



NYS

MICJ

New York State Minorities in Criminal Justice, Inc

2024 Annual Symposium



38th Annual Training Symposium

**“Civic Engagement:
Changing Minds and
Transforming Lives”**

**October 30 – November 1, 2024
Holiday Inn, Poughkeepsie, NY**

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A Message from President Calvin Hill



As President of the New York State Minorities in Criminal Justice, Inc. (NYSMICJ), I am honored to welcome each of you—members, participants, sponsors, and vendors—to our Annual Statewide Training Symposium.

This year, we gather with a dynamic group of speakers and distinguished guests from diverse areas of the criminal justice system and beyond, all here to share their invaluable knowledge and insights. I extend my deepest gratitude to each of them for their time and expertise.

Our 2024 Symposium theme, “Civic Engagement: Changing Minds and Transforming Lives,” reflects our ongoing commitment to advancing meaningful change. This year’s workshops focus on the power of civic engagement, underlining how communities thrive when informed and dedicated citizens actively participate in social and governmental actions.

I want to thank you in advance for your enthusiasm and dedication to this mission. Through our collective efforts, we are moving toward a more equitable and effective criminal justice system. I hope this symposium leaves you inspired, equipped with actionable strategies to drive positive change in our communities.

Let’s make this a transformative experience—one that inspires us all to foster improvements within our criminal justice system. Welcome, and let’s work together for a brighter, more just future.



www.nysmicj.org | www.micjnys.org *(membership portal)*

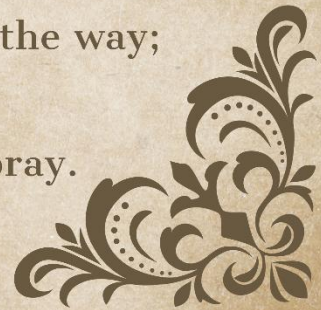
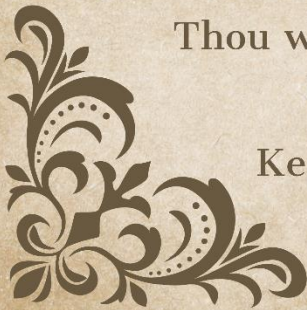
Wednesday October 30th, 2024

- 8:00 a.m. Attendee Registration Begins, Vendors, Continental Breakfast
- 9:00 a.m. Opening Remarks and Welcome
Calvin Hill, President, NYSMICJ, Assistant Deputy Superintendent PREA, New York State Department of Corrections and Community Supervision (NYSDOCCS)
Otis Cruse, Vice President, NYSMICJ, Retired Commissioner, New York State Board of Parole (NYSBOP)
Jasmaine Clay, Region IV Vice President, NYSMICJ, Founder and President, Saving our Tomorrow and retired US Veteran
Presentation of Colors, Poughkeepsie High School Color Guard
Singing of the National Anthem
Singing of the Negro National Anthem
- 9:30 a.m. Elected Officials
Honorable Yvonne Flowers, Mayor, Poughkeepsie, New York
Congressman Pat Ryan, US House of Representatives, NY 18th District
Senator Rob Rolison, New York State Senate, 39th District NY
- 10:15 a.m. Vendors
- 10:30 a.m. Plenary Session: **“The Principles of Civic Engagements”**
Joe Williams, Moderator, NYSMICJ Founder, Retired Superintendent, NYSDOCCS
Dr. John Ducksworth, Director, Restorative Justice Project, Center for Children's Advocacy
Derek Zimmerman, J.D., Adjunct Professor, John Jay College
Dr. Addrain Conyers, Assistant Provost for Faculty Development; Associate Professor of Crime and Justice Studies, Marist College
Dr. Vanda Seward, Criminal Justice Program Director and Professor of Criminal Justice at the CUNY, Kingsborough Community College
- 12:00 p.m. Lunch
- 12:15 p.m. Keynote Speaker
Barrington R. Atkins, MSW, LMSW, President, NAACP Northern Dutchess; Assistant Principal, Newburgh High School; Adjunct Professor, Marist College; and Dutchess County Legislator, District 9
- 1:30 p.m. Vendors
- 2:00 p.m. Vision for the Future of NYSMICJ
NYSMICJ President Calvin Hill
- 2:15 p.m. Tributes and Recognitions
Alice Green, Founder, Center for Law and Justice and first Executive Director of New York State Minorities in Corrections (now NYSMICJ)
Rodney D. Young, Retired Regional Director, Community Supervision, NYSDOCCS
Jeff McKoy, Deputy Commissioner of Program Services, NYSDOCCS
- 2:30 p.m. Keynote Speaker
Karmen Smallwood, Assistant Commissioner for Youth Services, Dutchess County
- 4:30 p.m. NYSMICJ Membership Annual Meeting



