

Hate and Bias Crimes: What you need to know about Investigations, Prosecutions
and Victims

Virtual Training for Law Enforcement, Prosecutors, and System-Based Advocates

Thursday, June 23, 2022

8:30 am – 12:30 pm

Agenda

time	duration	topic	presenters
8:30am	5 min	Welcome	AG Ellen Rosenblum
8:35am- 9:15am	40 min	Overview of State and Federal Statutes	Fay Stetz-Waters , ODOJ Civil Rights and Social Justice Director BJ Park , former DDA and ODOJ AAG AUSA Gavin Bruce , Civil Rights Coordinator
9:15am- 10:05am	50 min	Investigations: Bias Incidents and Hate Crimes, including report writing	BJ Park , former DDA and ODOJ AAG AUSA Kate Rykken , Civil Rights Coordinator Special Agent, FBI FBI Intelligence Analyst Sgt. Steve Corder , Albany PD
10:05am - 10:15am	10 min	break	
10:15am - 10:45am	30 min	Engaging With Victims and Survivors	ODOJ Bias Response Hotline Advocates
10:45am - 11:15am	30 min	Charging (including GJ), Negotiating/Plea Offers, and Sentencing	BJ Park , former DDA and ODOJ AAG Johanna Costa , ODOJ Bias Response Hotline Coordinator

			AUSA Gavin Bruce , Civil Rights Coordinator
11:15-11:25am	10 min	break/breakout room	
11:25am - 11:55am	30 min	FAQs and Top Tips Panel Discussion	<p><u>Facilitator:</u> Fay Stetz-Waters, ODOJ Civil Rights and Social Justice Director</p> <p><u>Panelists:</u> BJ Park, former DDA and ODOJ AAG AUSA Kate Rykken, Civil Rights Coordinator Special Agent, FBI Sgt. Steve Corder, Albany PD</p>
11:55am - 12:25pm	30 min	Hate Crimes and Bias Incidents: Why Awareness and Understanding are so Important	Dr. Randall Blazak , Oregon Coalition Against Hate Crimes Chair
12:25pm - 12:30pm	5 min	closing	Johanna Costa , ODOJ Bias Response Hotline Coordinator

Presenter Bios

Fay Stetz-Waters, ODOJ's Director of Civil Rights and Social Justice

Bio: Fay Stetz-Waters holds a BA in history from Trinity College and a JD from Lewis and Clark Law School. She currently serves as the Director of Civil Rights and Social Justice in the Office of the Attorney General at the Oregon Department of Justice.

Prior to Oregon Department of Justice, Fay served as one of the Family Treatment Court judges at Linn County Circuit Court. She has worked as an administrative law judge, a family law and elder law attorney, and before her law career, she worked as a 911 dispatcher and served in the United States Marine Corps.

As the Director of Civil Rights and Social Justice, Fay coordinates multistate civil and labor rights litigation. She advises on public safety responses to concerns ranging from bias crimes and incidents to domestic terrorism. She participates in workgroups on educational equity and safety issues. Fay served on the litigation supervisory group for the CARES fund for Black Relief and Resiliency. In 2020, the Civil Rights Unit launched Oregon DOJ's statewide, confidential Bias Response Hotline and in April launched the Sanctuary Promise Hotline. These hotlines provide trauma informed support and culturally responsive services to people who have experienced a hate crime or bias incident.

Fay advises the Oregon Attorney General on matters relating to civil rights. She also sits on several statewide equity committees that guide the State of Oregon's equity work. Her focus is fostering Oregon as a welcoming, inclusive community and highlighting the gaps in services impacting Oregon communities and proposing changes that produce better outcomes for all.

Johanna Costa, ODOJ's Civil Rights Hotline Coordinator

Bio: Johanna Costa is Oregon Department of Justice's Civil Rights Manager, coordinating DOJ's Bias Response and Sanctuary Promise programs. She has worked in the victim services field for 17 years, humbled to learn from incredible

mentors, colleagues, community members, and victims. As the Hate Crimes and Bias Incidents Response Coordinator, she coordinates support for victims of hate and bias on Oregon's statewide Bias Response Hotline, works with culturally and population specific community agencies to elevate legislative and systems changes for bias prevention and to improve bias response, and provides training, outreach, and education to law enforcement, government, and community partners throughout the state. In April 2022, alongside DOJ's Civil Rights Director, many partners, and a talented team, Johanna launched Oregon's new Sanctuary Promise Program, supporting individuals and families targeted by government and law enforcement in violation of Oregon's sanctuary laws. Previously, she worked at the U.S. Attorney's Office for the District of Oregon as its first Tribal Victim Assistance Specialist, where she started the Indian Country team for the district, supported victims of crime in Indian Country as they navigated the federal criminal justice process, engaged with tribal members and leadership to increase transparency into the work at the USAO, created a national Indian Country newsletter, piloted a nationwide tribal advocate coalition, and successfully wrote a grant to fund the district's Missing and Murdered Indigenous Persons coordinator. As an advocate, she has worked on a domestic and sexual violence crisis response hotline, provided on-scene response to sexual assault survivors, helped coordinate mass casualty crisis response in three mass fatality events, and directed a district attorney's office victim assistance unit. She has trained advocates throughout the nation on bias response, victim rights, ethics in victim services, and sexual assault response. She has served on a variety of boards including Oregon's Coalition Against Hate Crimes and the Attorney General's Victim Rights Task Force, as faculty for the Oregon and Nevada State Victim Assistance academies, as vice president of the Crime Victims' Assistance Network, and as coordinator for a variety of local multi-disciplinary teams. Among her many accomplishments, she is most proud of her work to establish a victim's right to a free interpreter throughout the criminal justice process in Oregon. Those who know Johanna know she stands firmly by her principles as well as her ethical obligations as a victim advocate.

