

# KIMBERLY BURKE

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## EDUCATION

### UNIVERSITY OF CALIFORNIA, BERKELEY

- PhD in Sociology
  - Advisor: Christopher Muller, PhD

*Berkeley, CA*  
Anticipated Spring 2023

### SAN DIEGO STATE UNIVERSITY

- Master of Arts in Women's Studies
  - Advisor: Irene Lara, PhD

*San Diego, CA*  
May 2010

### DUKE UNIVERSITY

- Bachelor of Arts in Women's Studies, Certificate in the Study of Sexualities
  - Advisor: Ara Wilson, PhD

*Durham, NC*  
May 2008

## HONORS & AWARDS

- Recipient of the UC Berkeley Social Justice Fellowship 2018
- Recipient of the UC Berkeley Chancellor's Fellowship for Graduate Study 2017
- Justice Policy Network Distinguished Fellow 2016
- Volunteer of the Year Los Angeles LGBT Center 2014
- Presidential Award Recipient, San Diego State University Student Research Symposium, Spring 2010
- Carsten Wertz Sisterhood Scholar 2008
- Duke University Dean's List Fall 2006, Spring 2007 with Distinction, Fall 2007 with Distinction, Spring 2008
- Western Women's Golf Association Scholar 2004
- Florida Take Stock in Children Scholar 2004
- National Achievement Scholar 2004

## RESEARCH & PROFESSIONAL EXPERIENCES

### UNIVERSITY OF CALIFORNIA, BERKELEY

*Berkeley, CA*

#### Graduate Student Researcher

- Project: 'Us vs Them' Attitudes, Public Officer Wellness, and Public Safety      Supervisor: Erin Kerrison, PhD  
August 2019-Present
  - Conducting mixed-methods analysis of police data and narratives to better understand intergroup dynamics, officer well-being, and public safety outcomes
- Project: Resisting Arrest Convictions      Supervisor: David J. Harding, PhD      March 2018-Present
  - Conducting quantitative analysis of state-wide criminal sentencing data to examine impact of violent resisting arrest convictions
- Project: DNA Forensic Technology      Supervisor: Osagie Obasogie, PhD      August 2018- Present
  - Conducting qualitative research on DNA forensic technologies to contribute to a book project

### UCLA- CENTER FOR POLICING EQUITY (CPE)

*Los Angeles, CA*

#### Associate Director

February 2016- August 2017

- Led Department of Justice funded National Initiative for Building Community Trust & Justice Project aimed at improving relationships and increasing trust between communities and the criminal justice system and advance public and scholarly understandings of the issues contributing to those relationships
- Developed training on implicit bias and identity- threats in collaboration with trainers from Chicago Police Department (CPD) and New York Police Department (NYPD)
- Developed a pre-post assessment of the training in collaboration with the Urban Institute
- Conducted a full pilot of the implicit bias training with participation from trainers and command staff from both NYPD and CPD, representatives from the Office of Justice Diagnostic Center, and researchers from Yale's Justice Collaboratory and the John Jay College of Criminal Justice
- Developed and led a weekly web course on the science of bias in preparation for Train the Trainer
- Co-facilitated a Train the Trainer of the implicit bias curriculum, with Dr. Phillip Atiba Goff for 8 law enforcement agencies
- Coordinated and led fidelity checks and peer exchanges to observe and provide feedback on each of the pilot departments' customization of the curriculum prior to department-wide roll out

- Produced messaging and communications to influence the national discourse on community policing and police-community relations
- Adapted the implicit bias training into a community-based tool for law enforcement and community engagement
- Organized and hosted public forums to train community-based advocates and law enforcement trainers on the adapted training curriculum
- Carried out the training materials to interested researchers and external law enforcement agencies
- Participated in coordination of UK-US Law Enforcement Exchange Conference in collaboration with the Open Society Justice Initiative Fair and Effective Policing Project
- Represented CPE on the W.K. Kellogg Truth, Racial Healing, and Transformation Law Design Project
- Created and managed project budget, timeline, and deliverables, including quarterly grant reports