LIFT EVERY VOICE AND SING

Lift every voice and sing,
'Til earth and heaven ring,
Ring with the harmonies of Liberty;
Let our rejoicing rise
High as the list'ning skies,
Let it resound loud as the rolling sea.
Sing a song full of the faith that the dark past has
taught us,
Sing a song full of the hope that the present has
brought us;
Facing the rising sun of our new day begun,
Let us march on 'til victory is won.
Stony the road we trod,
Bitter the chastening rod,
Felt in the days when hope unborn had died;
Yet with a steady beat,
Have not our weary feet
Come to the place for which our fathers sighed?
We have come over a way that with tears has been
watered,
We have come, treading our path through the
blood of the slaughtered,
Out from the gloomy past,
'Til now we stand at last
Where the white gleam of our bright star is cast.
God of our weary years,
God of our silent tears,
Thou who has brought us thus far on the way;
Thou who has by Thy might
Led us into the light,
Keep us forever in the path, we pray.



Thursday October 31, 2024

7:30 a.m.	Attendee Registration and Continental Breakfast
7:45 a.m.	Vendors
8:15 a.m.	Keynote Speaker <i>Dr. Daniel Pascoe Aguilar</i> , PhD, MDiv, Founding Director of the Center for Social Justice and Chief Diversity Officer, Excelsior <i>University</i>
10:00 a.m.	Morning Workshops Diversity and Engagement <i>Dr. Daniel Pascoe Aguilar</i> , PhD, MDiv, Founding Director of the Center for Social Justice and Chief Diversity Officer, Excelsior University Educating Out of School Children <i>Robert Wright</i> , MS; Nubian Directions II, Inc. A Trained Perspective on the Impact of People of Color in Uniform and Suits' <i>Dr. John Ducksworth</i> , Director, Restorative Justice Project, Center for Children's Advocacy Trailblazing in Politics: Representation Matters (AM Only) <i>Genesis Ramos</i> , Orange County Legislator
12:00 p.m.	Lunch
12:15 p.m.	Keynote Speaker <i>Sean Pica</i> , MS, MSW; Executive Director, Hudson Link
2:00 p.m.	Afternoon Workshops Diversity and Engagement <i>Dr. Daniel Pascoe Aguilar</i> , PhD, MDiv, Founding Director of the Center for Social Justice and Chief Diversity Officer, Excelsior University Educating Out of School Children <i>Robert Wright</i> , MS Nubian Directions II, Inc. A Trained Perspective on the Impact of People of Color in Uniform and Suits <i>Dr. John Ducksworth</i> , Director, Restorative Justice Project, Center for Children's Advocacy "Addressing Substance Use" (PM Only) <i>New York National Guard Counterdrug Task Force</i>

Friday November 1st, 2024

- 8:00 a.m. Buffet Breakfast
- 9:00 a.m. Welcome
Calvin Hill, NYSMICJ President, Assistant Deputy Superintendent PREA,
NYSDOCCS
- 9:30 a.m. Commissioners' Forum
Loyce Duke, Moderator, NYSMICJ Executive Director and Retired
Superintendent, NYS DOCCS
Daniel F. Martuscello III, Commissioner, NYSDOCCS
Carlton Mitchell, Parole Board Commissioner, NYS Board of Parole
On behalf of Darryl C. Towns, Chairman, NYSBOP
Rossana Rosado, Commissioner, NYS Division of Criminal Justice Services
Steven G. James, Superintendent, NYS State Police
Timothy R. Hogues, Commissioner, NYS Civil Service
- 11:30 a.m. Presentation to Jeff McKoy, Deputy Commissioner of Program Services,
NYSDOCCS
- 11:45 a.m. Closing Remarks



A photograph of Marist College graduates in black caps and gowns with red and white stoles. They are walking in a procession on a campus path, with a large building in the background. The Marist logo is overlaid in a red box at the top.