Steven B. Corder, M.S., Sergeant, Albany Police Department

Bio: Sergeant Steve Corder began his law enforcement career as a cadet with the Douglas County Sheriff's Office. Upon graduation from Roseburg Senior High School, in 1982, he enlisted in the United States Army as a Military Policeman and served a two-year enlistment, at the 6th Military Police Company, in West Germany. Upon finishing his military commitment, he moved with his family to Albany, Oregon, and attended Linn-Benton Community College.

While attending classes at LBCC, he was selected as a Reserve Deputy for the Linn County Sheriff's Office. He worked as a Marine Deputy during the summers while he attended college. He transferred to Western Oregon State College, where he majored in Law Enforcement and minored in Military Science. He enrolled in the United States Army, Reserve Officer Training Corp (ROTC) program, at Oregon State University. Upon graduating from Western Oregon State College on December 17, 1988, he was commissioned as a Second Lieutenant in the United States Army.

He continued working for the Linn County Deputy Sheriff as a part-time deputy sheriff after graduating college, until he returned to active duty as an Army Officer. He served as a Military Intelligence Officer in the United States Army, while stationed in Augsburg, Germany. His wife and he had their first daughter, after which they decided to return to Oregon and raise their family. He returned to the Linn County Sheriff's Office, on January 10, 1992, as a deputy sheriff. He graduated the Oregon Police Academy and was awarded the Victor G Atiyeh-Outstanding Student Award. He was assigned patrol duties during that time and in October of 1992, he was assigned to the Valley Interagency Narcotics Team (VALIANT). He worked as a Case Agent and Undercover Officer until he moved to the City of Albany as a Police Officer on May 3, 1993.

He served as a Police Officer and rose through the ranks to Patrol Corporal, Patrol Sergeant, Detective Sergeant, Special Services Captain and Deputy Chief of Police. In October of 2005, he made the unique decision to voluntarily demote to Police Officer and return to case work. He had always considered criminal investigation and patrol to be the best duties in any police department. Steve was truly grateful that he and his family had the financial means and opportunity to return to this position. He was assigned for almost five years as a detective working primarily adult and juvenile sex crimes, child abuse, major assaults, robberies, and homicide. After completing that assignment, he again returned to the patrol

division, where he currently serves as a Patrol Sergeant, ODOJ Bias Crimes/Incidents Coordinator, Cadet Program Coordinator, and Background Investigator.

In addition to his Bachelor of Science Degree in Law Enforcement from Western Oregon University, he holds a Master of Science Degree in Correctional Administration from Western Oregon University as well. Part of his graduate degree includes a minor in Substance Abuse Prevention, from the University of Oregon. He is a 2003 graduate of the Federal Bureau of Investigation, National Academy, Class #213. He holds Basic, Intermediate, Advanced, Supervisory, Management, and Executive certifications as a police officer through the Oregon Department of Public Safety, Standards, and Training.

Sergeant Corder was hired as a Part-Time Faculty Instructor at Linn-Benton Community College in April of 1997 and has just completed 25 years of service there. He continues to teach Criminal Justice classes at Linn-Benton.

Dr. Randall Blazak

Bio: Randy Blazak's scholarship on hate crimes and hate groups has made him a regular commentator in media outlets from NPR and CNN to BBC and Al Jazeera. Blazak earned his Ph.D. at Emory University in 1995 after completing an extensive field study of racist skinheads that included undercover observations and interviews across the world. He became a tenured sociology professor at Portland State University and currently teaches sociology at the University of Oregon. His co-authored book, *Teenage Renegades, Suburban Outlaws* (Wadsworth, 2001) and his edited volume, *Hate Offenders* (Praeger, 2009) have been widely adopted. Since 2002, he has been the chair of the Coalition Against Hate Crimes. He has worked with the National Institute of Justice and the Southern Poverty Law Center on hate crime research issues. He currently serves on the Oregon Department of Justice's Hate Crimes and Bias Incidents Steering Committee.

Gavin Bruce, Assistant United States Attorney, District of Oregon

Bio: Gavin W. Bruce started his career at the Portland law firm of Lindsay Hart, LLP. In 2016, he accepted a position as an Assistant U.S. Attorney with the Eugene Branch of the U.S. Attorney's Office for the District of Oregon. Gavin serves as one of the office's civil rights coordinators, investigating and prosecuting federal hate crimes across the State of Oregon.

Katherine Rykken, Assistant United State Attorney

Bio: After clerking for the Honorable T.G. Nelson on the Ninth Circuit, Kate began her legal career at Latham & Watkins, LLP as a defense attorney for white collar and securities fraud matters. In 2016, Kate became an Assistant United States Attorney for the Central District of California and later, in 2020, joined the U.S. Attorney's Office for the District of Oregon. As the office's civil rights coordinator, along with AUSA Gavin Bruce, Kate investigates and prosecutes a variety of federal civil rights violations, including hate crimes, that occur in the state of Oregon.