

**Attachment “1”**



## CITY OF PASADENA

### BIOGRAPHICAL DATA FOR APPOINTMENT TO CITY ADVISORY BODY

*The information contained on this form is for the City Council to fill vacancies on the Community Police Oversight Commission. Please answer all questions. You are invited to attach additional pages, a copy of your resume, or submit supplemental information which you feel may assist the City Council in its evaluation of your application.*

*Biographical forms may be submitted any time during the year; however, they will be purged January 31 of each year. If you have not been appointed to the Community Police Oversight Commission and still desire appointment, please resubmit an updated biographical form or advise in writing that the initial form is still usable.*

Commission on which you would you like to serve: Community Police Oversight Commission

Applicant Name: Alexis Abernethy Date available to start: Immediately

Home Address: [REDACTED] Pasadena CA 91104 Home Phone: [REDACTED]

Employer: Fuller Theological Seminary Work Phone: [REDACTED]

Work Address: [REDACTED] Pasadena, CA 91101 E-mail: [REDACTED]

**Community Service** - List boards, commissions, committees, and organizations on which you are currently serving or have served, offices held and in what city.

Pasadena-Altadena Chapter of the Links since 2005 – Chaplain, Chair of International Trends and Services

Pasadena Chapter of Delta Sigma Theta Sorority, Incorporated since 2000 – Chaplain, Chair of Social Action Committee

**Employment** - Title and duties, current and past.

Role of Professor includes teaching, mentoring, and administrative leadership. I also provide psychotherapy and have a small private practice.

2008-present	Professor, Graduate School of Psychology, Fuller Theological Seminary, Pasadena, CA
1999-2008	Associate Professor, Graduate School of Psychology, Fuller Theological Seminary, Pasadena, CA
1998-1999	Assistant Professor, Graduate School of Psychology, Fuller Theological Seminary, Pasadena, CA
1995-1998	Clinical Associate Professor of Psychiatry (Psychology) and Psychologist Department of Psychiatry, Adult Ambulatory Services, University of Rochester School of Medicine and Dentistry, and Strong Memorial Hospital
1988-1995	Assistant Professor of Psychiatry (Psychology) and Psychologist, Department of Psychiatry, Adult Ambulatory Services, University of Rochester School of Medicine and Dentistry, and Strong Memorial Hospital

1986-1988 Senior Instructor in Psychiatry (Psychology) and Psychologist, Department of Psychiatry, Adult Ambulatory Services, University of Rochester School of Medicine and Dentistry, and Strong Memorial Hospital, Rochester, NY

Chief Diversity Officer -- duties include leading diversity efforts across the institution for staff, faculty, and students.

Chief of Diversity, Equity, and Inclusion, Fuller Theological Seminary, (2020-present).  
Associate Provost for Faculty Inclusion and Equity, Fuller Theological Seminary, (2018-2020).

Education – Include professional or vocational licenses or certificates.

Ph.D., University of California, Berkeley, 1985 (Clinical Psychology)  
M.A., University of California, Berkeley, 1982 (Clinical Psychology)  
B.S., Howard University, 1980 (Psychology)

New York State License No. 009090-1 (July 1987)  
Certified Group Psychotherapist (1994)  
California State License No. 17059 (January 2001)

Personal – Answer "yes" or "no" to the following questions.

- |   |              |             |
|---|--------------|-------------|
| 1. Have you ever worked for the City of Pasadena? (If yes, please list dates/department)  | YES          | <u>NO X</u> |
| 2. Are you related to any employee or appointee of the City of Pasadena? (If yes, please indicate name and relationship.)   | YES          | <u>NO X</u> |
| 3. Are you aware that financial disclosure is required annually? (e.g. sources of income, loans and gifts, investments, interests in real property.)  | <u>YES X</u> | NO          |
| 4. Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or holdings in relation to your responsibilities as a member of the Community Police Oversight Commission? (If yes, please indicate any potential conflicts): | YES          | <u>NO X</u> |
| 5. Have there been or are there now, any personal or business circumstances which might reflect adversely on the propriety of your serving as a member of the Community Police Advisory Commission?   | YES          | <u>NO X</u> |
| 6. Are you aware of the time commitment necessary to fulfill the obligations of the Community Police Oversight Commission?  | <u>YES X</u> | NO          |
| 7. Are you applying to serve in one of the community-based organization seats?  | <u>YES X</u> | NO          |

(If Yes, indicate name of organization you represent, your job title, and length of service): \_\_\_\_\_

Pasadena –Altadena Chapter of the Links, Chaplain since

2005 \_\_\_\_\_

8. Are you presently or have you ever worked as a member of law enforcement? YES NO X

(If yes, please indicate job title and years of service): \_\_\_\_\_

9. Are you a practicing attorney that handles, or are you a member of any firm or entity that currently handles criminal or civil matters involving the Pasadena Police Department? YES NO X

10. Describe your relevant life experience, professional training, and/or education in the following areas: Police Activity/Law Enforcement/Criminal Justice System; Social Justice; Mental Health; and Anti-Bias Curriculum/Studies and/or Working with Diverse Populations:

I was a psychological consultant for the Rochester Police Department in the 90s and assisted in the development and evaluation of their Anger Management Training Program. I have published in the area. I am a Licensed Clinical Psychologist who teaches, conducts research, and trains in the areas of cultural competence, diversity training, and implicit bias. I work clinically with individuals and adults and I offer professional development training for leaders and groups. I am the Chief Diversity Officer at Fuller Theological Seminary and have been engaged in DEI-related work and training for over 35 years.

11. How would you add value to the Community Police Oversight Commission?

I have studied and consulted to organization and understand organizational dynamics. I am familiar with policing from a mental health, excessive use of force, and community impact perspective. My professional expertise as a former police department consultant, DEI expert, and mental health professional would be important assets for the Commission.

12. What do you see as the objectives and goals of the Community Police Oversight Commission?

A major goal is to improve policing in Pasadena so that the community feels well served by the police in a culturally competent way that protects the community. The commission will offer insight into specific strategies and approaches that will enhance community and police relations and enhance the sense that we are all partners together. The Commission will be helpful to the Police Department by identifying or clarifying matters that are of community concern and reviewing critical incidents.

13. How would you help achieve these objectives and goals?

My expertise as a former police department consultant, current mental health professional and Diversity Officer will allow me to contribute insights from past and current experiences to help the Commission identify areas related to policing, mental health, and cultural competence that warrant increased attention.

Signature: *Alexia D. Abernethy*

Date: 1/23/21

*I hereby certify that the following information is correct to the best of my knowledge.*

.....

One of the goals of the City Council is to balance advisory body appointments in terms of geographic residence, location, ethnicity, gender, and age. *The following information is desirable, but not required for appointment.*

Year of Birth: 1958 Male or Female: F Ethnicity: African  
American \_\_\_\_\_ District # 2

If City resident, number of years: 22 years \_\_\_\_\_

**CITY OF PASADENA**

**Commissioner Biographical Form - VOLUNTARY**

This biographical form will be filed in the Office of the Mayor & City Council; if you are appointed to a commission, it will assist City Hall in responding to questions regarding your background as a commissioner if requested by the news media or interested citizens. This Biographical Form should be submitted along with your commission application.

If you choose to complete the form, please be sure that the information provided is factual. It will be the basis for information provided over the telephone and at the public counter. The form may be duplicated and given to the news media and it may also be posted on the City's website.

**NAME:** Alexis D. Abernethy      **DISTRICT:** 2      **YEARS AS PASADENA RESIDENT:** 22

**OCCUPATION:** Clinical Psychologist

**EDUCATION & TRAINING:**

Ph.D., University of California, Berkeley, 1985 (Clinical Psychology)  
M.A., University of California, Berkeley, 1982 (Clinical Psychology)  
B.S., Howard University, 1980 (Psychology)

**SERVICE RECORD:**

**MEMBERSHIP & OFFICES HELD IN CIVIC, RELIGIOUS, FRATERNAL OR TECHNICAL ASSOCIATIONS:**

Pasadena-Altadena Chapter of the Links since 2005 – Chaplain, Chair of International Trends and Services

Pasadena Chapter of Delta Sigma Theta Sorority, Incorporated since 2000 – Chaplain, Chair of Social Action Committee

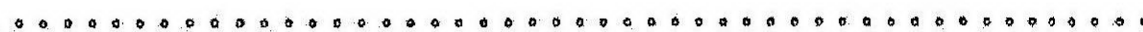
Faithful Central Bible Church, Inglewood, CA since 1998

1991-present American Group Psychotherapy Association  
1988-present American Psychological Association

**HOBBIES:**

**SIGNATURE:**           *Alexis D. Abernethy*                **DATE:**           1/23/21          

*I hereby certify that the following information is correct to the best of my knowledge.*



*When complete, email and send original to:*

*janastewart@cityofpasadena.net*  
*Jana Stewart*  
*Office of the Mayor & City Council*  
*100 N. Garfield Ave., Room S228*  
*Pasadena, CA 91101*

VITA

Alexis D. Abernethy, PhD, CGP, FAGPA

Office Address

Graduate School of Psychology  
Fuller Theological Seminary  
[REDACTED]  
Pasadena, California 91101  
Phone: [REDACTED]  
e-mail: [REDACTED]

EDUCATION

Ph.D., University of California, Berkeley, 1985 (Clinical Psychology)  
M.A., University of California, Berkeley, 1982 (Clinical Psychology)  
B.S., Howard University, 1980 (Psychology)

APA approved Internship, Clinical Psychology, Howard University Hospital, Washington, DC, 1985  
Fellowship in Consultation Liaison Psychiatry, Howard University Hospital, Washington, DC, 1986

New York State License No. 009090-1 (July 1987)  
Certified Group Psychotherapist (1994)  
California State License No. 17059 (January 2001)

FACULTY APPOINTMENTS

2008-present	Professor, Graduate School of Psychology, Fuller Theological Seminary, Pasadena, CA
1999-2008	Associate Professor, Graduate School of Psychology, Fuller Theological Seminary, Pasadena, CA
1998-1999	Assistant Professor, Graduate School of Psychology, Fuller Theological Seminary, Pasadena, CA
1995-1998	Clinical Associate Professor of Psychiatry (Psychology) and Psychologist Department of Psychiatry, Adult Ambulatory Services, University of Rochester School of Medicine and Dentistry, and Strong Memorial Hospital
1988-1995	Assistant Professor of Psychiatry (Psychology) and Psychologist, Department of Psychiatry, Adult Ambulatory Services, University of Rochester School of Medicine and Dentistry, and Strong Memorial Hospital
1986-1988	Senior Instructor in Psychiatry (Psychology) and Psychologist, Department of Psychiatry, Adult Ambulatory Services, University of Rochester School of Medicine and Dentistry, and Strong Memorial Hospital, Rochester, NY

PROFESSIONAL ADMINISTRATIVE ASSIGNMENTS AND RESPONSIBILITIES

Chief of Diversity, Equity, and Inclusion, Fuller Theological Seminary, (2020-present).  
Associate Provost for Faculty Inclusion and Equity, Fuller Theological Seminary, (2018-2020).

Member, Provost's Council, Fuller Theological Seminary (2011-2013, 2018-present).  
Member, President's Council, Fuller Theological Seminary (2018-present)  
Co-Chair, Annual Meeting Committee, American Group Psychotherapy Association (2015-present).  
Director, Faculty Spiritual Formation, Fuller Theological Seminary (2014-2018).  
Co-Chair, Institute Committee, Annual Meeting Committee, American Group Psychotherapy Association (2012-2016).  
Chair, Faculty Senate, Fuller Theological Seminary (2011-2013).  
Member, President's Cabinet, Fuller Theological Seminary (2009-2011).  
Member, Faculty Senate, Fuller Theological Seminary (2006-2011, 2014-2016).  
Member, Diversity Council, Fuller Theological Seminary (2006-2011).  
Member, Faculty Chapel Task Force, Fuller Theological Seminary (2004-2008).  
Member, Brehm Center for Worship, Theology, and Arts Steering/Executive Committee, Fuller Theological Seminary (2001-2016).  
Leader Consultant, Professional Formation Steering Committee, (2001-2014).  
Chair, Search Committee, Clinical Psychology Program, Fuller Graduate School of Psychology (2000-2001).  
Member, Worship, Theology, and Arts Search Committee, Fuller Theological Seminary (2000-2002).  
Member, Worship, Theology, and Arts Task Force, Fuller Theological Seminary (1999-2001).  
Chair, Student Development Committee, Fuller Graduate School of Psychology (2001-2002).  
Member, Admissions Committee, Fuller Graduate School of Psychology (1999-2002, 2003-present).  
Member, Student Evaluation Committee, Fuller Graduate School of Psychology (1999-2001).  
Director of Diversity Education and Faculty Development, University of Rochester Medical Center (1998).  
Chair, Cross-Cultural Education Committee, Office of the Associate Dean, University of Rochester Medical Center (1996-1998).  
Faculty Senate Representative, Department of Psychiatry, Medical Faculty Council (1993-1996).  
Member, Cross-Cultural Education Committee, Office of the Associate Dean, University of Rochester Medical Center (1992-1996).  
Member, Psychotherapy Curriculum Committee, Department of Psychiatry (1992-1997).  
Chairperson, American Disabilities Act Awareness Task Force, University of Rochester (1992-1994).  
Member, Advisory Board, American Disabilities Act, University of Rochester (1992-1993).  
Chairperson, Adult Ambulatory Quality Assurance Committee, Department of Psychiatry (1991).  
Alternate Representative, Department of Psychiatry, Medical Faculty Council (1990-1993).  
Coordinator for Psychology Training in Adult Ambulatory Services, Psychology Division, Department of Psychiatry (1990-1998).  
Member, Clinical Psychology Training Committee, Division of Psychology, Department of Psychiatry (1990-1998).  
Psychotherapy Case Assignment Coordinator, Adult Ambulatory Services, Department of Psychiatry (1988-1989).  
Intake Team Leader, Adult Ambulatory Services, Department of Psychiatry (1987-1990).  
Member, Quality Assurance Committee, Department of Psychiatry (1986-1990).

#### PROFESSIONAL SERVICE ASSIGNMENTS AND RESPONSIBILITIES

**Adult Psychotherapist**, Private Practice, Fuller Psychological and Family Services, Graduate School of Psychology (2001-present).  
**Adult Group Psychotherapist**, Adult Ambulatory Services, Department of Psychiatry (1987-98).  
**Adult Psychotherapist**, Private Practice, Department of Psychiatry (1987-1998).  
**Adult Psychotherapist**, Adult Ambulatory Services, Department of Psychiatry (1986-1998).



