic Security:** A working method in which staff prioritize everyday interaction with residents to better understand them and proactively ensure security through professional relationships
- **Normalization:** The culture of creating environments and routines that mirror life outside prison to reduce institutionalization and prepare residents for release
- **Progression:** The structured process of developing goals with residents to earn more responsibility and develop skills necessary to successfully reintegrate into society

Norway and multiple states in the U.S. have implemented these principles to create sustainable culture change through innovative models that prioritize professional relationships between staff and residents like Resource Teams and Contact Officers. Amend will showcase how these changes have measurably improved health outcomes for residents and staff in the U.S. while aligning with national PREA standards.

BORROWING FROM NORWAY TO REIMAGINE SAFETY | Assembly

Michelle Duncan, Washington State Department of Corrections

Andrew Dye, CoreCivic

This session will take the principles learned in the presentation "US Prison Culture Change is Possible: Applying International Best Practices" and discuss how agencies have implemented these principles.

Lana Sandas, Senior Director of Strategic Development at CoreCivic, will discuss Project Vista - a nationwide think-tank dedicated to the creation of normalized settings in correctional facilities. As Project Vista lead, Lana will present visuals of prison and reentry center transformations (ranging from incremental upgrades to major re-designs), and share findings regarding the correlation between evidence-based design, and resident and staff behaviors.

Michelle Duncan, Director of PREA Services for the Washington State Department of Corrections will discuss how her agency has implemented the 'Washington Way' centered on Norway's public-health focused principles of normalization, dynamic security, and progression to transform the correctional culture inside Washington's prisons and reentry centers.

The goal of this session is to share implementation strategies and how applying this approach can increase sexual safety practices within our facilities.

PAY IT FORWARD: PAST LESSONS, FUTURE SOLUTIONS | Ballroom

Jason Effman, New York State Department of Corrections and Community Supervision

Melinda Maciel, Cook County Juvenile Temporary Detention Center

Jen Sprafke, Vermont Department of Corrections

Deb Striplin, Tennessee Department of Corrections

Charlotte Williams, North Carolina Department of Adult Correction

Jerri Worm, Colorado Department of Corrections

A group of tenured PREA Coordinators from adult prison, jail and juvenile confinement settings gather to share the lessons they've collected during their years of confronting challenges and implementing improvements. In a thoughtful, engaging space we'll discuss how to transform lessons from the past to build a better, safer tomorrow.

LIFTING THE CURTAIN: REVEALING RED FLAGS AND RISK FACTORS | *University*

Jacy Woodworth, New York State Department of Corrections and Community Supervision

This presentation will discuss common red flags and factors that led to unauthorized relationships and sexual misconduct which were uncovered after thorough investigations. The session will include post investigation interviews with convicted former staff members and information from focus groups conducted with staff and incarcerated individuals. It will also discuss the psychology of those that have crossed boundaries and endangered the safety and security of everyone in our system.

SO, YOU WANT TO BE A BYSTANDER | *Assembly*

Tara Graham, Just Detention International

Staff are required to report any knowledge or suspicion of sexual abuse or sexual harassment. Unfortunately, the culture of silence remains and has a chilling effect on reporting. Staff, who start with crossing boundaries, may end up committing acts that are even more egregious. Now imagine a world where staff report those suspicions and stop behaviors before they result in sexual abuse or sexual harassment. What would this look like? How would this affect our facilities? In this interactive session, participants will explore staff reporting behaviors and barriers, the concepts of bystander effect and intervention, and the tools to empower staff to have the courage and to feel safe to report.

BEFORE AND AFTER: AUDIT PREPARATION AND CORRECTIVE ACTION | *Ballroom*

Joan Gerl, Wisconsin Department of Corrections

Joel Kalata, Wisconsin Department of Health Services

Alejandra Mejia, Wisconsin Department of Corrections

Rob Miller, Wisconsin Department of Corrections

Dylon Radtke, Wisconsin Department of Corrections

Jessica Studzinski, Wisconsin Department of Corrections

From planning, process, property, and people, this session explores the ways to engage, motivate, and prepare a facility for an audit. We'll also provide some insightful approaches to tracking your Corrective Action Plan to ensure your facilities get back on track.

UNDERSTANDING SEXUAL HARASSMENT | *University*

Cari Gerlicher, The Gerlicher Group LLC

Together we'll learn to identify and apply the definitions of incarcerated individual on incarcerated individual sexual harassment and staff on incarcerated individual sexual harassment. Scenario driven discussion and decision making.

POST INCIDENT REVIEW CASE STUDY | *Assembly*

Cheyenne Evans, Hawaii Department of Corrections and Rehabilitation

Charlotte Williams, North Carolina Department of Adult Correction

This session will be an informative presentation on unpacking past incidents within the states of Hawaii and North Carolina, analyzing red flags, navigating collective bargaining, offender manipulation and bargaining tactics, and addressing the Code of Silence, to include best practices we learned when it's all said and done.

Agenda may be subject to change.

Meals have graciously been provided by our partners. Every effort was made to consider a variety of dietary needs but not all may be accommodated.
Please plan accordingly.



PASSING THE BATON: LEGACY PLANNING | Ballroom

John Barkley, Los Angeles County Sheriff's Department

Ryan Nottingham, Illinois Department of Corrections

Rusty Hickethier, California Department of Corrections and Rehabilitation

Stephen Petersheim, Pennsylvania Department of Corrections

This panel discussion features tenured PREA Coordinators from state prison agencies and a county jail system who will explore legacy planning. Specifically, we'll discuss how to plan for transitioning a new PC into this difficult position and advice on how to pick up the pieces when there is no transition planning. There will be plenty of time during this session for Q&A.

CONNECTING THE DOTS: WELLNESS AND ZERO TOLERANCE | University

Jacy Woodworth, New York State Department of Corrections and Community Supervision

This workshop will explore the importance of staff wellness, creating a culture where staff feel important, valued and heard by leadership, and how doing so is critical to creating an environment of zero tolerance. We will identify what zero-tolerance means and accountability for those who engage in misconduct. Staff within a prison/jail system who feel mentally and physically well, are more likely to view their work environment as safe, influencing increased reporting of issues and an increased awareness and ability to navigate challenging situations. However, when agencies/facilities neglect staff wellness, it can create an environment where people feel unsafe, insecure and not able to address safety concerns.



Agenda

Wednesday

30

8:00a – 8:45a

BREAKFAST & LEARN HOSTED BY ARGUS | *Madison, Wisconsin Ballroom*

8:45a – 9:15a

UNFILED, UNHEARD, UNWRITTEN: WHEN SILENCE IS POLICY | *Ballroom*

9:15a – 10:15a

FRONTLINE STAKEHOLDERS: AN INTRODUCTION TO ONE VOICE UNITED | *Ballroom*

10:15a – 10:30a

BREAK

10:30a – 12:00p

01. ATTENTION FIRST RESPONDERS! | *Assembly*

02. BAD FAITH REPORTING AND YOUR OPERATION | *Ballroom*

03. THE PARADOX: HEALTHY MASCULINITY IN HYPERMASCULINE ENVIRONMENTS | *University*

12:00p – 1:30p

LUNCH & LEARN HOSTED BY MATRIX | *Ballroom*

1:30p – 2:45p

CLEARING THE AIR: BRIDGING THE GAP BETWEEN POLICY, PRACTICE, AND PARTNERSHIP | *Ballroom*

2:45p – 3:00p

BREAK

3:00p – 4:30p

01. A DEEP DIVE INTO THE GRAY | *Assembly*

02. DECONSTRUCTING ADMINISTRATIVE INVESTIGATIONS | *Ballroom*

03. SAFETY FOR INCARCERATED PEOPLE WITH COGNITIVE DISABILITIES | *University*

optional

4:30p – 5:30p

THE MOSS GROUP OFFICE HOUR | *Ballroom*

Session Descriptions

UNFILED, UNHEARD, UNWRITTEN: WHEN SILENCE IS POLICY | Ballroom

Adam Procell, Paradigm Shift

Adam Procell invites the audience into a story that underscores what's at stake when vulnerable voices go unheard. He leads a raw and reflective experience on why PREA is more than a policy—it's the line between silence and safety, and a reminder that every life deserves to be protected, remembered, and written into the record. It challenges us to confront our moral responsibility to ensure those protections exist—for everyone, without exception.

FRONTLINE STAKEHOLDERS: AN INTRODUCTION TO ONE VOICE UNITED | Ballroom

Brian Dawe, One Voice United

Jeremy Tripp, One Voice United

This session introduces One Voice United (OVU), a national organization amplifying the voices of correctional professionals to improve conditions and outcomes for all who live and work in correctional settings. Through a candid, moderated conversation, OVU leadership will share their backgrounds, discuss why correctional staff are essential partners in implementing and sustaining policies like PREA, and offer practical insight into how national workforce challenges (staffing shortages, political turnover, and resource constraints) are shaping both the current and future landscape of corrections.

ATTENTION FIRST RESPONDERS | Assembly

Tyeshia Hill, North Carolina Department of Adult Correction

Greg Quintero, Somerset County Sheriff's Office

Daniel Sheline, Lake County Sheriff's Office

Matthew Taylor, Arizona Department of Corrections

Don't lose critical information before the investigation even begins. Evidence preservation is essential. We'll review fundamental steps for line staff and supervisors alike and share case examples which demonstrate the impact of evidence preservation on administrative and criminal proceedings.

BAD FAITH REPORTING AND YOUR OPERATION | Ballroom

Kenneth James, South Carolina Department of Juvenile Justice

Cheyenne Evans, Hawaii Department of Corrections and Rehabilitation

Charlotte Williams, North Carolina Department of Adult Correction

Panelists, including seasoned PREA Coordinators, will discuss offenders utilizing the "PREA" process to retaliate against staff and other offenders, share the challenges in facing misuse of reporting mechanisms, explore lessons learned, and brainstorm with the group to create proactive approaches to excessive and bad faith reporting.

THE PARADOX: HEALTHY MASCULINITY IN HYPERMASCULINE ENVIRONMENTS | University

Jason Page, MCSR

Preventing gender-based violence has typically been viewed as an issue for women and girls and not for men and boys. Often the focus has been on teaching women and girls strategies for avoiding assault by strangers, acquaintances and intimate partners. This approach, while valuable, often leaves men without a role in the work beyond that of a potential perpetrator. This workshop focuses on identifying and creating role for men, boys, and non-traditional stakeholders to play in gender-based violence (GBV) prevention. By demonstrating the impact of GBV on men's lives and by offering healthy masculinity as a viable means of engaging men in preventing GBV, this workshop helps men grasp the vital role they can play in prevention as well as teaches others how to engage men in their own communities in GBV prevention.



