

OFFICE OF EQUITY AND INCLUSION
SPRING EQUITY DIALOGUE

CRITICAL RACE THEORY PART TWO

Reframing the Criminal Justice System from a CRT Perspective

February 24, 2022

5–7 p.m.

Montgomery College
Virtual Forum



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OBJECTIVES OF THE FORUM

Fostering stronger college and institutional relationships.

Engaging the college community in a conversation about what critical race theory is and what it isn't.

Exposing participants to the systemic racism in the criminal justice system and particularly in policing.

Understanding the Call to Action.



CRITICAL RACE THEORY PART TWO

Reframing the Criminal Justice System from a CRT Perspective

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EVENT SCHEDULE

- 5:00–5:15 p.m. WELCOME, GREETINGS, AND OUTLINE OF THE DAY**
Sharon Wilder
Chief Equity and Inclusion Officer, CEIO, Montgomery College
- 5:15 p.m. ACKNOWLEDGEMENTS & COMMUNITY AGREEMENTS**
Jeanette Rojas
Equity and Inclusion Program Manager, Montgomery College
- 5:15–5:35 p.m. WHAT DOES CRITICAL RACE THEORY ACTUALLY MEAN?**
Dr. Katya Salmi
Sociology Assistant Professor, Montgomery College
- 5:35–5:50 p.m. APPLIED RACIAL EQUITY - CHOICE PROGRAM AT UMBC**
Eric Ford
Director, The Choice Program, University of Maryland, Baltimore County
Dr. Kelly Quinn
Deputy Director, The Choice Program, University of Maryland, Baltimore County
- 5:50–6:05 p.m. RACE, GENDER, ETHNIC DISPARITY & DIFFERENCES IN POLICING PRACTICES**
Dr. Emerald Jones
Sociology Professor, Montgomery College
- 6:05–6:20 p.m. SYSTEMIC RACISM (ACCOUNTABILITY, POLICY & LEGISLATION)**
Sonia Pruitt
Retired Captain, Montgomery County Police Department and
Criminal Justice Professor, Montgomery College
- 6:20–6:35 p.m. INTERVENTION & LEGISLATIVE CHANGE: FROM CRIMINAL JUSTICE TO CRIMINAL LEGAL**
Ginger Robinson
Criminal Justice Professor, Montgomery College
- 6:35 p.m. Q&A AND CALL FOR ACTION**
Sharon Wilder
Chief Equity and Inclusion Officer, CEIO, Montgomery College
- 7 p.m. CLOSING REMARKS**
Sharon Wilder
Chief Equity and Inclusion Officer, CEIO, Montgomery College

CALL FOR ACTION

By Joining this expert panel discussion on Critical Race Theory and how it impacts the criminal justice system participants will be equipped on understanding reformed-based policies and practices. Mostly importantly identifying what practices can government agencies, schools, and the community implement based on CRT.

Participants will be able to recognize their influential role in those decisions and make a difference through a racial equity lens.



HOST AND MODERATOR



Sharon Wilder

Chief Equity and Inclusion Officer
Montgomery College

Wilder currently serves as the chief equity and inclusion officer for Montgomery College. She serves as a speaker and conducts numerous trainings on issues involving equity, inclusion, diversity, compliance, public engagement, and public-private partnerships. Most recently, she presented a workshop on The Emerging Role of the Chief Diversity Officer and served as a panelist on the Managing Diversity in Community Colleges panel at the American Association of Colleges and Universities' Diversity, Equity, and Student Success Conference. She is a 2007 graduate of Leadership Greater Washington and also a graduate of the 2019 Maryland Equity and Inclusion Leadership Program under the auspices of Governor Larry Hogan's office. Wilder is a graduate of the University of Massachusetts/Amherst, where she serves on the Advisory Board for the College of Social and Behavioral Sciences. She attended The George Washington University, where she studied to become a certified public manager. She also has a juris doctorate from Georgetown University.

ACKNOWLEDGEMENTS & COMMUNITY AGREEMENTS



Jeanette Rojas

Equity and Inclusion Program Manager
Montgomery College

Rojas is the equity and inclusion program manager for the Office of Equity and Inclusion in the Office of the President at Montgomery College. Rojas has over 20 years of experience in education program management and social justice advocacy. After receiving her bachelor's degree in psychology from UMD, she worked in advocacy organizations such as the National Council of La Raza (now known as Unidos Us) as a senior resource development specialist, the Congressional Hispanic Caucus Institute as a programs manager, and the Parent Institute for Quality Education as a director. Working in these organizations helped her realize that her true calling was in the field of education. She received a master's degree in education and human development from The George Washington University.

PRESENTER: WHAT IS CRITICAL RACE THEORY?



Katya Salmi

Assistant Professor, Sociology
Montgomery College

Dr. Salmi is a public sociologist with a focus on race and gender, as well as structural issues relating to inequality, discrimination, and social justice. As an assistant professor she teaches sociology classes online and on Montgomery College's Rockville Campus. She currently serves on the President's Advisory Committee on Equity and Inclusion and on the Antiracism Workgroup.