## TEACHING

### Graduate Student

#### Seminars

**Clinical Interventions: Diversity Lab, Fuller Graduate School of Psychology (2019 – present).**  
**Formation and Integrative Practice Group, Fuller Graduate School of Psychology (2016).**  
**Spiritual Interventions In Therapy, Fuller Graduate School of Psychology (2010-present).**  
**Arts, Spirituality, and Transformation, Fuller Graduate School of Psychology (2005-present).**  
**Pastoral Counseling in the African American Church, Fuller School of Theology (2002)**  
**Introduction to Diversity Seminar, Fuller Graduate School of Psychology (2000-present).**  
**Spiritual Transcendence and Health, Fuller Graduate School of Psychology (1999-2010).**  
**Group Psychotherapy, Fuller Graduate School of Psychology (1999-present).**  
**Program Administration, Fuller Graduate School of Psychology (1999-present).**  
**Multicultural Group Seminar, Counseling and Mental Health Services, University Health Service (1993-1998).**  
**Cultural Issues Across the Lifespan, Psychotherapy Across the Lifespan Seminar, Psychology Division, Department of Psychiatry (1993-1996).**  
**Cultural Considerations in Psychotherapy, Advanced Clinical Seminar, Clinical Psychology Graduate Program, University of Rochester (1993).**  
**Ethnicity and the Psychotherapeutic Process, Department of Psychiatry (1990-1992).**

#### Clinical Supervision

**Supervisor, Fuller Psychological and Family Services (1998-2001, 2020).**  
**Faculty Consultation Groups, Graduate School of Psychology (2004-2015).**  
**Supervisor, Spiritual Formation Groups, Graduate School of Psychology (2003-2004).**  
**Consultant, Professional Formation Group Leaders, Graduate School of Psychology (2001-present).**  
**Group Psychotherapy Supervisor, Fuller Psychological and Family Services (1999-2001).**  
**Outpatient Preceptor, Adult Ambulatory Services (1986-1998).**  
**Team Leader, Adult Ambulatory Services, Department of Psychiatry (1987-1990).**

### Postdoctoral Fellow: Clinical Psychology Postdoctoral Fellows, Geriatric Fellows in Psychiatry and Psychology

**Adult Ambulatory Postdoctoral Fellowship Research (1993-1998).**  
**Director, Adult Ambulatory Postdoctoral Fellowship (1989-1990, 1992-1998).**  
**Group Psychotherapy Supervision, Adult Ambulatory Services (1987-1988, 1989-1990, 1993-98).**

Field Education

**Self-Care In Ministry: Attending to the Mind, Body, and Spirit, Field Education and Ministry Formation, Fuller Theological Seminary (2009-2012)**

Medical Student

**Lectures**

**Role of Culture and Race In the Doctor-Patient Relationship, Biopsychosocial Medicine (1992-1997).**

**Bias In Health Care Delivery, General Clerkship (1993-1997).**

**Culturally Competent Assessment and Treatment Planning, Psychiatry Clerkship (1992-1996).**

Residents

**Lectures**

**Introduction to Cultural Competency Issues In Emergency Medicine, Emergency Residents Orientation Session (1994-1996).**

**Managing Cultural Barriers in Communication, Department of Obstetrics and Gynecology (1993-1995).**

**Cultural Considerations In Work with Older Adults, Geriatric Seminar, Department of Psychiatry (1992).**

**Seminar**

**Cultural Variations In Psychopathology, Psychopathology Through the Life Cycle Seminar, Psychiatry Residency Seminar (1994-1998).**

**Supervision**

**Psychotherapy Supervision, Adult Ambulatory Services (1997-1998).**

**Group Psychotherapy Supervision, Adult Ambulatory Services (1988-1989, 1990-1993).**

Continuing Medical Education - Selected Presentations

**Spirituality**

**Ethical Considerations, Psychotherapy, and Spirituality, Case Conference Presentation, Counseling and Mental Health Services (December 1997).**

**Spiritual Transcendence in Psychotherapy, Case Conference Presentation, Counseling and Mental Health Services (April 1997).**

**Spirituality Explorations in Psychotherapy, Discussion Group (1996-1998).**

**Cultural Competence**

**Culturally Competent Approaches to Chemical Dependency: Considerations In Working with African Americans, Strong Recovery and Chemical Dependency Program (April 1996).**

**Understanding the Cultural Context, Faculty Development Workshops for Biopsychosocial Medicine, (1995-96).**

**Cultural Competence in Crisis Work, Mobile Crisis Team (Summer 1994).**  
**Rethinking Partnerships: Bias In Health Care, Partnerships In Health Care**  
**Conference, Biopsychosocial Studies Program of the University of Rochester (1993).**

**Stress**

**Occupational Stress and Well-Being, Park Ridge Hospital (Fall 1993).**  
**Managing Stress In the Work Environment, Strong Memorial Hospital (Fall 1992).**  
**Stress Management, Associate Dean for Minority Student Affairs (1987-1996).**

**Consultations**

**DEI Consultation, Refugee and Immigrant Center for Education and Legal Services/American Group Psychotherapy Association, San Antonio, Texas**  
**Group Therapy Consultation, American Group Psychotherapy Association, Chinese Group Therapists, Online through Zoom (2018-present).**  
**Psychological Consultant, Faithful Central Bible Church (1999-2004).**  
**Psychological Consultant, Zion Hill Missionary Baptist Church (1996-1998).**  
**Psychological Consultant, Officer Assistance Program, Rochester Police Department (1996-1998).**  
**Psychological Consultant, Office of Student Minority Affairs (1993-1998).**  
**Psychological Consultant, Board of Ordained Ministries, Western New York Conference, United Methodist Church (1993-1998).**  
**Psychological Consultant, Occupational Case Conference, University Health Service (1990-1994).**  
**Research Consultant, Rochester Police Department (1986-1994).**

**RESEARCH ACTIVITIES**

**Research In Progress**

**Scientific Study of Worship (Principal Investigator: A. Abernethy).**  
**Cultural Factors in Cancer Screening (Principal Investigator: A. Abernethy).**  
**Music Worship Leader Project (Principal Investigator: A. Abernethy).**  
**Forgiveness and Spiritual Distress in an Inpatient Psychiatric Setting (Co-Principal Investigators: A. Abernethy & K. VanHarn)**  
**Exploring the Role of Spirituality in the Treatment of Eating Disorders (Co-Principal Investigators: A. Abernethy & P. Pitts)**  
**Spirituality and Asceticism in the Treatment of Eating Disorders (Co-Principal Investigators: A. Abernethy & C. Kelper)**  
**Reducing the Burden of Breast Cancer Among African-American and Latina Survivors (Co-Principal Investigators: A. Abernethy & A. Ashing-Giwa)**  
**Spirituality and Transformation in a Community-Based Group in the Bahamas (Principal Investigator: A. Abernethy)**  
**Examining Spirituality and Mental Health Outcomes in Psychiatric Patients (Co-Principal Investigators: A. Abernethy & K. VanHarn)**  
**Clarifying how Views of the Afterlife, Hope, and Meaning Influence Suicidal Ideation in Psychiatric Inpatients (Principal Investigator: A. Abernethy)**

PUBLICATIONS

- Abernethy, A. D., Currier, J. M., Schnitker, S. A., Witvliet, C. V. O., Root Luna, L. M., Foster, J. D., VanHarn, K., & Carter, J. (in press). Inpatient perspectives on the appropriateness of spiritually integrated interventions in a Christian-affiliated program. *Professional Psychology: Research and Practice*.
- Abernethy, A. D. Spirituality as a source of strength and power for African American group therapists. A. Weiss, S. Masselink, Y. I. Kane, (eds.), *Women, power, and group psychotherapy leadership*. Routledge.
- Abernethy, A. D. (forthcoming). Spiritual formation: Our spiritual journey to clinical practice. In D. J. Downs, T. Armstrong, and A. Yong, (eds.), *Vocation, formation, and theological education: Interdisciplinary Perspectives*. Claremont, Calif.: Claremont Press.
- Abernethy, A. D. (2020). Spirituality as a resource in group psychotherapy. In M. D. Ribeiro (ed.) *Examining social identities and diversity issues in group therapy: Knocking at the boundaries* (pp. 149-160). NY: Routledge Press.
- Abernethy, A. D., Grannum, G. D., & Allen, D. F. (2019). Spirituality and transformation in a community-based group in the Bahamas. *Mental Health, Religion & Culture*, 22(3), 227–243. <https://doi-org.fuller.idm.oclc.org/10.1080/13674676.2019.1579177>
- Abernethy, A. D., & Eriksson, C. B. (2019). The power of relationships for bridging difference. *Training and Education in Professional Psychology*. <https://doi-org.fuller.idm.oclc.org/10.1037/tep0000292>
- Currier, J. M., Foster, J. D., Witvliet, C. vanOyen, Abernethy, A. D., Root Luna, L. M., Schnitker, S. A., ... Carter, J. (2019). Spiritual struggles and mental health outcomes in a spiritually integrated inpatient program. *Journal of Affective Disorders*, 249, 127–135. <https://doi-org.fuller.idm.oclc.org/10.1016/j.jad.2019.02.012>
- Schnitker, S. A., Ro, D. B., Foster, J. D., Abernethy, A. D., Currier, J. M., vanOyen Witvliet, C., ... Carter, J. (2019). Patient patients: Increased patience associated with decreased depressive symptoms in psychiatric treatment. *The Journal of Positive Psychology*. <https://doi-org.fuller.idm.oclc.org/10.1080/17439760.2019.1610482>
- Abernethy, A. D., & Kim, S.-H. (2018). The Spiritual Transcendence Index: An Item Response Theory Analysis. *International Journal for the Psychology of Religion*, 28(4), 240–256. <https://doi-org.fuller.idm.oclc.org/10.1080/10508619.2018.1507800>
- Abernethy, A. D., Currier, J. M., Witvliet, C. V. O., Schnitker, S. A., Putman, K. M., Root Luna, L. M., Foster, J. D., Spencer, A., Jones, H., VanHarn, K. J., & Carter, J. (2018). Understanding the roles of religious comfort and strain on depressive symptoms in an inpatient psychiatric setting. *Psychology of Religion and Spirituality*. Advance online publication. <http://dx.doi.org/10.1037/rel0000233>
- King, L. H., Abernethy, A. D., Keiper, C., & Craycraft, A. (2018). Spirituality and eating disorder risk factors in African American women. *Eating And Weight Disorders: EWD*. <https://doi-org.fuller.idm.oclc.org/10.1007/s40519-018-0611-1>

- Abernethy, A. D., Allen, D. F., & Carroll, M. A. (2017) Adapting group therapy to address real world problems: Insights from groups offered in the Bahamas. *International Journal of Group Psychotherapy*, 1-18. 10.1080/00207284.2017.1335582
- Stevens, F. L., & Abernethy, A. D. (2017). Neuroscience and racism: The power of groups for overcoming implicit bias. *International Journal of Group Psychotherapy*, 68(4) 581-584, DOI: 10.1080/00207284.2017.1315583
- Abernethy, A. D. (2017). Spirituality and health research: Incorporating a cultural lens. *Research in the Social Scientific Study of Religion*, 28, 209-230.
- Currier, J. M., Foster, J. D., Abernethy, A. D., Witvliet, C. V. O., Root Luna, L. M., Putman, K. M., Schnitker, S. A., VanHam, K., Carter J. (2017), God Imagery and affective outcomes in a spiritually integrative inpatient program. *Psychiatry Research*, 254, 317-322. doi: 10.1016/j.psychres.2017.05.003
- Abernethy, A. D., Grannum, G., Gordon, C., Williamson, R., & Currier, J. (2016). The Pastors Empowerment Program: A resilience education intervention to prevent clergy burnout. *Spirituality in Clinical Practice*, 3(3), 175-186.
- Finlay, L. D., Abernethy, A. D., & Garrels, S. (2016). Scapegoating in group therapy: Insights from Girard's Mimetic Theory, *International Journal of Group Psychotherapy*, 66(2), 188-204.
- Abernethy, A. D., Witvliet, C. V. O., Kurian, K. R., Brown, S., Uh, M., Rice, B. E., & Rold, L. (2016). Varieties of spiritual experience: A study of closeness to God, struggle, transformation, and confession-forgiveness in communal worship. *Journal of Psychology and Christianity*, 35(1), 9-21.
- McMinn, M. R., Vogel, M. J., Hall, M. E. L., Abernethy, A. D., Birch, R., Galuza, T., Rodriguez, J., Putman, K. (2015). Religious and spiritual diversity training in clinical psychology doctoral programs: Do explicitly Christian programs differ from other programs? *Journal of Psychology and Theology*, 43, 155-164.
- Abernethy, A. D., Kurian, K. R., Rice, B. E., Grannum, G. D., Rold, L., & Jones, H. (2015). Corporate worship and spiritual formation: Insights from worship leaders. *Journal of Psychology and Christianity*, 34(3), 266-279.
- Cottingham, M. D., Davis, L., Craycraft, A., Keiper, C. D., Abernethy, A. D. (2014). Disordered eating and self-objectification in college women: clarifying the roles of spirituality and purpose in life. *Mental Health, Religion & Culture*, 17(9), 898-909.
- Eriksson, C. D. & Abernethy, A. D. (2014). Integration in multicultural competence and diversity training: Engaging difference and grace. *Journal of Psychology & Theology*, 42(2), 174-187.
- Abernethy, A. D., Tadie, J. T., & Tilahun, B. (2014) Empathy in group therapy: Facilitating resonant chords. *International Journal of Group Psychotherapy*, 64(4), 517-535. doi:10.1521/ijgp.2014.64.4.516
- Christman, L. K., Abernethy, A. D., Gorsuch, R. L., & Brown, A.W. (2014) Intrinsic Religiousness as a mediator between fatalism and cancer-specific fear: Clarifying the role of fear in prostate cancer screening. *Journal of Religion and Health*, 53 (3), 760-772.

- Abernethy, A. D. (2012). Integration: Toward a variety of musical ensembles. *Journal of Psychology and Theology, 40*(2), 122-126.
- Abernethy, A. D. (2012). A spiritually informed approach to group psychotherapy. In J. L. Kleinberg (Ed.), *The Wiley-Blackwell handbook of group psychotherapy* (pp. 681-705). Chichester, West Sussex, UK: John Wiley & Sons.
- Counselman E. F., & Abernethy, A. D. (2011). Supervisory reactions: An important aspect of supervision. *International Journal of Group Psychotherapy, 61*(2), 197-216.
- Brown, A. W., Abernethy, A. D., Gorsuch, R., & Dueck, A. (2010). Sacred violations, perceptions of injustice, and anger in Muslims. *Journal of Applied Social Psychology, 40*, 1003-1027. doi:10.1111/j.1559-1816.2010.00608.x.
- Eriksson, C. B., Bjorck, J. P., Larson, L. C., Walling, S. M., Trice, G. A., Fawcett, J., et al. (2009). Social support, organizational support, and religious support in relation to burnout in expatriate humanitarian aid workers. *Mental Health, Religion & Culture, 12*(7), 671-686. doi:10.1080/13674670903029146.
- Abernethy, A. D., Houston, T. R., Bjorck, J. P., Gorsuch, R. L., & Arnold, H. (2009). Religiosity and prostate cancer screening in African American men. *Journal of Psychosocial Oncology, 27* (3), 316-331. doi:10.1080/07347330902979036.
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**GRANTS and CONTRACTS**

**Leadership Development for Champion Recovery Ministry**, Psychologist in the Local Congregation Awards, Office for Science, Theology, and Religion Initiatives (Psychological Scientist: A. Abernethy; Pastor: Lucious Hicks) 2017-2019.

**Examining Spirituality and Mental Health Outcomes In Psychiatric Patients**, Travis Research Center and Pine Rest Mental Health Services (Principal Investigator: A. Abernethy) 2016-2018.

**Resocialization of Bahamian Society through The Family Group Therapy**, Templeton World Charity Foundation (Group Therapy Consultant and Principal Investigator, The Role of Spirituality in a Supportive Group Process: A. Abernethy) 2015-2016.

