

THE CITY OF NEW HAVEN

BUREAU OF PURCHASES

200 Orange Street

New Haven, Connecticut 06510
(203) 946-8201 - FAX (203) 946-8206

Toni N. Harp
Mayor



Michael V. Fumiatti
Purchasing Agent

REQUEST FOR PROPOSALS

The City of New Haven is accepting Proposals for the following:

Psychological Testing of Police Recruits– 2018-01-1206

Proposals must be submitted in the form and manner specified in the request. Forms and specifications may be obtained from the Bureau of Purchases, website: www.cityofnewhaven.com/purchasingbureau.

Hardcopy submission: One (1) Original and one CD or Thumb Drive containing the complete proposal.

Electronic submission is submitted through your login on our website:
www.cityofnewhaven.com/purchasingbureau/CheckSubmissionIP.asp

THE BUREAU OF PURCHASES
200 ORANGE STREET, ROOM 301
NEW HAVEN, CT 06510

**RFP's will be accepted until 11:00 AM EST on, January 30, 2018
at which time all respondents will be publicly identified and read aloud.**

<i>Submitted by:</i>	
<u>Police and Community Psychology Partners</u>	
<small>Company Name</small>	
<u>389 Whitney Ave.</u>	
<small>Street Address</small>	
<u>New Haven, CT 06511</u>	
<small>City, State & Zip Code</small>	
<u>Brett S. Rayford, Psy.D., MA and Derrick M. Gordon, Ph.D.</u>	
<small>Contact</small>	
<u>police.and.community.partners@gmail.com</u>	
<small>Email</small>	
<u>(203) 645-3156</u>	<u>()</u>
<small>Telephone #</small>	<small>Fax #</small>

Police and Community Psychology Partners

Derrick M. Gordon, Ph.D. & Brett S. Rayford, Psy.D., MBA
389 Whitney Ave., New Haven CT 06511

Telephone: 203-645-3156

email: police.and.community.partners@gmail.com

Statement of Qualifications

1. Name of vendor contract:

Police and Community Psychology Partners (PCPP)
Derrick M. Gordon, Ph.D. and Brett S. Rayford, Psy.D. MBA

2. Permanent main office address:

PCPP is located at 389 Whitney Ave., New Haven, CT 06511

3. Contact information:

Brett S. Rayford (203) 645-3156 and Derrick M. Gordon (203) 675-4228.
Email address is Police.and.Community.Partners@gmail.com

4. When was your partnership organized?

Our partnership was organized in June of 2017 to pursue this RFP.

5. State of Connecticut CONCORD registration number:

ID: 003018521

6. What is the legal form of ownership? If the business is incorporated, where are you incorporated?

PCPP has the LLC status in the state of Connecticut with the business ID:1243053.

7. How many years have you been engaged in the service under the present name?

PCPP is a new endeavor.

8. Please elaborate on your experience with similar work in scope and services:

This is PCPP's first response to an RFP as private practitioners. Drs. Gordon and Rayford have managed large programs and grants in state government and at Yale University. This is our first effort to combine our considerable experience to provide psycho-diagnostic assessments. While we have not collaboratively engaged in these efforts, we have individually both been involved in assessments and evaluations efforts that focus on criminal

justice involved individuals. In addition, they have both done extensive trainings and professional development activities for police organizations. See their attached resumes.

9. Have you ever failed to complete any work awarded to you?

No.

10. Have you ever defaulted on a contract?

No

11. Describe any pending litigation or other factors which could affect your organization's ability to satisfy the requirements associated with this RFP:

There are none.

12. Please list the names, titles, reporting relationships; which members of the organization are authorized to negotiate with the city of New Haven:

Drs. Rayford and Gordon are equal partners and we are able to negotiate with the City in a binding fashion.

13. Name, title, address and phone number of staff to field all inquiries about the RFP:

Dr. Brett S. Rayford
Address: 1868 Ridge Road, North Haven, CT.
Tel: 203-645-3156.

14. Will you upon request fill out a detailed financial statement and furnish any other information or sign a release that may be required by the City of New Haven?

Yes

15. Tax Id Numbers:

Brett S. Rayford: [REDACTED]
Derrick M. Gordon: [REDACTED]

16. As a vendor are you able to receive electronic payment by P Card?

We would be happy to establish the system to be paid electronically.

17. Addendum attached:

- 1) Dr. Rayford's resume
- 2) Dr. Gordon's resume

- 3) APA Code of Ethics
- 4) Psychological Report

Requested Information

1. How many years have you been involved in providing psychological assessment services?

A) Drs. Rayford and Gordon are both licensed clinical psychologists with the requisites training and experience to provide the psychological assessment services. Both have completed terminal degrees in clinical psychology, completed pre- and post-doctoral training in clinical psychology and have been in practice in the greater New Haven area and the State of Connecticut for over 30 years (Dr. Rayford) and 20 years (Dr. Gordon) respectively.

Both Drs. Rayford and Gordon have used full and partial psychological assessments in multiple settings with adults and older adolescents. In these assessments, they have evaluated the mental status, psychological/functioning, intellectual functioning, and personality functioning of the assessed. Dr. Rayford continues to administer psychological assessments and Mental Status Exams (MSE) in his current private practice. In this work, he completes disability assessments and determinations for the social security administration and department of disability determination. In addition, he regularly completes assessments for his private practice where he sees adults who present with myriad psychiatric conditions including thought disorders, mood disorders, impulse control challenges, substance use disorders as well as all forms of character pathology. As part of his day job, he supervises the assessments of children and young adults who present with significant psychological problems that demand that they be confined to a secure facility managed by Connecticut's Department of Children and Families. Dr. Rayford also have extensive experience completing assessments and supervising law enforcement personnel. Coupled with his daily job requirements and history within the criminal justice system in the State of Connecticut, he is well suited to meet the requirements of this RFP.

Like Dr. Rayford, Dr. Gordon has and continues to conduct and oversee psychological assessments focused on young adults and adults who have experienced psychological distress that result in their inability to complete the necessary tasks associated with school completion and healthy life functioning. In these assessments, the focus is on identifying the barriers to the personal success and implementing psychological approaches to addressing them with an eye towards greater health and psychological functioning. These assessments are generally focused on the individual and like Dr. Rayford incorporates, mental status, intellectual, social and personality functioning. In addition to his individual work with children and families through his appointment as associate professor in the department of psychiatry at Yale, Dr. Gordon also oversees and provides clinical support to Court Support Services Division's Family Violence programming. In his capacity as clinical supervisor, he works with facilitators to identify unique and overlapping factors associated with men's use of violence in their intimate relationships. This work seeks to instill skills to these men to help them end their use of physical violence in their intimate relationships. Dr. Gordon also in his role within the department of psychiatry at Yale University was a part of a team that completed cultural diversity training for the entire New Haven Police department following a racially

charged incident over the police radio. This training was coordinated through the NHPD in collaboration with the Connecticut Mental Health Center (CMHC), department of psychiatry at Yale, and New Haven City Hall.

B) We are confident that our experience across a number of clinical and community settings position us to effectively meet the demands of this application. Dr. Rayford has assessed and treated fire fighters and police officers in private practice. In Cincinnati as a psychotherapist he assessed and treated officers if they discharged their weapon in the line of duty. He also used Mental Status Exams to assess and provided therapy for fire fighters who responded to a blaze which resulted in loss of life. Dr. Gordon has also been involved in an intervention that worked with the New Haven police departments to address issues related to diversity and inclusion in police operations and amongst the staff and has actively provided training and consultation to officers arrested for intimate partner violence.

2. Discuss your work experience in a similar scope of service.

Drs. Rayford and Gordon have worked in inpatient, outpatient, correctional, community, Veteran Affairs, and forensic settings where psycho-diagnostics assessments are used to determine course of treatment, service connection and release from confinement. These batteries included intelligence testing, personality, and risk assessments.

3. Using a 10-year frame of reference describe your experience in the law enforcement field.

Dr. Rayford was the Director of Mental Health and Addiction Services for the Connecticut Department of Correction for eight years. In addition to assessing mental illness and addictive disorders and developing treatment programs he also trained and counseled correctional officers. During this period, he was a member of two national consulting teams that traveled the United States assessing prison culture and training correctional teams in New York, California, Texas, Colorado and many other states. Dr. Rayford was also a superintendent of a juvenile training school where he managed and trained Youth Services Officers and Parole Officers.

Dr. Gordon was a part of a community intervention team identified to address the cultural issues impacting the New Haven police department. He has also been involved in leading trainings for probation and parole officers in the departments of Correction and Court Support Services Division. These trainings focused on working with individuals arrested for intimate partner violence; cultural competency in the conduct of justice interventions; working to increase the psychological and social health of individuals transitioning from incarceration; and community assessments of prisoner reentry initiatives in New Haven and Bridgeport CT. In all of his efforts, Dr. Gordon's work has focused on increasing the health and wellbeing of men to increase family and community life.

4. New Haven Police Department (NHPD) is a community policing city. Explain your Concept of community policing and how it will pertain to your assessment selection and screening of police recruits.

A key component of community policing is consistent contact and proactive partnership between the police, who are sworn to serve and protect, and the community, to whom they are sworn to serve and protect. In this partnership, police are assigned to specific communities and through consistent and mutual partnership and respect, relationships are developed to facilitate community safety. Given this emphasis, and Drs. Gordon and Rayford's clinical philosophy, we intend to generate a battery of tests that will help to inform us about the psychological functioning of potential applicants and their perspective and commitment to living in partnership with the community they are commissioned to serve. This partnership will emphasize the applicants' commitment to diversity and working cooperatively with the community. We believe that the psychological health of officers and commitment to diversity and working collaboratively the community are equally important in building a police force for the 21st century.

5. Submit a psychological test battery for a law enforcement candidate based on new data and assessments available in the competitive field of psychology.
6. Our evaluative process is designed to ensure the requirements for psychological suitability for each applicant and community-police partnership. It is our intent to determine that he or she is free from emotional, mental, or substance abuse conditions that would adversely affect their ability to perform in dangerous surroundings; that they can cope with situations firmly, courteously, respectfully, and tactfully; that they value diversity, display evidence of cultural sensitivity; and that they can exercise independent judgement.