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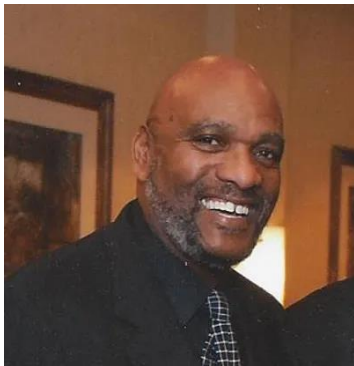
"COLLEGES THAT
CREATE FUTURES"

THE PRINCETON REVIEW

Marist salutes the New York State Minorities in Criminal Justice organization for promoting reforms within the criminal justice system.

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Plenary Session "The Principles of Civic Engagements"



Moderator: JOSEPH WILLIAMS is a NYSMICJ founder, Historian, and lifetime member. NYSMICJ was formed in 1986 as the NYS Minorities in Corrections. NYSDOCCS Retired Superintendent Williams brings his years of experience and truly knows the history of NYSMICJ. He is committed to recording it accurately and to positively influencing the future of the organization. Mr. Williams has remained an active board member having served in numerous positions over the years. He was also an Adjunct Professor in the Law and Police Science Department at CUNY's John Jay College of Criminal Justice. He holds Masters' Degrees in Sociology and in Criminal Justice.



DR. JOHN DUCKSWORTH: Professor Ducksworth teaches at the extraordinary and longtime Masters' Program of Theology at Sing Sing CF. He has extensive expertise and skills in delivering training on risk assessment, evidence-based research, and grant writing, among other areas. His most recent assignment was with the Department of Youth Rehabilitation Services, Washington, DC as a Special Assistant to the Director for Restorative Justice Programs. He holds a PhD in Theology and a Masters' Degrees in Public Administration and Professional Studies and a Bachelor's of Science degree. He is published and an ordained minister.



DEREK ZIMMERMAN, JD- Is a professor at the John Jay School of Criminal Justice in the Law, Police Science & Criminal Justice Administration Department where he teaches courses on Race, Class, & Gender and the Rehabilitation of the Offender. He is a retired Supervising Probation Officer of the NYS Department of Probation where he specialized in conducting defendant investigations. As a certified Professional Arbitrator/Compliance Director he has rendered numerous financial security rulings. Professor Zimmerman holds Law and MBA degrees.



DR. ADDRAIN CONYERS is Assistant Provost for Faculty Development and Associate Professor of Crime and Justice Studies at Marist College in Poughkeepsie, NY. He holds a doctorate in sociology from Southern Illinois University, Carbondale. His teaching and research interests center on criminology, deviant behavior, corrections, social psychology, and race relations. He has authored and edited numerous articles, chapters, and readers in the areas of deviance and criminology, and is the recipient of multiple teaching and mentorship awards. His research interests are in criminology, deviant behavior, corrections, prisoner reentry and race relations.



DR. VANDA SEWARD is a criminologist and researcher who serves as the Criminal Justice Program Director and Professor of Criminal Justice at the City University of New York, Kingsborough Community College. She has made significant contributions to the field with nearly four decades of hands-on experience in enhancing public safety. She retired from the Kings (Brooklyn) County District Attorney's Office. Before that, she was the Statewide Director of Reentry Services for the New York State Department of Corrections and Community Supervision (Parole). Dr. Seward earned her PhD in Criminal Justice from Capella University with a dissertation titled "Examining the Community's Response to Their Formerly Incarcerated Neighbors." Additionally, she holds a Master of

Science in Criminal Justice from Iona College and a Bachelor's Degree in Liberal Arts from The College of New Rochelle.

