

## COMMUNITY ORIENTED POLICING AND COUNTERING VIOLENT EXTREMISM

November 14 - 18, 2021

Abu Dhabi, UAE

Join Zoom Meeting:  
<https://www.zoomgov.com/j/1609606731>  
Meeting ID: 160 960 6731

GlobalNet Link:  
<https://globalnetplatform.org/nesa/community-oriented-policing-and-countering-violent-extremism/seminar-materials>

### AGENDA

#### Day 1:

*Sunday, November 14*

*Evening Kick off Social Event and Meeting NESAs Alumni (5:00 - 7:00 PM)*

#### Day 2:

*Monday, November 15*

*Scope and Dynamics of Community Policing*

**0900 - 0905: Major General Khalifa Hareb Al Khaili**

*Undersecretary of the Ministry of Interior*

**0905 - 0910: Academic Dean's Welcome**

*Dr. Roger Kangas, Academic Dean, NESAs Center for Strategic Studies*

**0910 - 0915: Directors' Welcome**

*LTG Terry A. Wolff, USA (Ret.), Director, NESAs Center for Strategic Studies*

**0915 - 0920: Course Director's Welcome and Introduction**

*Dr. Hassan Abbas, Distinguished Professor, NESAs Center for Strategic Studies*

**0920 - 0930: Participant Introductions**

**0930 - 1100: Session 1 - The Idea of Community Policing: Scope and Challenges**

Moderator: Dr. Hassan Abbas

**Speaker: Dr. Melissa Jardine**, former Australian police officer, *Global Law Enforcement and Public Health Association*

<https://melissajardine.com/>

1100 - 1115: *Networking Break*

**1115 - 1230: Session 2 - Dynamics and Challenges of CVE in the US**

Moderator: Victor Vartanian

**Speaker: Dr. Jennifer Jefferis**, Professor, School of Foreign Service, Georgetown University and Adjunct Professor *NESA Center for Strategic Studies*

<https://gufaculty360.georgetown.edu/s/contact/0031Q00001wxCknQAE/jennifer-jefferis>

1230 - 1330: *Lunch Break*

**1330 - 1500: Session 3: Policing the Pandemic: Crime Trends and Community Policing Best Practices**

Moderator: Dr. Qamar ul Huda

**Speaker: Professor Zoha Waseem**, University of Warwick, UK (virtual)

<https://warwick.ac.uk/fac/soc/sociology/staff/waseem/>

**Speaker: Ellie Bird**, Retired UK Police Officer (virtual)

<https://amuka-foundation.org/our-founder/>

*Day 3:*  
*Tuesday, November 16*  
*Dynamics and Strategies of Countering Violent Extremism*

**0900 - 1030: Session 4 - The Idea of Countering Violent Extremism: Religion, Politics and Security**

Moderator: Dr. Melissa Jardine

**Speaker: Professor Tahir Abbas**, University of Leiden, Netherlands

<https://www.universiteitleiden.nl/en/staffmembers/tahir-abbas#tab-1>

*1030 - 1045: Networking Break*

**1045 - 1215: Session 5 - Case Study: Community Policing in Northern Ireland - Structural and Legal Frameworks**

Moderator: Dr. Jennifer Jefferis

**Speaker: Gary White**, Former Police Officer, Northern Ireland (virtual)

<https://uk.linkedin.com/in/gary-white-491ba235>

*1215 - 1315: Lunch*

**1315 - 1445: Session 6 - Women, Policing and Countering Violent Extremism**

Moderator: Dr. Hassan Abbas

**Speaker: Jane Townsley**, Retired UK Police Officer and former President of International Association of Women Police

<https://uk.linkedin.com/in/jane-townsley-b5473b13>

**1445 - 1500:** A short conversation to decide participant presentations for Nov 18 discussing various perspectives about role of Police and civilian law enforcement in CVE

