

## SPEAKER BIOGRAPHIES



**Stephanie Akhter** is a policy analyst with The Council of State Governments Justice Center. Stephanie works on the Reentry and Employment Project and is responsible for promoting public and private leader dialogues and building strategic partnerships around increasing opportunities for employment for individuals with criminal records. Prior to joining the Justice Center, Stephanie was the Director of Programs at a nonprofit organization that supports men who are low-income in becoming stronger contributors to their families and communities. There she was responsible for overseeing program growth and success, as well as for data analysis and reporting. Stephanie has also worked on program development and evaluation in reentry and alternative to incarceration programs at the Office of the Appellate Defender and the Center for Court Innovation's Midtown Community Court. Stephanie is a Licensed Master Social Worker in the state of New York and received her M.S. in Social Work from Columbia University and a B.S. in Business Administration from Ramapo College of New Jersey.



**Douglas B. Ammar** has been associated with the Georgia Justice Project (GJP) since its inception in 1986 –serving first as a volunteer, then as a staff lawyer in 1990, and, since 1995, as the Executive Director. In 1984, Doug earned his Bachelor's degree in history from Davidson College and he received his law degree in 1989 from Washington and Lee University. Doug has received the prestigious Annie E. Casey Foundation Fellowship and a number of other awards including most recently the Elbert P. Tuttle Jurisprudence Award from the Southeastern Anti-Defamation League; The University of Georgia's Milner S. Ball Working In the Public Interest Lifetime Achievement Award; The Georgia Center for Nonprofits' Evelyn G. Ullman Innovative Leadership Award; Davidson College's John W. Kuykendall Award for Community Service; and the Georgia Indigent Defense Council's Commitment to Excellence Award.



**Judge Michael P. Boggs** was appointed to the Court of Appeals of Georgia on January 6, 2012 by Governor Nathan Deal. On July 31, 2012, Judge Boggs was elected state-wide to serve a six-year term beginning in 2013. Prior to his appointment, Judge Boggs served as a Superior Court Judge for the six-county Waycross Judicial Circuit having been elected to an open seat in 2004 reelected in 2008. In 2011, Judge Boggs served as a member of Georgia's Special Council on Criminal Justice Reform and was appointed by Governor Deal to serve as Co-Chair of the Criminal Justice Reform Council in 2012, 2013 and 2014. Judge Boggs is also a member of the Board of Directors of the Council of State Governments Justice Center and a member of the Lawyers Club of Atlanta and the Atlanta Bar Association.



**Robert Brame, Ph. D.** is a criminologist at the University of South Carolina. Brame's research examines the scale of population involvement in the U.S. criminal justice system, problems of crime measurement, criminal recidivism and desistance, juvenile delinquency, capital punishment, and crime victimization.



**DeAndre D. Brown, Sr.** is the Executive Director of Lifeline to Success in Memphis, TN. He has spent the last 14 years learning the justice system as an ex-felon and has experienced, first hand, the problems, confusion and frustration one encounters upon returning to a community. A former student of Rhodes College (Pre-Med) and LeMoyne-Owen College, studying business management, DeAndre has become a successful entrepreneur in the Mid-South. He is the Pastor of LifeLine to A Dying World Ministries.

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**Raymond A. Clark** is the Program Director at Economic Opportunities in Memphis, TN. He is a decorated Vietnam Era Veteran and has over 30 years of law enforcement experience, including three appointments as a police chief. While in law enforcement he also worked in a variety of re-entry transitions programs for ex-offenders and served as an Assistant Warden of Corrections. Prior to joining EcOp Mr. Clark served as the Program Director of the Salvation Army's its Memphis Adult Rehabilitation Center. Mr. Clark has a MBA degree and is a graduate of the FBI Instructor Development Program. He was a college criminal justice instructor and has published numerous articles on crime prevention and personal safety. Mr. Clark is the recipient of numerous community and civic awards for assisting disadvantaged individuals throughout his career.