**Pastor's Empowerment Program**, Lilly Endowment/Cormode grant (Principal Investigator: A. Abernethy) 2012-2013.

**Music Worship Leader Project**, Fuller Theological Seminary's School of Psychology (Principal Investigator: A. Abernethy) 2011-2012.

**Cultural Factors in Cancer Screening**, National Cancer Institute (Principal Investigator: A. Abernethy) 2005-2008.

**Scientific Study of Worship/Spiritual Experience in Worship**, Templeton Foundation (2005-2006)/Calvin Institute of Christian Worship, Fuller's Office of the Provost, Brehm Center for Worship, Theology and the Arts, and the School of Psychology (Principal Investigator: A. Abernethy) 2002-2006.

**Religiosity and Prostate Screening in African American Men**, California Cancer Research Program (Principal Investigator: A. Abernethy) 2000-2002.

**The Role of Religiosity in Physical Health: Mediation by Emotions**, National Institute of Aging (Principal Investigator: L. Seidltz; Collaborator: A. Abernethy) 1999-2000.

**Spiritual Transcendence and Perceived Health** (Principal Investigator: A. Abernethy) Edward Lee Travis Institute for Biopsychosocial Research, 1998-1999.

**Culturally Competent Assessment and Treatment Planning Curriculum**, Coordinated Care Services Inc., 1997-1998.

**The Development of a Cultural Competence Curriculum for Psychologists at New York State Hospitals**, New York State Office of Mental Health Contract, 1995.

**Increasing Minority Participation in Medicine**, (Project Co-Director Brenda D. Lee, Principal Investigator for Minority Mentoring Program Component, A. Abernethy), New York State Department of Health, 11/94 -5/97.

**Evaluation of Revised Anger Management Training Program**, (Principal Investigator: A. Abernethy) City of Rochester Contract, 7/90 - 6/91.

**Parental History of Hypertension and Recovery Rates After Stress**, (Principal Investigator: A. Abernethy), Biomedical Research Support Grant (PHS S7RR05403-28), 7/1/89 - 12/31/90.

**Parental History of Hypertension and Recovery Rates After Stress**, (Principal Investigator: A. Abernethy). Clinical Research Center (RR00044), 5/24/89 - 6/30/91.

**Anger Management, Training, and Performance in Police Officers**, (Principal Investigator: A. Abernethy). City of Rochester Contract, 7/9/87 - 6/30/90.

**Hypertension and Mental Arithmetic: Psychological and Physiological Responsiveness to Unexpected Noise**, (Principal Investigator: J. L. Izzo, Jr; Co-Principal Investigator: A. Abernethy). Clinical Research Center (RR00044), 8/3/87 - 8/30/88.

### PRESENTATIONS AT MAJOR NATIONAL PROFESSIONAL MEETINGS

- Alexis D. Abernethy, Joseph M. Currier, Sarah A. Schnitker, Charlotte vanOyenWitvliet, Lindsey M. Root Luna, Joshua D. Foster, Karl VanHarn, & Janet Carter. *Attitudes Toward Spiritually Integrated Interventions in Psychiatric Inpatients*. Poster presented at the 41<sup>st</sup> Annual Meeting of the Society of Behavioral Medicine - Virtual Conference.
- Armstrong, T., Abernethy, A. D., Grannum, G. D., & Allen, D. F. (2019, March). *Spirituality and transformation in a Bahamian community group setting*. Poster presented at the 40th Annual Meeting of the Society of Behavioral Medicine, Washington, DC.
- Grannum, G., Abernethy, A. D., & Allen, D. F. (2017, March). *An exploration of shame, spiritual practices, and compassion in a community-based group*. Poster presented at the 38th Annual Meeting of the Society of Behavioral Medicine, San Diego, CA.
- Abernethy, A. D., Spencer, A., Kobold, K., & Pitts, P. (2018, March). *Exploring the relationship between self-esteem and spirituality in patients with eating disorders*. Poster presented at the 38th Annual Meeting of the Society of Behavioral Medicine, San Diego, CA.
- Abernethy, A. D., Schnitker, S. Currier, J. M., Putman, K. M., Witvliet, C. V. O., Ro, D., Jones, H., VanHam, K. J., & Carter, J. (2017, June). *Understanding the role of religious comfort and strain on affective outcomes in an inpatient psychiatric setting*. Paper presented at the 11th Annual Sino-American Cultural Psychology of Religion Conference, Beijing, China.
- Whitney, W. B. & Abernethy, A. D. (March, 2017). *Education and group psychotherapy: How group therapy can inform teaching and learning*. Open Session, American Group Psychotherapy Association Annual Meeting, New York.
- Stevens, F. & Abernethy, A. D. (2017, March). *Neuroscience and racism*. Workshop, American Group Psychotherapy Association Annual Meeting, New York.
- Flores, N. J., Fortson, L. S., Abernethy, A. D., Ashing, K. T. (2016, July). *Depression among Latinas and African American breast cancer survivors: Examining support and life stressors*. Poster presented at the 5<sup>th</sup> Biennial National Latino Cancer Summit, San Francisco, CA.
- Fortson, L., Abernethy, A. D., & Ashing, K. (2016, March). *The role of social support and locus of health control in well-being for breast cancer survivors*. Paper and poster presented at the 13th Annual Meeting of the American Psychooncology Society, San Diego, CA.

- Rohmayer, K., Abernethy, A. D., Keiper, C., Spencer, A., Pitts, P. (2016, March). *Positive and negative influences of religious comfort and anger toward God on eating disorder symptoms*. Paper presented at the 36th Annual Meeting of the Society of Behavioral Medicine, Washington, DC.
- Abernethy, A. D., Schnitker, S., Currier, J. M., Putman, K. M., Witvliet, C. V. O., Ro, D., Jones, H., VanHarn, K. J., & Carter, J. (2016, March). *Understanding the role of religious comfort and strain on affective outcomes in an inpatient psychiatric setting*. Paper presented at the 36th Annual Meeting of the Society of Behavioral Medicine, Washington, DC.
- Grannum, G. D., Abernethy, A. D., & Currier, J. M. (2016, March). *Care for the caregivers: Clergy burnout and the roles of ministry demands, meaning-making, & post-traumatic growth*. Poster presented at the 36th Annual Meeting of the Society of Behavioral Medicine, Washington, DC.
- Rice, B., Abernethy, A. D., Kurian, K. R., Grannum, G. D., & Jones, J. (2016, March). *Humility, spiritual growth, and worship*. Poster presented at the 36th Annual Meeting of the Society of Behavioral Medicine, Washington, DC.
- Stevens, F. & Abernethy, A. D. (2016, March). *Neuroscience and racism*. Workshop, American Group Psychotherapy Association Annual Meeting, New York.
- Stevens, F. & Abernethy, A. D. (2015, February). *Neuroscience and racism*. Workshop, American Group Psychotherapy Association Annual Meeting, San Francisco, CA
- Tadrous, S., Barsuglia, J. P., Artensen, T., Smith, S., Sandy, C., Keiper, C., Pitts, P., & Abernethy, A. (2014, August). *Attachment dynamics and eating disorder symptoms in a clinical treatment group*. Poster presented at the 122nd American Psychological Association Annual Convention, Washington, D.C.
- Tadrous, S., Barsuglia, J. P., Artensen, T., Smith, S., Sandy, C., Keiper, C., Pitts, P., & Abernethy, A. (2014, August). *Association of family functioning with self-harm in eating disorder patients*. Poster presented at the 122nd American Psychological Association Annual Convention, Washington, D.C.
- Abernethy, A. D., Witvliet, C.V.O., Kurian, K., Uh, M., Rice, B., Rold, L., & Brown, A.W. (2013, March). *Understanding spirituality, forgiveness, and emotion*. Poster presented at the 33rd Annual Meeting of the Society of Behavioral Medicine, San Francisco, CA.
- Abernethy, A. D., Witvliet, C.V.O., Kurian, K., Uh, M., Rice, B., & Rold, L. (2012, April). *Worship Experiences and forgiveness: The role of benefits, costs, and emotions*. Poster presented at the 32nd Annual Meeting of the Society of Behavioral Medicine, New Orleans, LA.
- Abernethy, A. D., Finlay, & Garrels, S. (2011, March). *Scapagoating in group therapy: Integrating Girard's mimetic theory and Agazarian's systems centered approach*. Workshop, American Group Psychotherapy Association Annual Meeting, New York, NY.
- Abernethy, A. D., Rice B., Black M., Uh, M., & Rold, L. (2011, April). *Contrasting worship experiences, forgiveness, and emotions*. Poster presented at the 31st Annual Meeting of the Society of Behavioral Medicine, Washington, DC.

- Abernethy, A. D., Dueck, A., Finlay, L. & Garrels, S. (2010, February). *Scapegoating in group therapy: Integrating Girard's mimetic theory and Agazarian's systems centered approach*. Open Session, American Group Psychotherapy Association Annual Meeting, San Diego, CA.
- Abernethy, A. D., Tadie, & Tilahun, B. (2010, February). *Training students to maximize opportunities for empathy in groups*. Workshop, American Group Psychotherapy Association Annual Meeting, San Diego, CA.
- Abernethy, A. D., Brown, S., Leaks, B., Johnson, D., Christman, L., & Gorsuch, R. (2010, April). *Illness perceptions and cancer screening: Clarifying the role of supernatural and fatalistic perspectives*. Poster presented at the 30<sup>th</sup> Annual Meeting of the Society of Behavioral Medicine, Seattle, WA.
- Panos, S., Chung, T., Ragin, A., Brown, S., Black, M., Hoyer, J. A., & Abernethy, A. D. (2008, March). *Emotions, heart rate, and worship*. Poster presented at the 28<sup>th</sup> Annual Meeting of the Society of Behavioral Medicine, San Diego, CA.
- Smith, S., Counselman, E. & Abernethy, A. D. (2008, February). *All day workshop: AGPA group supervision course*. American Group Psychotherapy Association Annual Meeting, Washington, DC.
- Abernethy, A. D., Brown, S., Johnson, D., Christman, L., Leaks, B., Allocco, P., & Gorsuch, R. (2008, March). *Clarifying common and unique dimensions of spirituality and fatalism in threat representations of cancer: Implications for cancer prevention*. Poster presented at the 28<sup>th</sup> Annual Meeting of the Society of Behavioral Medicine, San Diego, CA.
- Panos, Chung, Ragin, Brown, Black, Hoyer, Yi, & Abernethy, A. D. (2007, March). *Health and spirituality: The psychophysiological effects of worship recall*. Poster presented at the 27<sup>th</sup> Annual Meeting of the Society of Behavioral Medicine, Washington, DC.
- Ragin, Yi, Seo, Panos, Black, Brown, Hoyer, Chung, Colon, Chacon, & Abernethy, A. D. (2007, March). *Recruiting participants for a worship study: Applying the cultural empowerment model*. Poster presented at the 27<sup>th</sup> Annual Meeting of the Society of Behavioral Medicine, Washington, DC.
- Smith S., Counselman, E., & Abernethy, A. D. (2007, March). *All day workshop: AGPA group supervision course*. American Group Psychotherapy Association Annual Meeting, Austin, TX.
- Johnson, D., Abernethy, A. D., Brown, S., Christman, L., Leaks, B., Allocco, P., & Gorsuch, R. (2006, March). *Cultural representations of cancer: Religious locus of health control and positive emotion*. Poster presented at the 26<sup>th</sup> Annual Meeting of the Society of Behavioral Medicine, San Francisco, CA.
- Porter, Grayson, Rinzler, & Abernethy. (2005, March). *Spirituality in group therapy*. Open Session, American Group Psychotherapy Association Annual Meeting, NY.
- Penn, Siddharth, Nath, Lissac, Abernethy. (2005, March). *Group therapy in culturally diverse patient populations: Themes and variations*. American Group Psychotherapy Association Annual Meeting, NY.

- Abernethy, A. D., Brown, S., Christman, L., Johnson, D., Magat, M. M., Bjorck, J., & Gorsuch, R. (2004, April). *Depth of religiousness versus church attendance: Factors influencing prostate cancer screening attitudes in African American men*. Poster presented at the 25<sup>th</sup> Annual Meeting of the Society of Behavioral Medicine, Baltimore, MD.
- Christman, L., Abernethy, A. D., Brown, S., Johnson, D., Magat, M. M., Bjorck, J., & Gorsuch, R. (2004, April). *Cancer-specific fear as a mediator between religiousness and prostate cancer screening in African American men*. Poster presented at the 25<sup>th</sup> Annual Meeting of the Society of Behavioral Medicine, Baltimore, MD.
- Abernethy, A. D., Magat, M. M., Houston, T., Arnold, H., Brown, S., Taylor, G., Bjorck, J., Gorsuch, R., Ketting, & Ulmer. (2003, April). *Developing partnerships across disciplines to promote cancer prevention*. Poster presented at the 24<sup>th</sup> Annual Meeting of the Society of Behavioral Medicine, Salt Lake City, UT.
- Abernethy, A. D., Magat, M. M., Houston, T., Arnold, H., Brown, S., Taylor, G., Bjorck, J., & Gorsuch, R. (2003, April). *Religious coping, prostate cancer screening attitudes, and affect*. Poster presented at the 24<sup>th</sup> Annual Meeting of the Society of Behavioral Medicine, Salt Lake City, UT.
- Magat, M. M., Abernethy, A. D., Houston, T., & Arnold, H. (2003, April). *Prostate cancer screening among African-American men: Understanding the role of fatalism and anger*. Poster presented at the 24<sup>th</sup> Annual Meeting of the Society of Behavioral Medicine, Salt Lake City, UT.
- Abernethy, A. D., Otis, K., Houston, T., Magat, M. M., & Arnold, H. (2002, April). *Building partnerships with churches to increase prostate cancer control*. Poster presented at the 23<sup>rd</sup> Annual Meeting of the Society of Behavioral Medicine, Washington, DC.
- Chamberlain, Larson, Seidlitz, L., Abernethy, A. D., & Duberstein, P. (2002, April). *Religiousness and physical functioning in older adults*. Poster presented at the 23<sup>rd</sup> Annual Meeting of the Society of Behavioral Medicine, Washington, DC.
- Magat, M. M., Abernethy, A. D., Otis, K., Houston, T. & Arnold, H. (2002, April). *Fatalism among African-American men: Effects on prostate cancer screening*. Poster presented at the 23<sup>rd</sup> Annual Meeting of the Society of Behavioral Medicine, Washington, DC.
- Abernethy, A. D., Magat, M. M., Otis, K., Houston, T., & Arnold, H. (2002, April). *Intrinsic religiousness and prostate cancer screening receptivity in African-American men*. Poster presented at the 23<sup>rd</sup> Annual Meeting of the Society of Behavioral Medicine, Washington, DC.
- Abernethy, A. D., Green, H., Taloyo, C., & Reid, T. (2002, March). *Exploring spiritual themes and transforming relationships in group therapy and consultation*. Workshop, American Group Psychotherapy Association Annual Meeting, New Orleans.
- Abernethy, A. D., Larson, & Seidlitz, L. *Religiousness, anger, and perceived health in later life*. Poster presented at the 59<sup>th</sup> Annual Scientific Meeting of the American Psychosomatic Society, Monterey, CA.
- Larson, Seidlitz, L., & Abernethy, A. D. (2001, March). *Anger and health in later life*. Poster presented at the 59<sup>th</sup> Annual Scientific Meeting, American Psychosomatic Society, Monterey, CA.

