



WELCOME

Prosecutors' Center for Excellence Pop-Up **Improving Recruitment and Retention for Prosecutors**

May 12, 2022



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Improving Recruitment and Retention for Prosecutors

AGENDA

May 12, 2022

1:00 pm—3:00 pm (EST)

Recruiting and Retaining Talent in a New Era of Accountability and Flexibility

- Kimberly Overton Spahos, Executive Director, North Carolina Conference of District Attorneys

Remote Work, a New Tool for Recruitment and Retention in Prosecution Offices

- Sheila Polk, Yavapai County, Attorney, Arizona

Office Culture as a Driver for Recruitment and Retention

- Sherri Bevan Walsh, Summit County, Prosecutor, Ohio

Exposing Law Students to Prosecution Work Using New Models of Engagement

- Shawnalyse Ochoa, Assistant Chief, San Diego County District Attorney

Expert Tips From Inside: What Law Students are Saying About Prosecution Offices and How to Overcome Barriers to Recruitment

- Noelle Dormann, Assistant Director of Projects and Employer Development, California Western School of Law

Combatting Defense Bias in Law Schools and Leveraging Partnerships to Increase Opportunities for Influence

- Barry Weiss, Administrative Officer for the Onondaga County, DA and Special Advisor to the Office of Career Services at Syracuse University College of Law, New York

Insights From the Line: Why New Prosecutors Were Attracted to the Job and What Will Make Them Stay

- Malak Behrouznami, Deputy District Attorney, San Diego County, California
- Stephanie De Jesus, Deputy District Attorney, San Diego County, California
- Alphonse Williams, Assistant District Attorney, Onondaga County, New York



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**INNOVATIVE
PROSECUTION
SOLUTIONS**

Speaker & Facilitator Bios



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Kimberly Overton Spahos
North Carolina Conference of District Attorneys
Executive Director

A prosecutor, trainer, teacher, speaker and facilitator, Kimberly Overton currently serves with the North Carolina Conference of District Attorneys as the Chief Resource Prosecutor and Executive Director where she provides technical assistance, education and training to prosecutors, law enforcement and other criminal justice and allied professionals. Before coming to the Conference of District Attorneys in 2003 as North Carolina's first Traffic Safety Resource Prosecutor, Kimberly served as an Assistant District Attorney in Halifax County, NC. As an Assistant District Attorney and currently as a Special Prosecutor, Kimberly has handled all types of cases ranging from traffic tickets to homicide. Kimberly has served as faculty for thousands of courses sponsored by numerous criminal justice organizations throughout the world, lecturing in more than 40 states and 3 countries. As a regular keynote speaker and visiting lecturer at Police Training Academies, Community Colleges, Technical Institutes and Universities throughout the country, she frequently educates students and community organizations regarding criminal justice matters. Most recently, Kimberly has been focusing on leadership development curriculum and courses. Additionally, Kimberly serves on the Professionalism Committee for the Wake County Bar Association, the Executive Board and Prosecutor Wellbeing Task Force for the National District Attorneys Association, the Standards Committee for the American Bar Association (ABA) and as Advisory Committee Chairman of NC MADD. She previously served on the North Carolina Bar Association (NCBA) Board of Governors and the Criminal Justice Section as a Past Chair, the Executive Board for the North Carolina Victim Assistance Network, International Association of Chemical Testing Ethics Committee Chairman, a member of the North Carolina Joint Legislative Taskforce on Fraud Against Older Adults, the NAPC Highway Safety Committee Chairman and on the Discovery Task Force for the ABA. Most recently, Kimberly was awarded the NCBA Peter S. Gilchrist Award for extraordinary service as a prosecutor, contributions to the criminal justice system of North Carolina, and to the legal profession. She also served her community as a past Executive Board member with the Woman's Missionary Union of NC.



Sheila Polk
Yavapai County, Arizona
County Attorney

Sheila Polk, County Attorney for Yavapai County, received her bachelor's and law degrees from Arizona State University and was honored as an Outstanding Alumni in 2019. After completing a clerkship at the Arizona Supreme Court, Ms. Polk worked in the Arizona Attorney General's Office for eleven years before moving to Prescott in 1994. There, she joined the Yavapai County Attorney's Office where she specialized in the prosecution of felony crimes, including elder abuse, sexual offenses, and repeat felony offenders. In 2012, she was awarded the prestigious Michael C. Cudahy Criminal Justice Award from the Arizona State Bar.