**Pamela Devata** is a Labor and Employment Partner at Seyfarth Shaw LLP in Chicago, IL. Pam leads Seyfarth's nationwide Background Screening, Litigation and Compliance Team. She's a national authority and firm go-to for all issues related to the Fair Credit Reporting Act (FCRA), background screening compliance, use of criminal and credit history, and Electronic Signature issues as well online and manual employment applications. Her employment litigation practice also includes state and federal court cases involving allegations of sex, race, and national origin discrimination and harassment. She counsels both employers, resellers, and consumer reporting agencies of background information on compliance requirements under FCRA and related state laws, develops procedures for appropriately handling high-volume national hiring needs, and she regularly litigates these issues on a single-plaintiff and class-wide basis, as in EEOC v. Kaplan Higher Education Corp., throughout the country.



**Fred Giles** has over 30 years of experience employment screening beginning his career in law enforcement. He is currently the Senior Vice President of the Research Division for the CARCO Group, Inc. which holds the coveted Accreditation by the NAPBS.

He is a Certified Protection Professional with ASIS International, the 2013 Chair of National Association of Professional Background Screeners, currently serves on the Background Screening and Credentialing Council for NAPBS and is a member of SHRM.

He has published numerous magazine articles on background screening and is a contributing author to the Protection of Assets Manual and The Investigator's Handbook, both published by ASIS.



**Jessica Hidalgo** was born in White Plains, NY and received her BS from Boston University. She moved to Florida in 2007 where she obtained a position as a Life Skills educator at a drug rehabilitation facility. Jessica joined Gulfstream Goodwill in 2011 and is currently the Program Coordinator in Adult Justice Services. In this capacity Jessica oversees two grant funded programs that serve individuals returning from prison and jail in Palm Beach County. Jessica has been an active member of five local committees working to facilitate positive changes to the Criminal Justice Services in Palm Beach County.

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**Dena Hong** joined United Parcel Service, Inc. in 2004 and is currently Labor & Employment Counsel for the Corporate office. She oversees enterprise-wide employment initiatives for unionized and non-unionized employees, as well as provides general advice and counseling on employment-related issues. She works closely with UPS's Human Resources function for all UPS business units throughout the United States, including those providing small package, freight forwarding, logistics and distribution, information services, insurance/financial services, as well as UPS's Corporate campus. She manages a broad array of employment disputes in federal and state court and administrative agencies throughout the United States; has responsibilities for restructuring initiatives, and policy and process initiatives, and serves on multiple corporate committees for UPS. She is also Chairperson of UPS's Pro Bono Committee, and serves on the Executive Board of the Atlanta Volunteer Lawyers Foundation. Dena received her Juris Doctor (J.D.), with honors from Emory University School of Law in 1999 and was a Managing Editor of the Emory Law Journal. She graduated from Indiana University in 1995.



**John A. Horn** is the Acting United States Attorney in the Northern District of Georgia (NDGA). He has been a federal prosecutor since 2002, and previously served as First Assistant U.S. Attorney, Chief of the offices Appellate Division, and Deputy Chief of the Narcotics Section for the NDGA. His focus was mainly on prosecuting cases involving international drug cartels, but also prosecuted computer crime and fraud cases and has argued appeals before the Eleventh Circuit Court of Appeals involving fraud schemes, child sex offenses, and violent crimes. He is a national expert on electronic surveillance and was a member of the Department of Justice's national working group on Title III and electronic surveillance. Before joining the U.S. Attorney's office, John worked in the white collar crime section at King & Spalding in Atlanta, Ga., and also clerked for Judge Stanley F. Birch Jr. of the Eleventh Circuit Court of Appeals, as well as Judge Harold L. Murphy of the U.S. District Court. John earned a law degree at the University of Virginia School of Law and a bachelor's degree at the College of William and Mary in Virginia.