- Abernethy, A. D. (1999-2001; February). *The use of metaphors in bridging difference*. Workshop presented at the American Group Psychotherapy Association Annual Meeting, Boston, MA, Los Angeles, CA, and Houston, TX.
- Seidnitz, L., Abernethy, A. D., Duberstein, P., Evinger, J., Lewis, B., & Chang, T. (1988, November). *Associations among spiritual transcendence, religiousness, age, and discrete emotions*. Gerontological Societal Meeting of America, Philadelphia.
- Smith, S., Tantillo, M., Quallo, H., & Abernethy, A. D. (1997, February). *Challenge to the group leader: Three theoretical approaches*. Open Session, American Group Psychotherapy Association Annual Meeting, New York.
- Abernethy, A. D. (1997, February). *Working with racial themes in group psychotherapy*. American Group Psychotherapy Association Annual Meeting, New York.
- Abernethy, A. D. (1997, February). *Religion: A salient influence in psychotherapy*. Teachers College Winter Roundtable on Cross-Cultural Psychology and Education, Columbia University, New York.
- Abernethy, A. D. (1996, August). *Identifying and addressing subtle racism and prejudice*. International Association of Black Employees at Xerox, Rochester, NY.
- Abernethy, A. D. (1996, July). *Addressing spiritual issues in supervision*. Association of Black Psychologists, Chicago.
- Abernethy, A. D. (1996, February). *Working with racial themes in group psychotherapy*. American Group Psychotherapy Association Annual Meeting, San Francisco, CA.
- Abernethy, A. D. (1996, January). *Cross-cultural issues in the delivery of care: Bridging conflicting values*. Grand Rounds presentation, Department of Pediatrics, University of Rochester Medical Center, Rochester, NY.
- Abernethy, A. D. (1995, May). *Spirituality in the psychotherapeutic relationship*. American Psychiatric Association, Miami, FL.
- Abernethy, A. D. (1994, December). *Challenge to the group leader: From chaos to clarity*. Grand Rounds Presentation, Department of Psychiatry, University of Rochester Medical Center.
- Abernethy, A. D. (1993, April). *Cultural competency training: Maximizing the process*. Presented at Cultural Competence: Beyond Sensitivity and Training Conference, State University of New York, College at Brockport, Monroe County Office of Mental Health, Regional Advisory Committee, Rochester, NY.
- Abernethy, A. D. (1992, November). *Anger management training for law enforcement personnel*. Presented at the American Psychological Association/National Institute of Occupational Safety and Health Conference, Washington, DC.
- Abernethy, A. D. (1992, August). *An Afrocentric perspective in ethnicity training*. The Association of Black Psychologists, Denver.
- Abernethy, A. D. (1992, June). *An intervention for supervisors of emergency and medical personnel*. Presented to the International Society of Traumatic Stress Studies World Conference, Amsterdam.

- Abernethy, A. D. (1992, June). *Psychotherapy with African Americans: The role of culture and race*. Psychiatry Grand Rounds.
- Abernethy, A. D. (1991, November). *Differing cultural contexts in psychotherapy: A potential barrier or an opportunity*. Genesee Valley Psychological Association, Rochester, NY.
- Abernethy, A. D. (1983, April). *Quest for a contemporary paradigm*. Paper presented at the 1983 Western Psychological Association Convention, San Francisco, CA.
- Abernethy, A. D. (1983, August). *Teaching about ethnic and social communities in the psychology curriculum*. Paper presented at the American Psychological Association Convention, Anaheim, CA.
- Abernethy, A. D. (1985, August). *Hypertension, stress, and affect: A study of anger*. Presented at the 1985 American Psychological Association Convention, Los Angeles, CA.

#### INVITED PRESENTATIONS AND ADDRESSES

- Abernethy, A. D. (April 2018). *Cultural Competence, Spirituality, and Transcendence in Times of Crisis*. Mid-Atlantic Group Psychotherapy Association, Saint Elizabeths Hospital, Washington, DC.
- Abernethy, A. D. (March 2018). *The Use of Metaphors in Bridging Difference in the Treatment of Patients in Psychotherapy*. Grand Rounds Presentation, Herrick Hospital, Berkeley, CA.
- Abernethy, A. D. (March 2018). *Using Metaphors to Bridge Cultural Differences In Groups: The Influence of the Therapist's Cultural Narrative*. Group Therapy Training Program Symposium, Oakland, CA.
- Abernethy, A. D., Schnitker, S., Currier, J. M., Putman, K. M., Witvliet, C. V. O., Ro, D., Jones, H., VanHarn, K. J., & Carter, J. (June 2017). *Understanding the role of religious comfort and strain on affective outcomes in an inpatient psychiatric setting*. Paper presented at the 11th Annual Sino-American Cultural Psychology of Religion Conference, Beijing, China.
- Abernethy, A. D. (June 2017). *The use of metaphors in bridging differences*. Northern California Group Psychotherapy Society Specific Interest 2-Day Institute, Oakland, CA.
- Abernethy, A. D. (June 2016). *Addressing spirituality in groups*. Dr. Allen's Community-Based Training, Nassau, Bahamas.
- Abernethy, A. D. (November 2015). *Addressing Racial Dynamics in Groups: Insights from Neuroscience, Social Psychology, and Interpersonal Approaches*. Northern California Group Psychotherapy Society Conference, Berkeley, CA.
- Abernethy, A. D. (July 2013) *Understanding Worship and its Potential Associations to Health*. Emerging Tools for Innovative Providers: Interdisciplinary Applications from Spirituality & Health Research, Glendale Adventist/Fuller Theological Seminary, Pasadena, CA.
- Abernethy, A. D. (February 2013). *Martha: Seasons of our Life*. Sermon at Seattle Pacific Chapel, Seattle, WA.

- Abernethy, A. D. (July 2012). *Transformational Worship: Something New*. Sermon at Glendale Presbyterian Church, Glendale, CA.
- Abernethy, A. D. (2007-2011). *Group dynamics*. Clinical Pastoral Education, Providence Health & Services. Glendale, CA.
- Abernethy, A. D. (2007, June). *A living sacrifice: God the author*. Sermon at Baccalaureate Service, Faithful Central Bible Church, Inglewood, CA.
- Abernethy, A. D. (2005, January). Dealing with anger in the workplace: Leadership options. Christian Entrepreneur Organization, Pasadena, CA.
- Abernethy, A. D. (2004, January). *Transformational worship: Conductors or instruments?* Presentation at Calvin Conference on Worship, Calvin College.
- Abernethy, A. D. (2003, July). *Health and transformation in Afro-Christian worship*. Workshop presented at Calvin Summer Seminars, Consultation of Afro-Christian Scholars In Higher Education, Calvin College.
- Abernethy, A. D. (2001, April). *Spirituality and cancer research: Calling, anointing, ministry, and understanding*. 2<sup>nd</sup> Annual Spirituality and Health Conference, Allen Temple Baptist Church, Oakland, CA.
- Abernethy, A. D. (1998, November). *Cultural and religious diversity in women's healing*. Workshop at the 4<sup>th</sup> Annual Helen Barrett Montgomery Institute on Women in Church and Society, Colgate Rochester Divinity School, Rochester, NY.
- Abernethy, A. D. (1997, February). *Improving adherence: Building bridges and addressing barriers, Update on Diabetes and Hypertension*. Continuing Medical Education Conference, Vail, CO.
- Abernethy, A. D. (1996, November). *Managing Stress and Brokenness*. Wellsville United Methodist Church. Coming, NY.
- Abernethy, A. D. (1996, November). *Seeking help: Bridging value differences*. Association of American Medical Colleges, San Francisco, CA.
- Abernethy, A. D. (1996, November). *Multicultural considerations in health care: Building bridges and addressing barriers*. Monroe County Medical Society, Rochester, NY.
- Abernethy, A. D. (1996, March). *Steps in identifying and managing anger*. Board of Ordained Ministries, Western New York Conference, Batavia, NY.
- Abernethy, A. D. (1995, March). *Identifying and managing stress: Pastors and their Families*. Board of Ordained Ministries, Western New York Conference, Batavia, NY.
- Abernethy, A. D. (1994). *Anger and culture*. Special Education Training Resource Center, Rochester, NY.
- Abernethy, A. D. (1994). *Anger and stress in the classroom*. Special Education Training Resource Center, Rochester, NY.



Abernethy, A. D. (1994). *Culturally competent psychological evaluation*. Leadership Forum on Clinical Psychology Training, State Office of Mental Health, New York City, NY.

Abernethy, A. D. (1994). *Incorporating multiculturalism in the medical school curriculum*. Association of American Medical Colleges, Organization of Student Representatives, Boston.

Abernethy, A. D. (1994). *Keys to effective anger management*. Visiting Nurse Program, Geneva, NY.

Abernethy, A. D. (1994). *Occupational stress and well-being: Healing gold mines*. CISD Personnel in the Rochester City School District, Rochester, NY.

Abernethy, A. D. (1993). *Occupational stress and well-being*. Park Ridge Hospital, Rochester, NY.

#### JOURNAL REVIEWER

Psychology of Religion and Spirituality – Ad Hoc Reviewer  
Eating Behaviors – Ad Hoc Reviewer  
Journal of Psychology and Theology – Ad Hoc Reviewer  
Journal of Consulting and Clinical Psychology – Ad Hoc Reviewer  
Psychology and Aging – Ad Hoc Reviewer  
Social Science and Medicine – Ad Hoc Reviewer  
Journal for the Scientific Study of Religion – Ad Hoc Reviewer  
Psychosomatics – Ad Hoc Reviewer  
Journal of Behavioral Medicine - Ad Hoc Reviewer  
American Psychologist - Ad Hoc Reviewer  
Journal of Multicultural Counseling and Development - Ad Hoc Reviewer

#### GRANT REVIEWER

The John Templeton Foundation

#### FELLOWSHIP AWARDS

Fellow, American Group Psychotherapy Association, (2014-present)  
National Cancer Institute Fellow, Minority Investigators Workshop on Behavioral Methodologies, 2007  
NIMH Fellowship, Training in Clinical Psychology, 1983-1984  
Graduate Minority Program Fellowship, Training in Clinical Psychology, 1980-1983  
APA Minority Program Fellowship, 1980-1983  
National Competitive Scholarship, 1976-1980

#### ACADEMIC HONORS

Citizen Psychologist Award, American Psychological Association, 2019  
Weyerhaeuser Excellence in Teaching Award, Fuller Theological Seminary, 2016.  
Paper Citation Recipient, Society of Behavioral Medicine 23<sup>rd</sup> Annual Meeting April, Washington, DC, 2002  
James A. Bayton Award for Distinguished Undergraduate Achievement in Psychology, 1980  
Beta Kappa Chi, 1980  
Psi Chi, Honor Society for Psychology Majors, 1979  
Phi Beta Kappa, 1979

**PROFESSIONAL ASSOCIATIONS**

2017-present Division 36, American Psychological Association  
1999-present Society of Behavioral Medicine  
1999-2003 Los Angeles Area Group Psychotherapy Association  
1997-1998 Division of Psychologists in Public Service, APA  
1993-present Society for the Psychological Study of Ethnic Minority Issues, APA  
1994-1998 Rochester Area Group Psychotherapy Association  
1991-1996 Association of Black Psychologists  
1991-present American Group Psychotherapy Association  
1991-1994 Division of Psychologists in Public Service, APA  
1988-present American Psychological Association  
1987-1989 Association of Black Cardiologists



CITY OF PASADENA

SUPPLEMENT TO APPLICATION FOR APPOINTMENT TO CITY ADVISORY BODY—COMMUNITY POLICE OVERSIGHT COMMISSION COMMUNITY BASED ORGANIZATION SEATS

The information contained on this form is for the City Council to fill vacancies on the Community Police Oversight Commission. Please answer all questions. You are invited to attach additional pages, a copy of your resume, or submit supplemental information which you feel may assist the City Council in its evaluation of your application.

THIS SUPPLEMENT MUST BE COMPLETED FOR APPLICANTS DESIRING TO HOLD A SEAT DESIGNATED FOR COMMUNITY BASED ORGANIZATION REPRESENTATIVES. DO NOT USE THIS FORM IF YOU ARE APPLYING FOR A MAYORAL OR CITY COUNCIL DISTRICT REPRESENTATIVE SEAT.

APPLICANT NAME: Alexis Deanne Abernethy

NAME OF COMMUNITY BASED ORGANIZATION (CBO):  
Pasadena-Altadena Chapter of the Links, Inc.

CBO MAILING ADDRESS AND WEBSITE ADDRESS (IF ANY):  
P.O. Box 91625, Pasadena, CA 91109, https://pasadenaaltadenalinksinc.org/

NAME, EMAIL AND PHONE NUMBER FOR CBO CONTACT PERSON:  
Charmayne Mills Ealy, charmayne@aol.com, (626) 644-1569

APPLICANT'S POSITION OR ROLE IN THE ORGANIZATION:  
I am the Chaplain for the Links and have served in this role for 15 years.

WHAT AUTHORITY DO YOU HAVE FROM YOUR ORGANIZATION TO APPLY AS A REPRESENTATIVE OF THE CBO? (PLEASE NOTE: ONLY ONE CBO REPRESENTATIVE APPLICANT CAN BE SUBMITTED FROM EACH CBO). ATTACH ADDITIONAL DOCUMENTATION IF APPROPRIATE.

The Executive Board of the Links has requested that I apply for this role as a representative for our organization. Given that I am a clinical psychologist, my past work and research with Rochester Police Department, and cultural competency expertise, they felt that I could be an asset

SIGNATURE: Alexis D. Abernethy DATE: 2/23/21

I hereby certify that the following information is correct to the best of my knowledge.

.....  
• ATTACH TO COMPLETED BIOGRAPHICAL DATA SHEET •



2021-2022 Board of Directors

P.O. Box 91625 | Pasadena, CA 91109-3598  
[www.pasadenaaltadenaalinksinc.org](http://www.pasadenaaltadenaalinksinc.org)

Officers  
L. Charmayne Mills  
-Ealy  
President  
Pam F. Coase  
Vice President  
Membership  
Dr. Hilarie Dyson  
-Green  
Vice President  
Programs  
Cheryl Myers  
Vice President  
Development  
Shaun Rowan  
-Popoff  
Recording  
Secretary  
Tanya Williams  
Corresponding  
Secretary  
Mildred Dockery  
Treasurer  
Lola Warlick Bryant  
Financial Secretary  
Yvonne Hill  
Parliamentarian  
Sherika Jones  
Historian  
Alexis Abernethy  
Chaplain  
Barbara Bigby  
Sergeant-at-Arms

March 7, 2021

Pasadena City Council  
100 North Garfield Ave.  
Pasadena, CA 91101

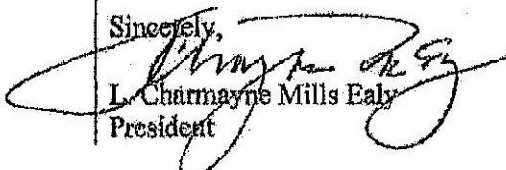
Dear Honorable Councilmembers,

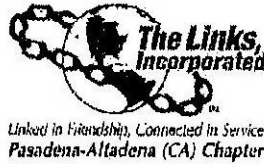
On behalf of the members of the Pasadena Altadena Chapter of the Links Incorporated, I submit this letter of recommendation for Dr. Alexis Abernethy, Chief of Diversity, Equity, and Inclusion of Fuller Theological Seminary, for a Community Based Organization Seat on the Pasadena Community Police Oversight Commission(CPOC). Dr. Abernethy has been an active member of the Pasadena Altadena Chapter of the Links, Incorporated for sixteen years. During her tenure, Dr. Abernethy has served in many capacities but most noteworthy is her role as Chaplain and a leader of our Chapter's spiritual teachings and inspiration. Dr. Abernethy has also served as the coordinator of our Mentor Program for new members. She brings outstanding counseling skills and a wealth of knowledge for addressing our team building efforts.