CLEARING THE AIR: BRIDGING THE GAP BETWEEN POLICY, PRACTICE, AND PARTNERSHIP | Ballroom

Brian Dawe, One Voice United
Jeremy Tripp, One Voice United

This space is reserved for honest reflection on how PREA has been implemented (both good and bad) and how it has been viewed and experienced by correctional staff. Drawing from national input gathered by One Voice United, we'll surface the tensions, misconceptions, and missed opportunities that have shaped employee perceptions of PREA over time and what can be done to improve in the future. Rather than placing blame, this conversation seeks to understand the roots of those perceptions and explore a path forward that is more collaborative, inclusive, and sustainable. Together, we'll reframe PREA as a shared responsibility—one that requires staff buy-in, trust-building, and cultural alignment to truly protect everyone behind the walls.

A DEEP DIVE INTO THE GRAY | Assembly

Shannon Massaroco, Rhode Island Department of Children, Youth and Families
Aaron Keech, Maryland Department of Juvenile Services
Monica King, Massachusetts Department of Youth Services

Professionals from a variety of confinement settings will engage in a panel discussion to explore how the continuum of youth development, including normative horseplay and exploration, informs adult behaviors.

DECONSTRUCTING ADMINISTRATIVE INVESTIGATIONS | Ballroom

Cari Gerlicher, The Gerlicher Group LLC

It's not always about criminal prosecution. Let's dig into the separate but equal administrative investigation. Presenter will discuss the use of investigative guidelines and how to conduct comprehensive administrative investigations.

SAFETY FOR INCARCERATED PEOPLE WITH COGNITIVE DISABILITIES | University

Michelle Duncan, Washington State Department of Corrections
Susan Evans, Pennsylvania Department of Corrections
Stephen Petersheim, Pennsylvania Department of Corrections

People with cognitive disabilities who are in custody are at high risk for sexual victimization. In this session, Michelle Duncan, Director of PREA Services for the Washington Department of Corrections, will discuss how her agency's Skill-Building Unit provides a safe environment for people who have intellectual or developmental disabilities and/or traumatic brain injuries. Stephen Petersheim, PREA Coordinator for the Pennsylvania Department of Corrections, and his colleague, Dr. Susan Evans, a licensed psychologist manager, will discuss their agency's Neurodevelopmental Residential Treatment Unit. This unit provides a safe and supportive environment for individuals diagnosed with autism spectrum disorders and intellectual disabilities. The goal of this panel is to share lessons learned, practical strategies, and ideas that prisons can use or adapt to create more safety for people with cognitive disabilities in their custody, in accordance with the requirements of Standard §115.16.

THE MOSS GROUP OFFICE HOUR | Ballroom

Mara Dodson, The Moss Group
Ken Hyle, The Moss Group
Jennifer Sheahan, The Moss Group

Join TMG team members to discuss a range of topics on your mind during our office hours session. Subject matter experts versed in legal, investigative, PREA standard, and operational practice matters will be on hand to explore and troubleshoot with you.



Agenda

Thursday

31

8:00a – 8:45a

BREAKFAST & LEARN HOSTED BY POCKETALK | *Madison, Wisconsin Ballroom*

8:45a – 10:00a

01. OVW LISTENING SESSION | *Capitol Ballroom B*

02. STAMP OF APPROVAL: ELEMENTS OF INVESTIGATION REVIEW | *Ballroom*

03. ACCESSING AND PROCESSING DIGITAL DATA: THE KEY TO MODERN INVESTIGATIONS | *University*

10:00a – 10:15a

BREAK

10:15a – 11:45a

01. CAMPUS-BASED PREVENTION AND TRANSFERRABLE LESSONS | *University*

02. WHERE DO WE GO FROM HERE? | *Ballroom*

03. PREA ASKED AND ANSWERED | *Capitol Ballroom B*

11:45a – 1:15p

LUNCH & LEARN HOSTED BY THE MOSS GROUP | *Ballroom*

1:15p – 2:15p

01. ANOTHER WORKGROUP?! THE POWER OF THE TEAM | *Capitol Ballroom B*

02. FEMALE PERPETRATORS: EXAMINING THE ROOT OF THE MATTER | *Ballroom*

03. ENGAGING STAFF USING SERVANT LEADERSHIP | *University*

2:15p – 2:30p

BREAK

2:30p – 3:30p

RIVER OF CRUELTY | *Ballroom*

3:30p – 4:00p

CLOSING | *Ballroom*

Session Descriptions



OVW LISTENING SESSION | Capitol Ballroom B

Tara Graham, Just Detention International

Please join Tara Graham from Just Detention International (JDI) to share your thoughts, ideas, and questions about responding to sexual abuse. With funding from the U.S. Department of Justice, Office on Violence Against Women, JDI is updating a 2013 guide that provided recommendations for corrections administrators on how to respond to sexual abuse in a coordinated, victim-centered way. After 10+ years of facilities implementing the PREA standards, it's time to refresh this resource and make it more helpful and user-friendly to the many professionals who play a role in responding to sexual abuse. We want to learn from you — what questions you have about responding to sexual abuse and sexual assault forensic exams? What information would be helpful to members of your team, what tools do you need, and what format would be most useful? This is an opportunity to help shape a resource that will be used by practitioners across the country.

STAMP OF APPROVAL: ELEMENTS OF INVESTIGATION REVIEW | Ballroom

Michael Dix, Milwaukee Police Department
Blake Pollock, Tennessee Department of Corrections
Greg Quintero, Somerset County Jail
Ilesha Scott, Virginia Department of Juvenile Justice
Deb Striplin, Tennessee Department of Corrections

Experienced panelists from a variety of confinement setting types will share administrative investigation review tips and tools. Small groups will work together to tackle a review and enhance their practical skill set. We will be reminded that returning investigations for additional work is a critical compliance task and, in the process, explore communication and training strategies to kindly and effectively strengthen investigators work product.

ACCESSING AND PROCESSING DIGITAL DATA: THE KEY TO MODERN INVESTIGATIONS | University

Chad Gish, Magnet Forensics

In today's digital age, critical evidence is often hidden within smartphones, computers, and cloud-based sources. This session explores the pivotal role of digital forensics in modern investigations, focusing on tools like Magnet Graykey for device access and Magnet AXIOM for comprehensive data analysis. Attendees will gain insight into how these tools help uncover timelines, communications, and hidden data - ultimately accelerating case resolution and strengthening prosecutions.

CAMPUS-BASED PREVENTION AND TRANSFERRABLE LESSONS | University

Mellisa Holtzman, Ball State University

Sexual violence (SV) prevention has been at the forefront of collegiate-level research, programming, and advocacy for more than 40 years. In that time, we have learned a great deal about what does (and doesn't) help lower SV victimization and perpetration. Importantly, those lessons can be adapted for prevention efforts within the US prison system. As such, this session will summarize collegiate-level best practices, including bystander intervention and social norming campaigns, and explicitly discuss how they can be adapted for PREA implementation.

WHERE DO WE GO FROM HERE? | Ballroom

Michelle Duncan, Washington Department of Corrections
Damaris Kelly, Delaware Department of Corrections
Jennifer Sprafke, Vermont Department of Corrections
Jerri Worm, Colorado Department of Corrections

This session will explore the unique challenges faced by vulnerable gender populations within confinement settings. Among our objectives: discuss incorporating accommodations into housing, property, searches, medical, and general security practices; explore practical strategies to create spaces that are more supportive, respectful, and affirming of diverse identities; and identify the necessary steps to provide appropriate care in a confinement setting that promotes safety. This presentation aims to empower decision-makers with the knowledge and tools needed to champion positive change and compliance in the face of shifting legal landscape.

PREA ASKED AND ANSWERED | Capitol Ballroom B

John Barkley, Los Angeles County Sheriff's Department

Do you have THE question? We'll challenge our understanding of investigations, reporting, searches, and cameras/viewing through an engaging answer and question game.

ANOTHER WORKGROUP?! THE POWER OF THE TEAM | Capitol Ballroom B

Joan Gerl, Wisconsin Department of Corrections
Dawn Landers, Wisconsin Department of Corrections

We know that one PCM can't do it all alone. It takes a team to make a difference. This session examines the who, what, when, where, why, and how of creating an effective facility based PREA team.

FEMALE PERPETRATORS: EXAMINING THE ROOT OF THE MATTER | Ballroom

Heather Baltz, CoreCivic
Jillian Shane, CoreCivic

CoreCivic conducted a study on all substantiated staff-involved investigations over a three-year period. The study identified a specific demographic of female staff who was involved in the vast majority of those cases. A working group was launched to examine what was leading to these substantiated cases. Root cause development was conducted, solutions proposed and implemented, and employee feedback was examined. This presentation will walk through how data was collected and analyzed, what solutions were implemented, and some of the surprising results of the study.

ENGAGING STAFF USING SERVANT LEADERSHIP | University

Jacy Woodworth, New York State Department of Corrections and Community Supervision

This presentation will include realistic and effective ways to engage staff and make them feel appreciated and heard. There are simple and affordable ways to do this. We will explore concepts that help each individual feel a part of the solution. This model applies to management, correctional educators, prison staff and the population you serve. The power of putting staff first has an irreversible impact that will create a healthy environment to work in and live in.

RIVER OF CRUELTY | Ballroom

Allison Basinger, PREA Consultant

In this interactive session, participants will be introduced to The River of Cruelty, a carefully constructed model that explores the origins of an individual's path to cruelty and violence. While building a collective River Map, participants will have the opportunity to examine how ignoring a person's experiences with cruelty can lead to an "us vs. them" mentality. By opening ourselves to this dialogue, we can begin to shift perspectives on creating a culture of safety for all within our facilities, people who are incarcerated and staff.