Test Battery:

Mental Status Exam (MSE)

Minnesota Multiphasic Personality Inventory-2 – (MMPI-2)

TAT or Roberts Cards (Latino and African American)

The GRIT Test

Wechsler Abbreviated Scale of Intelligence- 2 (WASI-2)*

Feedback Interview

The psychiatric interview or MSE is the most common method for examining a police candidate's suitability for employment followed by the use of the MMPI-2. Each of our assessment instruments have been used in the evaluation of officers, though the Roberts Cards are new and an updated method for projective testing that will allow us to examine race/ethnic and cultural attitudes of candidates while the TAT is designed to only pull for relational dynamics. Intelligence testing will only be used if concerns regarding cognitive ability or neuropsychological deficit emerge during the interview.

7. Provide documentation that supports the capacity for objective clinical judgement based on an oral interview of police candidates.

Clinical psychologists undergo a number of years of training in the art and science of objective clinical assessment. This training forces us to address our biases so that they do not

influence our clinical reasoning. In addition to our personal commitment to objective clinical standards all licensed psychologists must adhere to the Code of Ethics promulgated by the American Psychological Association. There are several principles that underscore the requirement that a psychologist maintain objective clinical judgement in oral interviews with all populations including police candidates. These include:

- Principle B - Fidelity and Responsibility
- Principle C – Integrity
- Principle E – Respect for Peoples Rights and Dignity
- Standard – 1.08 Unfair Discrimination
- Standard - 3.04 Avoiding Harm

(See Addendum for copy of APA guidelines)

8. Provide systematic written procedure for the candidate referral process and each step of the psychological evaluation process. In addition, describe how such data will be accessible to the Chief of Police and Board of Police Commissioners, both quantitatively and qualitatively.

PCPP's methodology will use best practices in police evaluation. Each candidate will move through a systematic procedure without deviation unless there are clinical indicators to suggest we deviate from protocol to examine an individual trait in greater detail. An example would be administering the WASI-2 to assess apparent cognitive limitations.

The process will go as follows:

- New Haven PD will refer candidates to PCPP for evaluation
- The candidate would be told - the nature and objectives of the evaluation; the recipients of the report; a statement that PCPP is contracted by the NHPD; the probable uses of the evaluation and the limits of confidentiality.
- The MSE and test battery will be standardized and have good reliability and validity in the selection of public safety officers.
- The results of the MSE and psychological battery will be reviewed by the examiner. Results will be interpreted in accordance with professional manuals and best practice. PCPP will remain abreast of all related and current literature.
- Each candidate will have an individual face to face interview with the examiner to assess for psychological suitability and feedback. The final interview will be conducted in a consistent, comprehensive manner and focus exclusively on material relevant to the evaluation.

The Chief of Police and the Board of Police Commissioners will receive an individual written report on each police candidate provided within and agreed upon time frame. The Chief and the Board will also receive a summary report on the number of candidates assessed and the number who met psychological criteria for employment. This report will be broken out by age, gender and race. PCPP will also be available to meet with the Chief and the Board at any time to ensure the goals of the department are being met.

*When indicated

Police and Community Psychology Partners

Derrick M. Gordon, Ph.D. & Brett S. Rayford, Psy.D., MBA
389 Whitney Ave., New Haven CT 06511

Telephone: 203-645-3156

email: police.and.community.partners@gmail.com

TIER 1 – STANDARD BATTERY:

MENTAL STATUS EXAMINATION (MSE)
MINNESOTA MULTIPHASIC PERSONALITY INVENTORY 2 (MMPI-2)
THEMATIC APPERCEPTION TEST (TAT)
HOUSE-TREE-PERSON PROJECTIVE DRAWINGS
THE GRIT TEST
CONCLUDING INTERVIEW FEE=750.00

TIER 2 - STANDARD BATTERY WITH COGNITIVE SCREENING:

MSE
MMPI-2
TAT
HOUSE-TREE-PERSON PROJECTIVE DRAWINGS
THE GRIT TEST
WECHSLER ABBREVIATED SCALE OF INTELLIGENCE 2
CONCLUDING INTERVIEW FEE= 950.00

TIER 3- STANDARD BATTERY WITH REVIEW OF CULTURAL COMPETENCE:

MSE
MMPI-2
ROBERTS CARDS (AFRICAN AMERICAN AND LATINO)
HOUSE-TREE-PERSON PROJECTIVE DRAWINGS
THE GRIT TEST
CULTURAL AWARENESS ASSESSMENT
3 VIGNETTES – CULTURAL CONFLICT MEDIATION
CONCLUDING INTERVIEW FEE = 1150.00

CONFIDENTIAL

New Haven Police Department
Pre-Employment Psychological Report
(SAMPLE REPORT)

Candidate's Name: *Tom James

Psychologist: Dr. Brett Rayford

Candidates DOB: 4-23-1994

Date(s) of Assessment: 5-5-2017

Referring Agency: NHPD

Date of Report: 5-30-2017

Job Title: Police Officer

Introduction:

Confidentiality - This report is a confidential document and should only be shared with those administratively responsible for hiring decisions.

Use of this report – It is important this report be used in its entirety; it should be reviewed along with other information including backgrounds checks, educational history, training history, interviews, work history and references. Because we are complex and change and adapt as circumstances influence us this report should not be considered valid beyond one year from the testing date.

Referral Question:

Mr. James was referred for a psychological evaluation as part of the pre-employment screening for work suitability as a police officer for the city of New Haven.

Assessment Procedures:

Mental Status Exam

MMPI-2

TAT

The Grit Test

Behavioral Observations and Background:

Mr. James is a 23 year old male who stated "I identify as African American though my mother is Puerto Rican and my father is black. He arrived on time for his appointment dressed in business casual attire. He was friendly and conversational from the outset of the interview. He reported he was eager to get started with "the psychological" because he knows it's one of the final challenges on his path to becoming an officer.

Mr. James voiced that he has wanted to be a police officer since he was a child. He noted his uncle was a police man and that he and the family admired him for his service to the public. The applicant reported that many of his decisions as a child were driven by his interests to become a policeman when he grew up. For example, he joined the Boy Scouts and later while in college joined the Reserve Officer Training Corps (ROTC). Mr. James graduated from Wilbur Cross High School with honors and was admitted to the University of Connecticut where he studied criminal justice. He had to quit school after his sophomore year when his father became gravely ill as he needed to find employment to help the family pay bills and support his younger siblings. Mr. James has worked two part time jobs since leaving college. He works as a security officer with the state of Connecticut where his primary responsibility is to guard the perimeter of a state building while signing in visitors; he also works as a youth services officer at a detention center for juvenile delinquents. He confessed that he hopes his experiences in security and the management of juveniles would help him compete for the job of public safety officer. He continues to take one course each semester in pursuit of his bachelor's degree.

He is worried that his experimental use of marijuana as a teenager might disqualify him from serving his community. He hastened to assert he has not abused alcohol or other illicit mood altering substances. He maintained that he noticed the toll drugs took on friends and family and he decided to "swear off marijuana in his late teens".

When asked what talent he brought to the table that would benefit the NHPD he offered that he is a team player with excellent reaction time due to being an athlete. Moreover, he believed his spirit de corps; his critical thinking ability; his

mental toughness and his physical agility would help him become an asset to the department.

Tests Results and Findings:

The applicant completed all instruments without hesitancy. He was dogged in his approach and asked appropriate questions to help complete the task(s) at hand. He engaged easily in the MSE which is a diagnostic exam to assess mental status; he was given the MMPI-2 which assesses personality and psychopathology; he responded with elaborate answers to the Thematic Apperception Test which is a projective instrument designed to reveal a person's underlying motives, conflicts and frustrations as well as interpersonal challenges. Mr. James was also given the GRIT Test which measures perseverance and passion to achieve long term goals. People who have high GRIT tend to finish what they start.

During the MSE the claimant did not display any evidence of mood disorder or thought disorder. He was able to recall 3 items with interference and time delay suggesting that his attention and concentration are intact. Mr. James appears to be in the high average of intellectual functioning as evidenced by his large vocabulary; expansive general fund of knowledge and advanced abstract reasoning ability. In addition he has superior moral reasoning and has an ability to adapt when faced with ambiguity. On this administration of the MMPI-2 Mr. James' profile is valid as he responded to the test in a non-defensive way. More specifically his Lie Scale which measure one's attempt to present themselves in a favorable light was well within normal limits. This scale is particularly useful in screening police officers as officers who score high on this measure attempt to present themselves as virtuous while minimizing distress and psychopathology. Mr. James had an L-score of 3 which is substantially lower than the cutoff of 8. The applicant is not only open and forthcoming but he seeks to present and honest picture of who he is. Further, his clinical scales all fall within the normal limits. His results suggest he is confident and able to manage stress in a healthy manner. The applicant interpersonal world is made up of people who can handle stress; have high frustration tolerance and tend to stick things out until they resolve conflict. His stories have complex themes where people are joyful and look toward a bright future. The applicant's performance on the GRIT test suggest

he is persistent. He has HIGH grit indicating when he is passionate about something and set his mind to it he will follow it through to its natural and effort filled conclusion.

Mr. James' psychological profile highlights he is stable and able to manage stressful situations with finesse. He is bright, with high verbal skill; he is confident and reflective. He presents himself in an open fashion and is able to perform in complex environments. While he prefers clarity and structure he can manage ambiguity. Mr. James is optimistic and persistent with excellent conflict resolution skills.

Summary and Recommendation:

The results of this assessment determined that Mr. James does not have a mood disorder; thought disorder or substance abuse disorder. He has high frustration tolerance and great conflict resolution skills. These traits coupled with his determination as well as his cognitive and adaptive skills match well with the duties and responsibilities of a police officer with NHPD.

Signature and date of evaluator _____

Dr. Brett S. Rayford

Please protect the confidentiality of this report and use it only for the purpose of pre-employment screening.

*pseudonym

CONFIDENTIAL REPORT
New Haven Police Department
Pre-Employment Psychological Report

Candidate's Name:

Clinical Psychologist:

Candidates DOB:

Date(s) of Assessment:

Referring Agency:

Date of Reports

Job Title:

Introduction:

Referral Question:

Assessment Procedures:

Background and Behavioral Observations:

Signature and date of evaluator _____

Dr. Brett S. Rayford

Please protect the confidentiality of this report and use it only for the purpose of pre-employment screening.