First elected in 2020, Ms. Polk is currently serving her sixth term. In addition to overseeing a staff of 114 employees, Ms. Polk has found time to be at the forefront of change. She chairs both the Arizona Prosecuting Attorneys' Advisory Council and the Governor's Arizona Substance Abuse Partnership and is vice-chair for the Arizona Criminal Justice Commission. She is chair and founding member of MATFORCE, the Yavapai County substance abuse coalition, and serves as an advisory council member for the Yavapai County Justice and Mental Health Coalition. She assists as faculty for the CWAG Alliance Partnership, a cooperative initiative to strengthen the legal system in Mexico, and served on the Governor's Arizona Human Trafficking Council from 2013 to 2021. Ms. Polk is the driving stimulus behind the nationally renowned law enforcement course, *What You Do Matters: Lessons from the Holocaust*. The United States Holocaust Memorial Museum recognized Ms. Polk in 2018 as an "agent of change" at a national tribute dinner in Washington D.C. In 2018, the Arizona Prosecuting Attorneys' Advisory Council awarded Ms. Polk with the Gerda and Kurt Klein Guardian of Freedom Award for her tireless efforts to teach the "Lessons from the Holocaust" to police officers and prosecutors across the nation.



Sherri Bevan Walsh
Summit County, Ohio
Prosecutor

Summit County Prosecutor Sherri Bevan Walsh has been instrumental in developing innovative crime prevention efforts and services for victims of crime throughout her over 35-year legal career.

Since her election as Summit County Prosecutor in 2000, Prosecutor Walsh has placed special emphasis on victim services, fighting for families, criminal prosecution, and community education.

Through Prosecutor Walsh's leadership, the Summit County Prosecutor's Office was the first prosecutor's office in Ohio to have a facility dog work with crime victims, especially children and adults living with disabilities. Since arriving at the Summit County Prosecutor's Office in August of 2013, Avery has assisted nearly 260 victims.

Prosecutor Walsh also implemented the Take Me Home program for Summit County. Operated in conjunction with the Summit County Sheriff's Office, Take Me Home is a secure database used by law enforcement to reconnect caregivers with children and adults who have a difficult time communicating and may wander.

Prosecutor Walsh has received over 57 national and statewide awards including: 2021 Ohio Prosecuting Attorneys Association Outstanding Prosecuting Attorney of the Year; 2019 Marsy's Law for Ohio Victims' Rights Champion; 2017 Victim Assistance Program Community Service Award; 2017 Harvey Sterns Award for Distinguished Service to Seniors; and numerous statewide child support awards.



Shawnalyse Ochoa
San Diego County, California
Assistant Chief Juvenile Division

Ms. Shawnalyse Ochoa is a Deputy District Attorney for the San Diego County, California, District Attorney's Office. She graduated from Southwestern University School of Law in 1995 and worked as a civil litigator for three years, in Los Angeles. In 1998, Ms. Ochoa joined the San Diego City Attorney's Office prosecuting domestic violence, DUI, and petty theft cases. In 2002, Ms. Ochoa joined the San Diego County District Attorney's Office, where she has worked in the Family Protection Unit, the Gang Unit combining her civil litigation experience and criminal prosecution experience to handle the civil gang injunctions, and the Juvenile division, among many others. In 2013 she joined the juvenile branch where she worked as the issuing team leader and subsequently the trial team leader, while also prosecuting murders, arsons and other serious violent felonies. Shawnalyse has handled 707 transfer hearings, both pre and post Prop 57 and taught on the changing role of the prosecutor and the change in the law for CDAA, the San Diego Probation Department and San Diego law enforcement. In 2017, she was promoted to Assistant Division Chief of Juvenile. As Assistant Chief Shawnalyse has worked to create the free DA Tattoo removal program for youths involved in Gangs and HT, the SD Juvenile Diversion Initiative – which is a pre-file diversion program including misdemeanors and low-level felonies for youths between 12 – 17 years old, and the DA Academy – a one week recruitment event for 1Ls who may not have considered becoming a prosecutor.



Noelle Dorman
California Western School of Law
Assistant Director, Projects and Employer Development

Noelle is the Assistant Director and point person for disseminating information about job opportunities to law students. She graduated from Cal State Fullerton with her B.A. in Political Science, and received an M.S. in Child Development from San Diego State. She has worked for elected officials in both the California State Legislature and US Congress on a variety of public policy issues. In addition, she has a well-established background in community relations, research, and education. Noelle handles all logistics associated with employer relations, on-campus interviews, and regional and national job fairs. She manages California Western School of Law online job database and keeps law students apprised of job opportunities as they arise, as well as managing California Western School of Law career and professional development operations.