Speaker Profiles

HEATHER BALTZ is the Sr. Director, PREA Programs and Compliance at CoreCivic in Nashville, TN. She serves as the agency PREA Coordinator and manages over 55 facilities under the DOJ Prisons and Jails, Community Corrections, and DHS PREA standards. Heather was previously the Director, PREA Programs and Compliance for CoreCivic and she is a DOJ certified PREA auditor. Prior to joining CoreCivic, she served nearly 15 years on the Metro Nashville Police Department where she primarily served in the Sex Crimes Unit as a criminal investigator. She later transferred to the Office of Professional Accountability and was also responsible for training detectives and officers on sex crimes investigation and interview and interrogation techniques. With 25 years of professional experience in the realm of sexual safety, she remains passionate about her work and is always happy to help newer compliance professionals and investigators any way she can.

ALLISON BASINGER is passionate about creating a world free of violence; her entire 25 year career has been dedicated to this cause. Allison has created several nationally recognized violence prevention programs, worked as Statewide PREA Coordinator in Kansas, and most recently served the National PREA Resource Center as Senior Program Manager. Additionally, Allison facilitates and is a master trainer for Batterer Intervention Program groups.

JOHN BARKLEY is currently the PREA Coordinator for the Los Angeles County Sheriff's Department. Prior to this position, John was the PREA Coordinator for the South Carolina Department of Corrections (SCDC) and was hired as the first PREA Coordinator for the department in August 2012. John worked for the South Carolina Department for over 25 years. Prior to being the PREA Coordinator for SCDC, he was an associate warden at a maximum-security prison, and prior to that post, he was the South Carolina Department of Corrections Public Information Officer. In 2015, John was selected by DOJ as one of 48 auditors to participate in the first Field Training Audit Program where a mock audit was completed, and the auditor's work was critiqued. John has audited and provided technical assistance to state prisons and county jails across the country.

BRIAN DAWE is currently the National Director for One Voice United (OVU), a non-profit organization that advocates for the inclusion of corrections employees in conversations at the local, state, and national level on corrections and the criminal justice system. Brian earned his Bachelor of Science degree in Criminal Justice from the University of Massachusetts and started his career in corrections in 1982 as a Massachusetts state correctional officer. He is also a founding member of the Massachusetts Correctional Officers Federated Union and served on their statewide Executive Board from 1988-1998.

In 1994 Dawe began developing a network of contacts, which became a vehicle for sharing information and best practices among correctional staff and their representatives, both nationally and globally. Now known as the One Voice United National Intelligence Network, it is a cornerstone of OVU's outreach and communications efforts that seek to transform prison culture, improve working conditions for corrections staff, and promote a more effective and just system for all impacted stakeholders.

As OVU's National Director, Brian's portfolio includes overseeing OVU's Correctional Staff and Family Wellness Curriculum, addressing the nationwide staffing crisis, and shifting the narrative about corrections professionals with OVU's annual National Medal of Honor Awards ceremony and Elevating Our Profession conference. He has spoken in



legislative settings, presented for academic forums, and has been featured as a panelist at criminal justice conferences throughout his four-decade career. He has also authored numerous articles and white papers on all topics spanning the corrections landscape. Brian can be reached at brian@onevoiceunited.org

MICHAEL DIX, Lieutenant, is a 22-year veteran of the Milwaukee Police Department. As an officer, Lieutenant Dix served as a Field Training Officer, was assigned to a Community Service, Anti-Drug and Violent Crime Reduction squad, and operated for six years with the department's Tactical Enforcement Unit. After promoting to sergeant, Lieutenant Dix supervised officers from general patrol, special investigation squads and an Anti-Gang Unit at various police districts throughout Milwaukee. Lieutenant Dix also conducted personnel investigations while assigned to the department's Internal Affairs Division.

Following his promotion to lieutenant, Lieutenant Dix worked as the Deputy Director of Training at the Milwaukee Police Department's Training Academy. For over three years, Lieutenant Dix has served as the agency's Municipal Lockup Facility Administrator overseeing the operation of the Department's seven temporary holding facilities. Throughout his career, Lieutenant Dix has instructed several of the Wisconsin Law Enforcement Standard Board's unified tactics and has recently begun teaching for the Wisconsin Department of Justice. Since 2019, Lieutenant Dix has served on the Board of Directors for the Community Warehouse/Partners In Hope organization, a Milwaukee-based non-profit prisoner reentry ministry. Lieutenant Dix is married with six children, and in his spare time enjoys exercising, snowboarding, outdoor activities, and skydiving.

MARA DODSON leads Strategy and Growth for The Moss Group (TMG). She drives strategic growth planning, business development, marketing, products, and partnerships to expand TMG's impact across systems and organizations. Collaborating across teams at TMG, she is focused on innovating, scaling services, and addressing current and emerging needs in the criminal justice field.

Ms. Dodson worked previously at TMG from 2008 to 2021 in various capacities to include Project Director and Director of Client and Partner Services. Specific to PREA, she was involved early on in projects to support the National Prison Rape Elimination Commission, helped develop one of the first PRC employee training products, and led a number of BJA PREA Demonstration Grant projects in adult and juvenile settings focused on leadership, culture, and safety.

Mara worked from 2021-2023 at a large public health consulting firm where she led project teams dedicated to addressing data modernization, process improvement, organizational change and change management.

She earned a Master of Business Administration at American University and received her Bachelor of Arts from Tufts University. Outside of work, Mara enjoys spending time with her husband and dog in their Atlanta home. She is an avid reader and lover of travel adventures.

MICHELLE DUNCAN serves as the Director of PREA Services for the Washington State Department of Corrections (WADOC). She has been working on the implementation of the Prison Rape Elimination Act since 2015 when she assumed the role of PREA Compliance Manager as an Associate Superintendent. She has worked in the field of corrections for 30 years, starting her career with the Arizona DOC and transferring to WADOC. She has served in multiple different custody roles through the rank of Correctional Sergeant, and has also held the position of Classification Counselor, Correctional Unit Supervisor, Correctional Program Manager and Associate Superintendent. Michelle has spent her career committed to the safety and wellbeing of all those that work and live in DOC facilities.

Michelle has earned her Bachelor of Arts Degree in Social Science from the Washington State University, received certification as a DOJ PREA Auditor for adult facilities in 2022, and is a Certified Diversity Executive CDE® through the Institute of Diversity Certification.

ANDREW DYE is a strategic planner and real estate development leader with over 13 years of experience on CoreCivic's Innovation team. He co-leads Project Vista, a transformative initiative that introduces forward-thinking design concepts to support rehabilitation and successful reentry. Andrew specializes in justice-related solutions, guiding normalization efforts that range from incremental improvements to large-scale system transformations. His

work integrates global best practices by collaborating with a diverse network of stakeholders—including operators, design professionals, innovators, academics, and individuals with lived experience. In addition to his planning expertise, Andrew provides enterprise-wide real estate guidance, partnering with community leaders and industry providers to address complex challenges through innovative, community-focused solutions. He holds a Bachelor's degree in Environmental GIS from Samford University and a Master's degree in Geography from the University of Tennessee.

JASON EFFMAN was appointed to the position of Associate Commissioner with the New York State Department of Corrections and Community Supervision in April 2013. He is responsible for developing and implementing policy to combat sexual victimization in New York's prisons and for overseeing DOCCS' compliance with the PREA standards. As a member of DOCCS' Executive Team, he established and now oversees the Sexual Abuse Prevention & Education Office. In July 2015, he was certified by the Department of Justice as a PREA Auditor. He began his career with DOCCS in 1999 as an Assistant Counsel, where he worked on a wide variety of legal matters. He began working on litigation concerning sexual abuse in early 2003, which grew into his work around the prevention of sexual victimization.

Starting in 2005, Jason began representing the Department in national activities related to the implementation of PREA, including serving in an advisory capacity on the U.S. DOJ and PREA Resource Center project to develop the PREA audit instrument. He was appointed to the position of Associate Counsel and designated as the Department's first agency-wide PREA Coordinator in March 2012.

Jason is one of the original members of the National PREA Coordinator's Working Group, an organization that was formed in early 2019 to facilitate collaboration amongst the agency-wide PREA Coordinators on important policy and practice matters. He was named as Vice Chair of the working group in March 2022.

CHEYENNE EVANS is currently the Agency PREA Coordinator and a Litigation Specialist in the State of Hawaii Department of Corrections and Rehabilitation, formerly known as the Hawaii Department of Public Safety. Through the Litigation Coordination Office, she manages all state correctional institutions (Prison and Jail) PREA implementation, maintenance, and compliance with National PREA Standards. Supervising all institutions PREA Compliance Managers, facilitates academy, supervisory, and investigations training, and assists in agency level investigations for staff, in addition to her normal litigation responsibilities. Additionally, Cheyenne serves as a board member on the National PREA Coordinators Working group, is a certified DOJ PREA Auditor, and a Computer Voice Stress Analysis Examiner (CVSA).

Prior to becoming the agency coordinator and Litigation Specialist she was a uniformed correctional supervisor and PREA Compliance Manager at the Women's Community Correctional Center. Cheyenne has been with her department for 27 years, 20 of those years were spent at the correctional institutions in uniform with experience in supervision of staff and offenders, investigations, strategic threat groups, policy revision, disciplinary, operational, and administrative committees, implementation and maintaining compliance of the PREA standards as the PREA Compliance Manager.

SUSAN M. EVANS, Ph.D. is a licensed psychologist in Pennsylvania. She began her career with the Pennsylvania Department of Corrections in 2018 after working in the community for 28 years as a licensed psychologist. She began her psychology career working in community mental health with children and families, eventually adding the areas of practice to include neuropsychology and health psychology. In July of 2018, she became the Licensed Psychology Manager at the State Correctional Institution (SCI) Albion, PA. SCI Albion is a mental health prison and as such is designated as one of the sites able to house and treat seriously mental ill inmates. Dr. Evans manages and supervises a staff of 17 Master Degree level mental health workers who are providing services to the inmates. These mental health services include individual and group therapy, evaluations used to assist parole in reentry of individuals into the community, as well as other special assessments to assist in the safe housing, treatment, and rehabilitation of incarcerated individuals. Dr. Evans was part of the multidisciplinary team that developed and established the Neurodevelopmental Residential Treatment Unit (NRTU) designed to safely house, treat, and rehabilitate individuals diagnosed with Autistic Spectrum Disorders and/or Intellectual Disabilities

JOAN GERL has worked for the Wisconsin Department of Corrections for over 31 years at various sites and positions to include; Officer, Sergeant, Lieutenant, Captain, Training Captain, Director of the Correctional Officer Pre-service

Academy, and currently, a Regional PREA Compliance Manager. As a Regional PCM, she oversees compliance efforts and standard adherence across four adult facilities.