Tests Results and Findings:

Summary and Recommendations:

CURRICULUM VITAE

Name: Derrick M. Gordon, Ph.D.

Education:

B.S. University of South Dakota (Psychology) 1993
M.A. University of South Dakota (Clinical Psychology) 1995
Ph.D. University of South Dakota (Clinical Psychology) 2000

Career/Academic Appointments:

1997 - 1998 Doctoral Fellow in Clinical and Community Psychology Fellow, Department of Psychiatry, Yale University School of Medicine, New Haven, CT
1998 - 1999 Postgraduate Associated in Clinical and Community Psychology, Department of Psychiatry, Yale University School of Medicine, New Haven, CT
1999 – 2000 Postdoctoral Associate in Clinical and Community Psychology Fellow, Department of Psychiatry, Yale University School of Medicine, New Haven, CT
2000 - 2003 Associate Research Scientist, Department of Psychiatry, Yale University School of Medicine, New Haven CT
2003 – 2004 Instructor, Department of Psychiatry, Yale University School of Medicine, New Haven, CT
2004 – 2010 Assistant Clinical Professor, Department of Psychiatry, Yale University School of Medicine, New Haven, CT
2010 – 2016 Assistant Professor, Department of Psychiatry, Yale University School of Medicine, New Haven, CT
2016 – Associate Professor, Department of Psychiatry, Yale University School of Medicine, New Haven, CT

Administrative Positions:

2010 – 2012, 2016 Faculty Preceptor, Clinical Training, The Consultation Center, Division of Prevention and Community Research, Department of Psychiatry, Yale University School of Medicine, New Haven CT
2004 – Director, Research, Policy and Program on Male Development, Division of Prevention and Community Research, Department of Psychiatry, Yale University School of Medicine, New Haven CT

Professional Honors and Recognition:

2014 American Journal of Public Health, Paper of the Year Award
2011 First 100, Top Male Leaders in Domestic Violence, Connecticut’s Coalition Against Domestic Violence
2008 Top 30 Leaders in Connecticut in Domestic Violence. Connecticut’s Coalition Against Domestic Violence

Board Certification:

State of Connecticut Licensed Psychologist; License number: 3297

Current Grants:

Funding Agency: Community Foundation for Greater New Haven
Title of Grant: Incarceration and Prisoner Reentry Evaluation Consultation
Role: Evaluation Research PI
Direct Costs: 28,000
Total Direct Costs: 28,000
Dates: 1/1/16 - 6/30/17

Funding Agency: New Haven Adult Education, City of New Haven
Title of Grant: Clinical Services to New Haven Adult Education
Role: Clinical Liaison
Direct Costs: 21,250
Total Direct Costs: 100,750
Dates: 7/1/12 - 6/30/17

Funding Agency: Connecticut Department of Mental Health and Addiction Services
Title of Grant: Connecticut Mental Health Center: Young Adult Service
P. I.: Michael J. Sernyak, M.D.
Project P. I.: Thomas J. McMahon, Ph.D.
Role: Clinical Liaison
Percent effort: 50% (current)
Annual Direct: \$425,576
Total Direct Costs: \$4,821,778
Dates: 3/1/04-6/30/17 (renewable annually)

Funding Agency: Court Support Services Division, The State of Connecticut
Title of Grant: Supervisor for the EVOLVE and EXPLORER programs
Role: Program Clinical Director
Direct Costs: 59,500
Total Direct Costs: 880,000
Dates: 7/1/01 - 6/30/17

PAST GRANTS:

Funding Agency: Partnership for Strong Communities
Title of Grant: Homeless Youth Survey
Role: PI
Direct Costs: 45,000
Total Direct Costs: 45,000
Dates: 7/1/2012 – 6/30-2015

Funding Agency: National Institutes of Health
Title of Grant: HIV/STI Risks Among Young Expectant Fathers: Attachment Style and Relationship Changes from Pregnancy to Parenthood
PI: Trace Kershaw, Ph.D.
Role: Co-Investigator, **minority supplement recipient**

Total Direct Costs: \$726,400 (Supplement) 2,496,105 (Parent grant)
Dates: 07/01/2006 – 06/30/11

Funding Agency: Connecticut, Department of Social Services
Title of Grant: Promoting Responsible Fatherhood Initiative
Role: Evaluation Research PI
Total Direct Costs: \$588,525
Dates: 10/1/2006 – 09/30/11

Funding Agency: Connecticut, Department of Children and Families
Title of Grant: Adolescent Fatherhood Scan
Role: PI
Total Direct Costs: \$85,000
Dates: 11/1/2007 – 6/30/2009

Funding Agency: Family ReEntry
Title of Grant: Bridgeport Fresh Start Prisoner Reentry Initiative
Role: Evaluation Research PI
Total Direct Costs: \$583,830
Dates: 03/01/2006 – 06/30/12

Funding Agency: The Community Foundation for Greater New Haven
Title of Grant: Building Bridges Prisoner Reentry Initiative
Role: Evaluation Research PI
Total Direct Costs: \$514,644
Dates: 01/01/2005 – 06/30/09

Funding Agency: The Connecticut Department of Public Health
Title of Grant: Protocol for Engaging Men in Healthy Behaviors
Role: Lead Consultant
Total Direct Costs: \$36,948
Dates: 12/1/03 - 07/01/06

Funding Agency: Office of Substance Abuse, Policy & Prevention, The City of New Haven
Title of Grant: Logic Model Development for the Office of Substance Abuse
Role: Lead Consultant
Total Direct Costs: \$30,000
Dates: 12/1/03 - 6/30/04

Funding Agency: The Community Foundation for Greater New Haven
Title of Grant: The Male Involvement Network: Research and Evaluation
Role: PI
Total Direct Costs: \$90,000
Dates: 2/1/01 - 6/30/06

Funding Agency: United Way

Title of Grant: River Walk Project
Role: Program Director
Total Direct Costs: \$13,350
Dates: 1/1/01 - 12/31/01

Funding Agency: New Haven Police Department
Title of Grant: Community Policing and Education about Domestic Violence
Role: Lead Consultant
Total Direct Costs: \$27,500
Dates: 2/1/00 - 2/1/01

Funding Agency: State of Connecticut
Title of Grant: Governor's Prevention Initiative for Youth: Positive Youth Development Collaborative
PI: Jane Shepard, Psy.D.
Role: Lead Consultant
Total Direct Costs: \$197,919
Dates: 12/1/99 - 6/30/01

Invited Speaking Engagements, Presentations, Symposia & Workshops

International/National

- 2016 Gordon, D. M. *Working in Communities to Increase the Health of Minority Men*. Criminal Justice Department, University of Cincinnati, Cincinnati OH.
- 2016 Gordon, D. M. *Pathways to Behavioral Health Equity: Practice Innovations for Addressing Health Disparities Experienced by Boys and Men in Communities of Color*. Substance Abuse and Mental Health Services Administration (SAMHSA), Bethesda MD.
- 2016 Gordon, D. M. *Pathways to Behavioral Health Equity: Addressing Trauma in Underserved Communities*. Substance Abuse and Mental Health Services Administration (SAMHSA), Bethesda MD.
- 2016 Gordon, D. M. *Understanding Trauma-Informed Programming: A Primer for Responsible Fatherhood Programs*. National Responsible Fatherhood Clearinghouse, Administration for Children and Families, U.S. Department of Health and Human Services, Washington DC.
- 2016 Gordon, D. M. *"My Job Ended at Conception: How Do Men Impact Pregnancy and Child Outcomes*. Summit on Fatherhood and the Health and Wellbeing of Boys and Men, National Healthy Start, Washington DC.
- 2015 Smith, A. and Gordon, D. M. *Changing Lives & Empowering People: Closing the Gap Between Individual, Community & Organizational Impact*. National Community Action Partnership Conference, San Francisco CA.
- 2015 Gordon, D. M. *Advancing the opportunity to engage fathers in healthy pregnancy outcomes*. Presented at Fatherhood Outreach: Implications of Men's Health and Community Engagement in Pregnancy Outcomes at the National Institutes of Health, National Institutes of Child Health and Human Development, Washington DC.
- 2015 Gordon, D. M. *Pathways to Behavioral Health Equity: Addressing Disparities in Men and Boys of Color*. Presented at the joint meeting of the American Psychological Association

- (APA) and Substance Abuse and Mental Health Services Administration (SAMHSA), Washington DC.
- 2015 Gordon, D. M. *"He made me do it:" Examining how paternal mental health impacts parenting practices.* Summit on Fatherhood and the Health and Wellbeing of Boys and Men, National Healthy Start, Washington DC.
- 2015 Gordon, D. M. *Coming from the cold: Examining the role of incarceration on the parenting experiences of formerly incarcerated men.* Summit on Fatherhood and the Health and Wellbeing of Boys and Men, National Healthy Start, Washington DC.
- 2014 Gordon, D. M. *Fatherhood and the Health and Wellness of Boys and Men.* Presented at the National Healthy Start Association meeting and co-sponsored by the Men's Health Network, Washington DC.
- 2014 Smith, A. and Gordon, D. M. *Changing Lives & Empowering People: Closing the Gap Between Individual, Community & Organizational Impact.* Presented at Southern New England Community Action Agency Conference, Community Action: Addressing Challenges and Creating Opportunities, Providence RI.
- 2012 Gordon, D. M. *Men's Health: Implications for Intervention.* Presented to City of Philadelphia's Department of Mental Health and disability's summit on Reducing Health Disparities by Engaging Men of Color, Philadelphia, PA.
- 2011 Gordon, D. M. and Rayford, Brett S. *Shaping the Future of Adolescent Fathers in the Child Welfare System.* Webinar Presented to: The Foster Care Work Group of the National Youth Transitions Funders Group.
- 2009 Gordon, D. M. *Working with Men who Batter: Ensuring Safety for All.* New York, New York Domestic Violence Services, NY
- 2006 Gordon, D. M. Philadelphia, PA. Roundtable: Interstate Custody and Domestic Violence Issues, National Council of Juvenile and Family Court Judges.
- 2006 Gordon, D. M. Roundtable: Culturally and Linguistically Specific Services, Department of Justice, Office of Violence Against Women. Washington, DC.
- 2005 Gordon, D. M. San Francisco, CA. National Judicial Institute on Domestic Violence: Enhancing Judicial Skills in Domestic Violence Cases, National Council of Juvenile and Family Court Judges.
- 2005 Gordon, D. M. Sonoma, CA. National Judicial Institute on Domestic Violence: Enhancing Judicial Skills in Domestic Violence Cases, National Council of Juvenile and Family Court Judges.
- 2005 Gordon, D. M. *NCMHHD's, Community-Based Research and Outreach Panel,* National Center on Minority Health and Health Disparities, National Institute of Health, Bethesda, MD.
- 2004 Gordon, D. M. *NIDA's Research Development Seminars Series.* National Institute on Drug Abuse (NIDA), National Institute of Health, Bethesda, MD.
- 2004 Gordon, D. M. CCFY's Peer Learning Institute on Sustaining Work on Fathers & Families. Coalition of Community Foundations for Youth (CCFY), Sponsored by Annie E. Casey Foundation, Tampa, FL.
- 2004 Gordon, D. M. *NCMHD Community-based Research Subcommittee.* National Center for Minority Health and Health Disparity (NCMHD), National Institutes of Health, Bethesda, MD.
- 2004 Gordon, D. M. *Batterer Intervention Programs' and Child Witness to Violence Programs' National Advisory Committee.* End Abuse: Family Violence Prevention Fund, Boston, MA.