Wednesday's Keynote Speakers



BARRINGTON R. ATKINS is a native of the City of Poughkeepsie, NY. He received a Bachelor's Degree from Clark Atlanta University and a Master's Degree from Howard University. He is a Dutchess County Legislator for District 9 and the NAACP, Northern Dutchess President. He is also an Assistant Principal for the Newburgh High School and an Adjunct Professor at Marist College. Barrington was drawn to his field by his mother— "Watching her as a social worker, and all she does for the community, her strength, wisdom, and intelligence." Barrington's number one career goal is to "continue to make change; dismantle policies and practices that only benefit some and not ALL." He founded Leading Our Legacy, a charity for children of Poughkeepsie that has

delivered toys and haircuts during the holiday season, as well as drug prevention education.



KARMEN SMALLWOOD is the Assistant Commissioner for Youth Development where she oversees the Youth Police Initiative (YPI). Prior to serving with Dutchess County Government, Ms. Smallwood served as the YouthBuild/AmeriCorps Program Coordinator for Nubian Directions, Assets Coming Together (ACT) for Youth Program Coordinator and Green Teen Program Coordinator for the Cornell Cooperative Extension Dutchess County. Karmen has a Bachelor's Degree in Psychology from Howard University and a Master's Degree in Counseling and Community Psychology from Marist College. As a lifelong resident of Dutchess County, Ms. Smallwood has also been extensively involved in the local community. She served on the

Dutchess County Workforce Investment Board's Youth Council, the Council on Addiction Prevention and Education (CAPE) Southern Dutchess Coalition the Dutchess County Children's Services Council and the Dutchess County Department of Mental Hygiene's Children and Youth Committee. She also served on Cornell Cooperative Extension Dutchess County's Board of Directors and currently serves as a member of the Youth and 4-H Program Advisory Committee.

Tributes and Recognitions



DR. ALICE P. GREEN, Founder and Executive Director of The Center for Law and Justice. She was the first Executive Director of NYS Minorities in Corrections (now NYSMICJ). Dr. Alice Green (1940 – August 20, 2024) was the Executive Director of the Center for Law and Justice, a civil rights organization she founded in 1985. She had a doctorate in Criminal Justice and 3 Master's Degrees in Education, Social Work, and Criminology. The Center provides community education on civil and criminal justice, legal guidance and advocacy, crisis intervention, community planning and organizing around criminal justice, civil rights, and civil liberties. These issues are of particular concern to poor communities and

those of color. In 1993, Dr. Green was honored by the New York State Minorities in Corrections (now NYSMICJ), and subsequently selected to be our first Executive Director. Although Dr. Green's tenure as Executive Director was short lived, her commitment and leadership left an indelible mark on our organization.



RODNEY D. YOUNG Retired NYSDOCCS Regional Director of Parole for the Bronx. Rodney joined the NYS Minorities in Corrections (now NYSMICJ), soon after it was established in 1986. He served in numerous positions to advance the mission of NYSMICJ. While working full time, he attended meetings and conferences throughout the state and continued his education obtaining a Bachelor of Science degree from John Jay College of Criminal Justice and a Master of Science degree from Iona College. Although he left New York State Department of Correctional Services for the Division of Parole (now Community Supervision), Rodney continuously worked to help others, improving opportunities