This year, we celebrate 58 years of Friendship and Service here in the Pasadena – Altadena Community. Since 1963, we are proud to list a number of amazing, impactful programs sponsored by this Chapter, such as: our Annual Scholarship Program for deserving Pasadena Unified School District high school graduates, and the award – winning “Links Up for Success Program” for middle and high school girls now going into its 11th Year. In response to the recent COVID-19 pandemic, we are now supporting the local food pantries in addressing the growing food insecurities of families in Pasadena. We are dedicated to serving our community. We have a membership of 50 Active and Alumnae Members, educated, professional and committed to service.

Based on the commitment to our youth, community service, and her dedication to the Pasadena Community, we highly recommend Dr. Abernethy for a Community Based Organization Seat on the Pasadena Community Oversight Commission.

Sincerely,

  
L. Charmayne Mills Ealy  
President



March 9, 2021

Dear Pasadena City Council Members,

It is with great pleasure that I write this letter in support of **Dr. Alexis Abernethy** to fill a **Community Based Organization Seat on the Community Police Oversight Commission (CPOC)**.

As a member of the Pasadena-Altadena Chapter of The Links, Inc. I have known Dr. Abernethy for over fourteen years and throughout that time she has served as the chapter Chaplain. As Chaplain, Alexis inspires members at each monthly chapter meeting with a "Linkspiration" that is upbeat and encouraging, while offering stimulating words of hope and wisdom. Her inspiring words always are timely and relevant, raising awareness of current events, community affairs, and social justice issues. Also, Dr. Abernethy has served as the chapter's Chair of the International Trends & Services facet in which I had the pleasure of working closely with her. As a leader, Alexis is an excellent facilitator and active listener, who is impartial, patient, and always keeps the goal in sight. Her decisions are always grounded in fairness and she has the tenacity to stand for the good of all.

As the Chief of Diversity, Equity, and Inclusion and a psychology professor at Fuller Theological Seminary Dr. Abernethy advocates for diversity, equity, and inclusion throughout the recruitment and retention processes of students and faculty. She champions changes and resources to ensure teaching approaches and content reflect a more culturally informed perspective. This role requires an inspiring, collaborative, courageous, innovative leader with outstanding people and management skills.

Both Alexis's work in the Link chapter and at Fuller Seminary demonstrates her outstanding talent and skill set. It is these skills and qualities: inspiring, collaborative, culturally and socially aware, objective, fair, integrity, courageous, innovative, tenacity to stand for the good of all, and outstanding people skills that make her an outstanding candidate for the Community Based Organization Seat on the Community Police Oversight Commission. I highly recommend Dr. Alexis Abernethy for this role.

Sincerely,

  
Cheryl A. Myers

Pasadena-Altadena Chapter of The Links  
Vice President, Development



CITY OF PASADENA

BIOGRAPHICAL DATA FOR APPOINTMENT TO CITY ADVISORY BODY

The information contained on this form is for the City Council to fill vacancies on the Community Police Oversight Commission. Please answer all questions. You are invited to attach additional pages, a copy of your resume, or submit supplemental information which you feel may assist the City Council in its evaluation of your application.

Biographical forms may be submitted any time during the year; however, they will be purged January 31 of each year. If you have not been appointed to the Community Police Oversight Commission and still desire appointment, please resubmit an updated biographical form or advise in writing that the initial form is still usable.

Commission on which you would you like to serve: Community Police Oversight Commission

Applicant Name: Florence Annang

Date available to start:

Home Address: [REDACTED] 91107

Home Phone: [REDACTED]

Work Address: [REDACTED] Pasadena, CA, 91104.

E-mail: [REDACTED]

Community Service - List boards, commissions, committees, and organizations on which you are currently serving or have served, offices held and in what city.

*Executive Member NAACP Pasadena Branch,  
Co-Chair Pasadena Organizing Progress,  
Member of Metro's Public Safety Advisory Committee*

Employment - Title and duties, current and past.

*Harambee Ministries Afterschool Director and Youth Director 2005 – 2013*

*Founder / Owner Thrive Learning Lab NW Pasadena. 2013 to Now  
Afterschool and Summer Camp  
TK through 7<sup>th</sup> Grade  
4 day week Afterschool Homework Tutoring Assistance  
8 week Summer Arts and Leadership Enrichment Day Camp  
Parent Empowerment Initiative Program*

Education – Include professional or vocational licenses or certificates.

*High School  
Some College*

Personal – Answer "yes" or "no" to the following questions.

- |   |     |    |
|---|-----|----|
| 1. Have you ever worked for the City of Pasadena? (If yes, please list dates/department)                                  | YES | NO |
| 2. Are you related to any employee or appointee of the City of Pasadena? (If yes, please indicate name and relationship.) | YES | NO |
| 3. Are you aware that financial disclosure is required annually? (e.g. sources of   | YES | NO |

*income, loans and gifts, investments, interests in real property.)*

4. Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or holdings in relation to your responsibilities as a member of the Community Police Oversight Commission? **YES** NO  
*(If yes, please indicate any potential conflicts):*

5. Have there been or are there now, any personal or business circumstances which might reflect adversely on the propriety of your serving as a member of the Community Police Advisory Commission? **YES** NO

6. Are you aware of the time commitment necessary to fulfill the obligations of the Community Police Oversight Commission? YES **NO**

7. Are you applying to serve in one of the community-based organization seats? YES **NO**

*(If Yes, indicate name of organization you represent, your job title, and length of service):* NAACP Pasadena

**Branch. (Letter of Recommendation attached)**

8. Are you presently or have you ever worked as a member of law enforcement? **YES** NO

*(If yes, please indicate job title and years of service):* \_\_\_\_\_

9. Are you a practicing attorney that handles, or are you a member of any firm or entity that currently handles criminal or civil matters involving the Pasadena Police Department? **YES** NO

10. Describe your relevant life experience, professional training, and/or education in the following areas: Police Activity/Law Enforcement/Criminal Justice System; Social Justice; Mental Health; and Anti-Bias Curriculum/Studies and/or Working with Diverse Populations:

For the past 9 years I have been running my own afterschool and summer camp with predominantly African American and Hispanic kids and teens. I have invested in the lives of all my families to advocate in all areas that their voices be amplified and heard.

Being an executive member of the NAACP Pasadena has given me a wealth of knowledge of our black and brown community and how we can empower and be an asset where needed in the community. I am on the Finance, Ruby McKnight Williams committee and Co-Chair of our Business Stimulus Fund and Social Media.

As a Co-Chair and POP (Pasadena Organizing Progress) Board member I have learnt many sides of our political Pasadena landscape and being on a team of people who value the equity and justice of everyone in our city especially those voices that are predominantly sidelined and silenced.

I have invested in relationships with our Pasadena Police Chief and command staff to engage in conversations that are uncomfortable but necessary for both the community and police through series of community dialogues.

I have learned that our assumptions are one of the clear roadblocks of not hearing and so not understanding one another and the cultural differences that we can see and not see and going through Anti Bias/studies curriculum is to understand how we can move from the hood assumptions to the neighborhood concept that wants us to connect and thrive for one another.

My scope of work and organizing is with diversity of families, community members and my kids every day and all the challenges it brings and the joy of solutions through listening and communicating.

11. How would you add value to the Community Police Oversight Commission?

I want to hope that I would bring the value of being a bridge builder and understanding that different points of views are not wrong but the solution is in the intentionality of the dialogue, hear we may find the solution if we respect and keep communicating.

12. What do you see as the objectives and goals of the Community Police Oversight Commission?

1: Bringing a diverse group of people to the table to learn the policies and procedures to enable us to articulate clearly all processes, issues and complaints that arise speak with clarity to all in our community.

2: Learn through curriculums and live trainings what we do not know of police life, culture and story. With community history, racial and cultural history that have brought bias on both sides

3: Policies that have entrenched the police system to date and to learn how the voices of the community can now have a process in the accountability and as much transparency as the law allows in police misconduct.

4: Start to put together a structure for complaints and critical incidents that allows all the above to be seen and understood in real time for full community understanding and legal process and policy to be followed through.

5: Have an Independent Auditor to walk alongside the commission to advocate for the truth and process to be followed and bring all the above pieces together as a team of not us against the police but an accountability process that is just and fair on both sides of the fence until we do not need a fence and can all sit at a table and wrestle through challenges

A main goal is to bring the respect, trust and as much as possible erase the mis communication that has hindered understanding

13. How would you help achieve these objectives and goals?

By bringing all my experiences, community and cultural engagement to the table to learn and learn some more with the tools we are provided and if required get more tools so that we are fully equipped not to fail but to succeed not for the first police oversight commission in Pasadena but for every resident and traveler in our community.

Signature: 

Date: March 2 2021

I hereby certify that the following information is correct to the best of my knowledge.

.....

One of the goals of the City Council is to balance advisory body appointments in terms of geographic residence, location, ethnicity, gender, and age. The following information is desirable, but not required for appointment.

Year of Birth: \_\_\_\_\_ Male or Female: F\_\_ Ethnicity: African. District # 5

If City resident, number of years: 14



**CITY OF PASADENA**

**Commissioner Biographical Form - VOLUNTARY**

This biographical form will be filed in the Office of the Mayor & City Council; if you are appointed to a commission, it will assist City Hall in responding to questions regarding your background as a commissioner if requested by the news media or interested citizens. This Biographical Form should be submitted along with your commission application.

If you choose to complete the form, please be sure that the information provided is factual. It will be the basis for information provided over the telephone and at the public counter. The form may be duplicated and given to the news media and it may also be posted on the City's website.

**NAME:** FLORENCE ANNANG                      **DISTRICT:** 5

**YEARS AS PASADENA RESIDENT:** 14

**OCCUPATION:**

*Founder / Owner Thrive Learning Lab NW Pasadena. 2013 to Now*  
*Afterschool and Summer Camp*  
*TK through 7<sup>th</sup> Grade*  
*4 day week Afterschool Homework Tutoring Assistance*  
*8 week Summer Arts and Leadership Enrichment Day Camp*  
*Parent Empowerment Initiative Program*

**EDUCATION & TRAINING:**

**SERVICE RECORD:**

**MEMBERSHIP & OFFICES HELD IN CIVIC, RELIGIOUS, FRATERNAL OR TECHNICAL ASSOCIATIONS:**

*Executive Member NAACP Pasadena Branch,*  
*Co-Chair Pasadena Organizing Progress,*  
*Member of Metro's Public Safety Advisory Committee*

**HOBBIES:**

Love to cook, Love dance exercise, Love kids drama

Love to hike, Love connecting with friends

**SIGNATURE:**



**DATE:** March 2<sup>nd</sup> 2021

*I hereby certify that the following information is correct to the best of my knowledge.*

.....

*When complete, email and send original to:*

*janastewart@cityofpasadena.net*  
*Jana Stewart*  
*Office of the Mayor & City Council*  
*100 N. Garfield Ave., Room S228*  
*Pasadena, CA 91101*



NAACP  
PASADENA BRANCH

595 Lincoln Avenue, Suite 103 • Pasadena, CA 91103-3336 • (626) 793-1293

Office of the Mayor and City Council  
100 N. Garfield Avenue, Room S228  
Pasadena, CA 91101  
Attention: Jana Stewart

RE: Community Police Oversight Commission

Greetings Ms. Stewart:

I'm writing to give my full support of Florence Annang to be selected for one of the three community seats on the Community Police Oversight Commission. She is a member of the Pasadena NAACP Branch, Executive Committee and has provided leadership in the branches, advocacy for police reform.

Florence was instrumental in the development of the Community Bill of Rights released in June of 2020, calling for the establishment of the Commission.

Florence is a bridge builder, that connects people and listens. She will add value to the Commission, by allowing for the creation of a comfortable space, to be present and create community. She has been invested in the black and brown communities in an intentional way, providing leadership and direction to achieve results.

Florence brings transparency and communication to neighborhoods, police and the city. When there is an incident, she will be able to provide clear communication to the public, that will lead to trust, to move on to bring policies and legislation in Pasadena.

The addition of Florence on the Community Police Oversight Commission will lead to improved relationships between the Neighborhood, Police and the City. If you need additional information regarding Florence, please contact me at 626 817-9015.

Sincerely,

A handwritten signature in black ink that reads "Allen Edson".

Allen Edson, President  
Pasadena Branch NAACP



CITY OF PASADENA

**SUPPLEMENT TO APPLICATION FOR APPOINTMENT TO CITY ADVISORY  
BODY—COMMUNITY POLICE OVERSIGHT COMMISSION  
COMMUNITY BASED ORGANIZATION SEATS**

*The information contained on this form is for the City Council to fill vacancies on the Community Police Oversight Commission. Please answer all questions. You are invited to attach additional pages, a copy of your resume, or submit supplemental information which you feel may assist the City Council in its evaluation of your application.*

**THIS SUPPLEMENT MUST BE COMPLETED FOR APPLICANTS DESIRING TO HOLD A SEAT DESIGNATED FOR COMMUNITY BASED ORGANIZATION REPRESENTATIVES. DO NOT USE THIS FORM IF YOU ARE PPLYING FOR A MAYORAL OR CITY COUNCIL DISTRICT REPRESENTATIVE SEAT.**

**APPLICANT NAME: FLORENCE ANNANG**

**NAME OF COMMUNITY BASED ORGANIZATION (CBO):  
NAACP PASADENA BRANCH**

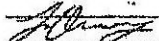
**CBO MAILING ADDRESS AND WEBSITE ADDRESS (IF ANY):  
595 LINCOLN AVE, PASADENA, CA, 91103. [www.naacppasadena.org](http://www.naacppasadena.org)**

**NAME, EMAIL AND PHONE NUMBER FOR CBO CONTACT PERSON:  
ALLEN EDSON. [allenedson2@gmail.com](mailto:allenedson2@gmail.com) 626 482 5652**

**APPLICANT'S POSITION OR ROLE IN THE ORGANIZATION:  
EXECUTIVE MEMBER , CO CHAIR OF STIMULUS FUND AND SOCIAL MEDIA  
COMMITTEES.**

**WHAT AUTHORITY DO YOU HAVE FROM YOUR ORGANIZATION TO APPLY AS A REPRESENTATIVE OF THE CBO? (PLEASE NOTE: ONLY ONE CBO REPRESENTATIVE APPLICANT CAN BE SUBMITTED FROM EACH CBO).  
ATTACH ADDITIONAL DOCUMENTATION IF APPROPRIATE.**

**WITH MY APPLICATION WAS ATTACHED REFERENCE LETTER FROM MR  
ALLEN EDSON PRESIDENT OF THE BRANCH.**

**SIGNATURE: **

**DATE: MARCH 3RD 2021**

*I hereby certify that the following information is correct to the best of my knowledge.*

.....

