



Criminal Justice Advisory Committee Minutes Tuesday, December 2, 2025

Members Present: Mike Sistrom, Tonia Rogers-Dixon, Eric Johnson, Lao Rubert, Dr. Angeloe Burch, Ben Haas, Michael O’Foghludha, Dave Crispell, Angela Wincester, Mayor Leonardo Williams

Guests: Irene Lawrence - Community Development Specialist with NC's Department of Adult Corrections, Tiffany Blackburn-Community Development Specialist, Durham Liaison, Ryan Smith – Community Safety Department Director, Krystal Harris – Community Intervention and Support Services Director, Rasheeda Royster – Local Reentry Council Coordinator

Staff: Roshanna Humphrey, Marc Strange, Robin Heath, Janice Williams

Excused Absences: Dawn Baxton, Dr. Rodney Jenkins, Maggie Clapp

Absent: Dorothy Hairston Mitchell, Jesse Battle, Nida Allam, Duane Brinson

1. Welcome and Introductions

In Chair Baxton’s absence, Mrs. Humphrey called the meeting to order at 4:05pm, welcomed all attendees and asked everyone to introduce themselves.

2. Approval of September 2025 Minutes

Mrs. Humphrey called for a motion to approve the September 30, 2025, minutes. Hearing no corrections, Dr. Angeloe Burch moved to approve the minutes as presented; the motion was seconded by Mike Sistrom. The motion to approve the September 30, 2025, CJAC minutes was unanimously carried.

3. 2026 Election of Officers: Roshanna Humphrey

Mrs. Humphrey announced that the annual election of officers for Chair, Vice Chair and Secretary will be held at the January 27th CJAC meeting. A reminder email will be sent at the end of December, and a slate of officers will be emailed in the early part of January briefly describing the duties of each position. Nominations can then be emailed to Mrs. Humphrey or myself.

🇺🇸 Mayor Williams joined the meeting and thanked the committee for their work in the Durham community.

4. Durham Congregations, Associations, and Neighborhoods (CAN) Violence Action

Team: presented by Mike Sistrom, Vice Chair

Mr. Sistrom began by giving some context to the genesis of the idea for a comprehensive gun violence prevention plan for Durham that emerged out of Durham CAN’s teamwork (of which Mr. Sistrom is a member). After successfully getting the Office of Survivor Care (OSC) up and running, the CAN Action Team then focused their efforts in the area of gun violence prevention and response. The Team met with the directors of violence prevention programs in Greensboro, Mecklenburg and other counties to research their operations. Also, data was examined for possible implementation here in Durham from

the University of Maryland's Violence Reduction Center, the Vera Institute and other cities' research. The CAN Team then came to the realization that what was needed in Durham was collaboration and coordination of the successful works of already existing community-based organizations in Durham. The CAN Team then ascertained support from Mayor Williams and the city council to back this endeavor and their commitment to sustain this module going forward.

Mayor Williams stated the following: The Mayor's office is moving quickly in implementing this endeavor in that there is a site visit scheduled the following week at the Ballot Reduction Center as a potential space to hold a multi-day summit. The summit will be an 'All Call' of community organizations and partners to develop a strategy. Currently, parameters are being set for this summit. This is going to be a key gathering space for how this work gets done. It's going to require advocacy with regards to the protection of this work. The data and discovery in the following presentation will provide guidance on how to reach the goal of reducing violence.

? What boots-on-the-ground organizations are you reaching out to?

Answer: CAN intends to partner with people who are actually doing the work of gun violence prevention in many of the Durham public housing complexes. A comprehensive list of CAN's recommended organizations that need to attend this summit has been given to Ryan Smith, Krystal Harris and Roshanna Humphrey.

Dr. Burch emphasized that people who actually care about the community, who are actually going to do the work and are trusted by the community need to be involved in this process.

Mrs. Humphrey introduced the next presentation as an overview of the Joint City-County Violence Reduction Plan and that this plan is not finalized. As Mr. Siström previously stated, this overview has been presented to the city and the county and has received a green light to move forward.

5. **Joint City-County Violence Reduction Plan (PPT)** - presented by Ryan Smith - Community Safety Department Director, Krystal Harris - Community Intervention and Support Services Director and Roshanna Humphrey - Justice Services Department Director

Mr. Smith began by thanking Mike Siström for his opening remarks and Mayor Williams for his consistency in championing this endeavor.

*(Mr. Smith stated that the following presentation does not outline the strategies that are **going** to be used but outlines an **approach** for how, together with the city, county and community members, a more comprehensive strategy and approach can be obtained).*

Mr. Smith presented the following:

- ▶ This is a three-phase, 'whole-of-government' approach to reduce gun violence in Durham. These phases can run consecutively and/concurrently during the process.
 - ↳ **Phase 1.** Creating spaces to bring community members and key stakeholders together (via a multi-day summit) for shared learning and conversation about what strategies are working in other places.
 - ◆ The summit (which is in the planning phases) will take place in either March or April.
 - ◆ Creating a series of Community learning sessions (open to the public) where information will be accumulated for the purpose of building toward the Spring summit.