CARI GERLICHER has been a consultant with The Moss Group since 2003 and the PREA Resource Center since 2015 focusing on the areas of PREA investigations, interviewing techniques for survivors of sexual assault, trauma-informed care, first-responder duties, SART identification and creation, understanding corrections culture, and evidence collection. Ms. Gerlicher has also worked with a variety of agencies in operational process mapping for sexual assault response and continuity building as well as policy review and implementation and standard coaching for new PREA coordinators and compliance managers.

Ms. Gerlicher retired as the Director of the Office of Special Investigations for the Minnesota Department of Corrections (MNDOC) and held that position from 2001-2018. Ms. Gerlicher was responsible for the agency's major administrative investigations, inmate criminal investigations, agency intelligence and security threat group behaviors, agency emergency management, and PREA manager. Prior to her employment with MNDOC, Ms. Gerlicher was a police officer with the Minneapolis Police Department where she spent five years as a patrol officer and six years as a sergeant investigator to include four years in the sex crimes and homicide units. Ms. Gerlicher was also a probation officer for Hennepin County prior to law enforcement where she worked with high recidivistic juvenile felons and gang-entrenched families.

Ms. Gerlicher has been the tactical administrator for the agency's K9, SORT, and SOG teams. Ms. Gerlicher has a Master's degree in Public Administration, is a graduate of the Northwest School of Police Staff and Command, and is a certified emergency manager and a certified PREA auditor.

CHAD GISH is employed at Magnet Forensics, the leading company in digital forensics. As a member of the Technical Marketing team, he serves as a Forensic Consultant, assisting law enforcement agencies worldwide in enhancing their investigations using Magnet Forensics tools. Chad had a wonderful 26-year career with the Metro Nashville Police Department, dedicating 24 years as a detective working on major, high-profile cases. For nearly 20 years, he focused on on digital forensics, accumulating over 4000 hours of specialized training while managing a wide range of investigations, including hundreds of homicides and crimes against children. Chad's contributions to the MNPd are significant. He was key in designing, building, and managing a state-of-the-art digital forensic lab.

TARA GRAHAM, MPH, is JDI's National Program Director, based in its Washington, D.C. office. She provides training and technical assistance to corrections agencies on preventing and responding to sexual abuse in detention. She has been working on the development and implementation of the Prison Rape Elimination Act standards for more than 15 years, including at the National PREA Resource Center. Her research experience includes interviewing homeless and runaway youth and incarcerated women about issues including drug use, sexual behaviors, and experience with physical and sexual violence. Previously, Tara served as a Peace Corps Volunteer in Tanzania working on HIV/AIDS prevention with an emphasis on women and youth.

RUSTY HICKETHIER is currently a Captain and PREA Coordinator for the California Department of Corrections and Rehabilitation. Prior to this role, he was a Correctional Lieutenant working for the PREA Compliance Unit for CDCR Headquarters, assisting with ensuring the agency maintains compliance with the Federal Standards as well as assisting with DOJ PREA audits. Previously, he was a Correctional Sergeant at CSP-Sacramento which houses primarily level IV maximum and high security incarcerated persons as well as those requiring specialized mental health programming and high-risk medical concerns. Rusty has over 17 years of service with CDCR. He became a certified auditor in 2024.

TYESHIA HILL serves as the Correctional Training Coordinator for the (PREA) Office in North Carolina, bringing over 28 years of comprehensive experience in the corrections field. Her professional journey has encompassed various roles, including Sergeant at a Juvenile Detention facility, as well as positions centered on Juvenile Supervision (Intake and Probation), and currently, with the North Carolina Department of Adult Correction. In addition, Mrs. Hill serves as an Advisory Board Member for the North Carolina Juvenile Services Association, having previously held the role of President in 2021. She possesses a North Carolina General Instructor Certification and a Lean Six Sigma Green Belt Certification. Mrs. Hill has been married to her college sweetheart for 25 years and is the proud mother of two children who are both currently serving in the military.

MELLISA HOLTZMAN is a Professor of Sociology at Ball State University. Her research interests are centered on sex, gender, and sexual assault prevention. Her published work includes articles in Journal of Interpersonal Violence, Perspectives on Sexual and Reproductive Health, Journal of American College Health, and Journal of Applied Social Sciences. Mellisa has extensive experience with designing, offering, and evaluating sexual assault protection programs that utilize both primary prevention and risk reduction training for students. Mellisa can be contacted at: Department of Sociology, Ball State University, Muncie, IN 47306, 765-285-5253, mkholtzman@bsu.edu

KEN HYLE the Director of Correctional Services for The Moss Group (TMG), a criminal justice consulting firm. Prior to joining TMG, Mr. Hyle had a thirty-year career with the Department of Justice, retiring in January of 2022 as the General Counsel of the Federal Bureau of Prisons. Over the course of his career, he has worked extensively on criminal and correctional issues and employment law matters. Among his many accomplishments, he assisted in the drafting and implementation of the national Prison Rape Elimination Act (PREA) regulations. As General Counsel, he had oversight of legal training and of a broad range of practice areas to include correctional law, litigation, policy development and review, real estate and environmental law, government contracting, the Freedom of Information Act, and government ethics. Mr. Hyle served in the Senior Executive Service, has been recognized with two distinguished service awards from the United States Attorney General. He received a Bachelor of Arts degree in Political Science from Boston University and attended law school at the National Law Center of the George Washington University.

KENNETH JAMES serves as the Director of Settlement Compliance for the South Carolina Department of Juvenile Justice. Prior to that, he served as the Division Director of Compliance and Standards, and the Agency PREA Coordinator, for the South Carolina Department of Corrections (SCDC). Before transferring to SCDC in 2019, he served as the PREA Coordinator for the South Carolina Department of Juvenile Justice, and in multiple leadership and management positions for over 17 years. Kenneth is a Department of Justice certified auditor for both Adult and Juvenile facilities; and Department of Homeland Security (DHS) certified to audit ICE, CBP, and other DHS facilities for PREA Compliance. Mr. James holds a Bachelor's degree in criminal justice from Limestone College and Master's degree in criminal justice: Public Administration from Liberty University. He serves as a board member on the National PREA Coordinators Working Group, a member of the South Carolina Human Trafficking Taskforce, an "Experteer" on the Anti-Human Trafficking Intelligence Initiative, and a member of multiple community organizations executive boards. He was recently named the "Manager of the Year" and the William D. Leeke "Award of Excellence" recipient by SCDC and named a "Champion of Change" by End Violence Against Women International. Kenneth is also retired from the SC Army National Guard, where he served multiple wartime overseas tours in the intelligence field.

CHARLOTTE JORDAN WILLIAMS became the PREA Director for the North Carolina Department of Adult Correction Division of Professional Standards-Office of PREA Administration (OPA) in Raleigh, NC, in 2007. In this role, she oversees the implementation of the Prison Rape Elimination program for the agency to ensure compliance with the PREA, departmental policies, and related general statute. As the PREA Director, her duties include program planning, budgeting and fiscal management, grant management, assisting legal staff in responding to PREA related litigation matters, staff training, and professional development. She is a member of the National PREA Coordinator's Workgroup.

Mrs. Jordan Williams has been employed by the Department of Adult Correction for the past 25 years. Her past experiences with adult corrections include correctional officer, program case director, coordinator for community programs such as work release, Inmate Service Club, community volunteer and home leave program, inmate labor contracts, and as a general instructor. She additionally served as a Victim Services Specialist for the Office of Victim Services providing direct services to victims of crime whose offenders are supervised or housed by DAC. She is yellow belt and green belt certified in Lean Six Sigma, Graduate of the NC Office of State Budget & Management Performance Academy, and the UNC Flagler Business School Executive Leadership Development Program.

JOEL KALATA is the facility PCM at the Wisconsin Resource Center, Wisconsin's mental treatment facility for those whom are incarcerated. Since 2018, he is tasked with oversight of all PREA standard adherence and facility investigations. He additionally chairs the facility PREA committee, and works in conjunction with his facility's Regional PCM. Joel is a

trained PREA investigator since 2013 and has successfully navigated his treatment facility through three PREA audits, as well as assisted in auditing two California institutions.

AARON KEECH has over thirty years of experience working with at-risk youth in various roles within the Maryland Department of Juvenile Services. Since 2013, he has served as the agency's PREA Coordinator and has been a certified PREA auditor for both adult and juvenile facilities since 2014.

DAMARIS KELLY is the Deputy Chief of the Office of Planning, Research, and Reentry for the Delaware Department of Correction (DDOC). In this role, Damaris assists in the oversight of reentry initiatives, data collection and analysis, strategic planning, accreditation and compliance, and project and grant management for multi-bureau initiatives. Previously, Damaris served as the DDOC's Director of Compliance and Accreditation, where she led the Department's efforts to achieve and maintain accreditation with the American Correctional Association (ACA) and maintain compliance with the federal Prison Rape Elimination Act (PREA). These efforts earned national recognition in 2023 when DDOC was awarded the ACA Global Eagle and Lucy Webb Hayes awards for achieving full ACA accreditation along with full PREA compliance. She earned a Bachelor of Science in Law, Policy and Political Science and a Certificate in Criminal Justice from Wilmington University and an Associates in Applied Science in Homeland Security and Emergency Management from Delaware Tech. She has completed numerous specialized training courses and is the recipient of several awards and recognition, including the statewide GEAR P3 Trailblazer Award, awarded to the James T. Vaughn Correctional Center Accreditation Team.

MONICA KING has dedicated 24 years of service to the state, serving as the Statewide PREA Coordinator and Director of Overnight Arrest Services for the Massachusetts Department of Youth Services (DYS). In these roles, she ensures compliance with the Federal Prison Rape Elimination Act (PREA) and the Federal Juvenile Justice Delinquency Prevention Act (JJDPA) in state and provider-operated programs.

DAWN LANDERS, Psy.D. is an Assistant Psychology Director for the Wisconsin Department of Corrections working with adult males. Dr. Landers is also an actively certified PREA Auditor, conducting PREA audits within the Western State Auditing Consortium. She has worked as Psychologist Supervisor, Licensed Psychologist, and Psychological Associate for the WI DOC for 19 years. She has worked with inmates residing in all custody levels within the adult male WI DOC. She has served as a PREA Compliance Manager, Victim Services Coordinator, and PREA Risk Assessment Screener. She is also a WI DOC certified PREA Investigator.