- 2002 Gordon, D. M. *Batterer Intervention Programs' and Child Witness to Violence Programs' National Advisory Committee*. End Abuse: Family Violence Prevention Fund, Boston, MA.

Regional

- 2016 Gordon, D. M. *Working in Communities to Increase the Health of Minority Men*. Curing Violence: Healthier Individuals, Families, and Communities. The Connection's Conference, Wesleyan University. Middletown, CT.
- 2015 Gordon, D. M. *Panel Discussion: Community Impact*. Presented at the Community Foundation for Greater New Haven's summit on Violence in our Community, New Haven CT.
- 2014 Connecticut Association of School-Based Health Centers Conference
- 2014 Senator Murphy's Roundtable on Gun Violence
- 2009 *Exploring the Dynamics of Intimate Partner Violence*, Court Support Services Division, Hartford CT
- 2009 *Connecticut's Efforts to Engage Fathers on the Fringes: If you Build it Will they Come?* Ziegler Center in Child Development and Social Policy, Yale University School of Medicine and Child Study Center
- 2008 *Bridging the Gap between Adolescence and Adulthood: If there Room for Models of Healthy Manhood?* 2008 Frantz Fanon Lecture at Yale School of Medicine, New Haven CT.
- 2007 *The Social and Emotional Issues Impacting Black and Hispanic/Latino Male Students. Addressing the Achievement of Connecticut's Black and Hispanic/Latino Male Students*. Sponsored by Connecticut State Department of Education, Meriden, CT.
- 2004 Cromwell, CT. Conference: Eliminating Disparities in Men's Health, Connecticut Department of Health.
- 2004 New Haven, CT. Conference: Equity, Access & Outcome: The Role of Prevention Science in Reducing Health Disparities, Yale University
- 2003 New Haven, CT. Conference: Health Disparities and Its Impact on Communities of Color, The Community Foundation for Greater New Haven.
- 2002 New Haven, CT. Conference: Portraits of Reality: Healthy Men, Healthy Fathers, Healthy Families, Healthy Communities, The Male Involvement Network.
- 2002 New Haven, CT. Conference: The Multiple Ecologies of Urban Youth: Sharing Perspectives & Challenging Myths, Division of Prevention and Community Research of the Department of Psychiatry, Yale University.
- 2001 New Haven, CT. Conference: *The Effects of Domestic Violence on Children: A Father's Role*, Southern Connecticut State University, The Children Affected by Domestic Violence Subcommittee of the Greater New Haven Domestic Violence Task Force.
- 2001 New Haven, CT. Conference: Portraits of Reality: Real Men, Real Fathers Leading the Way to Responsibility, The Male Involvement Network.
- 1999 New Haven, CT. The Society for Community Research and Action Conference at Yale University.
- 1997 1998 New Haven, CT. Spirituality Work Group, Connecticut Mental Health Center, Yale University School of Medicine

Professional Service

Peer Review Groups/Grant Study Sections:

- 2012- Member, NCMHD's, U and R01 funding mechanisms, National Center on Minority Health and Health Disparities, National Institute of Health, Bethesda, MD.
- 2010- Member, NCMHD's, Loan Repayment Program (LRP), National Center on Minority Health and Health Disparities, National Institute of Health, Bethesda, MD.
- 2010- Member, CDC's, *Adaptations of Evidence-Based Parenting Programs to Engage Fathers in Child Maltreatment Prevention*, Center for Disease Control and Prevention, Atlanta, GA.
- 2009- Reviewer, NCMHD's *Health Disparities Research on Minority and Underserved Populations*, FOA:MD09-004, National Center on Minority Health and Health Disparities, National Institute of Health, Bethesda, MD.
- 2009 Reviewer, *OVW's Cultural and Linguistic Services for Victims*, Office of Violence Against Women, US Department of Justice, Washington, DC
- 2009 Reviewer, *CDC's Adaptations of Evidence-Based Parenting Programs to Engage Fathers in Child Maltreatment Prevention*, FOA:CE03-002, Center for Disease Control and Prevention, Atlanta, GA

Journal Service:

Editorial Board

- 2012 - 2015 Fathering: A Journal about Theory, Research & Practice about men as fathers
- 2016 - American Journal of Men's Health
- 2016 - Caribbean Journal of Psychology

Ad Hoc Reviewer

The American Journal of Community Psychology
American Journal of Public Health
Child Welfare
Children and Youth Services Review
Family and Community Health
Journal of Offender Rehabilitation
Maternal and Child Health Journal
Psychology of Violence
Psychology of Men and Masculinity
Social Work Research
Violence and Victims

Professional Service for Professional Organizations:

- 2008- Member, American Public Health Association
Program Chair, Family Violence Prevention Forum
Program Reviewer, Men's Health Caucus
- 2005 Faculty, The National Judicial Institute on Domestic Violence. A joint project of The National Council of Juvenile and Family Court Judges and the Family Violence Prevention Fund funded by the U.S. Department of Justice, Office on Violence Against Women.
- 1993 – Member, American Psychological Association
Division 51 – Society for the Psychological Study of Men and Masculinity
Committee on Minority Men
Program Reviewer

Yale University Service:

Medical School Committees

- 2010 Reviewer, Center for Interdisciplinary Research on Aids Community Research Projects
- 2010 - Member, Minority Recruitment and Retention Committee, School of Medicine
- 1996- Selection committee for the doctoral internship program in clinical and community psychology offered by the Psychology Section.

Public Service:

- 2008 – Board member, Connect Inc., New York, NY
2014 - President, Connect Inc., New York, NY
- 2008 – Board member, Connecticut Coalition Against Domestic Violence, Rocky Hill CT
2011 – 2015, Secretary

Bibliography:

Peer-Reviewed Original Research (*indicates publication with student supervisee)

1. **Gordon, D. M.**, Hart, P. & Todd-Bazemore, E. (1996). Students of color and training: The impact of ethnicity on professional development. *The South Dakota Psychologist*, 5 (4), 11.
2. Ward, N. L., Crusto, C.A., **Gordon, D. M.** (2002). The promise of systemic school reform to address educational disparities among low-income and minority youth. *The Community Psychologist*, 35 (2), 23-24.
3. **Gordon, D. M.** (2004). The Racial Socialization of Urban Boys: Using mentoring as a mechanism for academic success. *The Community Psychologist*, 37 (2), 49 – 51.
4. ***Gordon, D. M.**; Iwamoto, D. K.; Ward, N, Bond, E. & Potts, R. (2009). Mentoring urban Black male students: Implications for academic identification and achievement. *Journal of Negro Education*, 78 (3), 277-289.

5. ***Gordon, D. M.**; Iwamoto, D.; Watkins, N.; Kershaw, T.; Mason, D. & Judkins, A. (2011) Promoting responsible fatherhood programming: Factors impacting fathers' involvement in child protection services and court restricted access to their children. *Journal of Poverty: Innovations on Social, Political, & Economic Inequalities*, 15 (2), 184-205.
6. *Iwamoto, D. K., Cheng, A., Lee, C. S., Takamatsu, S., & **Gordon, D. M.** (2011). "Man-ing" up and getting drunk: The role of masculine norms, alcohol intoxication and alcohol-related problems among college men. *Addictive Behaviors*, 36 (9), 906-911.
7. ***Gordon, D.M.**, Walling, S. M., Watkins, N. D., Wilhelm, S. and Rayford, B. S. (2011). Adolescent fathers involved with child protection: Social workers speak! *Child Welfare*, 90 (5), 95 -114.
8. Kershaw T, Arnold A, **Gordon D.M.**, Magriples U, & Niccolai L. (2012). In the heart or in the head: Relationship and cognitive predictors of sexual risk among young expectant couples. *AIDS and Behavior*, 16 (6), 1522-1531. Doi:10.1007/s10461-011-0049-1
9. ***Gordon, D.M.**; Hunter, B.; Woods, L. N.; Tinney, B.; Bostic, B.; Malone, S.; Kimbro, G.; Greenlee, D.; Fabish, S.; Harris, K., and Smith, A. (2012). Increasing outreach, connection and services to low-income, non-custodial fathers: How did we get here and what do we know? *Fathering: A Journal of Research, Theory, and Practice*, 10 (1), 101-111.
10. ***Gordon, D. M.**; Oliveros, A.; Hawes, S. W.; Iwamoto, D. K.; Rayford, B. S. (2012). Engaging fathers in child protection services: A review of factors and strategies across ecological systems. *Children and Youth Services Review*, 34 (8), 1399-1417.
11. Divney AA, Sipsma H, **Gordon D.M.**, Niccolai L, Magriples U, & Kershaw T. (2012). Depression during pregnancy among young couples: The influence of personal and partner experience of stress and the behavioral effects of social relationships. *Journal of Pediatric and Adolescent Gynecology*, 25 (3), 201-207.
12. *Iwamoto, D. K.; **Gordon, D. M.**; Oliveros, A.; Lanza, S.; Dyson, W. (2012). The role of masculine norms and informal support on mental health in incarcerated men. *Psychology of Men & Masculinity*, 13 (3), 282-293.
13. Sipsma H., Divney A.A., Niccolai L., **Gordon D.M.**, Magriples U., & Kershaw T. (2012) Pregnancy desire among a sample of young couples who are expecting a baby. *Perspectives on Sexual and Reproductive Health*, 44 (4), 244-251.
14. Kershaw T., Gerber R., Divney A.A., Albritton T., Sipsma H., Magriples U., & **Gordon D.** (2012). Bringing your baggage to bed: The effects of past relationships on sexual risk behavior. *AIDS and Behavior*, 1-12.
15. ***Gordon, D. M.**; Hawes, S. W.; Perez-Cabello, M. A.; Brabham-Hollis, T.; Lanza, A. S.; & Dyson, W. J. (2013). Examining masculine norms and peer supports within a sample of incarcerated African American males. *Psychology of Men and Masculinity*, 14 (1), 59-64.