Barry Weiss
Onondaga County District Attorney's Office, New York
Administrative Officer

Office of Career Services at Syracuse University College of Law
Special Advisor

A native of New York City, Barry Weiss came to Onondaga County to attend Syracuse University and graduated in 1983 with a degree in political science and journalism. He was also a member of the Syracuse University Men's Crew for four years.

From 1981 to 1991, Barry was involved in some capacity in over 100 political campaigns around New York State. Since January 1, 1992, he has served as the Administrative Officer for the Onondaga County District Attorney's Office. His responsibilities include overseeing the operation of the District Attorney's Office, which includes budget, personnel, inter-governmental relations, media relations, the internship program and coordination of community projects. One of these community projects over the past eight years has been the Onondaga County Drug Task Force, which Barry has been the co-chair of since its inception.

In 1999, Barry was appointed to serve as the Onondaga County STOP DWI Coordinator. He is responsible for the development and implementation of a comprehensive program that coordinates the efforts of all law enforcement agencies within Onondaga County to reduce alcohol related crashes.

In 2004, Barry received his Masters of Public Administration from the Syracuse University Maxwell School of Citizenship. A graduate of Leadership Greater Syracuse in 1995, Barry has served on a number of not-for-profit boards in Onondaga County over the past two decades. Besides his not-for-profit work, Barry is also an adjunct at Syracuse University and is currently a Special Advisor to the Office of Career Services at Syracuse University College of Law.



Malak Behrouznami
San Diego County, California
Deputy District Attorney

Malak Behrouznami works for the San Diego County District Attorney’s Office. Malak always knew she wanted to pursue a career in law but she wanted to ensure that it would serve as the best vehicle to promote social justice and change. In 2009, Malak graduated with honors and received her B.A. from U.C. Berkeley where she studied Peace and Conflict Studies with a self-created concentration focused on Conflict Transformation through Arts and Media. Shortly thereafter, Malak moved to Israel and Palestine where she lived for eight months and worked with local communities and organizations to better understand the conflict and advocate for social justice.

Malak’s motivation for advocacy work stems from her personal experiences and exposure to social injustices in the Valle of Juarez and in Ciudad Juarez where she grew up as a child, and their stark contrast to the protections her and her family received when they were in the United States. Upon returning from Palestine and Israel, Malak wanted to work in an arena that would amplify those voices muted by mainstream media so she worked as a journalist at a non-profit news network for three years in the East Coast and Canada. Malak decided to pursue law because she knows what it feels like to grow up in a system that affords minimal protection to victims. Prior to attending law school, Malak owned and operated a juice bar in the neighborhood of Point Loma here in San Diego for several years. Malak used her business as a means for providing healthy fast food alternatives to the community and as an opportunity to expose her clientele to the fruit-stand culture of Mexico where she grew up as a child. After selling her business, she attended and graduated from the University of San Diego School of Law in May 2018.

In her fourth year as a Deputy District Attorney, Malak was recognized in 2021 by the National District Attorneys Association as one of two prosecutors nationwide selected for the Jackie Lacey Award for Aspiring Women Prosecutors. What she loves most about her job is the ability to provide a platform for people to be heard and give victims the opportunity to “set a boundary and stand up to an aggressor regardless of the verdict.” She also enjoys assisting with her office’s outreach programs, which provide resources and education to citizens about the different roles her office plays in preventing crime and protecting members of the community.



Stephanie De Jesus
US Army Reserves 22nd Legal Operations Detachment
Judge Advocate

San Diego County District Attorney's Office, California
Deputy District Attorney in the Family Protection Division (North County branch)

Stephanie De Jesus is a graduate of California Western School of Law in San Diego, CA. Upon passing the bar in 2014, Stephanie joined the United States Army and was commissioned as a Judge Advocate for the US Army Judge Advocate General's Corps. During her first assignment, Stephanie was stationed at Joint Base Lewis-McChord, Washington where she was a prosecutor for 3 years serving one of the busiest jurisdictions on the installation. In June of 2018, Stephanie continued her criminal law career as the Senior Defense Counsel for Fort Irwin, CA, where she represented Soldiers facing very serious and violent offenses. In October 2019, after leaving active duty, Stephanie transitioned to the US Army Reserves and still currently serves as a Judge Advocate for the 22nd Legal Operations Detachment. In her civilian capacity, Stephanie worked as a Deputy City Attorney at the San Diego City Attorney's Office from October 2019 to May 2021. In June 2021, Stephanie joined the San Diego County District Attorney's Office and currently works as a Deputy District Attorney in the Family Protection Division in the North County branch.