#### **Project Coordinator**

October 2013 – January 2016

- Led racial equity-related projects for St. Louis County Police Department and Toronto Police Service
- Planned, developed, and implemented protocols for multi-site research projects concerned with race, gender, and social justice in the context of policing
- Produced quarterly and annual technical reports for sites
- Coordinated data collection and organized and archived secondary data from multiple police departments
- Maintained regular communication with faculty, police departments, and staff to complete projects in a timely manner
- Trained teams of 15 research assistants in data collection, data entry, and data cleaning procedures
- Coordinated with the Institutional Review Board (IRB) to ensure the protection of human research subjects
- Drafted grant proposals and interim and annual grant reports
- Prepared manuscripts for submissions, including literature reviews, proofreading, formatting, and responding to editor's notes
- Coordinated schedules between first and contributing authors to ensure writing deadlines were met
- Managed media inquiries and edited and disseminated press releases to relevant parties
- Interfaced with stakeholders from all levels of academia, law enforcement, government, and philanthropy

#### **SAN DIEGO STATE UNIVERSITY**

*San Diego, CA*

##### **Graduate Teaching Associate and Lecturer**

August 2009-July 2010

- Developed and implemented two undergraduate courses – “Women: Images and Ideas” and “Women’s Sexuality & The Body” – for which I served as the primary instructor
- Interacted with diverse students and faculty on sensitive issues regarding gender, race, sexuality, and class

##### **Safe Zones Lesbian, Gay, Bisexual, Transgender Ally**

September 2008-July 2010

- Certified as a mentor and counselor for LGBT students struggling with issues of sexual identity

#### **DUKE UNIVERSITY**

*Durham, NC*

##### **Teaching Associate and Guest Lecturer**

September 2007-May 2008

### **COMMUNITY SERVICE & ADVOCACY**

#### **BERKELEY UNDERGRADUATE RESEARCH APPRENTICE PROGRAM**

*Berkeley, CA*

##### **Graduate Student Mentor** Faculty Sponsor: Erin Kerrison, PhD

August 2018-August 2019

- Mentored undergraduate student to help develop skills in independent research and guide her work on mixed-method qualitative research on policing and inter-group conflicts

#### **TRANSGENDER LAW CENTER**

*Oakland, CA*

##### **Detention Project and Legal Information Helpline Volunteer**

September 2017- May 2018

- Provided resources and referrals to transgender and gender non-conforming people who are incarcerated
- Processed incoming calls and voicemails, performed intakes, and gathered information from transgender and gender nonconforming community members looking for legal assistance
- Provided basic information about laws that affect transgender people in the areas of employment, healthcare, civil rights, family law, and access to identity documents

#### **LA LGBT CENTER**

*Los Angeles, CA*

##### **Social Networking Group Facilitator**

November 2012-August 2017

- Led discussions for lesbian and bisexual social groups and transgender support group
- Developed goals and activities for Women’s Coming Out workshop
- Attended monthly facilitator meeting for ongoing training and assimilating updated best practices

##### **POW! (Prevention on Wheels) Mobile HIV Testing Unit Client Educator/Recruiter**

July 2011-August 2012

- Recruited diverse range of at-risk clients in popular LGBT social hotspots for testing and counseling
- Counseled clients on HIV risk behaviors and transmission, prevention, and local community resources
- Provided individualized safe sex kits to clients based on their identified risk behaviors

## WOMEN OF COLOR BUILDING COMMUNITY IN ACADEMIA

### Graduate Student Advocate

San Diego, CA

August 2009-July 2010

- Worked directly with administrators to promote diverse representation across curricula and departments
- Mentored undergraduate students to develop their voice and self-confidence within and beyond the classroom