16. *Murphy A., **Gordon D. M.**, Sherrod H., Dancy V., & Kershaw T. (2013). Friends, family, and foes: The influence of father's social networks. *American Journal of Men's Health*, 7 (3), 228-243.
17. Reid, A. E., Magriples, U., Niccolai, L. M., **Gordon, D.M.**, Divney, A. A. & Kershaw, T. S. (2013). Associations of a sexually transmitted disease diagnosis during a relationship with condom use and psychosocial outcomes: (Short) windows of opportunity. *American Journal of Community Psychology*, 51, 510-519.
18. *Woods, L.N., Lanza, S., Dyson, W., & **Gordon, D. M.** (2013). The role of prevention in promoting continuity of health care in prisoner reentry initiatives. *American Journal of Public Health*, 103 (5), 830-838.
19. ***Gordon, D.M.**, Hawes, S., Reid, A., Callands, T.A., Magriples, U., Divney, A., Niccolai, L. and Kershaw, T. (2013). The many faces of manhood: Examining the health behaviors of young fathers across race. *American Journal of Men's Health*, 7 (5), 394-401.
20. Sipsma, H.L., Divney, A.A., Magriples, U., Hansen, N., **Gordon, D. M.**, & Kershaw, T. (2013). Breastfeeding intentions among pregnant adolescents and young adults and their partners. *Breastfeeding Medicine*, 8 (4), 374-380.
21. Sipsma, H.L., Magriples, U., Divney, A.A., **Gordon, D. M.**, Gabzdyl, E., & Kershaw, T. (2013). Breastfeeding behavior among adolescents: Initiation, duration, and exclusivity. *Journal of Adolescent Health*, 53, 394-400.
22. Kershaw, T., Murphy, A., Divney, A., Magriples, U., Niccolai, L., **Gordon, D.** (2013). What's love got to go with it: Relationship functioning and mental and physical quality of life among pregnant adolescent couples. *American Journal of Community Psychology*, 52, 288-301.
23. *Campbell, C., Onifade, E., Barnes, A., Petersen, J., Davidson, W., Anderson, V., & **Gordon, D. M.** (2014). Screening offenders: The exploration of a Youth Level of Service/Case Management Inventory (YLS/CMI) short form. *Journal of Offender Rehabilitation*, 53 (1), 19-34.
24. Albritton, T., Day, K. M., Divney, A., **Gordon, D. M.**, Magriples, U. Kershaw, T. S. (2014). Who's Asking the Important Questions? Sexual topics discussed among sexually active young couples. *Journal of Behavioral Medicine*, 37 (6), 1047-1056.
25. Kershaw, T., Murphy, A., Lewis, J., Divney, A., Divney, A., Albritton, T., Magriples, U., Niccolai, L., **Gordon, D.** (2014). Family and relationship influences on parenting behaviors of young parents. *Journal of Adolescent Health*, 54 (2), 197-203.
26. *Campbell, C., Howard, D., Rayford, B.S., & **Gordon, D.M.** (2015). Fathers matter: Involving and engaging fathers in the child welfare system process. *Children and Youth Services Review*, 53, 84-91.

27. *Vincent, W., **Gordon, D.M.**, Campbell, C., Ward, N., Albritton, T., & Kershaw, T. (2016). Adherence to traditional masculinity norms and condom-related beliefs among young, expectant parents. *Psychology of Men and Masculinity*, 17 (1), 42-53.
28. ***Gordon, D.M.**, Campbell, C., Washington, K., Albritton, T., Divney, A., Magriples, U. & Kershaw, T. (2016). The influence of general discrimination and social context on young urban expecting couples mental health. *Journal of Child and Family Studies*, 25, 1284-1294.
29. *Davis, M, Powell A, **Gordon D**, Kershaw T. (2016). I want your sext: Sexting and sexual risk in emerging adult minority men. *AIDS, Education, and Prevention*, 28 (2), 138-152.
30. *Hunter, B., Lanza, A. S., Lawlor, M. & **Gordon, D.M.** (2016). A Strengths-based approach to prisoner reentry: The Fresh Start prisoner reentry program. *International Journal of Offender Therapy and Comparative Criminology*, 60 (11), 1298-1314.
31. Divney, A., **Gordon, D.M.**, Magriples, U., Kershaw, T. (2016). Stress and behavioral risk among young expectant couples. *Journal of Adolescence*, 53, 34-44.
32. Kaufman, J.S., Connell, C.M., Crusto, C.A., **Gordon, D.M.**, Sartor, C.E., Simon, P., Strambler, M.J., Sullivan, T.P., Ward, N.L., Weiss, N.L., & Tebes, J.K. (2016). Reflections on a Community Psychology Setting and the Future of the Field. *American Journal of Community Psychology*, 58 (3-4), 348-353.
33. Lewis, J. B., Sullivan, T. B., Angley, M., Callands, T., Divney, A.A., Magriples, U., **Gordon, D. M.**, Kershaw, T. (2017). Psychological and Relational Correlates of Intimate Partner Violence Profiles among Pregnant Adolescent Couples. *Aggressive Behaviors*, 42 (1), 26-36.
34. ***Gordon, D. M.**, Moore, K. E., Vincent, W., Iwamoto, D. G., Campbell, C.; Ward, N. L.; Hawes, S.; Brabham-Hollis, T; A., MacCulley, H.; Mason, D.; & Jundkins, A. (In press). Intimate partner violence among low-income fathers: Testing a stress-coping model of IPV. *Journal of Interpersonal Violence*,

Chapters, Books, and Reviews (*indicates publication with student supervisee)

1. **Gordon, D. M.** (2004). I am a man: A powerful film about Black manhood and violence in America [Review of the documentary *I Am A Man*]. *Assembling the Pieces*, 6 (1), 5.
2. *Woods, L.N. & **Gordon, D. M.** (2013). Woods and Gordon Respond. *American Journal of Public Health*, 103 (11), e9.
3. ***Gordon, D. M.** & Case, A. D. (2015). Masculinity and health: Embodying the cultural paradox for Caribbean men across the diaspora. In J. L. Roopnarine & D. Chadee (Eds.), *Caribbean psychology: Indigenous contributions to a global discipline*, pp. 171-204. Washington, DC: American Psychological Association.

4. ***Gordon, D. M.**, Hunter, B. & Campbell, C. Children of incarcerated parents: Promising intervention programs and future recommendations (2017). In C. Wilderman, A. R. Haskins, and J. Poehlmann-Tynan (Eds.), *Minimizing the Collateral Damage: Interventions to Diminish the Consequences of Mass Incarceration for Children*, pp. xx-xx. Washington, DC: American Psychological Association Press.
5. ***Gordon, D. M.**, Friedlander, D., & Simon, C. Young minority fathers: Harbingers of promise for their children. In E. Griffith, B. Jones, and A. Stewart (Eds), *Black Mental Health: Patients, Providers, and Systems*, pp. xx-xx. Washington, DC: American Psychiatric Association Press.

Peer-Reviewed Educational Materials

1. **Gordon, D. M.** (2002). Conference evaluation report. In Male Involvement Network (Ed.) *Portraits of Reality II: Real Men, Real Fathers Leading the Way to Responsibility*. New Haven: New Haven Healthy Start.
2. **Gordon, D. M.**; Armmand, A.; & Phillip, J. (2005). A model for public health integration of developing healthy relationships: Strategies to involve men. Connecticut Department of Public Health: Hartford, CT.
3. **Gordon, D. M.**, Neleyev, A., Cabello, M. A., (2009). Fresh Start prisoner reentry initiative. Family Reentry: Norwalk CT.
4. **Gordon, D. M.**, Neleyev, A., Matlin, N. (2009). Building Bridges prisoner reentry initiative. Court Support Services, Judicial Branch, State of Connecticut: Hartford, CT.
5. **Gordon, D.M.**, Brabham, T., Neleyev, A., (2010). Promoting responsible fatherhood: Year three report. Connecticut Department of Social Services: Hartford, CT.

Brett Scott Rayford, Psy.D. M.B.A.