Alphonse Williams
Onondaga County, New York
Assistant District Attorney

Alphonse Williams received his B.S. from Valdosta State University and his J.D. from Syracuse University College of Law. While attending Syracuse, Alphonse served as an intern to the Honorable Theodore A. McKee of the U.S. Court of Appeals for the Third Circuit, a student-attorney for the Securities Arbitration & Consumer Law Clinic, where he provided free legal counsel to low-income clients concerning various consumer rights, and a research assistant for three law professors. As a research assistant, he helped investigate unsolved racially motivated murders during the Civil Rights era and researched and drafted revisions to the U.S. Tax Code. He was an honorary member of the Moot Court Honor Society and the Black Law Students Association President. Alphonse has since worked in the private sector maintaining a practice in transactional corporate law matters and is currently an assistant district attorney in the Onondaga County District Attorney's Office where he is assigned to the Felony Trial Bureau and has prosecuted violent felonies and domestic violence crimes.



Kristine Hamann
Prosecutors' Center for Excellence
Executive Director

Kristine Hamann is the Executive Director and founder of Prosecutors' Center for Excellence (PCE). PCE provides consulting and research services for prosecutors to promote best practices, spur innovations and implement solutions. From 2013 to 2016, Kristine Hamann was a Visiting Fellow at DOJ/Bureau of Justice Assistance where she worked with prosecutors in over 30 states. She chairs the NY State Best Practices Committee for prosecutors and teaches at Georgetown Law School. She is a member of the American Bar Association (ABA) Criminal Justice Council and is on the ABA Criminal Justice Journal Editorial Board. From 2008 to 2013, Ms. Hamann was the Executive Assistant District Attorney for the Special Narcotics Prosecutor for the City of New York. From 2007 to 2008, Ms. Hamann was the New York State Inspector General. From 1998 to 2007, Ms. Hamann served as the Executive Assistant DA to DA Robert Morgenthau in the Manhattan District Attorney's Office in New York City. Prior to 1998, Ms. Hamann held a number of other positions in that office including Deputy Chief of the Trial Division and Director of Training. She started her career as a violent crime prosecutor. She has received various awards for her public service.



Sophia Roach
Prosecutors' Center for Excellence
Senior Attorney

Sophia Roach was a prosecutor in the San Diego County District Attorney's Office (SDCDA) for 23 years, where she assisted in the management of four divisions, issued and prosecuted over 600 vertical gang, narcotics, and family protection cases, and prosecuted 77 jury trials to verdict, including 11 murder cases and oversaw large scale investigations and wiretap projects. Ms. Roach is an expert in gang prosecution, the development of informants, protecting confidential information and vulnerable witnesses, complex wiretap investigations, inclusive *voir dire*, and elimination of bias in prosecution work. She is a veteran instructor of lawyers, law enforcement, and students at both the law school and collegiate level. She also served as an in-house Ethics Advisor from 2010-2021.

Ms. Roach previously served as a liaison to the FBI Violent Crime Task Force, the East County Gang Task Force, the Jurisdictions United for Drug and Gang Enforcement Task Force, and the San Diego Crime Laboratories. She was a training advisor for the California District Attorneys Association Narcotics Section, a member of the SDCDA Legal Training Advisory Board from 2009-2021, and the advisory board for the SDCDA Committee on Race and Equity.

Ms. Roach helped form the NDAA Women Prosecutors Section, San Diego Women Prosecutors, and Power League, a school based SDCDA outreach program. She served on the board of directors for the California District Attorneys Association and the San Diego Deputy District Attorneys Association, which awarded her their 2009 "Outstanding Prosecutor" and 2019 "Prosecutor of the Year" awards as well as two service awards. Ms. Roach has received 3 FBI Director Commendations and numerous other local law enforcement commendations.

Ms. Roach is currently employed as a senior attorney with Prosecutors' Center for Excellence and a consultant and trainer for Fair and Impartial Policing, where she has helped develop and teach their Science of Bias program for prosecutors. She also holds an LLM in Prosecutorial Science.



Related Materials



PCE



Related Materials

RECRUITMENT OF NEW ATTORNEYS HYPERLINKS TO ARTICLES

1.) Prosecutor Priorities, Challenges, and Solutions

Daniel S. Lawrence, Camille Gourdet, Duren Banks, Michael G. Planty, Dulani Woods, Brian A. Jackson

<https://doi.org/10.7249/RR2892>

2.) The Five Job Benefits Millennial Employees Really Want

Best Upon Request Corporate, Inc.