## PRESENTATIONS & PUBLICATIONS

### Academic Presentations (\* Invited)

- \*Podium Presentation: Policing and the Social Psychology of Bias. Cuyahoga Community College. Carol S. Franklin Social Science Speaker Series: Cleveland, OH. March 26, 2018.
- Symposium: Burke, K., Camp, N., Epp, C., Tyler, T. Black, White, and Blue: Threat and Bias in Police-Community Interactions. Society for Personality and Social Psychology: San Antonio, TX. January 20, 2017.
- \*Guest Lecture: Gained in Translation: Police Training and the Science of Justice. Glendale Community College. Research Methods in Social Science Course: Glendale, CA. October 3, 2016.
- \*Podium Presentation: Tactical Perceptions: Police Training on Implicit Bias and Self-Threats. University of Pittsburgh School of Social Work: Pittsburgh, PA. June 29, 2016.
- Panel presentation: F-Word: A Discussion on feminism. The Andrea O'Donnell Womyn's Outreach Association. San Diego, CA. September 23, 2015.
- Poster Presentation: Burke, K., Castro-Moino, K., Bell, A.N., & Goff, P.A. Policing Gender: The Effects of Gender Expression on Discrimination and Health in LGBT Adults. Society for Personality and Social Psychology: Long Beach, CA. February 27, 2015.
- Podium Presentation: Burke, K. Cornrows in the Courtroom. California Student Research Competition: San Jose State University: San Jose, CA. April 30, 2010.

### Academic Publications

- Burke, Kimberly C. (Forthcoming). Implicit Bias and Threats to Maintaining Personal Wellness. In K. Papazoglou & D. Blumberg (Eds.), *POWER: Police Officer Wellness, Ethics, and Resilience*. Philadelphia, PA: Elsevier, Inc.
- Book Review: Nare, J., Burke K., Hastings, L., & Rothblum, E.D. (2009). Review of Transgendered Voices: Beyond Women and Men. *Journal of Gay and Lesbian Mental Health*, 14(2), 169-171.
- Book Review: Burke, K., Franco, N.R., Bowman, K.B., & Rothblum, E.D. (2009). Review of *The N Word: Who Can Say It. Who Shouldn't. And Why*. *Journal of International Women's Studies*, 10(4), 320-323.

### Practitioner Oriented Presentations

- Panel presentation: Berkeley Police Department National Justice Database Report. Berkeley, CA. May 9<sup>th</sup>, 2018.
- Panel presentation: Police Training Overview on PJ3 Tactical Perceptions. Expert Meeting on Law Enforcement and Bias-Based Policing. United Nations Office of High Commissioner of Human Rights. Geneva, Switzerland. June 15, 2017.
- Podium presentation: Engaging Communities and Law Enforcement Using the Science of Justice. Larger Community Foundations Conference. San Diego, CA. February 22, 2017.
- Workshop: How to Recognize Privilege and Promote Social Justice in your organizations and communities. National Conference on Ending Family & Youth Homelessness. The National Alliance to End Homelessness. Houston, TX. February 24, 2017.
- Podium Presentation: Police Trainings, Transparency, and Community Trust. United States Department of Justice- Community Relations Service. "Community Based Problem Solving: Collaborative Approaches and Best Practices." Los Angeles, CA. September 15, 2016.
- Webinar: Identity Traps: Implicit Bias and Self-Threats. Office of Juvenile Justice and Delinquency Prevention. August, 30, 2016.
- Panel presentation: Burke, K., Haslip, M., Sanchez, H. Restoring Trust and Transforming Relationships between Law Enforcement and Communities of Color. National Association of Black Journalist/National Association of Hispanic Journalists. Washington, DC. August 3, 2016.
- Podium Presentation: Burke, K. The Center for Policing Equity and Toronto Police Service Project. PACER Advisory Board Meeting. Toronto, Canada. September 2, 2015.
- Podium Presentation and Panel Discussion: Burke, K. Research as a Lever for Social Change: the CPE Model. Committee for Racial Justice presents Discriminatory Policing and Use of Excessive Force Panel. Santa Monica, CA. June 7, 2015.

### Practitioner Oriented Publications

- Training Curriculum: Tactical Perception: The Science of Justice (PJ3). Goff, P.A., Burke, K., Ferreira, A., Perkins, H. 2016.

- Technical Report: Goff, P.A., Trinkner, R., Burke, K.C. & Smiedt, M.G. November 2016. Interim Report for the St. Louis County Police Department. *Technical report issued by the Center or Policing Equity.*
- Technical Report: Goff, P.A., Burke, K.C. & Smiedt, M.G. January 2015. First Quarterly Toronto Police Service Report. *Technical report issued by the Center or Policing Equity.*
- Technical Report: Goff, P.A., Burke, K.C. & Smiedt, M.G. January 2015. Second Quarterly Toronto Police Service Report. *Technical report issued by the Center or Policing Equity.*