

Bree Spencer, MPA



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KEY PROJECTS

Accountable Now | 2021

- Steward Phase II launch and continue to grow publicly accessible police use of force database.

President's Commission on Law Enforcement and the Administration of Justice | 2020

- Presented strategies for improving community-police relations to two sub-committees of the commission

MKE Urban Stables | 2019

- Convened Milwaukee youth and police officers to design a new youth/police engagement program

Community Oriented Policing (COP) House Playbook | 2019

- Researched and produced a comprehensive report on how to effectively implement a community COP House
- Collaborated with congressional representatives on drafting federal legislation to fund COP House pilot projects

WORK EXPERIENCE

THE LEADERSHIP CONFERENCE ON CIVIL AND HUMAN RIGHTS | Washington, DC | 2021-Present **PROGRAM MANAGER, POLICING**

Grow and develop policing projects portfolio including Accountable Now, Data4Dallas, and Mayors' Office Hours. Streamline policing projects into the broader justice work at the organization.

SAFE & SOUND | Milwaukee, WI | 2012-Present

DIRECTOR OF EVALUATION & TECHNICAL ASSISTANCE | 2016-2021

Create, execute, and manage a revenue-generating technical assistance program for community-engaged public safety solutions. Lead evaluation efforts and engage staff around the use of IT and data to improve organizational effectiveness.

- Provide assessment, policy audits, standard operating procedure development, best practice research, recommendations, implementation support, and evaluation design for technical assistance clients
- Research innovative approaches to public safety and advocate for local adoption of improved policing and safety practices
- Design, implement, and manage a customized version of Salesforce to improve relationship building, and reporting
- Serve as a senior leader on the executive team, update board members, and participate in decision-making related to organizational action planning, budgeting, process improvement, and performance

DIRECTOR OF COMMUNITY PROGRAMS | 2013-2016

Developed and sustained cross-sector partnerships with law enforcement, community-based and faith-based organizations, city departments, and public officials while managing a team of organizers and coordinators who conduct public safety focused community outreach in Milwaukee.

- Championed program restructure and led strategic plan implementation, including culture transformation, partnership cultivation, project monitoring, and impact measurement; refined reporting practices and transparent systems governance
- Supervised program teams; managed hiring, provided training, assigned duties, appraised performance, and coached staff
- Managed organizational progress against goals on private, local, and federal grants

NEIGHBORHOOD SAFETY COORDINATOR | 2012-2013

Built and strengthened meaningful relationships with residents through one-on-one communication and community meetings and events. Worked collaboratively with residents and cross-sector stakeholders to investigate and address nuisance property concerns in Milwaukee Police District 5.

- Received, reviewed, and resolved resident complaints about nuisance problems in Milwaukee neighborhoods
- Fought to bridge the legal legitimacy gap by conducting outreach to residents and improving officer engagement

UNIVERSITY OF WISCONSIN-MILWAUKEE | Milwaukee, WI

LECTURER | 2020, 2021

Taught a graduate level course on Innovation, Evaluation & Adaptive Management for master's level students

GIRL SCOUTS OF NYPENN PATHWAYS | Cicero, NY

HUMAN RESOURCES COORDINATOR | 2009-2011

Provided human resources support services including creating a more efficient invoice process by streamlining in-house records, maintaining payroll for 100 employees across a 26-county region, and planning events including board meetings.

EDUCATION

Master of Public Administration | Syracuse University, Syracuse, NY | 2011

Certificate of Advanced Study – Security Studies | Syracuse University, Syracuse, NY | 2011

Bachelor of Arts in Philosophy | Western Washington University, Bellingham, WA | 2003

KEY VOLUNTEER EXPERIENCE

SYRACUSE UNIVERSITY | Syracuse, NY

RESEARCH AFFILIATE - INSTITUTE OF GLOBAL AFFAIRS | 2010-2011

Researched open-source intelligence on human trafficking and transnational drug smuggling.

AIDS ROCHESTER | Rochester, NY

HEALTH OUTREACH CENTER VOLUNTEER | 2007-2008

Conducted street outreach in a city with high rates of HIV contraction through drug use. Removed dirty needles from residential neighborhood decimated by foreclosure and drugs.

BUDUBURAM REFUGEE SETTLEMENT | Ghana, Africa

FULL-TIME VOLUNTEER | 2006

Worked with a local team of organizers to conduct street outreach on HIV/STI prevention, supported educational efforts in schools, and supported the water and sanitation team through a daily garbage route pick up.

RELEVANT PRESENTATIONS

Evaluation and Advocacy | UWM – MPA PROGRAM EVALUATION & POLICY ANALYSIS | Milwaukee, WI | 2019, 2020

Evaluative Approaches | UWM – GEOGRAPHY | Milwaukee, WI | 2019

Engagement & Efficacy | UW - POPULATION HEALTH FELLOWS | Milwaukee, WI | 2019

Community Collective Efficacy Building | MIAMI-DADE COUNTY | Miami, FL | 2018

Prioritizing Evaluation in Non-Profit Organizations | NON-PROFIT LEARNING LAB | Madison, WI | 2018

Violence Prevention Strategies | NON-PROFIT LEARNING LAB | Madison, WI | 2018

Community Engagement & Collective Efficacy | MT. MARY UNIVERSITY | Milwaukee, WI | 2018

Community-Based Crime Reduction (CBCR) | LISC LAW ENFORCEMENT CONVENING | Providence, RI | 2018

Evaluation & Collective Efficacy | UWM – SUSTAINABLE PEACEBUILDING | Milwaukee, WI | 2017, 2018

New Methods of Community Engagement in Public Safety Panel | JOHN JAY SCHOOL - CUNY | New York, NY | 2017

RELEVANT TRAINING & CONFERENCES

NON-PROFIT MANAGEMENT CERTIFICATE PROGRAM – ALVERNO COLLEGE | 2020

Focus on the mechanics of non-profit organizations including program planning, management, administration, and budgeting.

TECHNOLOGY OF PARTICIPATION (TOP) FACILITATION METHODS | 2019

Two-day course on meeting facilitation including focused conversations, consensus workshops, and action planning.

HIGH INTENSITY DRUG TRAFFICKING AREA (HIDTA) PREVENTION TRAINING CONFERENCE | 2018

Developed and hosted the first annual national conference for the HIDTA prevention initiatives and partners.

COMMUNITY HUB FACILITATOR TRAINING – WISCONSIN VOICES | 2018

Trained to facilitate Community Collaborative Reform feedback sessions regarding the DOJ assessment of MPD.

UNLEARNING RACISM: TOOLS FOR ACTION – YWCA | 2017

Six-session series to learn about the impact, history, whiteness, and addressing racism in one's sphere of influence.

SAFEGROWTH – LOCAL INITIATIVES SUPPORT CORPORATION | 2013

Crime Prevention Through Environmental Design (CPTED) training focused on using the built environment to increase neighborhood safety.

COMMUNITY INVOLVEMENT

Assistant Coach – Youth Class, Brazilian Jiu Jitsu | RED SCHAFFER MMA | Milwaukee, WI | 2019

Board Member | RIVERWORKS CDC | Milwaukee, WI | 2016, 2017

Annual Career Coach | ARTWORKS | Milwaukee, WI | 2012, 2013, 2015