• ATTACH TO COMPLETED BIOGRAPHICAL DATA SHEET •



CITY OF PASADENA

BIOGRAPHICAL DATA FOR APPOINTMENT TO CITY ADVISORY BODY

The information contained on this form is for the City Council to fill vacancies on the Community Police Oversight Commission. Please answer all questions. You are invited to attach additional pages, a copy of your resume, or submit supplemental information which you feel may assist the City Council in its evaluation of your application.

Biographical forms may be submitted any time during the year; however, they will be purged January 31 of each year. If you have not been appointed to the Community Police Oversight Commission and still desire appointment, please resubmit an updated biographical form or advise in writing that the initial form is still usable.

Commission on which you would you like to serve: Community Police Oversight Commission

Applicant Name: Joshua D. Cowing Date available to start: Immediately

Home Address: [Redacted] Home Phone: [Redacted]

Employer: The Salvation Army Work Phone: [Redacted]

Work Address: [Redacted] E-mail: [Redacted]

JS NOTE: APPLYING FOR COMMUNITY ORGANIZATION SEAT.

Community Service - List boards, commissions, committees, and organizations on which you are currently serving or have served, offices held and in what city.

Served on the Corps Council of the Pasadena Tabernacle Corps of The Salvation Army for the previous 10 years, including 2 as chair of the Building Committee. Assisted in development of the planned Hope Center, a social services office and permanent supportive housing center for persons experiencing homelessness in Pasadena. Worked with pastor/corps officer on finding new and innovative ways to build and strengthen community, even during COVID restrictions on public gatherings.

Employment - Title and duties, current and past.

Director of Multimedia Ministries - USA Western Territory - The Salvation Army - 16 years Provide A/V teaching, training and consultation for Salvation Army units across 13 western states. Provide input and feedback on Salvation Army programs and social service centers, in their effectiveness and operational procedures. Head up a video team charged with telling stories of persons who have achieved success in the form of short documentary videos, distributed via social media and other channels. Provide support for live events held at the Pasadena Convention Center and elsewhere for as many as 7500 attendees. Manage a team of 12 creative individuals to complete departmental projects.

Education - Include professional or vocational licenses or certificates.

Bachelor of Arts degree in Communication Arts and Sciences from the University of Southern California, with a minor in Cinema/Television.

Personal - Answer "yes" or "no" to the following questions.

1. Have you ever worked for the City of Pasadena? (If yes, please list dates/department) YES  NO

2. Are you related to any employee or appointee of the City of Pasadena? (If yes, please indicate name and relationship.) YES  NO

3. Are you aware that financial disclosure is required annually? (e.g. sources of income, loans and gifts, investments, interests in real property.)  YES  NO

4. Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or holdings in relation to your responsibilities as a member of the Community Police Oversight Commission? (If yes, please indicate any potential conflicts): YES  NO

5. Have there been or are there now, any personal or business circumstances which might reflect adversely on the propriety of your serving as a member of the Community Police Advisory Commission? YES  NO

6. Are you aware of the time commitment necessary to fulfill the obligations of the Community Police Oversight Commission?  YES  NO

7. Are you applying to serve in one of the community-based organization seats?  YES  NO

(If Yes, indicate name of organization you represent, your job title, and length of service): \_\_\_\_\_

The Salvation Army Pasadena Tabernacle - member - 20+ years

JS NOTE: WORK ADDRESS ON PAGE 1 INDICATES RANCHO PALOS VERDES (NOT PASADENA)

8. Are you presently or have you ever worked as a member of law enforcement? YES  NO

(If yes, please indicate job title and years of service): \_\_\_\_\_

9. Are you a practicing attorney that handles, or are you a member of any firm or entity that currently handles criminal or civil matters involving the Pasadena Police Department? YES  NO

10. Describe your relevant life experience, professional training, and/or education in the following areas: Police Activity/Law Enforcement/Criminal Justice System; Social Justice; Mental Health; and Anti-Bias Curriculum/Studies and/or Working with Diverse Populations:

Though I have had limited experience in law enforcement or the justice system, as a resident of Pasadena for most of my adult life, and a member of The Salvation Army therein, I have extensive experience in dealing with developing and implementing programs and services designed to serve the needs of the most marginalized in our community. The Salvation Army serves this diverse and varied population without discrimination, as it works to intentionally build bridges in our community between different private, non-profit and governmental entities so that all members can feel loved and supported. As both an employee of the organization and a member of the Pasadena Tabernacle corps, I have seen and participated in this work first-hand, and know of its effectiveness in the lives of those we serve.

11. How would you add value to the Community Police Oversight Commission?

As a person who lives in the City of Pasadena, who is intimately connected to an organization dedicated to the good of all people I believe I can offer a unique perspective on the needs of our city and particularly those of the most vulnerable in our community. I am passionate about building a peaceful, supportive community that seeks justice for all persons therein, and believe that partnerships with non-profit organizations such as The Salvation Army can help build bridges between the police and the community at large. I have experience in managing groups of people with diverse backgrounds and interests, keeping open lines of communication so that all can be heard, and then finding common ground in order to chart a path forward. I would welcome the opportunity to work similarly for the community of which I am already grateful to be a part.

12. What do you see as the objectives and goals of the Community Police Oversight Commission?

For me, the goals of the commission would include serving as a conduit for communication between the police department and community members, with the goal of building transparency and trust. It would also serve to be a voice for those who feel they have none in law enforcement matters. And it would endeavor to ease the burden placed on police officers by helping find new methods for dealing with the most at-risk members of our community in partnership with other agencies.

**13. How would you help achieve these objectives and goals?**

I believe my knowledge of the programs and practices that help the hurting in our community can aid in finding new and better solutions to the issues we face. I believe my respect for the law and its faithful enforcement allow me to see all sides of these issues fairly. And I believe my faith will help inform the decisions and recommendations we make as we endeavor to demonstrate to all members of our community that they are loved and valued.

Signature: 

Date: 1/15/2021

*I hereby certify that the following information is correct to the best of my knowledge.*

.....

One of the goals of the City Council is to balance advisory body appointments in terms of geographic residence, location, ethnicity, gender, and age. *The following information is desirable, but not required for appointment.*

Year of Birth: 1975 Male or Female: M Ethnicity: Caucasian District # 5

If City resident, number of years: 11



**CITY OF PASADENA**

**Commissioner Biographical Form - VOLUNTARY**

This biographical form will be filed in the Office of the Mayor & City Council; if you are appointed to a commission, it will assist City Hall in responding to questions regarding your background as a commissioner if requested by the news media or interested citizens. This Biographical Form should be submitted along with your commission application.

If you choose to complete the form, please be sure that the information provided is factual. It will be the basis for information provided over the telephone and at the public counter. The form may be duplicated and given to the news media and it may also be posted on the City's website.

**NAME:** Joshua D. Cowing      **DISTRICT:** 5      **YEARS AS PASADENA RESIDENT:** 11

**OCCUPATION:** Director of Multimedia Ministry - USA Western Territory - The Salvation Army

**EDUCATION & TRAINING:**

Bachelor of Arts degree in Communication Arts and Sciences from the University of Southern California, with a minor in Cinema/Television.

**SERVICE RECORD:**

**MEMBERSHIP & OFFICES HELD IN CIVIC, RELIGIOUS, FRATERNAL OR TECHNICAL ASSOCIATIONS:**

The Salvation Army Pasadena Tabernacle - member - 20+ years

**HOBBIES:**

I love movies, board games, the Lakers, the Rams, but most of all, the Dodgers.

**SIGNATURE:** Joshua D. Cowing

**DATE:** 1/15/2021

*I hereby certify that the following information is correct to the best of my knowledge.*

.....

*When complete, email and send original to:*

janastewart@cityofpasadena.net  
Jana Stewart  
Office of the Mayor & City Council  
100 N. Garfield Ave., Room S228  
Pasadena, CA 91101



CITY OF PASADENA

SUPPLEMENT TO APPLICATION FOR APPOINTMENT TO CITY ADVISORY BODY—COMMUNITY POLICE OVERSIGHT COMMISSION COMMUNITY BASED ORGANIZATION SEATS

The information contained on this form is for the City Council to fill vacancies on the Community Police Oversight Commission. Please answer all questions. You are invited to attach additional pages, a copy of your resume, or submit supplemental information which you feel may assist the City Council in its evaluation of your application.

THIS SUPPLEMENT MUST BE COMPLETED FOR APPLICANTS DESIRING TO HOLD A SEAT DESIGNATED FOR COMMUNITY BASED ORGANIZATION REPRESENTATIVES. DO NOT USE THIS FORM IF YOU ARE APPLYING FOR A MAYORAL OR CITY COUNCIL DISTRICT REPRESENTATIVE SEAT.

APPLICANT NAME: Joshua D. Cowing

NAME OF COMMUNITY BASED ORGANIZATION (CBO):

The Salvation Army

CBO MAILING ADDRESS AND WEBSITE ADDRESS (IF ANY):

Pasadena, CA 91106 - https://pasadena.salvationarmy.org/

NAME, EMAIL AND PHONE NUMBER FOR CBO CONTACT PERSON:

Captain Terry Masango - terry.masango@usn.salvationarmy.org - (626) 773-4414

APPLICANT'S POSITION OR ROLE IN THE ORGANIZATION:

Church Member and volunteer for over 20 years, Corps Council member, employee of territorial headquarters

WHAT AUTHORITY DO YOU HAVE FROM YOUR ORGANIZATION TO APPLY AS A REPRESENTATIVE OF THE CBO? (PLEASE NOTE: ONLY ONE CBO REPRESENTATIVE APPLICANT CAN BE SUBMITTED FROM EACH CBO).

ATTACH ADDITIONAL DOCUMENTATION IF APPROPRIATE.

As a Pasadena resident and long-time church member and volunteer with The Salvation Army, I have been granted permission to apply to this important commission as part of our continued efforts to be peacebuilders and positive influencers in our local community.

SIGNATURE: [Handwritten Signature] DATE: 2/23/21

I hereby certify that the following information is correct to the best of my knowledge.

ATTACH TO COMPLETED BIOGRAPHICAL DATA SHEET



## CITY OF PASADENA

### BIOGRAPHICAL DATA FOR APPOINTMENT TO CITY ADVISORY BODY

The information contained on this form is for the City Council to fill vacancies on the Community Police Oversight Commission. Please answer all questions. You are invited to attach additional pages, a copy of your resume, or submit supplemental information which you feel may assist the City Council in its evaluation of your application.

Biographical forms may be submitted any time during the year; however, they will be purged January 31 of each year. If you have not been appointed to the Community Police Oversight Commission and still desire appointment, please resubmit an updated biographical form or advise in writing that the initial form is still usable.

Commission on which you would you like to serve: Community Police Oversight Commission

Applicant Name: Cynthia Marie Kirby

Date available to start: immediately

Home Address: [REDACTED]

Home Phone: [REDACTED]

Employer: First Baptist Church Pasadena

Work Phone: [REDACTED]

Work Address: [REDACTED]

E-mail: [REDACTED]

Community Service - List boards, commissions, committees, and organizations on which you are currently serving or have served, offices held and in what city.

#### Pasadena

Union Station Homeless Services – Board of Directors, Lived Expertise Advisory Panel Committee, Equity & Inclusion Committee

Making Housing and Community Happen – member and (former) Church Liaison to First Baptist Church Pasadena

First Baptist Church Pasadena – active member of our local outreach arm, Becoming Benedictions – support for Friends in Deed (annual Back-to-School supply drive, Christmas Toy Drive, Candlelight Carol Service-offering donated to organization, collections for food bank and women's room, personal financial support), Moving Home (quarterly meal prep and dinner with residents, clothing drives, support of annual Backyard BBQ), Sunday dinners at Centennial Place, participation in Pasadena's Homeless Count

#### Employment - Title and duties, current and past. (disabled 1999-present)

Administrative Assistant – First Baptist Church Pasadena – 2016-present – Provide administrative support to the Lead Pastor, Worship Pastor, and other pastors/ministers as needed, front office reception, prepare/maintain/distribute weekly prayer list, prepare/send weekly e-newsletter, prepare/mail monthly newsletter, assist with preparation/ mailing of quarterly and annual giving statements, prepare weekly Sunday bulletin and online liturgy page, prepare weekly music files for the choir/worship team, administrative needs as they pertain to memorial services – coordinate needs of the family with the pastors, prepare memorial program

Interim Director of Children's Ministry – June-August 2016 – hosted and oversaw all aspects of 6 week (Family Fun Nights) summer program, weekly preparation of teacher curriculum and supplies for Sunday School (Nursery, Toddler/Preschool, TK/Kinder, Grades 1-5), led monthly meetings with children's ministry coordinators, volunteers, and parents

**Education** – Include professional or vocational licenses or certificates.

Pasadena City College – AA-T in Psychology (in progress)  
Emergency Medical Technician (EMT 1A) – 1993 – Certification not current

**Personal** – Answer “yes” or “no” to the following questions.

1. Have you ever worked for the City of Pasadena? (If yes, please list dates/department) YES  NO
2. Are you related to any employee or appointee of the City of Pasadena? (If yes, please indicate name and relationship.) YES  NO
3. Are you aware that financial disclosure is required annually? (e.g. sources of income, loans and gifts, investments, interests in real property.)  YES  NO
4. Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or holdings in relation to your responsibilities as a member of the Community Police Oversight Commission? (If yes, please indicate any potential conflicts): YES  NO
5. Have there been or are there now, any personal or business circumstances which might reflect adversely on the propriety of your serving as a member of the Community Police Advisory Commission? YES  NO
6. Are you aware of the time commitment necessary to fulfill the obligations of the Community Police Oversight Commission?  YES  NO
7. Are you applying to serve in one of the community-based organization seats?  YES  NO

(If Yes, indicate name of organization you represent, your job title, and length of service): Union Station Homeless

Services - Board of Directors (2020-present), Lived Expertise Advisory Panel - member (2019-present) Vice Chair

(2021-present), Equity & Inclusion Committee – Vice Chair (2020-present)

8. Are you presently or have you ever worked as a member of law enforcement? YES  NO
- (If yes, please indicate job title and years of service): \_\_\_\_\_
9. Are you a practicing attorney that handles, or are you a member of any firm or entity that currently handles criminal or civil matters involving the Pasadena Police Department? YES  NO

10. Describe your relevant life experience, professional training, and/or education in the following areas: Police Activity/Law Enforcement/Criminal Justice System; Social Justice; Mental Health; and Anti-Bias Curriculum/Studies and/or Working with Diverse Populations:

- In conjunction with First Baptist Church Pasadena and the Pasadena Police Department (Active Shooter training, Emergency response training, Staff meeting with the head of the Counter Terrorism Unit), my husband is a graduate of the Citizen's Police Academy, through the Christian Community Development Association in conjunction with Lake Avenue Church, LA Voice, All Saints Episcopal Church, Rose City Church/Rosebud Café – Locked in Solidarity (a weeklong series of events focused on mass incarceration and/as the new Jim Crow, the for-profit prison

system, and the schools to prison pipeline), with First Baptist Church Pasadena missions and outreach group Becoming Benedictions (viewing and discussion of Just Mercy)

- 21-day Racial Justice Challenge with the YWCA, 12-week Racial Justice Study with First Baptist Church Pasadena, 4-week Racial Justice course through Pasadena's Racial Justice Center, Making Housing and Community Happen One Day Housing Justice Institute including a focus on redlining, Vice Chair of Union Station Homeless Services' Equity & Inclusion Committee
- Advocacy around affordable/homeless housing solutions, made public comments at City Council meetings, Town Halls, Pasadena Homeless Count Orientation, Everyone In: Stories from the Frontline – Pasadena, Union Station Homeless Services: Changing the Narrative series, Evening for the Station, Donor Appreciation Bus Tour, Board of Directors Annual Retreat, Pasadena Homeless Count volunteer, MHCH Housing Justice Institute, phone banking for Measure J, meetings with various state assembly members and senators regarding AB71 and AB328
- Currently in the process of completing my Associate of Arts-Transfer (AA-T) in Psychology at Pasadena City College. Husband with paranoid schizophrenia, CPTSD, substance use disorder. Loved ones with Bipolar Disorder, Borderline Personality Disorder, Major Depression, Anxiety & Panic Disorders, Substance Use Disorder, member of National Alliance for the Mentally Ill (NAMI)
- 10+ years of participation and service within the 12-step recovery community – group & area level service – speaker, secretary, treasurer, area literature chair, and group representative

#### 11. How would you add value to the Community Police Oversight Commission?

Though I have only been a resident for a combined total of 11 years my mother was a Pasadena native, and this beautiful and complicated city holds my heart like no other. My maternal grandparents' home was located within the redlined district of Pasadena, my mother and aunt were the only African American students enrolled at St. Andrew's Parochial School in the 1940s and were only allowed to attend because my maternal grandfather was the head chef at St. Luke's Hospital. My mother's cousin, Joan Williams, was named Miss Crown City in 1958 but was denied the opportunity to ride in the Rose Parade because of her race, a decision that was finally rectified when Joan was asked to ride on the Theme Banner Float in 2015. As a charter city, Pasadena does not shy away from holding the tension between a sometimes broken, painful past while striving toward equitable, restorative change. That statement could summarize my truth as well.