MELINDA MACIEL has over 22 years of experience in the Criminal Justice field. Melinda holds a Bachelor of Arts Degree in Criminal Justice and a Master of Arts Degree in Political and Justice Studies. She has previously worked with the Cook County State's Attorney's office as a Domestic Violence Advocate. Throughout her tenure there, she held various roles including being a 40 Hour Domestic Violence Training Facilitator and bilingual facilitator for court mandated Partner Abuse Intervention Program groups. She also held an Illinois Certified Domestic Violence Professional certification. Melinda transitioned into the Juvenile Justice sector and is currently employed at the Cook County Juvenile Temporary Detention Center (JTDC). She has held the roles of Youth Development Specialist, adjunct trainer and Disciplinary Hearing Officer. In 2015, Melinda was appointed PREA Coordinator providing PREA oversight and compliance of the nation's largest and oldest free-standing juvenile detention facility. Her achievements include Executive Board member of Latin American Professionals Impacting Society (L.A.P.I.S.), founder of JTDC's facility-wide Latino/a/x Heritage Month program, presenter at the National Partnership for Juvenile Services (NPJS) symposium, honored as JTDC's "Woman of the Year" and "Employee of the Quarter," and bilingual certified Department of Justice PREA Auditor for juvenile facilities.



SHANNON MASSAROCO is a purpose-driven public servant and advocate for youth equity, currently serving as Chief Program Development and the statewide Youth PREA Coordinator at the Rhode Island Department of Children, Youth & Families (DCYF) within the Division of Youth Development. With over 15 years of experience in government operations and project management—and a growing leadership role in youth justice reform—Shannon leads cross-system initiatives that strengthens, supports, and improves outcomes for Rhode Island’s most vulnerable youth.

Grounded in her own lived experience, Shannon is committed to dismantling systemic barriers and building sustainable, youth-centered solutions rooted in justice, accountability, and healing. She leads multi-agency collaborations and grant-funded efforts such as the Collaborating for Youth and Public Safety Initiative and the OJJDP FY24 Building Local Continuums of Care to Support Youth Success Project. Both initiatives aim to reimagine Rhode Island’s youth-serving systems by advancing equitable, community-based solutions that reduce justice system involvement and address racial and ethnic disparities.

Shannon holds a Bachelor’s degree in Organizational Leadership & Change from College Unbound, is a certified Project Management Professional (PMP), and is currently pursuing a Master’s degree in Data Science to deepen her use of analytics in systems reform. She is an alum of Leadership Rhode Island’s Upsilon II cohort and serves on several nonprofit boards, including Nowell Academy, the Central Falls Juvenile Hearing Board, and Rhode Island for Community & Justice.

Whether championing PREA compliance, driving systems change, or mentoring emerging leaders, Shannon shows up with heart, humility, and unwavering resolve. She believes every young person holds limitless potential—and that by investing in them today, we don’t just change individual lives, we ignite the path to a more just, compassionate, and hopeful tomorrow.

ALEJANDRA MEJIA has been employed at Green Bay Correctional Institution, a Maximum-security facility in Wisconsin, since 2012. Currently a Captain, she has held previous titles as officer, sergeant, and lieutenant. In addition to her supervisory role, she has been a facility PCM at GBCI for over three years.

ROB MILLER began his career in 2002 at the Milwaukee Secure Detention Facility, within the Wisconsin Department of Corrections, Division of Adult Institutions. He has held the rank of Officer, Sergeant, Lieutenant, Captain, Security Director, Deputy Warden, and DAI Security Chief. In June of 2024, Rob was named as the Warden of the Racine Correctional Institution.

RYAN NOTTINGHAM currently serves as the Agency Prison Rape Elimination Act (PREA) Coordinator for the Illinois Department of Corrections (IDOC); a position he has held for the last eight years. In this role, he ensures compliance with the PREA Standards for all 31 of the Department’s correctional facilities and work release centers across the State. In addition to his role as Agency PREA Coordinator, Ryan also oversees the operation of the Department’s PREA Compliance Unit – a staff of two PREA Compliance Confidential Assistants and three regional External Investigators. Ryan has over 25 years of State service with vast knowledge and experience of PREA; victim services; policy creation, implementation, and evaluation; and critical incident response.

Ryan holds a Bachelor’s degree in Criminal Justice with a minor in Psychology, and a Master’s Degree in Public Administration with a Criminal Justice concentration; both earned at the University of Illinois at Springfield.

JASON PAGE is the Senior Director of National Programs for MCSR. Since 2010, Jason has been with MCSR leading the Youth Development Department. Locally, he facilitated Men of Strength Club (MOST Club) sessions in DCPS middle and high schools. Jason was also responsible for creating and implementing MOST Club Summer Camp Programming through DC Parks and Recreation, where youth are served at local recreation centers across the District of Columbia.

STEPHEN PETERSHEIM began his Pennsylvania Department of Corrections (PA DOC) corrections career at SCI Graterford in July of 2010. He was promoted to Sergeant in October of 2014 and worked on a Level 3 housing unit from October of 2014 to June of 2016 when he was promoted to Lieutenant in the Bureau of Community Corrections (BCC) Management Operations Center. Mr. Petersheim transitioned to the BCC PREA investigator position in May of 2018. As the BCC PREA

investigator he conducted PREA investigations, coordinated with outside agencies regarding criminal investigations, participated in Sexual Abuse Incident Reviews (SAIRs), PREA Accommodation Committee (PAC) reviews, and conducted PREA Basic Training for contract facility staff. In January of 2022 Mr. Petersheim promoted to the Security/PREA Captain position in the BCC. As Captain, he oversaw PREA investigations, other internal investigations, conducted operations inspections, continued to participate in SAIRs and PAC reviews, and continued to conduct PREA Basic Training for contract facility staff. In addition, Mr. Petersheim presented PREA related material/training at BCC regional and national conferences. Mr. Petersheim assumed his current position as PA DOC Statewide PREA Coordinator in September of 2023. His responsibilities as head of the PREA Compliance Division include, among other duties, developing and revising PA DOC policy to meet the PREA Standards, working with and supporting PREA compliance staff at each PA DOC facility, and working with the Training Academy to develop PREA-related curriculum and training materials for inmates, staff, volunteers, and contractors.

BLAKE POLLOCK, Deputy Inspector General, has 20 years of experience with the Tennessee Department of Corrections. He began his career in 2005 as a Correctional Officer at Riverbend Maximum Security Institution, where he was promoted through the ranks and was part of the facility-based tactical team. In 2015 he was promoted to central office and has been an integral team member within the Office of Inspector General (OIG) since 2018. During his time with OIG, he has assisted with institutional, community supervision, fiscal, PREA, and ACA audits. He most recently served as the Statewide PREA Coordinator. He holds a bachelor's degree in criminology and is also a Certified ACA Auditor.

ADAM PROCELL is the CEO of Paradigm Shyft, a strategic consulting firm focused on coordinated reentry and justice system reform. He is the architect of Act 233, a groundbreaking Wisconsin law that mandates the development of community reentry centers designed to streamline services and improve outcomes. Adam also leads Home To Stay, a pioneering shared resource model unifying reentry services across Milwaukee. In addition to his policy work, he serves as an adjunct instructor at Marquette University, has delivered TEDx talks, and speaks at national forums on public safety, community collaboration, and second-chance infrastructure.

GREGORY QUINTERO is an Administrative Lieutenant with the Somerset County Sheriff's Office – Corrections Division (Somerset County, New Jersey) with over 24 years of professional experience in law enforcement. Lieutenant Quintero is the current Training and PREA Coordinator for his agency, which has him play a key role in designing and implementing training curricula for security staff, civilian staff, and the inmate population. In addition to these responsibilities, Lieutenant Quintero has been entrusted with various tasks as directed by agency administration, which has provided him with an opportunity to instruct at various training academies throughout New Jersey as a certified New Jersey Police Training Commission Instructor and hold the Chairman position for the New Jersey County Jail Training Advisory Council. With a solid foundation in staff-level operations and known for being an effective and highly productive leader who has fostered teamwork across diverse groups (tactical teams, instructor groups, committees) Lieutenant Quintero has led a PREA Committee for the past several years. The Committee, with the assistance of federal grant funds, coaching, and PREA contractors, developed PREA educational sessions for correctional agencies within New Jersey.

DYLON RADTKE retired in 2023 after more than 30 years with the Wisconsin Department of Corrections. He most recently served as Warden of Green Bay Correctional Institution, one of the state's most secure and complex maximum-security facilities. In that role, he oversaw all aspects of daily operations, led a team of more than 250 staff, and managed high-risk populations in a constantly evolving environment.



Over the course of his career, Dylan held multiple leadership roles, including Captain, Security Director, and Deputy Warden at several medium and maximum-security institutions. His responsibilities included emergency response coordination, institutional security, staff development, and policy design in critical areas such as restrictive housing, internal investigations, and use of force. He worked closely with multidisciplinary teams to improve institutional stability and operational consistency.

Dylan's involvement with PREA began early in the implementation process in Wisconsin. He served as a facility PREA Compliance Manager at Dodge Correctional Institution and remained involved in PREA efforts throughout his career. For nearly fifteen years, he worked to integrate PREA standards into Wisconsin's correctional practices. He contributed to policy development, facilitated training efforts, supported institutional compliance, and helped strengthen systems for reporting, prevention, and response across multiple facilities.

He also served as Co-Chair of the Division of Adult Institutions' Use of Force Committee, where he led cross-agency collaboration on policy updates, staff training, and procedural reviews. His focus remained on building safe, transparent, and accountable systems within high-risk settings.

Before entering the field of corrections, Dylan served in the U.S. Army and was deployed during Operation Desert Storm. That experience helped shape his calm, team-focused approach to leadership.

IAN RUSSELL-CAMARA is a Program Manager for Amend at UCSF, where he partners with correctional systems across the United States to help them implement strategies that reduce recidivism and develop solutions to harms associated with incarceration. Amend at UCSF is a public health and human rights program that works in prisons to reduce their debilitating health effects on residents and staff, while also joining policy makers and community leaders to advance decarceration strategies and a better, new system of accountability and healing in the US. Ian's previous work includes the oversight of prisons and jails in New York, the expansion of a national overdose prevention program, and the implementation of evidence-based violence prevention programs in Milwaukee, Wisconsin.