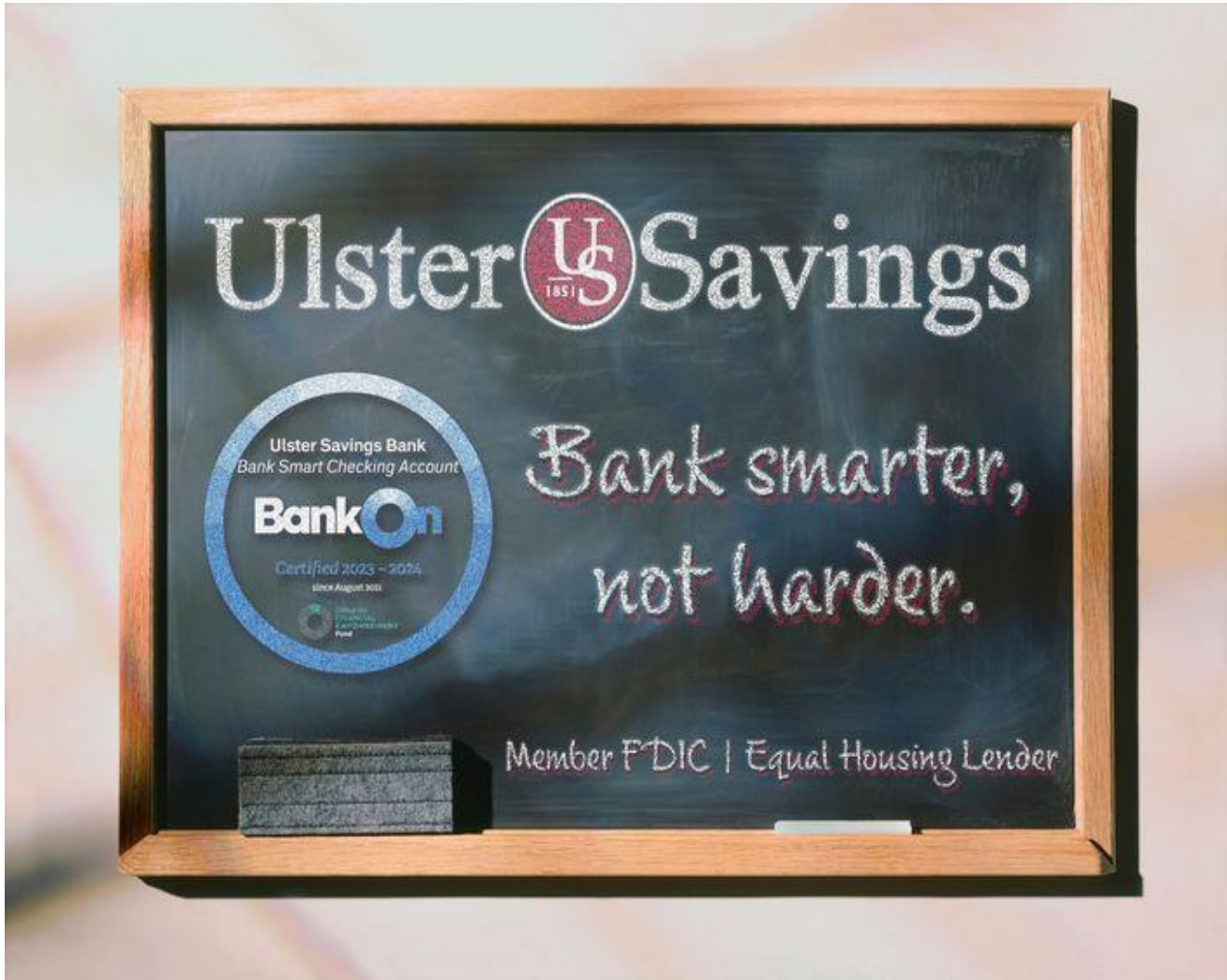
for those we serve and his colleagues. He also continued to work with NYSMICJ facilitating workshops promoting enhancement of attendee skill sets and knowledge on navigating the career ladders available within NYS employment. He provided over forty-one years of public service with dignity and integrity to the citizens of New York State.



JEFF MCKOY is the Deputy Commissioner for Program Services with NYSDOCCS overseeing all of Program Services and is involved in a host of other duties related to the rehabilitation and transformation of incarcerated individuals in preparation of their return to the community. Throughout his career, Mr. McKoy has held various titles within the department. He has extended his support to NYSMICJ for years, having received the Marion Borum Award at our 30th anniversary gala. Marion Borum was a founder and our first president. Jeff remarked how significant the award was to him having been named for one of his mentors.

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Thursday's Keynote Speakers



DANIEL PASCOE AGUILAR, PhD, MDiv, is passionate about problem solving and collaborating with students, alums, the university community, and community organizations on meaningful partnerships and innovative strategies for the development of a diverse, purpose-driven, interculturally sensitive, and systemic-challenge-ready next generation of leaders. Daniel is Excelsior University's Chief Diversity Officer (CDO) & founding director of the Center for Social Justice, where he is co-leading the inception of a JEDI (justice, equity, diversity, and inclusion). Daniel has completed 3 graduate degrees, a PhD in Educational Systems from IU, a Master of Divinity from Palmer Theological Seminary, and a MS in Education from IU. He has a BA in Industrial Design from Universidad Autónoma Metropolitana in México.