By serving on this commission, I believe I would bring a deeply needed voice which is not theoretical or abstract but the voice of those that are seldom invited to the table to help guide policy and practice. As a BIPOC LGBTQ+ female, I carry the voice of a lived experience of homelessness, domestic violence, mental health challenges, and addiction. My own experiences with law enforcement because of the aforementioned issues has made me acutely aware of the subtleties of implicit bias and having been on the receiving end, know what it feels like to be at the mercy of power and authority while being stripped of any sense of personal agency. Having family members with severe mental illness, I also know the trauma of wrestling with whether to call 911 while fearing for the safety of loved ones and self. Despite my checkered past, I do not consider myself to be jaded or biased against law enforcement. If anything, my experiences in recovery and the faith community tell me that all things are redeemable if we have the courage and stamina to work together to call out our better angels.

#### 12. What do you see as the objectives and goals of the Community Police Oversight Commission?

In my opinion, the chief objective and goal of this commission is to improve community-police relations, recognizing that the same systems and institutions that have contributed to a breakdown or rift in communication and relationship cannot on their own, solve the problem. I believe that the role of the Police Oversight Commission is to build a bridge between the members of the community, either in our individual districts or for those organizations we represent, and the Pasadena Police Department. This we would seek to do through learning and training to understand the duties and responsibilities of the department, by receiving and referring community complaints, concerns and suggestions and utilizing that feedback to make recommendations, as warranted, to guide changes to police policy and procedure.

**13. How would you help achieve these objectives and goals?**

As a representative for Union Station Homeless Services, I bring with me a community-based organization with a stellar reputation within Pasadena and throughout the San Gabriel Valley for championing and utilizing best practices in advocacy and services for those experiencing homelessness. Their nearly 50 years of work with marginalized and disenfranchised individuals naturally comes with an awareness and acknowledgment of the frequency and impact of the intersection of these populations with police and justice involvement. Ideally, I would like to advocate for ongoing decriminalization and de-escalation practices when engaging with this subset of our population. Pasadena's Homeless Outreach Psychiatric Evaluation (HOPE) team is highly regarded both by those experiencing homelessness and local businesses. I would advocate for us to build on this strong foundation by expanding the reach and scope of this team to better meet individuals where they are with needed services as opposed to further legal entanglement or incarceration which only serves to complicate one's path toward housing.

At the core of my identity, I see myself as a wounded healer and because I have sat long with my own brokenness, I possess a gift for identifying brokenness in individuals, systems, and institutions from which I can then offer specific, implementable corrective paths. As an idealist, I seek to draw out the best in individuals and institutions while simultaneously being grounded enough to meet people and systems where they are. I have the ability to approach conflict with an open posture to create an environment of deep listening where others can truly feel seen, heard, understood, and valued. Being a lifetime learner, I love to "nerd out" on the latest, best practices in addressing and healing trauma and therefore bring a deep understanding of what it means to be both trauma-informed and trauma competent. As a strategic thinker with a voice of reason and hard-won wisdom, it is my goal to offer practical solutions within a collaborative approach by asking tough questions that may not have easy answers. What would success look like both for the community and the police department? How could all feel "protected and (well) served?"

Signature: Cynthia M. Kirby

Date: March 15, 2021

*I hereby certify that the following information is correct to the best of my knowledge.*

.....  
One of the goals of the City Council is to balance advisory body appointments in terms of geographic residence, location, ethnicity, gender, and age. *The following information is desirable, but not required for appointment.*

Year of Birth: 1970 Male or Female: F Ethnicity: Latinx/Black/Caucasian District # 5

If City resident, number of years: 11

**CITY OF PASADENA**

**Commissioner Biographical Form - VOLUNTARY**

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If you choose to complete the form, please be sure that the information provided is factual. It will be the basis for information provided over the telephone and at the public counter. The form may be duplicated and given to the news media and it may also be posted on the City's website.

**NAME:** Cynthia M. Kirby      **DISTRICT:** 5      **YEARS AS PASADENA RESIDENT:** 11

**OCCUPATION:** Administrative Assistant at First Baptist Church Pasadena

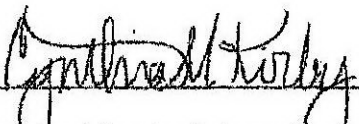
**EDUCATION & TRAINING:** Pasadena City College – AA-T in Psychology (in progress)

**SERVICE RECORD:** N/A

**MEMBERSHIP & OFFICES HELD IN CIVIC, RELIGIOUS, FRATERNAL OR TECHNICAL ASSOCIATIONS:**

Union Station Homeless Services – Board member and Vice Chair of the Lived Expertise Advisory Panel Committee and the Equity & Inclusion Committee  
Making Housing and Community Happen – member since 2018  
First Baptist Church Pasadena – member since 2013

**HOBBIES:** singing and dancing to praise and worship music, reading, going on nature adventures and long walks with my daughter and her dog

**SIGNATURE:** 

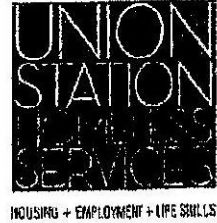
**DATE:** March 15, 2021

*I hereby certify that the following information is correct to the best of my knowledge.*

.....

*When complete, email and send original to:*

[janastewart@cityofpasadena.net](mailto:janastewart@cityofpasadena.net)  
Jana Stewart  
Office of the Mayor & City Council  
100 N. Garfield Ave., Room S228  
Pasadena, CA 91101



March 10, 2021

Attn: Jana Stewart  
Office of the Mayor & City Council  
100 N. Garfield Ave, Rm S228  
Pasadena, CA 91101

Dear M. Stewart:

Both personally and on behalf of Union Station Homeless Services, I am writing to give my support and endorsement to Cynthia Kirby as an applicant to sit on the Community Police Oversight Commission.

Cynthia is a member of the Board of Directors of Union Station Homeless Services, as well as the co-chair of our Lived Expertise Advisory Panel and Equity & Inclusion Committee. She is a person of discernment, intelligence, and compassion and one with a strong belief in fairness and equity.

Cynthia brings with her many qualities that would be an asset to the Commission. She is a person with lived experience of homelessness, who first came to Union Station as a client. She has been housed for many years and is now working but still understands the difficulties and experiences of those who are unhoused. She is also a woman of color and a long-time resident, employee, and active community member in Pasadena.

I cannot speak highly enough of Cynthia and know that she would be an active and fair member of the Commission. As a representative of Union Station, she would also be able to bring to the table life expertise in an arena that is often engaged with our local police force.

Please do not hesitate to reach out with any questions.

Sincerely,

A handwritten signature in cursive script that reads "Anne Miskey".

Anne Miskey  
Chief Executive Officer  
Union Station Homeless Services  
Cell: 617-794-1298  
Email: [amiskey@unionstationhs.org](mailto:amiskey@unionstationhs.org)





CITY OF PASADENA

SUPPLEMENT TO APPLICATION FOR APPOINTMENT TO CITY ADVISORY BODY—
COMMUNITY POLICE OVERSIGHT COMMISSION
COMMUNITY BASED ORGANIZATION SEATS

The information contained on this form is for the City Council to fill vacancies on the Community Police Oversight Commission. Please answer all questions. You are invited to attach additional pages, a copy of your resume, or submit supplemental information which you feel may assist the City Council in its evaluation of your application.

THIS SUPPLEMENT MUST BE COMPLETED FOR APPLICANTS DESIRING TO HOLD A SEAT DESIGNATED FOR COMMUNITY BASED ORGANIZATION REPRESENTATIVES. DO NOT USE THIS FORM IF YOU ARE APPLYING FOR A MAYORAL OR CITY COUNCIL DISTRICT REPRESENTATIVE SEAT.

APPLICANT NAME: Cynthia M. Kirby

NAME OF COMMUNITY BASED ORGANIZATION (CBO):

Union Station Homeless Services

CBO MAILING ADDRESS AND WEBSITE ADDRESS (IF ANY):

825 E. Orange Grove Blvd., Pasadena, CA, 91104

NAME, EMAIL AND PHONE NUMBER FOR CBO CONTACT PERSON:

Anne Miskey amiskey@unionstationhs.org P: 626.240.4550 x104 C: 617.794.1298

APPLICANT'S POSITION OR ROLE IN THE ORGANIZATION:

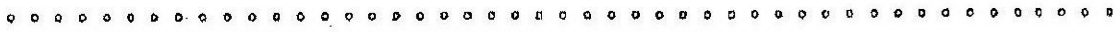
Board member, Vice Chair of the Lived Expertise Advisory Panel and Equity, and Inclusion Committee

WHAT AUTHORITY DO YOU HAVE FROM YOUR ORGANIZATION TO APPLY AS A REPRESENTATIVE OF THE CBO? (PLEASE NOTE: ONLY ONE CBO REPRESENTATIVE APPLICANT CAN BE SUBMITTED FROM EACH CBO). ATTACH ADDITIONAL DOCUMENTATION IF APPROPRIATE.

\*see attached

SIGNATURE: [Handwritten Signature] DATE: March 15, 2021

I hereby certify that the following information is correct to the best of my knowledge.



ATTACH TO COMPLETED BIOGRAPHICAL DATA SHEET



**CITY OF PASADENA**  
**BIOGRAPHICAL DATA FOR APPOINTMENT TO CITY ADVISORY BODY**

*The information contained on this form is for the City Council to fill vacancies on the Community Police Oversight Commission. Please answer all questions. You are invited to attach additional pages, a copy of your resume, or submit supplemental information which you feel may assist the City Council in its evaluation of your application.*

*Biographical forms may be submitted any time during the year; however, they will be purged January 31 of each year. If you have not been appointed to the Community Police Oversight Commission and still desire appointment, please resubmit an updated biographical form or advise in writing that the initial form is still usable.*

**Commission on which you would you like to serve: Community Police Oversight Commission**

**Applicant Name:** Brandon Kruhm **Date available to start:** 01/20/2021

**Home Address:** [REDACTED] **Home Phone:** [REDACTED]

**Employer:** Westridge School **Work Phone:** [REDACTED]

**Work Address:** [REDACTED] **E-mail:** [REDACTED]

**Community Service** - List boards, commissions, committees, and organizations on which you are currently serving or have served, offices held and in what city.

Westridge School, Pasadena: Diversity, Equity, and Inclusion Oversight Committee  
Co-founder Faculty Anti-Racist Working Group

The 52<sup>nd</sup> Street Project, New York City: Mentor and Teaching Artist

**Employment** - Title and duties, current and past.

Westridge School, Director of Theatre – 2014-present

- Oversee all theatre programming, curricular and extra-curricular, across grades 4-12.
- Implement arts integration curriculum
- Supervise theatre staff

Teaching Artist, multiple organizations – 2005-2014

- Worked for several different arts education programs in New York City, Denver, Los Angeles, as well as touring through the United States.
- Implementing theatre curriculum in a wide range of locations and across all demographics

Actor

**Education** – Include professional or vocational licenses or certificates.

Adelphi University, Long Island, NY, 2005 – Bachelor of Fine Arts, Acting  
General Equivalency Diploma – Jefferson County, Colorado

**Personal** – Answer “yes” or “no” to the following questions.

1. Have you ever worked for the City of Pasadena? (If yes, please list dates/department) YES  NO
2. Are you related to any employee or appointee of the City of Pasadena? (If yes, please indicate name and relationship.) YES  NO
3. Are you aware that financial disclosure is required annually? (e.g. sources of income, loans and gifts, investments, interests in real property.) YES  NO
4. Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or holdings in relation to your responsibilities as a member of the Community Police Oversight Commission? (If yes, please indicate any potential conflicts): YES  NO
5. Have there been or are there now, any personal or business circumstances which might reflect adversely on the propriety of your serving as a member of the Community Police Advisory Commission? YES  NO
6. Are you aware of the time commitment necessary to fulfill the obligations of the Community Police Oversight Commission? YES  NO
7. Are you applying to serve in one of the community-based organization seats? YES  NO  ?
- (If Yes, indicate name of organization you represent, your job title, and length of service): \_\_\_\_\_
- If schools are considered community-based organizations, I've worked for a private school in Pasadena since 2014.
8. Are you presently or have you ever worked as a member of law enforcement? YES  NO
- (If yes, please indicate job title and years of service): \_\_\_\_\_
9. Are you a practicing attorney that handles, or are you a member of any firm or entity that currently handles criminal or civil matters involving the Pasadena Police Department? YES  NO

**10. Describe your relevant life experience, professional training, and/or education in the following areas: Police Activity/Law Enforcement/Criminal Justice System; Social Justice; Mental Health; and Anti-Bias Curriculum/Studies and/or Working with Diverse Populations:**

In recent years, as part of my professional development as an educator, I have participated in extensive training in the following areas: social emotional learning, mental health, social justice, emergency preparedness, and a special focus on anti-bias and anti-racism studies.

Throughout my time as a teaching artist, I have worked with a wide range of populations, ranging across locations (big cities, small towns, suburbs), settings (schools, community support organizations, churches, camps, alternative or "last chance" schools, non-profit theatres), and a wide range of demographics (age, race, gender, socio-economic). Through this work, I have grown in my understanding of the needs and priorities of various communities, and I continually strive to further deepen my understanding of, and support for, all populations.

I have no formal training or education in the area of police activity, law enforcement, or criminal justice. However, as a young man, I had some life experiences that gave me a glimpse into the world of criminal justice. I was arrested twice, both times for possession of small amounts of marijuana. In both cases, I was traveling in the rural West of the United States, and in both cases I received extremely lenient sentences. It took me some time to fully recognize and acknowledge the depth of my privilege as it pertains to these experiences. Had I been a young black man in an urban environment, my

experiences and consequences might have been quite different. Still, these early brushes with the law, and with police, opened my eyes to a facet of our civilization that needs attention.