192 Conestoga Way

Glastonbury, Connecticut 06033

Cell: (203) 645-3156 Work: (860) 704-4181

PROFESSIONAL PROFILE

Director with 35 years of experience in assessment; adult behavioral health/addiction services; criminal justice and juvenile justice

QUALIFICATIONS

- Program development and evaluation using evidence based practices
- Quality Assurance; data collection and analysis to improve program outcomes
- Director of Mental Health for the Department of Correction
- Trained Correctional Officers in Connecticut and as part of The National Institute of Corrections
- Has assessed and provided treatment services to police officers and fire-fighters
- Chair of Diversity Action Team and the delivery of culturally relevant services
- Expert testimony experience, including Roe vs. Meachum, State of Connecticut vs. Robert Jenkins
- Pre-doctoral and Postdoctoral Fellowship(s), Yale University Medical School; where training focused on comprehensive psycho-diagnostic assessment
- Manages psychology training program at the Solnit Center which focuses on state of the art psychological assessments
- Provides psychiatric evaluations for Disability Determination

EDUCATION

2001	University of Hartford (AACSB Accredited) <ul style="list-style-type: none">■ MBA Major: Healthcare Administration.	Hartford, CT
1989	Wright State University (APA Accredited), June 1989. <ul style="list-style-type: none">■ Psy.D. Major: Clinical Psychology	Dayton, OH
1982	University of Cincinnati <ul style="list-style-type: none">■ MA Counseling PsychologyCAGS Counseling and Clinical Psychology	Cincinnati, OH
1980	University of Cincinnati <ul style="list-style-type: none">■ BA Major: Psychology	Cincinnati, OH

Licensure: Licensed Psychologist, State of Connecticut, License Number 001715

PROFESSIONAL AFFILIATIONS

Member	American Psychological Association, Division of Clinical Psychology
Professional Member	Association of Black Psychologists

CLINICAL AND ADMINISTRATIVE EXPERIENCE

Director, Program Development, Solnit Children's Center

- 6/14- Present
- Oversee program development and evaluation for a 68-bed psychiatric hospital and 62 bed Psychiatric Residential Treatment Facility serving adolescents
 - Design and implement clinical services for the assessment and treatment of

juvenile fire-setting

- Design and implement substance abuse treatment
- Create infrastructure to move discharging youth to employment, vocational training and college
- Develop training site and curriculum for social work/psychology trainees and post-doctoral fellows
- Clinical supervision of multi-disciplinary teams, including psychologists and clinical social workers

Director, Connecticut Dept. of Children and Families, Adolescent and Juvenile Justice Services
3/11-6/14

- Oversaw development and management of new unit given the demands associated with the re-organization of the agency
- Enhanced services employing a developmental model for juvenile justice and child welfare youth transitioning to adulthood
- Responsible for the development of the foster care and juvenile justice post-secondary educational system

Bureau Chief, Connecticut, Dept. of Children and Families, Bureau of Continuous Quality Improvement
7/09-3/11

- Administer staff operations of the Bureau of Continuous Quality Improvement
- Develop and implement improved case practice standards utilizing Best Practice models
- Development, implementation and evaluation of the Bureau's Strategic Plan goals
- Oversee agency's IRB, Office for Research, Special Reviews, Multi-Cultural Affairs
- Oversee the agency's Training Academy, including creation of Provider Academy

Bureau Chief, Connecticut, Dept. of Children and Families, Bureau of Adolescent and Transitional Services
9/04 – 6/09

- Administer operations of Bureau of Adolescent and Transitional Services
- Developed policies and practices designed to transition youth ages 14 to 23 to adulthood
- Oversee service delivery system including group homes and independent living
- Oversee mentoring and post-secondary education services for Foster Care youth

Bureau Chief, Connecticut, Dept. of Children and Families, Bureau of Juvenile Services
6/03-8/04

- Administer staff and operations of Bureau of Juvenile Services, including design and development of statewide programs and activities
- Develop, implement and evaluate bureau policies, goals and objectives including comprehensive long and short range plans, program priorities, funding strategies, resource allocation, legislation and regulations consistent with agency mission
- Determine appropriate staffing levels and direct the management and coordination of staff
- Develop/maintain relationships with external entities which impact legislation, policy and funding

Acting Superintendent, Connecticut, Dept. of Children and Families, Connecticut Juvenile Training School
9/02 -7/03

- Plan, develop and direct clinical and administrative program areas in the facility;
- Assess facility needs, allocating resources
- Establish programs, coordinate activities, evaluate results and direct corrective measures as needed
- Establish and oversee standards of operations and methods of program

- implementation;
- Linked CJTS with community services and aftercare services.

Director of Health, Mental Health and Addiction Services, Connecticut, Department of Correction

10/97-9/02

- Responsibilities included oversight of contract for the daily delivery of medical and mental health services for the inmate population
- Ensured all medical and mental health standards were adhered to
- Responsible for administration of the addiction service unit in CDOC facilities
- Policy and program development, training enhancement and collaboration with state and private agencies.
- Oversee 110 counselors and treatment provision in a multi-levelled service system

Director of Health and Mental Health Services, Connecticut, Department of Correction

6/95-10/97

- Responsible for the planning, organizing, administration of a comprehensive multi-unit health care system, including inpatient and outpatient medical and mental health units serving over 15,000 inmates in 21 facilities

Director of Mental Health Services, Connecticut, Department of Correction

8/94-6/95

- Administration of a comprehensive multi-unit mental health care system that included ambulatory, inpatient, forensic, and other specialized mental health services
- Supervise interdisciplinary staff of 150, including nurses, social workers, counselors, psychiatrists and psychologists

Assistant Professor/Clinical Director of Substance Abuse Treatment Unit (SATU), Yale University School of Medicine, Connecticut Mental Health Center

6/91-6/94

- Clinical management of an outpatient clinic with a 300 patient census and a multi disciplined staff of 27 clinicians.
- Provide weekly supervision to clinicians and residents
- Coordinate psychological testing for the SATU and supervised psychology fellows in the interpretation of psychological tests and the preparation of psychological reports.
- Participate in research, teaching and other faculty activities including peer review and quality improvement.

Faculty Instructor in Clinical Psychology, Yale Psychiatric Institute

9/90-6/91

- Administration and supervision of post- doctoral and pre-doctoral fellows
- Member of unit leadership, provide guidance to clinical staff in implementation of individualized treatment plans
- Provide individual and family psychotherapy, senior psycho-diagnostician; screened and coordinated psychological testing on unit

Post-Doctoral Fellow in Clinical Psychology/Ward Group Administrator, Yale Psychiatric Institute

6/89-6/90

- Coordination of treatment modalities and milieu management of patients with severe character disorders and chronic psychoses
- Supervise interdisciplinary clinical staff in group psychotherapy and the implementation of individualized treatment plans
- Provide individual and group psychotherapy, administer psychological evaluations

Pre-Doctoral Fellow in Clinical Psychology, Connecticut Mental Health Center

7/88-6/89

- Triage, provide individual, family and group psychotherapy in SATU
- Provide individual and group psychotherapy with character disordered and psychotic patient in Psychotherapies Service unit

- Administer psychological evaluations

Psychology Externship, Veteran's Administration Hospital

8/87- 6/88

- Psycho-diagnostic examiner and group psychotherapist on inpatient psychiatric unit
- Conduct diagnostic interviews; administration and interpretation of psychological tests, and provision of psychological reports

Psychology Externship, Dayton Mental Health Center – Forensic Psychiatric Hospital

9/86-7/87

- Psycho-diagnostic examiner and individual psychotherapist on inpatient forensic admission unit.
- Provide individual ego supportive psychotherapy, diagnostic interviews, administration and interpretation of psychological tests, and provision of psychological reports

Psychotherapist, Public Employees Assistance Program

10/82-9/87

- Provide individual, couples, family and group psychotherapy for clients presenting with psychological problems ranging from mild neurotic conflicts to severe character pathology and chemical dependency disorders. Assessment and treatment of police officers and fire-fighters.

Psychotherapist (Private Practice), Carl L. Crew, M.D.

4/85-8/87

- Provide individual and family psychotherapy

Psychotherapist/Supervisor, Alcoholism Council of the Cincinnati Area

6/81-9/83

- Short-term individual and group counseling
- Supervision of alcoholism counselors

Psychotherapy Externship, University of Cincinnati Walk-In Clinic

9/80-6/81

- Provide individual psychotherapy and crisis counseling in outpatient mental health facility

CONSULTING ACTIVITIES:

Partner, The Police and Community Psychology Partners, New Haven, CT

(New practice)

- * Psychological Assessment of police officers
- *Police Training in- Stress management, Understanding and Deescalating The mentally ill, Youth Development
- *Consulting on Police Community interactions.

Consultant, Department of Developmental Services, Bridgeport, CT

9/15-Present

- Conduct psychological assessments for social security claimants to assist with the determination of psychiatric disability

Consultant, New Haven Public Schools- Adult Education, New Haven, CT

9/2012- Present

- Provides clinical and student development services to the student body including triage and crisis counseling; ongoing individual and group therapies.
- Provide staff and student development workshops

Consultant, National Institute of Corrections, Washington, DC

11/05 -5/07

- Member of an interdisciplinary team that traveled throughout the country to work with correctional cultures in the development of positive correctional environments. Trained correctional officers on topics related to mental health

Consultant, Criminal Justice Institute, Middletown, CT

11/03-3/05

- Member of an interdisciplinary consulting team that travels throughout the country to assess facility culture assessment is designed to respond to facility administration and issue recommendation(s) for change when is warranted.

Partner, Multi-Cultural Perspectives in Assessment, Consultation, and Training (MPACT), New Haven, CT

1993 - Present

- Provide training, consultation and supervisory services to substance abuse and mental health treatment programs designed to help clinicians develop cross-cultural competence in psycho-diagnosis, substance abuse assessment and psychotherapy

Senior Associate,

2012 - Present

Organizational Performance Group (OPG)

- Provide organizational consulting including human resource development, executive coaching, leadership, management and leadership training and analytics and diagnostics; focus on race, culture and personality as they interface with the goals of the organization

RESEARCH ACTIVITIES AND PUBLICATIONS:

Rayford, B.S. Dissertation; Wright State University; **The Identification and Treatment of the Anti-Social Syndrome**; completed September 1987.

Ziedonis, D. Rayford, B.S., Bryant, K., and Rounsaville, B., **Race Differences in Dually Diagnosed Cocaine Addicts Seeking Substance Abuse Treatment**, Hospital and Community Psychiatry; 1994; Vol. 45, No. 1, pages 43-49

Kosten, T.K., Rayford, B.S., **Effects of ethnicity on Low Dose Opiate Stabilization**; 1994; Journal of Substance Abuse Treatment

Rayford, B.S., Trestman, B., **The Intensive Mental Health Unit In Connecticut's Department Of Correction: A Model Treatment Program**; Psychiatric Times, Mental Health Outcomes; Vol. 6 No.1 March 2002, pages 2-3.

D. Gordon, N. Watkins, Wilhelm, S., Rayford, B. **Adolescent Fathers involved with child protection: social workers speak**, Child Welfare, vol.90, NO5, Oct 2011, pages 95-114.

D. Gordon, Arazais, O, Hawes, S., Iwamoto, D., Rayford, B, **Engaging fathers in child protective services; a review of factors and strategies across ecological systems**; Children and Youth Services Review; April (2012), pages 1399-1417.