SEAN PICA is one of Hudson Link's founding members and an alumnus of the Class of 2001. Facing a 24-year sentence at the age of 16, when most young people his age were about to graduate high school, Sean entered the New York State correctional system. He decided to make the most of his time behind bars by becoming the first person in his family to earn a college degree. After serving a 16-year sentence, Sean was released from prison and joined the board of Hudson Link which he helped found while incarcerated. In 2007, Sean moved from a board position to Executive Director of the organization. During his tenure, the program has grown from 60 students attending Nyack College at Sing Sing Correctional Facility to more than 650 annually in 6 New York State correctional facilities. Sean received his Master of Professional Studies from the New York Theological Seminary and his Masters in Social Work from Hunter College. He serves on the New York State Council on Community Re-Entry and Reintegration; is a founding member and serves on the Board of Directors for the National Alliance for Higher Education in Prison which focuses on public awareness, advocacy and policy reform, programmatic support, research and data, and resources and information sharing; was a founding member of the New York State Consortium for Higher Education in Prison, and serves on the Board of Directors for Sing Sing Prison Museum and Career Gear.



Presenters



ROBERT WRIGHT, president and co-founder of Nubian Directions II, Inc., has dedicated his life to community service and development, inspired by the activism of his parents. Nubian Directions, founded in 1994 by Robert and his sister Sarah Moore, has spent over 30 years providing technology training, work readiness programs, and educational support services to youth and adults. The mission of the organization is to improve workforce skills and promote sustainable community development. In October 2004, Robert graduated from Pine Forge Academy in 1969 and Oakwood College (University) in 1973. He holds a Master's degree in Educational Psychology from Marist, where he taught for 15 years before dedicating himself full-time to Nubian Directions in 1998.



GENESIS RAMOS is a lifelong resident of the City of Newburgh and a first generation Honduran American. She has an Associate of Science in Human Services from SUNY Orange, a Bachelor of Arts in Sociology from SUNY New Paltz, and a Master's in Public Administration from Marist College. Ms. Ramos is Special Advisor to the Vice President of Programs, PolicyLink, a former Founding Executive Director for the Center for Community Engagement & Wellness at Mount Saint Mary College. Genesis has extensive experience in the Nonprofit Sector and has been an Orange County Legislator since 2022. She has also been a former Chair for the City of Newburgh Human Rights Commission and former Co-Chair,

Current Member, City of Newburgh Strategic Economic Development Advisory Committee. She is also a former Member, Board of Directors, Safe Harbors of the Hudson and former Member, Board of Directors, Newburgh Ministry



NEW YORK STATE COUNTERDRUG JOINT TASK FORCE, A multi-layered Approach to Combatting Drug Trafficking

Counterdrug Mission: The New York National Guard Counterdrug Task Force is focused on expanding community prevention efforts and enhancing federal, state, and local law enforcement capabilities to reduce the supply and demand for fentanyl, heroin, cocaine, methamphetamine, prescription pills and other illicit narcotics within New York State. We reduce supply by providing highly skilled and trained Investigative Analysts to Law Enforcement Agencies, while maximizing support to affect the greatest population centers. Additionally, through our Civil Operators we focus on prevention, education, and overdose response efforts within our local communities to reduce the demand for illegal narcotics.

2024 Commissioner's Forum



agencies.

LOYCE DUKE, NYSMICJ Executive Director and NYSDOCCS Retired Superintendent, rose to the presidency of NYSMIC after many years of involvement and as a forerunner in the establishment of NYSMICJ, serving three terms. She also served on the Board of Directors as an advisor to the President, Program Chair, and Vice President of Region III. These times were quite turbulent with Y2K & September 11th, forcing the organization to retreat from our usual activity. Nevertheless, Ms. Duke managed to keep the organization moving forward in spite of the many forces that were attempting to stop NYSMICJ from being advocates for affirmative action within the various criminal justice



Directors for the SUNY Cortland Alumni Association, and the Chair of the Northeast Region of the Correctional Leaders Association.

DANIEL F. MARTUSCELLO III assumed oversight of the Department as Acting Commissioner on June 9, 2023, and was confirmed by the NYS Senate on May 23, 2024. Commissioner Martuscello began his career with the then New York State Department of Correctional Services in May 1997, and has held a variety of titles within the NYSDOCS and NYSDOCCS.