**Speaker: Victor Vartanian**, Former DHS Special Agent

*Day 4:*  
*Wednesday, November 17*  
*Best Practices*

**0900 – 0930: Travel to Hedayah Center, Abu Dhabi**

**0930 – 10:30: Introduction to Hedayah Center work on CVE and visit to library**

**1030 – 1200: Session 7 - Panel Discussion: CVE Best Practices**

Moderator: Hedayah Center

**Speaker: Dr. Qamar ul Huda** - A case Study of Pakistan's Countering Violent Extremism Policy

<https://www.middlebury.edu/institute/people/qamar-huda>

**1200 – 1330: Return to Hotel and Lunch Break**

**1330 – 1500: Session 8 - Interfaith Dialogue and CVE: Lessons Learned**

Moderator: Dr. Hassan Abbas

**Speaker: Dr. Azza Karam**, Secretary General Religions for Peace, New York (virtual)

[https://www.rfp.org/leadership\\_member/prof-azza-karam/](https://www.rfp.org/leadership_member/prof-azza-karam/)

*Day 5:*  
*Thursday, November 18*  
*What is to be Done?*

**0900 - 1015: Session 10: Crafting a Community Policing strategy for Countering Violent Extremism**

Moderator: Jane Townsley

**Speaker: Dr. Ahmet Yayla**, Former Turkish Police Officer and Professor at Georgetown University (virtual)

<https://extremism.gwu.edu/dr-ahmet-s-yayla>

*1015-1030: Networking Break*

**1030 - 1200: Session 11: Individual/Group Presentations from Participants**

Moderator and Respondent: Victor Vartanian

**1200 - 1300: - Lunch**

**1300 - 1400: Session 12 - Community Oriented Policing for CVE Capacity - Lessons Learnt**

Moderator: Dr. Hassan Abbas

**Speaker: Dr. Nadia Gerspacher**, Adjunct Professor at American University and Author of *Community Oriented Policing for CVE Capacity: Adopting the Ethos through enhanced training* (virtual)

<https://fr.linkedin.com/in/dr-nadia-gerspacher-1527587>

**1400 - 1500: Concluding Ceremony and Certificates**

## SEMINAR OVERVIEW AND READINGS:

The idea and philosophy of Community-Oriented Policing (COP) has increasingly been recognized as an effective response to the challenge of countering violent extremism (CVE). The COP concept in essence is a capacity building approach that can help governments enhance both their effectiveness and their legitimacy by demonstrating institutional capacity to deliver the basic public service of protecting citizens from security threats posed by violent extremists. A well-designed COP program achieves this in a manner that is least harmful to civilian populations, including the social groups from which violent extremists attempt to draw recruits. This 4 Day seminar will focus on the challenge of institutionalizing COP for CVE, so that the COP approach can be employed as a key tool to counter violent extremism keeping in view local needs and cultural contexts.

Security measures grounded in the state's respect for human rights and the rule of law enhance prospects for short- and long-term success against terrorism and other forms of crime. In the Countering Violent Extremism (CVE) context, the transition to more community-based approaches is vital. There is clear evidence that actual or perceived overly-coercive policing approaches serve as a key driver of violent extremism. In areas where the police are seen as discriminatory, corrupt and/or heavy-handed, individuals will have an increased risk of radicalization and recruitment to Violent Extremist groups. The community oriented policing model allows for a reliable and mutual flow of information between the public and the police, as well as effective security partnerships with community leaders and local organizations.

This workshop is designed to help participants evaluate and analyze the nature and dynamics of major community policing challenges, especially in the realm of violent extremism and deliberate on building counter-narratives to extremism:

- A deeper understanding of the dynamics, methods and challenges of countering violent extremism at both the inter and intra-state level;
- A functional ability to use analytically based problem-mapping tools to improve community policing approach to tackling violent extremism;
- A series of specific recommendations learning from the best practices adopted by other nations.

Each day will begin with a panel presentation from a multinational panel of experts analyzing the nature of the challenge and a guided discussion with the entire group. In the second session of each day, participants will learn from practitioners' perspectives and focus on problem solving analytical tools. On the final day, participants will work in small groups to apply the knowledge gained and analytical skills learnt to countering violent extremism in the region.