Campbell, C., Howard, D., Rayford, B., Gordon, D. **Fathers Matter: involving and engaging fathers in the child welfare system process**, Children and Youth Services Review

Expert Testimony Activities:

- Roe vs. Meachum
- Webb vs. Armstrong
- James vs. Tilden
- MacNamara vs. Marcial
- MacNamara vs. Armstrong
- State of Connecticut vs. Robert Jenkins
- Dumais vs. Armstrong

Business Inquiry

Business Details

Business Name: **POLICE AND COMMUNITY PSYCHOLOGY PARTNERS,LLC**

Citizenship/State Inc: **Domestic/CT**

Business ID: **1243053**

Last Report Filed Year: **NONE**

Business Address: **389 WHITNEY AVE, NEW HAVEN, CT, CT, 06511**

Business Type: **Domestic Limited Liability Company**

Mailing Address: **192 CONESTOGA WAY, GLASTONBURY, CT, CT, 06033**

Business Status: **Active**

Date Inc/Registration: **Jun 26, 2017**

Annual Report Due Date: **03/31/2018**

Principals Details

Name/Title

Business Address

Residence Address

DR. DERRICK M. GORDON
PARTNER

389 WHITNEY AVE, NEW HAVEN, CT, 06511

44 OLD QUARRY RD, WOODBRIDGE, CT, 06525

Agent Summary

Agent Name **DR. BRETT S. RAYFORD**

Agent Business Address **192 CONESTOGA WAY, GLASTONBURY, CT, 06033**

Agent Residence Address **192 CONESTOGA WAY, GLASTONBURY, CT, 06033**

Agent Mailing Address **NONE**

THE CITY OF NEW HAVEN

BUREAU OF PURCHASES
200 Orange Street

New Haven, Connecticut 06510
(203) 946-8201 - FAX (203) 946-8206



DISCLOSURE & CERTIFICATION AFFIDAVIT

CONTRACTOR/VENDOR NAME	Police and Community Psychology Partners
CONTRACTOR/VENDOR ADDRESS	389 Whitney Ave., New Haven CT 06511
TELEPHONE /FAX	203-645-3156
CONTACT/E-MAIL ADDRESS	police.and.community.partners@gmail.com
AGREEMENT FOR:	
SOLICITATION TITLE & NUMBER, IF APPLICABLE	Psychological Testing of Police Recruits - 2018-01-1206

For the purposes of this Disclosure and Certification Affidavit, the following definitions apply:

- (a) "Person" means one (1) or more individuals, partnerships, corporations, associations, or joint ventures.
- (b) "Contract" means any agreement or formal commitment entered into by the city to expend funds in return for work, labor, services, supplies, equipment, materials or any combination of the foregoing, or any lease, lease by way of concession, concession agreement, permit, or per agreement whereby the city leases, grants or demises property belonging to the city, or otherwise grants a right of privilege to occupy or to use said property of the city.
- (c) "City" means any official agency, board, authority, department office, or other subdivision of the City of New Haven.
- (d) "Affiliate Entity" means any entity listed in sections 9 or 10 below or any entity under common management with the Contractor.

State of	County of	Ss.
-----------------	------------------	------------

I, Derrick M. Gordon, Ph.D. being first duly sworn, hereby deposes and says that:
(type or print your name above)

1.	I am over the age of 18 and understand the obligations of making statements under oath; I understand that the City of New Haven is relying on my representations herein.
2.	I am the corporate secretary or majority owner (including sole proprietorship) of <u>Police and Community Psychology Partners</u> OR I am an individual and my name is _____ (Insert Company Name above) OR, if an individual, type your name above)
3.	I am fully informed regarding the preparation and terms of the above referenced agreement (the "Agreement") and of all pertinent circumstances related thereto.
4.	(Please select the applicable representation(s) regarding taxes or, if none of the below are accurate, attach an explanation of the status of the relevant tax obligations to this Affidavit): ____ As required by Conn. Gen. Stat. §12-41, the Contractor (and each owner, partner, officer, authorized signatory or Affiliate Entity of the Contractor) has filed a list of taxable personal property with the City of New Haven for the most recent grand list and all taxes are current. <input checked="" type="checkbox"/> The Contractor (including any owner, partner, officer or authorized signatory thereof) is not required to file a list of taxable personal property with the City of New Haven for the most recent grand list and does not owe any back taxes to the City of New Haven, either directly or through a lease or other agreement. ____ The Contractor or an owner, partner, officer, representative, agent or Affiliate Entity of the Contractor either i) has a PILOT agreement with the City of New Haven or ii) owes back taxes and has executed an agreement with the City of New Haven to pay said back taxes in installment payments. Such agreement is attached and incorporated herein by reference and the payments under said agreement are not in default.
5.	Other than as may be described in section 4 above, the Contractor (including any owner, partner, officer, other authorized signatory or Affiliate Entity) does not have any outstanding monetary obligations to the City of New Haven.
6.	Please select the applicable representation about the Contractor's business registration: <input checked="" type="checkbox"/> Contractor is a Connecticut corporation, partnership, limited liability company or sole proprietorship and its Connecticut Secretary of the State Registration number is <u>003018521</u>

Contractor is a foreign corporation, partnership, limited liability company or sole proprietorship but is registered to do business in the State of Connecticut. The Contractor's Connecticut Secretary of the State Registration number is _____.

Contractor is a foreign corporation, partnership, limited liability company or sole proprietorship and is not registered to do business in the State of Connecticut. The Contractor is registered in the State of _____ and the State business registration number is _____.

Contractor has confirmed with the Connecticut Secretary of the State that the services it will provide pursuant to the Agreement do not constitute doing business in the State of Connecticut and no registration with the Connecticut Secretary of the State is required. Contractor does otherwise have the following State of Connecticut registrations, certificates or approvals relevant to the Agreement (if not applicable, state not applicable):

7. The following list is a list of the names of all persons affiliated with the business of the Contractor who are also affiliated with the City of New Haven. For purposes of this Affidavit, "affiliated with the business of the Contractor" includes any current or former employee (including officers) of the Contractor or any owner, board member or agent of the Contractor, or of any subsidiary or parent company of the Contractor, and "affiliated with the City of New Haven" means any employee, agent, public official, board member, commissioner or any other person serving in an official capacity for or on behalf of the City of New Haven. If none state none. Use additional sheet if necessary (must be on company letterhead and notarized):

	Name	City Affiliation Role & Time Frame	Contractor Affiliation Role & Time Frame	DOB
1	Brett Rayford	Glastonbury , 4 years	Owner	1/15/57
2	Derrick Gordon	Woodbridge , 5 years	Owner	1/28/70

8. The following list is a list of all contracts in which either the Contractor, any person affiliated with the business of the Contractor or an Affiliate Entity of the Contractor provides, or has provided, services or materials to the City within one (1) year prior to the date of this disclosure. If none, state none. Use additional sheet if necessary (must be on company letterhead and notarized):

	Name of Contractor or Affiliate	Affiliation (if applicable)	Contract Number	DOB
1	Brett Rayford	New Haven Board of Education		1/15/57
2				

9. THE CONTRACTOR POSSESSES AN OWNERSHIP INTEREST IN THE FOLLOWING BUSINESS ORGANIZATIONS, IF NONE, STATE NONE. USE ADDITIONAL SHEET IF NECESSARY (MUST BE ON COMPANY LETTERHEAD AND NOTARIZED):

	Organization Name	Address	Type of Ownership
1	N/A		
2			

10. THE FOLLOWING PERSONS AND/OR ENTITIES POSSESS AN OWNERSHIP INTEREST IN THE CONTRACTOR. IF THE CONTRACTOR IS A CORPORATION, LIST THE NAMES OF EACH STOCKHOLDER WHOSE SHARES EXCEED TWENTY-FIVE (25) PERCENT OF THE OUTSTANDING STOCK. IF NONE, STATE NONE. USE ADDITIONAL SHEET IF NECESSARY (MUST BE ON COMPANY LETTERHEAD AND NOTARIZED):

	Name	Title	% of Ownership	DOB
1	N/A			
2				

11. IF THE CONTRACTOR CONDUCTS BUSINESS UNDER A TRADE NAME, THE FOLLOWING ADDITIONAL INFORMATION IS REQUIRED: THE PLACE WHERE SUCH ENTITY IS INCORPORATED OR IS REGISTERED TO CONDUCT SUCH BUSINESS; AND THE ADDRESS OF ITS PRINCIPAL PLACE OF BUSINESS, IF NONE, STATE NONE. USE ADDITIONAL SHEET IF NECESSARY (MUST BE ON COMPANY LETTERHEAD AND NOTARIZED):

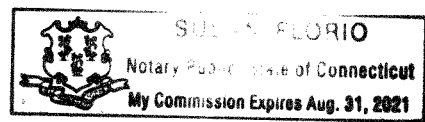
	TRADE NAME	PLACE OF INCORPORATION/REGISTRY	PRINCIPAL PLACE OF BUSINESS
1			
2			

I hereby certify that I am duly authorized to sign this Affidavit and that the person who will sign the Agreement with the City on behalf of the Contractor will be duly authorized to execute the same. I hereby further certify that the statements set forth above are true and complete on the date hereof and that I, or another authorized individual of the Contractor, will promptly inform the City, in writing, if any of the information provided herein changes or is otherwise no longer accurate at any point during the execution of the above referenced Agreement. I understand that any incorrect information, omission of information or failure of the Contractor to update this information, as described in the foregoing sentence, may result in the immediate termination of any and all agreements the Contractor has with the City of New Haven and disqualification of the Contractor to further contract with the City.

(Signed) [Signature] Owner
Title: _____

Subscribed and sworn to before me this 30 day of Jan, 2018
Susan Florio Notary Public [Signature]
(Title)

My commission expires 8/31, 2021.



THIS FORM MUST BE NOTARIZED

(This form shall be updated if the Agreement contemplated hereby is not executed within six months of the date hereof.)