Commissioner Martuscello holds a Bachelor of Arts Degree in Sociology, with a concentration in Criminology from SUNY Cortland. He is a member of the American Correctional Association, New York State Minorities in Criminal Justice, New York Corrections and Youth Services Association, the Board of



CARLTON MITCHELL joined the Parole Board as a Commissioner in June 2019 after confirmation by the NYS Senate, building capacity for community-based organizations in achieving their potential to bring about social transformation. He has served as Deputy Commissioner for Community Development with the City of New York. Prior to public service he held various management positions in banking and finance. He earned a Bachelor's degree in Economics from Howard University and a Master's degree in Business Administration from Columbia University.



ROSSANA ROSADO is the first Latina, second person of color and only the third woman – to lead the Division of Criminal Justice Services (DCJS), since its creation in 1972. Prior to joining DCJS she served as New York’s Secretary of State. Commissioner Rosado’s state service follows a 30-year career as a media executive and award-winning producer, which included serving as the first female Editor and Publisher of El Diario La Prensa, the largest Spanish-language newspaper in the country. During her career in journalism, she was motivated by the stories of society’s most vulnerable and drawn toward the people and places that our social services all too often failed to reach. Those experiences

inspired her to become a champion for social and economic justice and earn a Master’s Degree in Criminal Justice from CUNY- John Jay College of Criminal Justice. She has also served as a Distinguished Lecturer and taught courses in several of New York’s prisons.



STEVEN G. JAMES was appointed Superintendent of the New York State Police on April 4, 2024. James entered State Police service in 1987. He has served with the New York State Police for more than 32 years and has spent more than two decades of his career in leadership roles. Most recently, he served as Deputy Superintendent of Employee Relations where he oversaw the Division wide Employee Relations Section, which entails the employee assistance program (EAP), recruitment, member hiring, statewide training, the training academy, entrance examinations, promotional examinations, the Equal Employment Opportunity (EEO) Section, health benefits, attendance and leave, medical monitoring, the

military liaison unit, payroll, the personnel section, contract negotiations, forensic media and photography/video production sections. He has served as a member of the New York State Association of Chiefs of Police, the National Organization of Black Law Enforcement Executives (NOBLE) and the Northeast Chiefs of Police Association. He attained a Bachelor’s Degree in Psychology from the State University of Albany and a Master’s Degree in Public Administration from Marist College.




TIMOTHY R. HOGUES was confirmed as the Commissioner for the Department of Civil Service in June 2022 and is President of the Civil Service Commission. Mr. Hogues is overseeing a large modernization effort to streamline the civil service process for the state. During his tenure, the Department has implemented the unprecedented New York Hiring for Emergency Limited Placement Statewide (NY HELPS) program, expanded the Governor’s Program to Hire Individuals with Disabilities. Mr. Hogues was appointed to serve on the New York State Community Commission on Reparations Remedies. The Commission, formed through

legislation signed in December 2023, acknowledges the horrific injustice of slavery and is tasked with examining the legacy of slavery, subsequent discrimination against people of African descent, and the impact these forces continue to have in the present day. During his career, he has worked to increase partnerships and meaningful programming within faith-based, LGBTQ+, and across communities of color, to ensure better access to information and services. Commissioner Hogues is a proud graduate of University of Buffalo where he graduated with a B.A. in Business Administration and Management.



Congratulations

*Congratulations to Taconic
Correctional Facility Superintendent
Emily Y. Williams and her Executive
Team, and Staff, for achieving ACA's
Accreditation Standards in
September 2024 by the American
Correctional Association!*



Special Thanks

TO THE NYSMICJ STATEWIDE
BOARD OF DIRECTORS, REGION 4
BOARD, ESPECIALLY IN THEIR
EFFORTS IN OBTAINING
SYMPOSIUM GRANT SUPPORT
FROM MARIST COLLEGE AND THE
ULSTER SAVINGS BANK, AND ALL
THE MEMBERS WHO MAKE THIS
ANNUAL EVENT NOT ONLY
POSSIBLE, BUT A SUCCESS.

SEE YOU AT NEXT YEAR'S ANNUAL
NYSMICJ TRAINING SYMPOSIUM!



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New York State Minorities in Criminal Justice, Inc