**11. How would you add value to the Community Police Oversight Commission?**

As I write this application on Martin Luther King Day, I wonder what value I can add to the community of Pasadena. Certainly, Pasadena has no shortage of white, upper middle class, heterosexual, cisgender male voices. Perspectives and lived experiences like mine are already well represented in Pasadena's institutions. But Martin Luther King, Jr. told us "society needs nonviolent gadflies to bring its tensions into the open and force its citizens to confront the ugliness of their prejudices and the tragedy of their racism."

As a teenager, I lost faith in our societal institutions and dropped out of high school. I saw an education system that was not preparing me for the work force, a criminal justice system that seemed to favor the wealthy and white, and corruption at seemingly every level of institutional power. Then I moved to New York, arriving only days before September 11, 2001. At 17 years old, I watched the towers fall out of my new apartment window, and gained a new appreciation for our first responders. As Fred Rogers reminds us, I "looked for the helpers", and found hope in the darkest of times.

While my whiteness certainly limits my perspective, my own individual life experiences have taught me to listen, to ask questions, to empathize, to resist judging others, and to use my privileges to uplift others in my community. Those are the values I would bring to the Commission.

**12. What do you see as the objectives and goals of the Community Police Oversight Commission?**

The purpose of the Commission seems two-fold to me. First and foremost, strengthening relations and building bridges between law enforcement and the community they serve. The second aim of the commission should be to review and recommend improvements to the policies and procedures of the police department to improve conditions for both community members and law enforcement officers.

**13. How would you help achieve these objectives and goals?**

While I stand *firmly* with the goals and principles of the Black Lives Matter movement and other social justice organizations, I also see cause for concern in the growing anti-police sentiment in our culture. As Ibram X. Kendi reminds us, "Americans have long been trained to see the deficiencies of people rather than policy."

In order to achieve the goals stated above, my main strategies would be simple: listening and learning. I would dedicate myself fully to the necessary education and training in order to understand the existing systems and structures. I would seek to hear directly from those most effected by the policies and procedures of the Pasadena Police Department, including officers and community members, and to use my relative privilege and power to amplify and uplift the voices that need to be heard on every side of the conversation.

Signature: 

Date: January 18, 2021

*I hereby certify that the following information is correct to the best of my knowledge.*

.....  
One of the goals of the City Council is to balance advisory body appointments in terms of geographic residence, location, ethnicity, gender, and age. *The following information is desirable, but not required for appointment.*

Year of Birth: 1983 Male or Female: Male Ethnicity: Caucasian/White District # 6

If City resident, number of years: < 1 year

**CITY OF PASADENA**

**Commissioner Biographical Form - VOLUNTARY**

This biographical form will be filed in the Office of the Mayor & City Council; if you are appointed to a commission, it will assist City Hall in responding to questions regarding your background as a commissioner if requested by the news media or interested citizens. This Biographical Form should be submitted along with your commission application.

If you choose to complete the form, please be sure that the information provided is factual. It will be the basis for information provided over the telephone and at the public counter. The form may be duplicated and given to the news media and it may also be posted on the City's website.

**NAME:** \_\_\_\_\_ **DISTRICT:** \_\_\_\_\_ **YEARS AS PASADENA RESIDENT:** \_\_\_\_\_

**OCCUPATION:** \_\_\_\_\_

**EDUCATION & TRAINING:** \_\_\_\_\_

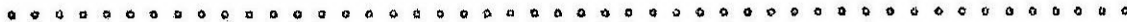
**SERVICE RECORD:** \_\_\_\_\_

**MEMBERSHIP & OFFICES HELD IN CIVIC, RELIGIOUS, FRATERNAL OR TECHNICAL ASSOCIATIONS:** \_\_\_\_\_

**HOBBIES:** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

*I hereby certify that the following information is correct to the best of my knowledge.*



*When complete, email and send original to:*

[jana.stewart@cityofpasadena.net](mailto:jana.stewart@cityofpasadena.net)  
Jana Stewart  
Office of the Mayor & City Council  
100 N. Garfield Ave., Room S228  
Pasadena, CA 91101



CITY OF PASADENA

SUPPLEMENT TO APPLICATION FOR APPOINTMENT TO CITY ADVISORY BODY—COMMUNITY POLICE OVERSIGHT COMMISSION COMMUNITY BASED ORGANIZATION SEATS

The information contained on this form is for the City Council to fill vacancies on the Community Police Oversight Commission. Please answer all questions. You are invited to attach additional pages, a copy of your resume, or submit supplemental information which you feel may assist the City Council in its evaluation of your application.

THIS SUPPLEMENT MUST BE COMPLETED FOR APPLICANTS DESIRING TO HOLD A SEAT DESIGNATED FOR COMMUNITY BASED ORGANIZATION REPRESENTATIVES. DO NOT USE THIS FORM IF YOU ARE APPLYING FOR A MAYORAL OR CITY COUNCIL DISTRICT REPRESENTATIVE SEAT.

APPLICANT NAME: Brandon Kruhm

NAME OF COMMUNITY BASED ORGANIZATION (CBO):

Westridge School

CBO MAILING ADDRESS AND WEBSITE ADDRESS (IF ANY):

[Redacted], Pasadena, 91105 - www.westridge.org

NAME, EMAIL AND PHONE NUMBER FOR CBO CONTACT PERSON:

Gary Baldwin, gbaldwin@westridge.org, (626)799-1053

APPLICANT'S POSITION OR ROLE IN THE ORGANIZATION:

Director of Theatre

WHAT AUTHORITY DO YOU HAVE FROM YOUR ORGANIZATION TO APPLY AS A REPRESENTATIVE OF THE CBO? (PLEASE NOTE: ONLY ONE CBO REPRESENTATIVE APPLICANT CAN BE SUBMITTED FROM EACH CBO). ATTACH ADDITIONAL DOCUMENTATION IF APPROPRIATE.

Supervisor and Head of School approval

SIGNATURE: Brandon Kruhm

DATE: 03/11/2021

I hereby certify that the following information is correct to the best of my knowledge.

.....

• ATTACH TO COMPLETED BIOGRAPHICAL DATA SHEET •



## CITY OF PASADENA

### BIOGRAPHICAL DATA FOR APPOINTMENT TO CITY ADVISORY BODY

*The information contained on this form is for the City Council to fill vacancies on the Community Police Oversight Commission. Please answer all questions. You are invited to attach additional pages, a copy of your resume, or submit supplemental information which you feel may assist the City Council in its evaluation of your application.*

*Biographical forms may be submitted any time during the year; however, they will be purged January 31 of each year. If you have not been appointed to the Community Police Oversight Commission and still desire appointment, please resubmit an updated biographical form or advise in writing that the initial form is still usable.*

Commission on which you would you like to serve: Community Police Oversight Commission

Applicant Name: Patrice Marshall McKenzie Date available to start: Immediately

Home Address: [REDACTED]

Home Phone: [REDACTED]

Employer: Los Angeles Unified School District

Work Phone: [REDACTED]

Work Address: [REDACTED]

E-mail: [REDACTED]

Community Service - List boards, commissions, committees, and organizations on which you are currently serving or have served, offices held and in what city.

Junior League of Pasadena (Finance Chairman and Incoming Finance Director)  
The LA Trust for Children's Health (Board Secretary)  
Pasadena/Altadena Ivy Foundation (Board of Directors)  
National Women's Political Caucus - Greater Pasadena Area  
LA County Democratic Central Committee (Co-Chairman, Organizational Development & Charter Committee)  
Los Angeles African American Women's Public Policy Institute (LAAAWPPD) – Board President  
NAACP Pasadena Branch

Employment - Title and duties, current and past.

Deputy Chief of Staff, Board of Education Member George J. McKenna III (2014-Present)

Provide direction and supervision of the implementation of the policy priorities, community engagement, media/communications strategies and activities that are aligned with the Board Member's goals and objectives for delivering high quality educational instruction and services to more than 650,000 students Pre-Kindergarten-12 grade in California's largest and the Nation's Second-largest school district.

- Research, evaluate and make recommendations on multi-subject education policy using pertinent provision of the State Education Code and Board of Education Rules, regulations and policies
- Serve as liaison to other governmental agencies and community groups representing the interests and needs of Board District 1
- Represent and speak on behalf of the Board Member at meetings with administrators, district leadership, and community events
- Serve as a community liaison for schools throughout the District 1 catchment area

**Community Relations Manager – Multicultural Markets and Engagement**

9/12 – 5/13

**AARP**

Washington, DC

- Develop and maintain relationships with key organizations, thought leaders, volunteers, members and potential members to advance strategic organizational priorities for AARP's African American membership audience.
- Negotiate, execute, and administer sponsorship packages with organizations such as NAACP, NABJ and 100 Black Men of America in order to maximize African American visibility and increase community presence.
- Represent AARP by making presentations and partnership remarks at events that align with AARP key issues and initiatives
- Manages key strategic alliances and leads projects in partnership with various community, faith-based, and legacy partners to increase and sustain African American membership
- Facilitate the presentation of Financial Freedom curriculum through workshops attended by over 500 members of Alpha Kappa Alpha Sorority, Inc. Seven of 10 regions hosted the workshop during their conference learning package.
- Implement programs that promote awareness and engagement levels among African American members
- Provide recommendations as well as original content for the association's African American digital properties on AARP.org, Facebook, and Twitter

**Consultant**

7/11 – 3/12

Client: Century Villages at Cabrillo

Long Beach,

California

- Facilitate and lead a consortium of 10+ service providers and partners through a six-month strategic planning process
- Facilitate monthly consortium meetings of member organizations as well as a steering committee work group designated to provide advice and counsel on behalf of the consortium on the language, terms and conditions of the Memorandum of Understanding (MOU) and mission statement of the body
- Final work products included a completed Mission Statement and Memorandum of Understanding that was ratified and signed by all member organizations of the consortium.

**Program Manager**

01/11 – 07/11

Social Action Partners

Los Angeles,

California

- Managed a 40-person collaborative comprised of community organizations participating in a 10 year initiative sponsored by the California Endowment
- Established key relationships with elected officials and key stakeholders, in various public agencies across the city of Los Angeles.
- Hosted the public launch of the community engagement phase of the South LA Building Healthy Communities initiative with over 200 community members, 30 community organization
- Facilitated the organization of students petitioning the Los Angeles City Council to pass an ordinance to reduce the fines from \$250 to \$20 for truancy
- Implemented training and development to educate Corridor residents in the areas of asset mapping, leadership development, and policy advocacy legislation

**Field Representative**

07/08 – 12/10

Office of Assembly Speaker Karen Bass

Los Angeles,

California

- Represent the Member as the main point of contact in various geographic regions, demographic populations, public agencies and the community within the policy areas of health, small business/economic development, women's issues, public safety, foster care, and entertainment
- Conduct legislative analysis on Race to the Top legislation and present findings to LAUSD District 1 leadership and stakeholders
- Created effective talking points for the Speaker at public and private events, speaking engagements and for media appearances
- Coordinated and developed the programming for a Town Hall Meeting on the Economic Stimulus Plan that yielded over 300 attendees and was covered on NBC news.
- Developed program content and fact sheets for State Capitol visits for community groups and key stakeholders throughout the district
- Increased visibility of the Member by developing partnerships with local chambers and public agencies to provide access to greater procurement opportunities for small business owners in the 47<sup>th</sup> District

**Education – Include professional or vocational licenses or certificates.**

Undergraduate (BA) – University of California at Berkeley | African American Studies, Minor in Critical Pedagogy

Graduate (MPA) – City University of New York, Bernard M. Baruch College, Marx School of Public & International Affairs



Personal – Answer "yes" or "no" to the following questions.

- |   |              |             |
|---|--------------|-------------|
| 1. Have you ever worked for the City of Pasadena? (If yes, please list dates/department)  | YES          | <u>NO</u> X |
| 2. Are you related to any employee or appointee of the City of Pasadena? (If yes, please indicate name and relationship.)   | YES          | <u>NO</u> X |
| 3. Are you aware that financial disclosure is required annually? (e.g. sources of income, loans and gifts, investments, interests in real property.)  | <u>YES</u> X | NO          |
| 4. Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or holdings in relation to your responsibilities as a member of the Community Police Oversight Commission? (If yes, please indicate any potential conflicts): | YES          | <u>NO</u>   |
| 5. Have there been or are there now, any personal or business circumstances which might reflect adversely on the propriety of your serving as a member of the Community Police Advisory Commission?   | YES          | <u>NO</u> X |
| 6. Are you aware of the time commitment necessary to fulfill the obligations of the Community Police Oversight Commission?  | <u>YES</u> X | NO          |
| 7. Are you applying to serve in one of the community-based organization seats?  | <u>YES</u> X | NO          |

(If Yes, indicate name of organization you represent, your job title, and length of service): \_\_\_\_\_  
Alpha Kappa Alpha Sorority, Incorporated Eta Lambda Omega Chapter, Pasadena, CA  
President (2018-2019), Civic Engagement Chairman (2006-Present); Initiated at the University of California at Berkeley in 1997; Affiliated with Pasadena Chapter from 2002-Present

**IMPORTANT:** For individuals responding "YES" to question No. 7 to serve in one of the community-based organization seats, please also complete the supplemental questionnaire.

- |   |     |             |
|---|-----|-------------|
| 8. Are you presently or have you ever worked as a member of law enforcement?  | YES | <u>NO</u> X |
| (If yes, please indicate job title and years of service): _____   |     |             |
| 9. Are you a practicing attorney that handles, or are you a member of any firm or entity that currently handles criminal or civil matters involving the Pasadena Police Department? | YES | <u>NO</u> X |

10. Describe your relevant life experience, professional training, and/or education in the following areas: Police Activity/Law Enforcement/Criminal Justice System; Social Justice; Mental Health; and Anti-Bias Curriculum/Studies and/or Working with Diverse Populations:

I was raised in Pasadena from the age of 3 months old and educated in Pasadena Public Schools. I have dedicated my professional career and volunteer service to improving the quality of life for marginalized communities. Every organization I belong to serves diverse populations and has prioritized anti-racism and anti-bias as core values.

11. How would you add value to the Community Police Oversight Commission?

My lived experience as a Black woman who was raised in this city and has strong community ties would add value to the commission. I have the respect of many community members and would serve to be a voice for the public. I also have extensive expertise in building coalitions and driving consensus among groups with multiple priorities.

**12. What do you see as the objectives and goals of the Community Police Oversight Commission?**

The goals of the commission should be to add public voice, accountability and transparency to the investigation and review of officer involved incidents in Pasadena.

**13. How would you help achieve these objectives and goals?**

I think it is critical to gather information, listen to all stakeholders, and make fair and objective decisions based on the information that is provided. It is also important to give the community trust and confidence that their voice and concerns are heard and included in the decision making process where applicable and necessary.

Signature: *Robin Marshall McKenzie*

Date: 3-15-2021

*I hereby certify that the following information is correct to the best of my knowledge.*

.....

One of the goals of the City Council is to balance advisory body appointments in terms of geographic residence, location, ethnicity, gender, and age. *The following information is desirable, but not required for appointment.*

Year of Birth: \_\_\_\_\_ Male or Female: \_\_\_\_\_ Ethnicity: \_\_\_\_\_ District # \_\_\_\_\_

If City resident, number of years: \_\_\_\_\_