### **Overview and Learning Outcomes:**

This workshop is designed to help participants:

- Evaluate and explain the scope and nature of community policing, especially as regards countering violent extremism;
- Diagnose the causes of law enforcement failures including inadequate training, resource constraints and incoherence of criminal justice systems;
- Evaluate and explain the different types of policing models and their relevance to deal with different kinds of internal security threats.
- Assist law enforcement agencies in the development and delivery of regionally informed training programs that promote proactive engagement with their community.
- Have a grasp of successful reform strategies used by various countries, to institutionalize community model policing for effectively countering violent extremism.
- Consider possible strategies and lessons learned to help better prepare for future policing challenges.
- Analyze how the pandemic has impacted CVE and policing.

### Course REQUIRED Readings:

Gerspacher, Nadia, Al-Rababah, Motaz, Walker, Jessalyn Brogan, Wilson, Nathaniel L. *Community-Oriented Policing for CVE Capacity: Adopting the Ethos through Enhanced Training* Hedayah, 2019, available at:

[https://www.hedayahcenter.org/resources/reports\\_and\\_publications/community-oriented-policing-for-cve-capacity-adopting-the-ethos-through-enhanced-training/](https://www.hedayahcenter.org/resources/reports_and_publications/community-oriented-policing-for-cve-capacity-adopting-the-ethos-through-enhanced-training/)

This publication expands upon the links between a heavy-handed police force as a key driver of radicalization to violent extremism. In the hopes of shifting that attitude and behavior of international law enforcement training institutions, the authors introduce additional knowledge and skills-based sessions of instruction that can be included in the larger curriculum, as well as adult-learning principles and andragogical good practice, to support the development of a community-oriented ethos throughout policing services.

Global Counterterrorism Forum (GCTF). **“Good Practices on Community Engagement and Community-Oriented Policing as Tools to Counter Violent Extremism.”**

Washington, DC: GCTF, 2013. Available at:

[https://www.thegctf.org/documents/10162/159885/13Aug09\\_EN\\_Good+Practices+on+Community+Engagement+and+Community-Oriented+Policing.pdf](https://www.thegctf.org/documents/10162/159885/13Aug09_EN_Good+Practices+on+Community+Engagement+and+Community-Oriented+Policing.pdf)

The focus of this report is to provide a localized, community-oriented strategy for CVE. The document recognizes that most radicalization still occurs within very local networks, suggesting that encouraging community involvement may be crucial to preventing the spread of extremism. The advice includes strategies for including former extremists, engaging women, and informing the general public about goals to encourage awareness and participation. Use of highly local organizations and structures such as schools, and the creation of personal links between police and community leaders are also encouraged.

Global Counterterrorism Forum (GCTF). **“Ankara Memorandum on Good Practices for a Multi-Sectoral Approach to Countering Violent Extremism.”** Washington, DC: GCTF, 2013. Available at:

[http://www.thegctf.org/documents/10162/72352/13Sep19\\_Ankara+Memorandum.pdf](http://www.thegctf.org/documents/10162/72352/13Sep19_Ankara+Memorandum.pdf)



This document, compiled by the Global Counterterrorism Forum, aims to “provide a non-exhaustive list of practices that reflect the experience of a number of members in countering violent extremism.” While the document brings together this list of reflective best practices, it acknowledges the difficulties in identifying universal best practices and advocates for distinct consideration across challenging situations. The list and descriptions of 19 good practices are organized into four subject areas: Identifying the Problem, Multi-Agency Approaches (applying a unified approach among state and nongovernmental actors), Public-Private Partnerships, Socioeconomic Approaches, and The Role of Law Enforcement. This organization allows for an understanding of the role of multiple actors and a delegation of responsibilities.