IESHA SCOTT started her career with the Virginia Department of Corrections in 2013 as Green Rock Correctional Center as a Correctional Officer. In 2015, she transferred to Rustburg Correctional Unit as a Correctional Officer. In 2017, she was promoted to Casework Counselor at Nottoway Correctional Center and later transferred to the Rustburg Correctional Unit. In July 2020, she was promoted to Probation Officer at District 13 Lynchburg. In May 2021, she was promoted to Institutional Program Manager at Virginia Correctional Center for Women and later promoted to Unit Manager. Although Ms. Scott loved her career, she decided to follow her passion for working with juveniles where in December 2022 she started at the Department of Juvenile Justice to serve as the PREA Compliance Manager for Bon Air Juvenile Correctional. Ms. Scott holds a Bachelor's degree in Criminal Justice from the University of Virginia's College at Wise.

JILLIAN SHANE is an accomplished corrections professional, serving in many leadership roles over her nearly 20-year career in corrections. Jill currently serves as the Director of PREA Programs and Compliance at CoreCivic. She was the Inspector General and PREA Coordinator for the State of New Mexico and the founder of the National PREA Coordinator's Working Group. She has worked in corrections at the county, state and private levels. She has held consulting positions as an expert witness, with the National PREA Resource Center, and has conducted investigations with the Department of Justice. She is an auditor for adult facilities and has conducted over sixty PREA Audits as the lead auditor as well as numerous others as support staff.

JENNIFER SHEAHAN joined The Moss Group in June 2021, as a project manager working with agencies developing and improving their PREA programs under a site implementation grant from the Bureau of Justice Assistance (BJA). She leads and organizes all project activities and support for the grantees to achieve PREA compliance, including policy review and implementation, staff training development, and other efforts to better prevent, detect, and respond to incidents of sexual abuse and sexual harassment against inmates in custody. She serves as a coach for of the BJA-TTA grantees and as a PREA Academy faculty member. She was the project manager for the New York City Department of Correction project and oversaw the delivery of the Safety Matters curriculum. She is part of the team working with the New Jersey Department of Corrections-Edna Mahan Correctional Facility to comply with a Department of Justice Settlement Agreement. Ms. Sheahan participates in activities that contribute to the organizations strategic plan.

Ms. Sheahan brings 25-plus years of experience working for non-profit agencies contracted with the New Jersey Department of Corrections and State Parole Board to provide residential community release programs for male and female inmates and parolees with substance abuse, mental health, and serious health conditions.

She began her work with PREA in 2014, when she developed and implemented PREA policies and procedures for agency-operated community release programs. Ms. Sheahan has experience in program development, policy review and implementation, monitoring program outcomes, and staff training.

DANIEL SHELIN began his career working for the Lake County Sheriff's Office (IL) Adult Correctional Facility in August 1997 serving as a Correctional Officer. He has served as a field Training Officer and was an original team member of the newly formed Correctional Response Team (CRT) in January 2004. In October of 2004 he was promoted to Corrections Sergeant and was selected to be the American Correctional Association Accreditation Manager in 2005. In 2012 he was tasked with obtaining the initial PREA certification for the facility and was designated the facility wide PREA Coordinator in 2013. Daniel also serves as his facility's Maintenance Supervisor in charge of procurement of all the supplies for the corrections division. Currently, Daniel is a member of the Illinois Correctional Association and has held the position of President since 2017 and is a Trustee for Illinois FOP Lodge 66.

JENNIFER SPRAFKE graduated from the University of Vermont in 1999 with a bachelor's degree in social work. It was while at UVM that she learned about Corrections, working as a youth parole officer at Burlington Probation and Parole. Immediately after graduating, she was hired permanently as a Correctional Officer by Vermont's first women's facility, Dale Correctional Facility. Jennifer was quickly being promoted to Corrections Services Specialist where she learned about gender-responsive and trauma-informed practices firsthand through case management.

Jennifer moved to Central Office as a Training Coordinator training staff at facilities, field sites, and the Academy. It was in this position that she was able to work closely with the Prison Rape Elimination Act (PREA) Office co-training on staff sexual misconduct and boundaries.

From 2006 through 2013, Jennifer worked as the Training Coordinator and PREA Director, responsible for overseeing, tracking, and reporting all allegations of sexual abuse; training sexual misconduct, PREA, boundaries, first responders, and inmate orientation; and working with staff to ensure that we are striving towards excellence in prevention, detection, reduction, and accountability.

In 2013, she was an Assistant Superintendent at the women's facility, calling on her passion for working in a facility with women where she remained for five years. During her tenure at Chittenden Regional Correctional Facility, she was the PREA Compliance Manager, and oversaw programming, the kitchen, grievances, case management, volunteer, and recreational services. In 2018, Jennifer returned to Central Office as the PREA Director responsible for all sexual abuse and misconduct for the Department and oversight of local PREA Compliance Managers. She has been a member of the National PREA Coordinators Workgroup since 2022. Since 2018, Jennifer has built the position into a unit and supervises two Regional PREA Compliance Managers and the Constituent Services Administrator.

DEBORAH STRIPLIN began her career in adult corrections over 27 years ago with the Nevada Department of Corrections (NDOC). In 2007 she found her niche as NDOC PREA Coordinator, implementing policies and training in accordance with PREA. She participated in the review of the Nation Prison Rape Elimination Commission studies of sexual violence and comments for the proposed standards submitted to the U.S. Attorney General. In 2012, following the release of the National PREA standards, she collaborated with stakeholders developing and implementing the standards within the agency and 18 facilities. In 2014, she became a USDOJ certified PREA Auditor conducting national PREA audits on behalf of NDOC as part of the adult PREA auditing consortium. In 2020, the State of Nevada Attorney General's Office designated her as the NDOC PREA subject matter expert for criminal trials and civil litigation. In May 2025 Deborah retired from NDOC after accepting a Regional PREA Compliance Specialist position with the Tennessee Department of Corrections.

JESSICA STUDZINSKI has worked for the Wisconsin Department of Corrections for approximately 18 years. She is a licensed social worker and has held the role of Social Worker, Corrections Program Supervisor and Institution Supervisor within the juvenile system and at minimum and medium institutions within the Division of Adult Institutions. Within these roles, she has worked directly with the prison population providing case management, crisis intervention, group facilitation and support as needed.

MATT TAYLOR agency wide PREA Coordinator for the Arizona Department of Corrections, was born in South Jersey, just outside of Philadelphia, but was mostly raised in northeastern Pennsylvania about 90 miles west of New York City. In his heart he will always be an east-coast guy but would probably never move back. He has been a lifelong Philadelphia sports fan.....GO BIRDS! In 1998 he fled the cold and snow for the beautiful sunny skies and “dry heat” of Phoenix, Arizona. Matt started his correctional career in 1998 as a correctional officer at the newly opened 5000+ bed facility in Buckeye, Arizona. During his more than 26 continuous years of correctional experience Matt has held roles as a correctional officer, parole officer, internal affairs investigator for the Office of the Inspector General, worked with the Arizona Board of Executive Clemency and for the last 6 years held the role as agency wide PREA coordinator, overseeing PREA operations for one of the largest correctional agencies in the country. In 2022, Matt obtained his Department of Justice Certification as a PREA auditor and actively audits prisons, jails and community confinement facilities around the country in his spare time.



JEREMY TRIPP is the Policy Director for One Voice United, a national organization that elevates the voices and experiences of correctional staff in conversation around corrections and criminal justice reform. With over 18 years of experience in labor leadership, political strategy, and organizational reform, Jeremy has spent his career focused on improving systems through the inclusion of frontline perspectives.

AMANDA VAN ARCKEN began her career in corrections more than 22 years ago, as a temporary hire officer at a minimum-security facility. After graduating at the top of her academy class in December 2001, she has progressively achieved promotions, to include assignments as acting Institution Security Manager and Interim Superintendent. She has held positions at six institutions and agency headquarters, including her current position in the Office of the Inspector General as the PREA Compliance Captain.

Captain van Arcken has focused on Prison Rape Elimination Act implementation since 2013 and is dedicated to protecting vulnerable populations and ensuring that correctional facilities are places of sexual safety for all incarcerated persons. Certified by the USDOJ as a PREA Auditor for Adult Prisons & Jails since 2016, Captain van Arcken conducts audits on behalf of the Oregon Department of Corrections for other state agencies, as part of an auditing consortium. Privately, she conducts audits as the founder and sole proprietor of NW Correctional Audits, LLC.

Captain van Arcken is a 2009 graduate of the Harvard Trade Union Program and served in labor leadership roles with the American Federation of State, County & Municipal Employees prior to her promotion to management services in 2012. She actively volunteers in her community, serving on the Board of Directors for Middleton Pioneer Cemetery, and as a member of the Sherwood Police Advisory Board.

LEIGHA WEBER has been with the Wisconsin Department of Corrections' PREA Office since 2014 and has served as the agency's PREA Director since 2018. In the same year, she was certified as a USDOJ PREA Auditor and currently conducts audits of adult facilities as part of a state auditing consortium. Prior to joining WI DOC, she oversaw all major service delivery functions as the Director of Social Services for The Salvation Army of Dane County. She came to Madison from San Diego where she was the Community Health Program Manager for the Transitional Case Management Program, a

joint re-entry initiative of the California Department of Corrections and Rehabilitation and the University of California-San Diego. Leigha has experience managing caseloads of mentally ill/dual diagnosed inmates, providing therapy to court-mandated youth and their families, and facilitating grief and loss therapy. She has a Bachelor's degree in Criminal Justice and a Master's degree in Marriage and Family Therapy. She has been the Chair of the National PREA Coordinators Working Group since 2022 and is excited to transition this group to the National Association of PREA Coordinators.