PRESENTER: APPLIED CRITICAL RACE THEORY - CHOICE PROGRAM AT UMBC (REIMAGINING YOUTH-CENTERED SERVICES)



Eric Ford

Director, The Choice Program
University of Maryland, Baltimore County

Ford is originally from Virginia. He is a graduate of Hampton University with a B.A. in sociology (1993) and a post-baccalaureate certificate in the nonprofit sector from UMBC. He has more than 28 years of experience in the human services field in the Baltimore metropolitan area. Ford is currently working for the Shriver Center at UMBC as the director of The Choice Program and leads the Truth, Racial Healing, and Transformation campus center.

PRESENTER: APPLIED CRITICAL RACE THEORY - CHOICE PROGRAM AT UMBC (REIMAGINING YOUTH-CENTERED SERVICES)



Kelly Quinn

Deputy Director, The Choice Program
University of Maryland, Baltimore County

Dr. Quinn is a community organizer and historian. She earned her Ph.D. in American studies at University of Maryland and her A.B. at Trinity College where she was a Phi Beta Kappa graduate. Her academic research and teaching focuses on African American life and thought, community formation, and the built environment. Previously, she was the Sojourner Truth visiting faculty lecturer at University of Michigan in Taubman College of Architecture and Urban Planning (TCAUP) and Department of Afroamerican and African Studies. She is an alumna of Baltimore Rising and certified in trauma-responsive care by Transforming the Experience-Based Brain. Quinn’s research, teaching, service, organizing, and art has garnered numerous awards including Association of American University Women, University of Michigan TCAUP, No Boundaries Coalition, Southwest Partnership, and Oxford, Ohio’s Annual Fourth of July Parade. She joined The Choice Program at UMBC in December 2019, drawn to its commitment to anti-racism, trauma-responsiveness, youth-centered, and restorative justice.

PRESENTER: RACE, GENDER, ETHNIC DISPARITY & DIFFERENCES IN POLICING PRACTICES



Emerald Jones

Professor, Sociology
Montgomery College

Dr. Jones is a recent graduate of Howard University focusing on the areas of criminology and social inequality. She received her master’s degree in Sociology from Fayetteville State University and a bachelor’s degree in Psychology from Fayetteville State University. Her research—which focuses on mass incarceration, social inequality, racial discrimination, and occupational inequality—explores how race and gender play a major role in the judicial system. She also recently was inducted into Yale’s Bouchet Honor Society for outstanding scholarly achievement.

PRESENTER: SYSTEMIC RACISM (ACCOUNTABILITY, POLICY & LEGISLATION)



Sonia Pruitt

Her work focuses on the intersection of law enforcement and the Black community. She is also on the Board of Directors and a speaker with the Law Enforcement Action Partnership, which advocates for criminal justice and drug policy reform. Sonia is past chairperson of the National Black Police Association. In addition to her other significant undertakings, she also works in conjunction with other law enforcement partners—think tanks, sociologists, and anthropologists—to create training, education, and programming, such as with the National Strategy for Blacks in Policing. The programming is designed to create courageous and ethical law enforcement leadership and to support Black police officers in their quest for equity inside police departments. Finally, Sonia is also an associate professor of Criminal Justice at Montgomery College in Maryland, where she has been instrumental in creating a proposal for additional education and training of police officers.

She is the Founder of The Black Police Experience, which promotes the education and history of the intersection of law enforcement and the Black community. She is also on the Board of Directors and a speaker with the Law Enforcement Action Partnership, which advocates for criminal justice and drug policy reform. Sonia is past chairperson of the National Black Police Association. In addition to her other significant undertakings, she also works in conjunction with other law enforcement partners—think tanks, sociologists, and anthropologists—to create training, education, and programming, such as with the National Strategy for Blacks in Policing. The programming is designed to create courageous and ethical law enforcement leadership and to support Black police officers in their quest for equity inside police departments. Finally, Sonia is also an associate professor of Criminal Justice at Montgomery College in Maryland, where she has been instrumental in creating a proposal for additional education and training of police officers.

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PRESENTER: INTERVENTION & LEGISLATIVE CHANGE



Ginger Robinson

Professor, Criminal Justice
Montgomery College

Professor Robinson teaches criminal justice courses at the Takoma Park/ Silver Spring and Rockville Campuses. After serving as an assistant public defender in Baltimore City, Robinson started her own legal practice focusing on criminal defense and family law receiving numerous accolades for her trial practice. She is also a trained mediator and is currently pursuing a graduate degree in negotiation and conflict management, with a focus on the application of restorative practices and non-legal interventions as alternatives to prosecution and incarceration.

ACKNOWLEDGEMENTS

We gratefully acknowledge the people and departments who contributed to the success of the Spring Equity Dialogue.

Spring Equity Dialogue Chair

Jeanette Rojas, Equity and Inclusion Manager

Spring Equity Dialogue Committee

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Maria Cevallos Rodriguez, Executive Associate, Office of Equity and Inclusion

Danielle Stescki, Producer/ Director I, MCTV

Katya Salmi, Sociology Assistant Professor, Montgomery College

Eric Ford, Director The Choice Program, UMBC

Dr. Kelly Quinn Deputy Director The Choice Program, UMBC

Ginger Robinson, Criminal Justice Professor, Montgomery College

Sonia Pruitt, Retired Captain, Montgomery County Police Department and

Criminal Justice Professor, Montgomery College

Dr. Emerald Jones, Sociology Professor, Montgomery College

Executive Sponsor/ Convener

Sharon Wilder, Chief Equity and Inclusion Officer

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