

Project Staff

Staff included on this project have extensive knowledge of racial disparity assessments, implicit bias, and judicial ethics. The project lead, Kathryn J. Genthon, Ph.D. holds the position of Senior Court Research Associate. She received her BA in psychology from the College of William and Mary, and her MS in criminal justice and PhD in public policy and administration from Virginia Commonwealth University. Since joining the National Center for State Courts in 2014, she has worked on or directed treatment court evaluations in several states, including statewide drug court and mental health court evaluations and the development of statewide treatment court performance measures. She is an advisor on the Court Statistics Project, after serving as a state liaison for a decade.

Dr. Genthon was part of the team that developed *the Equity and Inclusion Assessment Tool* (EIAT) for drug courts, which assessed demographic disparities at key points in the drug court process. Dr. Genthon has performed these analyses for several drug courts and has developed a method based on the EIAT to assess disparities at key decision points for any court process. She also co-authored the *Racial Justice Organizational Assessment for Courts*.

Andrea L. Miller, Ph.D., J.D., is a Senior Court Research Associate at the National Center for State Courts. She is also a Clinical Assistant Professor of Psychology at the University of Illinois Urbana-Champaign and a licensed attorney in Minnesota. She sits on the Illinois Supreme Court Committee on Equality and the Broadening Representation, Inclusion, Diversity, and Global Equity (BRIDGE) Committee for the American Psychology-Law Society. She holds a Ph.D. in social psychology from the University of Minnesota and a J.D. from the University of Minnesota Law School.

Dr. Miller's expertise is in the social-psychological foundations of equity and inequity under the law and in the courts. Her research leverages social-cognitive and organizational science, histories of systemic injustices in society, and new technological innovations in the courts to redesign legal institutions and practices with the goal of promoting equity and equal justice. Recent and ongoing projects include: the *Racial Justice Organizational Assessment Tool*, *The Evolving Science on Implicit Bias*, and other racial equity resources for the courts; research on AI in the state courts and its implications for equity, caseload, and court organization; the new Access and Fairness survey for courts (*CourTools Measure 1*) and other access-to-justice initiatives; and educational materials for court personnel on implicit bias, systemic racism, cultural responsiveness, and other equity issues.

Jennifer K. Elek, Ph.D., is a Principal Court Research Associate at the National Center for State Courts, where her work has focused on racial justice, equity, and inclusion; evidence-based criminal justice policy and practice; decision-making and fairness in the courts; and education and professional development. Under her direction, NCSC operates as a strategic ally to the John D. and Catherine T. MacArthur Foundation's Safety and Justice Challenge, a national initiative supporting efforts to safely reduce jail use and eliminate racial and ethnic disparities in local criminal justice systems. Dr. Elek is the research lead developing a training program on mitigating bias in the criminal justice system for use by the U.S. Department of State, International Narcotics and Law Enforcement Affairs in its training academies around the world. She manages NCSC's *Blueprint for Racial Justice* initiative with funding from the State Justice Institute, serving as NCSC's lead staff to the initiative Steering Committee as well as one of the

four Working Groups. Among her many other works, she also directed two other recent SJI-funded projects focused on equity issues: One which produced NCSC's 2021 publication, *The Evolving Science on Implicit Bias: An Updated Resource for the State Court Community*, the other which produced the 2023 publication, *The Racial Justice Organizational Assessment Tool for Courts*. She earned her Ph.D. in experimental psychology on social judgment and behavioral decision-making with a scholarly tool specialization in quantitative methods from Ohio University, M.A. from The College of William and Mary, and B.A. from Vassar College.

Edwin Bell is NCSC's Director of Racial Justice, Equity, and Inclusion. Mr. Bell has served in both local and state justice system capacities for over two decades. He holds a Bachelor of Science degree in Criminal Justice from Georgia State University, a Master of Business Administration from Clayton State University, a certificate in Judicial Administration from Michigan State University and is a Fellow of the Institute for Court Management. Mr. Bell is a past president of the Georgia Council of Court Administrators and is a former Clerk of Court for the Fulton County (GA) Juvenile Court, Deputy Court Administrator for the Superior Court of DeKalb County (GA) and Program Development Manager for the Georgia Administrative Office of the Courts. He is a member of numerous professional, fraternal and civic organizations and volunteers his time mentoring exceptional young men in his community.

David J. Sachar is the Director of the Center for Judicial Ethics for the National Center for State Courts. The Center for Judicial Ethics consults with state and international judiciaries on judicial ethics policy and training. Through these projects the Center helps to protect the public, defend decision-making independence, and strengthen the rule of law.

Prior to joining NCSC, he was Executive Director of the Arkansas Judicial Discipline & Disability Commission. In that role he ran the state agency responsible for investigating and prosecuting judicial misconduct. Sachar was a felony level prosecutor for over eight years during his career. He also spent over three years litigating medial cases for Wilkes & McHugh, P.A. He has tried over 100 jury trials and thousands of hearings and bench trials.

He is currently an emeritus member of the board of directors of the Association of Judicial Disciplinary Counsel and served as national president from 2017 to 2019. He is a new member of the board of directors for the Institute for African Women in the Law. He was appointed to the inaugural expert panel for the United Nations – Office of Drugs and Crime, Global Judicial Integrity Network. He has spoken on judicial ethics nationwide as well as internationally for the IBA, UNODC, and other organizations.

Additional project staff include Paul Houston, Court Research Analyst and Nikole Hotchkiss, Senior Court Research Associate. Breanna Bell, a Program Specialist will serve as administrative support.