JACY WOODWORTH, NYSDOCCS Director of PREA, began her career in 2007 with the New York State Department of Corrections and Community Supervision. She transitioned through different treatment related positions within the Sex Offender Program. In 2016, Jacy was appointed as the Assistant Deputy Superintendent for PREA Compliance. She oversaw compliance in various facilities. Most recently, she was appointed as Director of PREA Compliance in 2021. In this role, she serves as the Assistant agency-wide PREA Coordinator, overseeing compliance in correctional facilities across New York State. As the Director, she works closely with the Assistant Deputy Superintendent's PREA Compliance Managers and with the Office of Special Investigations (OSI). She mentors the ADS PCMs, providing insight into the many aspects of compliance, trained in Motivational Interviewing, served as an Employee Assistance Program (EAP) member, appointed as the Critical Incident Stress Management (CISM) facility liaison, trained in Recognizing, Evaluating, Controlling, Aggressive Behavior (RECAB), trained in Introduction to Forensic Experiential Trauma Interview (FETI), and a certified MPTC General Topics Instructor. She is also a member of the American Correctional Association (ACA). She is a DOJ Certified PREA Auditor, conducts Mock Audits and provides consultation to agencies on cultural assessments and engaging staff on compliance. Jacy's educational background includes a Master's degree in Forensic Psychology, Bachelor's degree in Forensic Science, and a Bachelor's degree in Criminal Justice. Her education has been paramount throughout her career and has aided in making ethical and knowledgeable decisions based on evidence-based practices and applicable laws to the Department of Corrections and Community Supervision. Aside from her DOCCS Career, she is an Adjunct Instructor for Forensic Psychology at Hilbert College, since September 2011.

JERRI WORM was appointed the PREA Coordinator for the Colorado Department of Corrections (CDOC) in 2020 and oversees compliance for the state's 17 facilities. In 2022 she completed DOJ PREA auditor training and certified PREA auditor for adult facilities. From 2012-2020 she was the CDOC Office of the Inspector General's Victim Rights Coordinator and ensured all victims received required services under PREA and the Colorado Victims' Rights Act. She also oversaw retaliation monitoring for all sexual abuse cases and provided notification of case outcomes to all victims. She has served as an internal auditor for all Colorado Department of Corrections facilities as well as contracted facilities, such as private prisons and jails. Prior to that, she was a victim advocate with the District Attorney's Office in Colorado Springs and provided advocacy services to survivors of any crime, including notifications of critical stages, referrals for outside services, and court accompaniment. She has a Bachelor's degree in Psychology with a minor in Forensics from the University of Colorado.

Partners



Argus Corrections Solutions, Inc. was founded in 2012 with one mission: to help agencies cut through data overload and transform data into intelligence that makes a difference. Through the core values of Innovation, Collaboration, and Excellence, Argus has developed proprietary, innovative technology that meets and exceeds the demands of its client base. Their revolutionary patented solutions are recognized as best-in-class and are the de facto standard for users across the country.

Working together with local, state, and federal agencies, Argus customizes solutions to streamline workflows, unify communications, improve decision making processes, reduce risk and facilitate action that helps ensure the safety and security of agency staff and the people they serve.

Argus' technology is delivered in conjunction with the investigative expertise of in-house personnel, resulting in the perfect blending of technology and experience, working together to transform data into intelligence that makes a difference: the Argus difference.



With over 3,000 customers and 30 years of experience, NICE Public Safety & Justice helps all types of public safety and criminal justice agencies, from emergency communications and law enforcement to prosecutors and courts, digitally transform how they manage digital evidence and data from beginning to end, to get to the truth faster. NICE's Evidential platform features an ecosystem of integrated technologies that bring data together to give a single view of the truth, enabling public safety and justice agencies to do what they do better – whether it's responding to incidents, investigating and building cases, or prosecuting crimes. With comprehensive digital transformation solutions that can be deployed across entire counties and states, NICE also helps everyone work better together, so justice flows more smoothly, from incident to court.



With firm roots in law enforcement and government, and helping agencies fight cyber-enabled crimes such as child exploitation, human trafficking and terrorism, Magnet Forensics digital investigation solutions also service corporations—including several of the Fortune 100, in their fight against cybercrime. Organizations have adopted our tools to investigate corporate fraud, IP theft, employee misconduct, and external threats such as ransomware, business email compromise, and malware attacks.

Innovation is at the heart of everything Magnet Forensics does. Crime—whether cyber or cyber-enabled—is always evolving. That's why we're always finding ways to access data thoroughly, using analytics to quickly make sense of information, utilizing automation to ensure no time is wasted, and making the most of the Cloud to reduce outdated dependencies. There's simply too much at stake.



Matrix is a leading provider of case management software for the Justice System. Our third-generation platform supports a fully integrated justice ecosystem—serving the needs of investigators, law enforcement, prosecutors, defense attorneys, courts, and jails/corrections—across federal, state, and local jurisdictions. Our highly configurable solution enables seamless information sharing, workflow automation, and data integrity across agencies. From investigation through adjudication and incarceration, our platform empowers justice stakeholders to collaborate more effectively, reduce duplication, and deliver fair, timely, and trusted outcomes. With a focus on modernizing outdated legacy systems, Matrix offers scalable, secure, and future-ready technology that adapts to the evolving needs of justice agencies nationwide.



Pocketalk is a machine and software translation company. Our translation solutions enable conversations across languages, while our analytics software provides real-time, custom reporting on everything from the number of translations to languages used.

With Pocketalk's proprietary technology, organizations have the tools and insights needed to create a more efficient, synchronized and satisfied workforce. And our data protection practices go above and beyond industry standards, so you can rest assured every communication is secure and confidential.

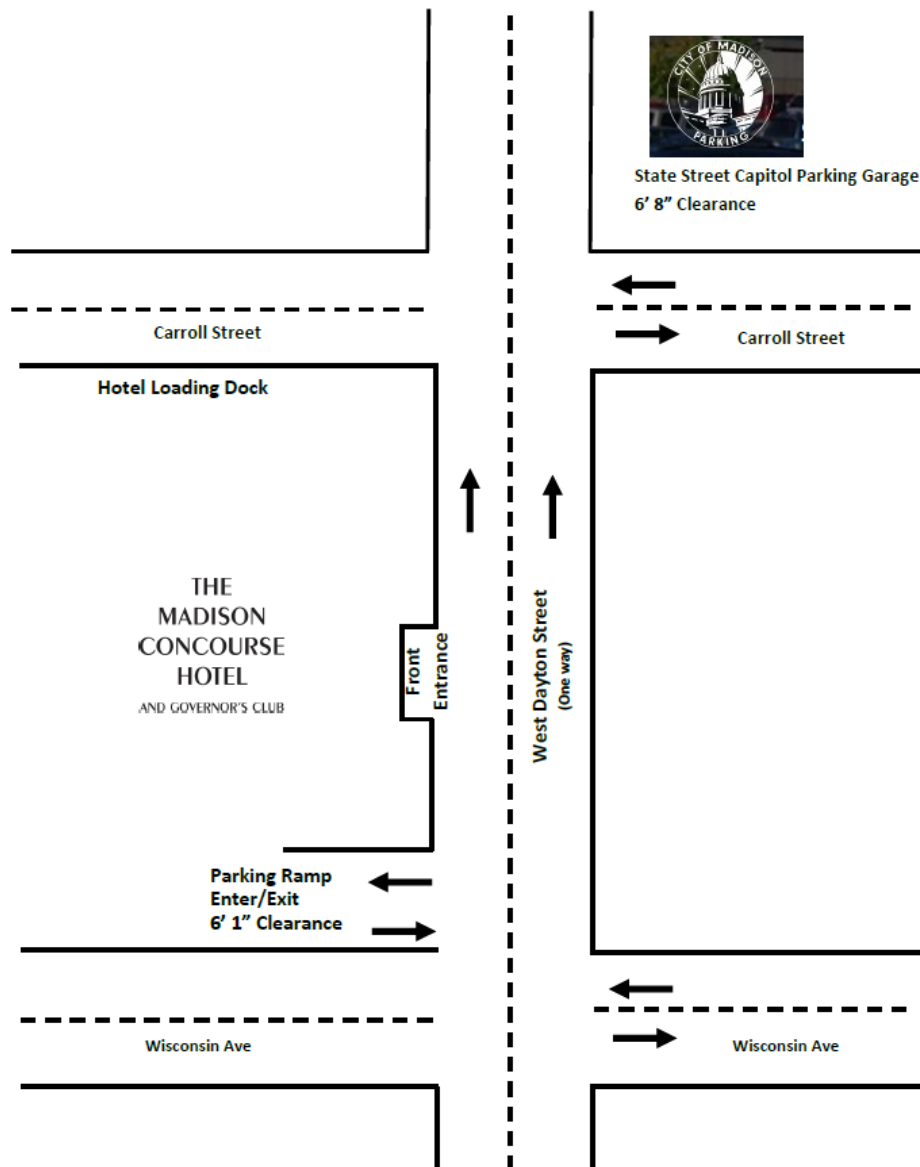
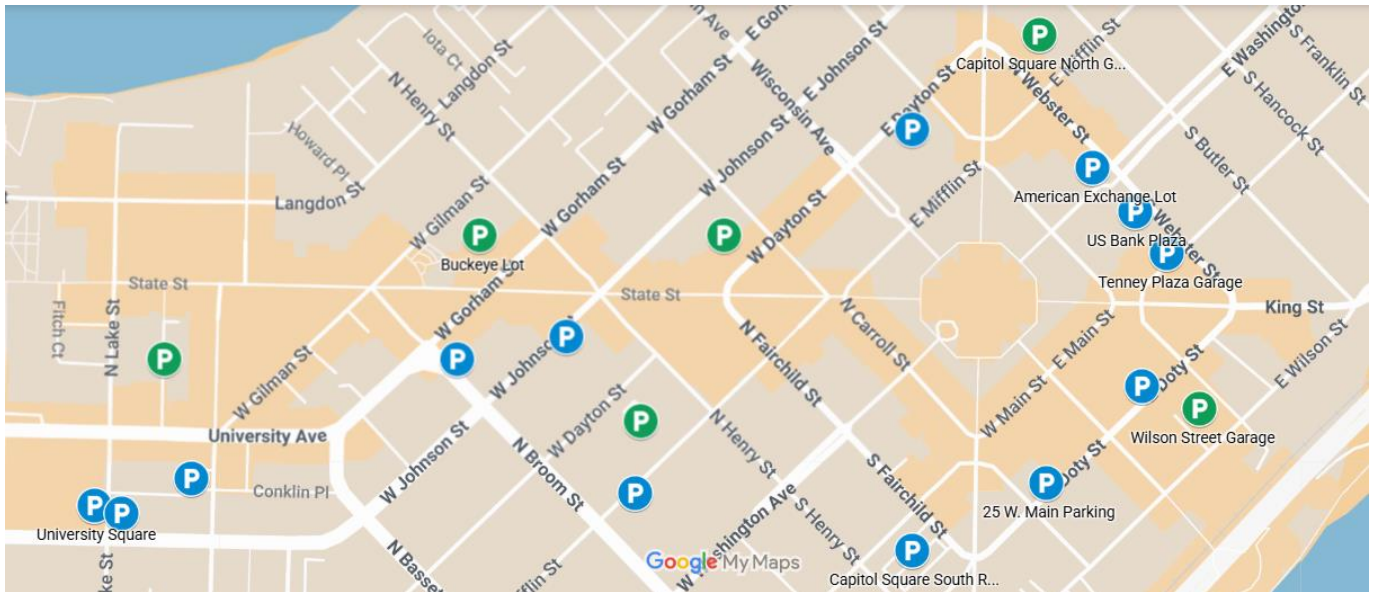


