



Advancing Charlotte Police Foundation Site Visit Team Bios

Chief (ret.) Frank Straub, PhD – Director of Strategic Initiatives – Police Foundation

Dr. Frank Straub provided on- and off-site law enforcement guidance and expertise to the project, served as the point of contact for the CMPD staff, and managed the document review and policy analysis process. Additionally, he served as the lead writer for the final *Advancing Charlotte Report*.

Dr. Straub is an experienced law enforcement leader with expertise in the provision of Critical Incident and Collaborative Reform technical assistance to local police departments. Straub last served as the Chief of the Spokane (WA) Police Department, where he received national recognition for the major reforms and community policing programs he implemented, as well as the significant crime reductions achieved during his tenure. Prior to leading the Spokane Department, Straub served as Director of Public Safety for the City of Indianapolis (IN). During his tenure, the Indianapolis Metropolitan Police Department reduced homicides to the lowest level in 20 years. Straub has also served as the Public Safety Commissioner for the City of White Plains (NY), where his department reduced serious crime by 40%. Straub also previously served as the Deputy Commissioner of Training for the New York City Police Department.



Dr. Straub holds a PhD in Criminal Justice from the City University of New York's Graduate Center, an M.A. in Forensic Psychology from John Jay College of Criminal Justice, and a B.A. in Psychology from St. John's University. He co-authored a book on performance-based police management and published several articles regarding community policing, police reform, and jail management.

Blake Norton – Vice President and Chief Operating Officer – Police Foundation

Blake Norton provided on- and off-site high-level strategy and coordination.

As Vice President and Chief Operating Officer of the Police Foundation, Blake Norton oversees the daily operations of the Foundation in its mission to improve American policing and enhance the capacity of the criminal justice system to function effectively.

Prior to joining the Police Foundation in March 2014, Blake was the Division Director for Local Government Initiatives at the Council of State Government's Justice Center. She oversaw four program areas: Law Enforcement, Mental Health, Reentry, and School Discipline. The primary focus of the division was to work with legislators, consultants, researchers, practitioners, and policymakers to help raise the level of public awareness about critical criminal justice issues. In addition, the Local Initiatives division provided technical assistance to cities, counties, and nonprofits focused on cross-system collaborations between law enforcement and other criminal justice entities, with a significant focus on the intersection between law enforcement and behavioral health systems.



Before joining the Justice Center, Blake spent more than 19 years with the Boston Police Department, where her last position was as the Director of Public Affairs and Community Programs. Blake helped shape the agency's reentry efforts and successfully worked with citizens and faith-based organizations to advance consensus-based strategies for improving public safety. She designed and managed the police department's community affairs activities, including programs for court-involved and at-risk youth. She received her B.A. from the University of Massachusetts and her M.Ed. from Boston University.

Reverend Jeff Brown

Reverend Brown provided on- and off-site input and expertise on community engagement. He coordinated community input, facilitated listening sessions, and served as a contributing writer for the final *Advancing Charlotte Report*.



Rev. Brown is a nationally recognized leader and expert in coalition-building, gangs, youth and urban violence reduction. He has over 20 years of experience of gang mediation and intervention, and developing dialogues in police/community relations in the US and around the world. Rev. Brown has developed expertise in helping faith-based organizations and law enforcement, among other key stakeholders, increase their capacity for solving gang violence in the community. His work builds on the idea that while community policing is an effective policing tool, in many urban areas, the relations between the urban, often minority community and law enforcement is poor, which inhibits effective policing and prevents the community from getting the quality of life it deserves. Rev. Brown's experience has led to his successful work nationally in cities like Boston (MA), Camden (NJ), and Salinas (CA) to help build a strong community component to any public safety crime reduction strategy.

Rev. Brown is the founder of RECAP (*Rebuilding Every Community Around Peace*), a new national organization organized to assist cities build better partnerships between community, government and law enforcement agencies to reduce gang violence. He is also one of the co-founders of the Boston Ten Point Coalition, a faith-based group that was an integral part of the "Boston Miracle", a process where the city experienced a 79% decline in violent crime in the 90s, and spawned countless urban collaborative efforts in subsequent years that followed the Boston Ceasefire model. Rev. Brown consults to municipalities and police departments on issues around youth violence and community mobilization, and provides expertise to Fortune 25 corporations and the World Bank for the past 14 years on Collaborative Leadership and Managing Change. In October of 2014, Rev. Brown traveled to Ferguson, MO to be a part of a national clergy group to support the efforts of Hands Up United, and to serve as a buffer between residents and police during protests, as well as to assist in moving forward.