**Lewis Maltby** is president of the National Workrights Institute. He has testified before Congress on the use of criminal records in employment and served on advisory taskforces to the United States Department of Justice and SEARCH (the association of state criminal record repositories). Prior to founding NWI, Mr. Maltby was Director of Employment Rights for the ACLU. Working in the private sector for a number of years, he served as Executive Vice President/General Counsel of Drexelbrook Controls, Inc., where his responsibilities included Human Resources.



**Roberta Meyers** became the director of the National H.I.R.E. Network in 2007. Before this, she held other policy and direct service positions at the Legal Action Center. She has worked to improve criminal justice policies that directly affect employment and reentry opportunities for people with criminal records; trained hundreds of workforce development and corrections staff on employment strategies that best serve job seekers with criminal histories; authored guidebooks and policy briefs on criminal record policies that impact employment; and testified before Congress, government agencies, and state legislators about effective reentry policies.

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**Jack Mills**, Chief Workforce Strategy Officer and Director of the National Network of Sector Partners, provides strategic direction for the Insight Center's employment-related efforts to help people and communities become, and remain, economically secure. He also guides an Insight Center initiative, the National Network of Sector Partners, to increase access to good jobs, improve job quality, and strengthen employment equity, in order to achieve economic security for people and benefit industry sectors they work in.

Before joining the Insight Center in 2005, Mr. Mills held senior positions in consulting, nonprofit organizations, and government. He received a Master of Public Administration from Harvard's Kennedy School.



**Scott Nikaido** is a graduate of the University of California, Los Angeles and Berkeley, where he earned a BS in Chemical Engineering and a PhD in Near Eastern Studies. He has over 15 years combined experience in Risk Management and Hazardous Materials, working in the areas of Air Toxics and Environmental Regulatory Compliance in California and Tennessee.

Mr. Nikaido joined Barnhart Crane and Rigging Co. in 2007 and currently serves as the Corporate Compliance and QA Manager and the company's liaison with regulatory agencies.

He currently is Chairman of the Advisory Board of Economic Opportunities and also serves part-time on the faculty of the Memphis Center for Urban Theological Studies.



**Amy Solomon** is the Director of Policy at the U.S. Department of Justice's Office of Justice Programs. She provides policy guidance on prisoner reentry, justice reform, urban policy and place-based initiatives. Amy chairs the Federal Interagency Reentry Council working group, spearheading policy improvements impacting public safety, housing, employment, education, veterans' issues, and access to treatment. Amy spent 10 years at the Urban Institute, directing projects on prisoner reentry and public safety. Amy previously worked at the National Institute of Justice, managed a community service program for justice-involved individuals, developed reentry strategies for a state Department of Correction, and worked with juveniles in detention, probation, and school settings.



**Leslie Talbott** is the owner and operator of GoGirl Fitness Studio, which specializes in helping women be their strongest both physically and mentally.

She is also the co-founder of Durham SciNergy (DS), a non-profit residential real estate organization offering green living solutions convenient to downtown Durham without compromising architecture or neighborhood culture. Ms. Talbott has a Bachelor of Science in Business Administration from the University of North Carolina at Chapel Hill - Kenan-Flagler Business School.

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**Marilynn Winn** is the Lead Organizer and Co-Founder of Women on the Rise, a grassroots organization led by formerly incarcerated women working for healthy families, justice for all women, and a reduction of the number of women under correctional control in the state of Georgia. Ms. Winn served as Co-Chair of Board of Directors of 9to5 Atlanta and Lead Organizer with 9 to 5 Atlanta Working Women and led efforts with members of 9 to 5 and Women on the Rise to initiate the Georgia movement to “Ban the Box” where her community organizing for led to the removal of questions about felony information on employment applications with the City of Atlanta, City of East Point, Fulton County, DeKalb County, Liberty County and then the State of Georgia.

Ms. Winn is on a mission to end mass-incarceration and employment discrimination for people with backgrounds. She has been recognized for her community activism and has received awards in recognition of her plight: the Lilly Ledbetter Award from 9to5 Atlanta Working Women; a letter of recognition from former President Jimmy Carter and First Lady Roselynn Carter; and the Inspire Award from First Step Staffing.