The Moss Group, LLC (TMG) is a public safety and criminal justice consulting firm with over 20 years of experience partnering with federal, state, and local agencies to advance cultures of safety in confinement settings. Since 2003, TMG has specialized in providing solutions to specifically address sexual safety and implement the Prison Rape Elimination Act (PREA). TMG provides coaching, professional development, technical assistance, specialized training (e.g., investigations), policy review, and targeted sexual safety assessments to help facilities and agencies further enhance their commitment to zero-tolerance, prepare for PREA audits, and build sustainable strategies for lasting culture change. Our model of support is built on the idea of "practitioners helping practitioners," which means for every project we use subject matter and correctional experts who have been in your shoes doing the work. We believe this level of field experience leads to practical solutions relevant to your unique setting. TMG has been a partner with the National Institute of Corrections and then a founding partner with the PREA Resource Center to provide training and technical assistance across the country since 2004. We have worked in every state in the country and several international systems. For more information please reach out to our PREA contact JSheahan@mossgroup.us or visit our website at www.mossgroup.us



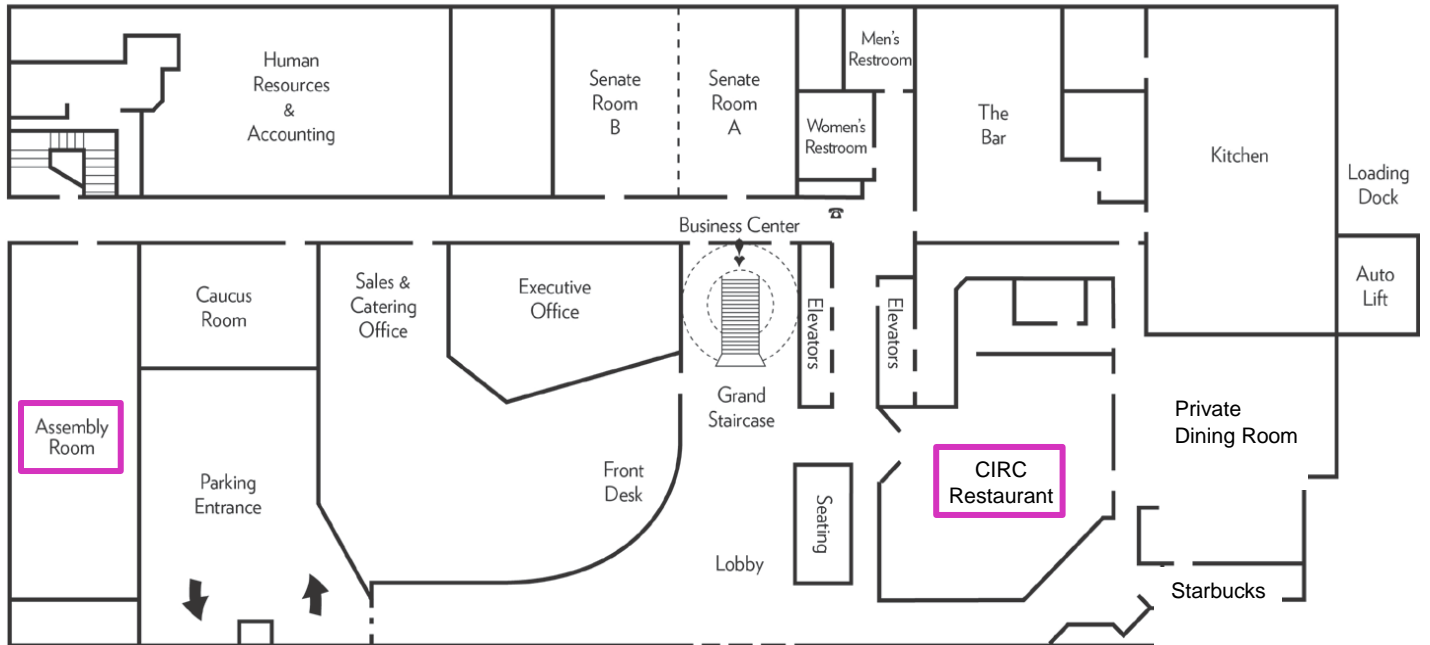
Tetrus' PREATrac is a fully developed software solution that helps correctional facilities manage PREA investigations and meet Federal PREA reporting requirements. The technology solution assists institutions in documenting and managing PREA investigations while leverage existing systems that the institutions utilize. For more information, email Andrew Merrill andrew.merrill@tetruscorp.com

Parking

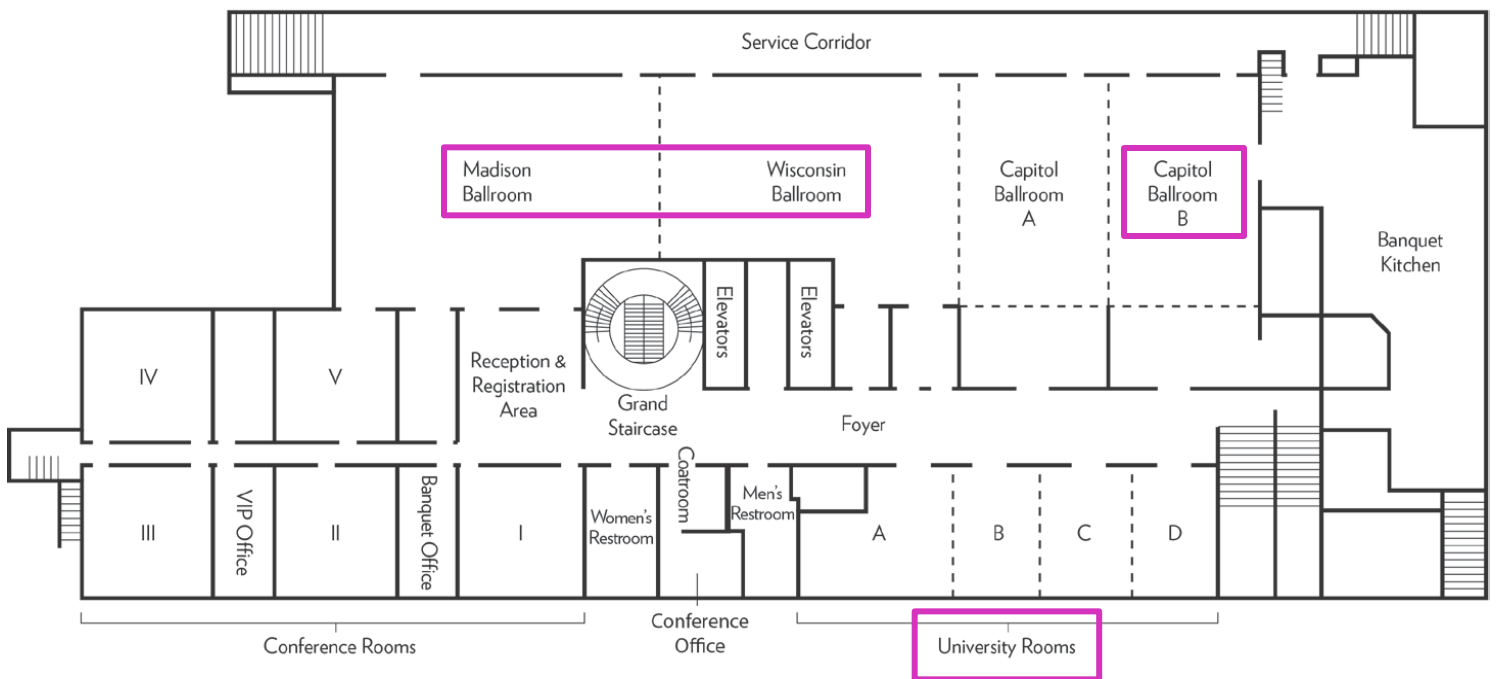


Meeting Space

LOBBY LEVEL



2ND FLOOR



Explore!

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The Old Fashioned • 23 North Pinckney Street

Lucille • 101 King Street

Camp Trippalindee • 601 Langdon Street

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Prost! • 401 East Washington Avenue

Graze • 1 S Pinckney Street

Tipsy Cow • 102 King Street

Young Blood Beer Company • 112 King Street

Eno Vino • 1 North Webster Street

The Great Dane Pub & Brewing Company • 123 East Doty Street

Coopers Tavern • 20 West Mifflin Street

Dotty Dumpling's Dowry • 317 North Frances Street

Belair Cantina • 111 Martin Luther King Jr Boulevard

Morning Pick Me Ups

Marigold Kitchen • 118 South Pickney Street

Gotham Bagels • 112 East Mifflin Street

Michelangelo's Coffee: 114 State Street

Bradbury's Coffee: 127 North Hamilton

Ancora Café & Bakery: 1 West Dayton Street

Burning Calories

Watch the boaters at Memorial Union Terrace

Grab a blanket for Concerts on the Square

Work your core at Comedy on State

Walk to, and then try more cheese at, Fromagination

Wander the State Capital

Stroll down State Street

Explore the Madison Museum of Contemporary Art

Grab a paddleboard on Lake Wingra



destination
madison



In Thanks

As our time together in Madison draws to a close, we wish to thank each of you – not just for attending, but for showing up fully.

Thank you for the conversations that challenged and inspired. For being open to new ideas while standing firm in your values. For the energy you brought into each room. And for the wisdom you so generously shared.

We hope this week offered more than just schedules and lectures. We hope that it gave you space to reconnect with old colleagues, forge new partnerships, create new ideas, and even discover a favorite corner of this beautiful city.

As you head home, we hope you carry with you a renewed sense of purpose and the understanding that you are not alone in this work. Your dedication continues to move our mission forward, one thoughtful step at a time.

Until next year – when we gather in the hills of West Virginia – thank you, safe travels, and keep leading with courage.

Be Well,

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