- Core principles that are common in effective strategies:
 - Focus - providing real focused support and interventions in the people and places that are most at risk.
 - Balance - involves both law enforcement and social services input
 - Fairness - measures must build trust and legitimacy in Durham
- Strategies: *(the following are plans that need more in-depth conversations and are not definitively in place)*
 - Group Violence Reduction
 - Cognitive Behavioral Therapy
 - Place-Based Strategies
 - Street Outreach Worker and Violence Interrupters

Krystal Harris presented the following:

- ↳ **Phase 2.** Planning and Implementation - moving toward an actionable implementation by:
 - ◆ Studying proven models
 - ◆ Developing detailed plans
 - ◆ Use of technical assistance support
 - ◆ Focus on implementation fidelity – factors driving program outcomes
 - Funding - will keep the program stable and long-term
 - High staff turnover – addressing staff care/needs
 - Lack of fidelity – counteracting inconsistent implementation of strategies
 - Data & evaluation – utilizing data that accurately reflects the achievement of goals

Mrs. Humphrey presented the following:

- ↳ **Phase 3.** Improving collaboration necessary to support a ‘whole-of-government’ & community approach. *(Although this is titled ‘phase 3’, collaboration take place throughout this entire process).*
 - ◆ Cross-sector collaboration - breaking down silos between various agencies to create a unified approach
 - ◆ Clear role clarity and division of responsibilities - clearly define roles for partner agencies and assess services to avoid duplication of services
 - ◆ Strategic goal alignment – goals are set and are on track to being met
 - ◆ Recurring interagency meetings - look at existing partnerships and utilize their strengths in accomplishing the goals that are set
 - ◆ Documented standard operating procedures - having transparency with the community via documented actions taken and goals being accomplished
 - ◆ Currently collaborating with the Vera Institute Framework in the following areas:
 - Coordination for efficiency - enhancing collaboration with different partner agencies
 - Data use for efficacy - using data and measuring the impact of public safety strategies
 - Accountability to impacted communities – building trust in the community
 - Sustainability - ensuring long-term success with clearly defined goals
 - ◆ Budget costs have not been determined yet
 - ◆ No determination has been made as to whether this project will culminate into the creation of an ‘office’.

In conclusion, Mrs. Humphrey thanked Krystal and Ryan for their participation and presentation.

6. **Local Reentry Council Update** – presented by Rasheeda Royster, Local Reentry Council Coordinator

Robin Heath reported the following:

- ◆ currently she is working with Human Resources in getting the Employment and Housing Case Manager's position posted
- ◆ LRC received the contract from the Department of Adult Corrections for approximately \$19,000 in funding for the transportation of people with addictions
- ◆ LRC is currently working with vendors to help transport the population of people that are not easily served by the bus system

Mrs. Heath then introduced Ms. Royster as the newly appointed Local Reentry Council Coordinator who reported the fiscal year '25 – '26 2nd quarter totals as follows:

- ✓ Referrals: October = 34; November = 34; July – September = 114; Total = 182
- ✓ Intakes: October = 20; November = 19; July – September = 61; Total = 100
- ✓ Employment: October = 6; November = 5; July – September = 23; Total = 34
- ✓ Housing: 32 clients were assisted in obtaining housing utilizing 11 providers

7. **Areas of Interest for FY '25-'26** – Mike Sistrom, Vice Chair

Mr. Sistrom opened the floor up for suggestions. Hearing none, Mrs. Humphrey moved to the next agenda item.

8. **Brief Member Updates:**

- ◆ Irene Lawrence announces a save the date for the Reentry Conference which will be held April 7th through 9th, 2026 at the Hilton Raleigh. The link to access detailed information is:

<https://www.dac.nc.gov/divisions-and-sections/rehabilitation-and-reentry/2026-nc-rehabilitation-and-reentry-conference>

- ◆ Eric Johnson mentioned that the contract for the Forensic Assertive Community Treatment (FACT) Team of Carolina Outreach (that will be serving both Wake and Durham counties) has been signed. They are now in the process of hiring and should be operable sometime in January. Most of the referrals will be from individuals directly released from prison. Some referrals will be generated through the jail system and other community provider agencies. The link to access detailed information is:

<https://www.ncdhhs.gov/news/press-releases/2025/11/03/ncdhhs-and-first-lady-anna-stein-unveil-fact-teams-improve-outcomes-people-whose-mental-illnesses>

Mrs. Humphrey called everyone's attention to the meeting dates listed below, in particular the January meeting, which may be an in-person meeting at 326 E. Main Street – Justice Services Department.

✚ **Next Meeting dates:**

- ❖ January 27, 2026
- ❖ March 31, 2026
- ❖ *May 26, 2026* (Tentative due to the Memorial Day Holiday)
- ❖ July 28, 2026

Mrs. Humphrey wished everyone Happy Holidays and adjourned the meeting at 5:10pm.