<https://www.bestuponrequest.com/the-five-job-benefits-millennial-employees-really-want/>

3.) The Workplace Perks Gen Z & Millennials Actually Want

<https://www.ypulse.com/article/2021/11/17/the-workplace-perks-gen-z-millennials-actually-want/>

4.) Got Millennials? Workplace Perks That Attract the Next Generation of Bright Workers

BD Jobs Today

<https://bdjobstoday.org/benefits/got-millennials-workplace-perks-that-attract-generation-x-of-vibrant/>

5.) San Diego County Bar Association New Lawyer Division Member Spotlight: Malak Behrouznami

Sara Gold

<https://blawg401.com/nld-member-spotlight-malak-behrouznami%EF%BF%BC/>

CLE Credit and Survey



Instructions to Receive CLE Credit

Please Read Carefully

The Prosecutors' Center for Excellence has not requested continuing legal education accreditation for this program. Instead, we will supply you with a **Uniform Certificate of Attendance**. This certificate will include Prosecutors' Center for Excellence (PCE) as the sponsor, the title of this conference, the dates of this conference, the location of this conference as well as a calculation of the CLE Credit Hours under both a 60-minute and 50-minute hour system. We believe that these hours accurately reflect the CLE credit you should receive. However, each state has its own rules on the accrediting process which could affect this calculation.

At the end of each session, you will receive a conference evaluation. You will need to fill out the survey in order to receive the **Uniform Certificate of Attendance.**

As part of the meeting materials, PCE will supply you with this meeting's agenda, a description of the various content to be covered throughout this conference, as well as the names and biographies of the speakers.

You will need to apply for CLE credit on your own through your state's specific process. Most jurisdictions have this as an option. Some jurisdictions require members to apply and report within 30 days of the original program date. We hope that the **Uniform Certificate of Attendance** will aid you in this process.

Sign-In Sheets

To obtain CLE credit, most states require attendees to sign in at the time of the meeting. PCE will maintain a copy of the registration list as well as a record of who attended each session (present at start and end of each session) and send copies upon request.

Here are some specific sign-in rules from a variety of states. Because this is a virtual meeting due to COVID-19 there will be no physical sign-in sheet, instead PCE will be taking time-stamped screenshots of the participant list at the beginning and end of each session. If you need a copy of our records please contact PCE.

Delaware Attorneys: Delaware Attorneys and speakers seeking CLE credits must **sign in** at each individual session you attend.

Illinois Attorneys: Illinois Attorneys and speakers seeking CLE credits must **sign in** at each individual session you attend. The sign-in documentation is used to verify your total number of CLE hours.

New York Attorneys: New York Attorneys and speakers seeking CLE credits must **sign in** and **sign out** of each individual session you attend.

Pennsylvania Attorneys: Pennsylvania Attorneys must complete the Pennsylvania CLE Credit Request form to report attendance at in-person programs.



PROSECUTORS' CENTER FOR EXCELLENCE

UNIFORM CERTIFICATE OF ATTENDANCE

SPONSOR: Prosecutors' Center for Excellence
ACTIVITY TITLE: PCE Pop Up – Improving Recruitment and Retention for Prosecutors
DATE: May 12, 2022
LOCATION: Virtual

____ **Full Program:** 2 hours of CLE credit (not Ethics), PENDING STATE APPROVAL.

TO BE COMPLETED BY ATTORNEY

By signing below, I certify that I attended the activity described above and am entitled to claim
____ CLE credit hours of which ____ were in Ethics.

ATTORNEY'S NAME *(please print)*

SIGNATURE

BAR MEMBERSHIP, REGISTRATION
OR SUPREME COURT NUMBER

DATE

STATE WHERE CREDITS ARE TO BE
REGISTERED

ACKNOWLEDGED BY:

Digitally signed by
Kristine Hamann
Date:
2022.05.05
17:46:11 -04'00'

Kristine Hamann
Executive Director / Founder
Prosecutors' Center for Excellence
Phone: 917.885.9065

NOTE: PLEASE DO NOT RETURN THIS FORM TO PCE

Meeting Survey

The May PCE Pop-Up– Improving Recruitment and Retention for Prosecutors survey will be available at the end of the meeting. If you need proof of your survey for CLE credit please email PCE at contactpce@pceinc.org.

Evaluation Links:

[Survey](#)

Questions about Survey:

Marissa D'Amore– Mdamore@pceinc.org

Kristine Hamann- Khamann@pceinc.org



Thank you for participating!