EQUAL EMPLOYMENT OPPORTUNITY AGREEMENT

During the performance of this contract, the Contractor agrees as follows:

- a. To comply with all provisions of Executive Order 11246 and Executive Order 11375, Connecticut Fair Employment Practices Act, and the contract compliance ordinance of the City of New Haven, including all standards and regulations which are promulgated by the government authorities who established such acts and requirements, and all standards and regulations are incorporated herein by reference;
- b. Not to discriminate against any employee or applicant for employment because of race, color, religion, age, sex, physical disability or national origin. The Contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to race, color, religion, sex, age, or national origin and physical handicap. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship;
- c. To post, in conspicuous place available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause;
- d. To state, in all solicitations or advertisement for employees placed by or on behalf of the contract, that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, physical disability or national origin;
- e. To send to each labor union representative of workers with whom it has a collective bargaining agreement, or other contract or understanding, a notice advising a labor union or worker's representative of the contractor's commitments under the equal opportunity clause of the City of New Haven, and shall post copies of the notice in conspicuous places available to employees and applicants for employment. The contractor shall register all workers in the skilled trades, who are below the journeyman level, with the Apprentice Training Division of the Connecticut State Labor Department;
- f. To utilize labor department and city sponsored manpower programs as a source of recruitment and to notify the contract compliance unit and such programs of all job vacancies;
- g. To take affirmative action to negotiate with qualified minority contractors for any work which may be proposed for subletting, or for any additional services, or work which may be required as a result of this contract;
- h. To cooperate with city departments in implementing required contract obligations for increasing the utilization of minority business enterprises;
- i. To furnish all information and reports required by the Contract Compliance Director pursuant to section 12 1/2 -1, 12 1/2-19 through section 12 1/2-32, 12 1/2-48 through 12 1/2-52 and to permit access to his books, records and accounts by the contracting agency, the Contract Compliance Officer, and the Secretary of Labor for purposes of investigation to ascertain compliance with the program;
- j. If such contractor employs three or more employees to refrain from paying such employees dues and related expense for clubs that restrict membership use of their facilities on the basis of race, color, sex, religion, national origin or ancestry;
- k. To take such action, with respect to any subcontractor, as the City may direct as a means of enforcing the provisions of subparagraphs (a) through (m) herein, including penalties and sanctions for noncompliance, provided however that, in the event the contractor becomes involved or threatened with litigation as a result of such direction by the City, the City will intervene in such litigation to the extent necessary to protect the interest of the City and to effectuate the City's Equal Employment Opportunity Program, in the case of funded directly or indirectly, in whole, or in part, under one or more Federal Assistance Programs, the contractor or the City may ask the United States to enter into such litigation to protect the interest if the United States;
- l. To file, along with his subcontractors, if any, compliance reports with the City in the form and to the extent prescribed in the contract by the Contract Compliance Director of the City of New Haven. Compliance reports filed at such times as directed shall contain information as to the employment practices, policies, programs and statistics of the contractor and his subcontractors, if any;

THE CITY OF NEW HAVEN

BUREAU OF PURCHASES

200 Orange Street

Room 301

New Haven, Connecticut 06510

(203) 946-8201 - FAX (203) 946-8206

Toni N. Harp
Mayor



Michael V. Fumiatti
Purchasing Agent

NON-COLLUSION AFFIDAVIT OF PRIME BIDDER/PROPOSER

State of Connecticut) County of (New Haven) ss.

_____ being first duly sworn, deposes and says that:

1. He/She is (owner, partner, officer, representative, or agent) of Police and Community Psychology Partners Bidder/Proposer that has submitted the attached bid/proposal. (Bidder/Proposer's name)

2. He/She is fully informed respecting the preparation and contents of the attached bid/proposal and of all pertinent circumstances respecting such Bid/Proposal;

3. Such Bid/Proposal is genuine and is not collusive or sham Bid/Proposal;

4. Neither the said Bidder/Proposer nor any of its officers, partners, owners, agents, representative, employees, or parties in interest, including this affiant, has in any way colluded, conspired, connived or agreed, directly or indirectly with any other bidder/proposer, firm or person to submit a collusive or sham Bid/Proposal in connection with the Contract for which the attached Bid/Proposal has been submitted or to refrain from bidding/proposing in connection with such Contract, or has in any manner, directly or indirectly, sought by agreement or collusion or communication or conference with any other bidder/proposer, firm or person to fix the price or prices in the attached Bid/Proposal or of any other bidder, or to fix any overhead, profit or cost element of the bid/proposal prices or the Bid/proposal price of any other bidder/proposer, or to secure through any collusion, conspiracy, connivance or unlawful agreement any advantage against the City of New Haven or any person interested in the proposed Contract;

5. The price or prices quoted in the attached /Proposal are fair and proper and are not tainted by any collusion, conspiracy, connivance, or unlawful agreement on the part of the bidder/proposer or any of its agents, representatives, owners, employees, or parties in interest, including this affiant; and

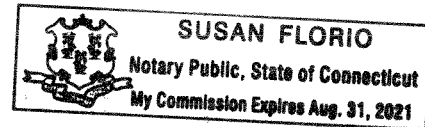
6. That no Alderman or other officer or employee or person whose salary is payable in whole or in part from the City Treasury is directly or indirectly interested in the Bid/Proposal, or in the supplies, materials, equipment, work or labor to which it relates, or in any of the profits thereof.

(Signed) [Signature]
(Title) Owner

Subscribed and sworn to before me this 30 day of Jan. 2018

Susan Florio
Notary Public
(Title)

My commission expires 8/31/2021



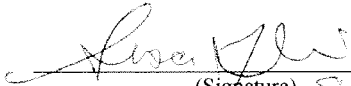
m. To include the provisions of sub-paragraphs (a) through (m) of this Equal Opportunity Clause in every subcontract or purchase order so that said provisions will be binding upon each such subcontractor or vendor;

n. That a finding, as hereinafter provided, of a refusal by the contractor, or subcontractor, to comply with any portion of this program as herein stated and described, may subject the offending party to any or all of the following penalties:

1. Withholding of all future payments under the involved public contract to the contractor in violation until it is determined that the contractor, or subcontractor, is in compliance with the provisions of the contract;
2. Refusal of all future RFPs for any public contract with the City of New Haven, or any of its departments or divisions, until such time the contractor or subcontractor, is in compliance with the provisions of the contract;
3. Cancellation of the public contract;
4. Recovery of specified monetary penalties;
5. In case of a substantial or material violation, or the threat of substantial or material violation of the compliance procedure or as may be provided in for by the contract, appropriate equitable or legal proceedings may be brought to enforce these provisions against contractors, subcontractors or other organizations, individuals or groups who directly or indirectly are not in compliance with the policy herein outlined. (Ord. of 12-5-77).

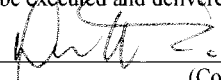
IN WITNESS WHEREOF, on the 30th day of January, 2018,
the contract has caused three counterparts of this Agreement to be executed and delivered.

WITNESS:



(Signature) Susan Florio
Notary Public Exp 8/31/21

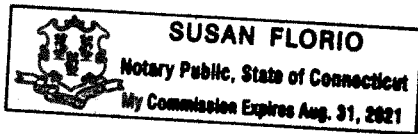
(Signature)



(Contractor)
By: DERRIC N. GORDON

(Signature)

(Title)



VENDOR "BAN THE BOX" ORDINANCE COMPLIANCE AGREEMENT

The City of New Haven is subject to Ordinance #1585 (2/17/2009) which prohibits unfair discrimination in City hiring policies against persons previously convicted and provides a mechanism to ensure that persons and businesses supplying goods and/or services to the City of New Haven have adopted and employ fair hiring policies and practices that are consistent with the City's goal of removing obstacles to the employment of persons with prior convictions.

Accordingly, during the performance of this contract, the Contractor agrees as follows:

(A) Vendors doing business with the City of New Haven shall adopt and employ conviction history policies, practices, and standards that are consistent with City standards further detailed in the attached ordinance. The Vendors' criminal history standards will be part of the criteria to be evaluated by the City as to whether to award a City contract. Further, the City will be able to evaluate a Vendor's execution of the criminal history standards as a part of the performance criteria of said City contract(s); the Awarding Authority, in consultation with the Office of Corporation Counsel and the Community Services Administration, shall consider any Vendor's deviation from these criminal history standards as grounds for rejection, rescission, revocation, or any other termination of the contract.

(B) Under exigent circumstances, an Awarding Authority, by its highest ranking member, in consultation with the Office of Corporation Counsel and the Community Services Administration, may grant a Vendor a waiver of the criminal history standards on a contract-by-contract basis. A written record of the waiver shall be kept on file by the Awarding Authority, the Community Services Administration and the Office of Corporation Counsel, and shall also be submitted to the City of New Haven Commission of Equal Opportunities. The written record shall include, but not be limited to: (a) a summary of the terms of the contract, (b) the details of the Vendor's failure or refusal to conform to the City's criminal history standards, and (c) a brief analysis of the exigency causing the grant of waiver. No waiver may be considered perfected unless the Awarding Authority fully complies with the provisions of this sub-section.

(C) A Vendor may contact the Community Services Administration to report any problems, concerns or suggestions regarding the implementation, compliance and impact of these sections, and the Community Services Administration shall log every comment received with a summary of the comment and shall keep on file any written comments. Subsequent to logging any comment the Community Services Administration shall refer all complaints to the Office of the Corporation Counsel and shall notify the relevant Awarding Authority of the complaint and any further investigation that the Community Services Administration in consultation with the Office of Corporation Counsel deems necessary or appropriate.

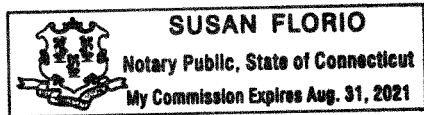
IN WITNESS WHEREOF, on the 30th day of January, 20 18, the contract has caused two counterparts of this Agreement to be executed and delivered.

WITNESS:

Susan Florio
Signature Susan Florio
Notary Public
Exp 8/31/21

CONTRACTOR:

[Signature]
Signature
Title Owner



City of New Haven
Current Workforce Certificate
Equal Opportunities

Bidder/Proposer : Police and Community Psychology Partners

Address 389 Whitney Ave

City, State New Haven CT

Zip Code 06511

JOB CATEGORIES	<i>Racial Group</i>										TOTAL	
	<i>MALE</i>					<i>FEMALE</i>						
	W	AA	HA	H	O	W	AA	HA	H	O		
Officials & Managers		2										2
Professionals												
Technicians												
Sales Force												
Office & Clerical												
Craftsmen (skilled)												
Operatives (semi-skilled)												
Laborers (unskilled)												
Service Workers												
Total		2										2

Are you a disadvantaged business enterprise ?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Are you a women's business enterprise ?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
Does your company have an affirmative action plan ?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>

W - White (Caucasian)
 HA - Hispanic American
 O - Other

AA - African American
 H - Handicapped