#### Other RECOMMENDED Readings:

1. Todd C. Helmus, Erin York, Peter Chalk, “Promoting Online Voices for Countering Violent Extremism”, *RAND Report*, [https://www.rand.org/content/dam/rand/pubs/research\\_reports/RR100/RR130/RAND\\_RR130.pdf](https://www.rand.org/content/dam/rand/pubs/research_reports/RR100/RR130/RAND_RR130.pdf)
2. Orla Lehane, “Dealing with Frustration: A Grounded Theory Study of CVE Practitioners,” *International Journal of Conflict and Violence*, Vol. 12, 2018, available at <https://www.ijcv.org/index.php/ijcv/article/view/3105>
3. “Countering Violent Extremism: Myths and Fact,” *Brennan Center for Justice*, available at <https://www.brennancenter.org/sites/default/files/analysis/102915%20Final%20CVE%20Fact%20Sheet.pdf>
4. William C Danvers, “How the Pandemic has changed the threat of violent extremism,” *The Hill*, <https://thehill.com/opinion/national-security/500063-how-the-pandemic-has-changed-the-threat-of-violent-extremism>
5. Understanding the Role of Gender in Preventing and Countering Violent Extremism and Radicalization That Lead to Terrorism – Good Practices for Law Enforcement, *Organization for Security and Co-operation in Europe (OSCE)*, 26 April 2019. [https://www.osce.org/files/f/documents/0/b/420563\\_1.pdf](https://www.osce.org/files/f/documents/0/b/420563_1.pdf)

6. Anne Speckhard and Molly Ellenberg, "ISIS and the Militant Jihad on Instagram," *Modern Diplomacy*, 3 August 2020:  
<https://moderndiplomacy.eu/2020/08/03/isis-and-the-militant-jihad-oninstagram>
7. Hedayah Counter Narrative Library:  
[https://www.hedayahcenter.org/resources/interactive\\_cve\\_apps/counter-narrative-library/](https://www.hedayahcenter.org/resources/interactive_cve_apps/counter-narrative-library/) \
8. Dr. Lorne L. Dawson, "A Comparative Analysis of the Data on Western Foreign Fighters in Syria and Iraq: Who Went and Why?," ICCT, February 2021: <https://icct.nl/publication/a-comparative-analysis-of-the-data-on-western-foreign-fighters-in-syria-and-iraq-who-went-and-why/>
9. "Dynamics of Countering Violent Extremism in Pakistan and Beyond: A Conversation with Professor Qamar-ul Huda," NESAs South Asia Interview Series; available at <https://nesa-center.org/dynamics-of-countering-violent-extremism-in-pakistan-and-beyond-a-conversation-with-professor-qamar-ul-huda/>
10. "Fundamentals of Community Policing, USIP, 2014; available at <https://www.usip.org/publications/2014/10/episode-3-nadia-gerspacher>
11. "Community Policing and Countering Violent Extremism: A Process Evaluation in Los Angeles," 2017, DHS; available at [https://www.start.umd.edu/pubs/START\\_CSTAB\\_CommunityPolicingtoCounterViolentExtremism\\_July2017.pdf](https://www.start.umd.edu/pubs/START_CSTAB_CommunityPolicingtoCounterViolentExtremism_July2017.pdf)
12. The Patten Report on Policing: Summary of Recommendations, available at <https://cain.ulster.ac.uk/issues/police/patten/recommend.htm>
13. Azza Karam, "Realizing the Faith Dividend: Religion, Gender, Peace and Security in Agenda 2030," UNFPA, available at [https://www.unfpa.org/sites/default/files/pub-pdf/50426\\_UNFPA\\_Donor-UN-FBO-Consultations\\_Web.pdf](https://www.unfpa.org/sites/default/files/pub-pdf/50426_UNFPA_Donor-UN-FBO-Consultations_Web.pdf)

## NESA Center Biographies

### **LTG (RET.) TERRY A. WOLFF**

Director, NESA Center for Strategic Studies



LTG (Ret) Terry Wolff has been the Director of NESA since June 2014. He retired from the U.S. Army in February 2014 after completing over 34 years of service. During his tenure as the Director of NESA he also served 39 months (Nov 15-Feb 19) as the Deputy Special Presidential Envoy (DSPE) for the Global Coalition to Defeat ISIS.

LTG (Ret) Wolff's final military assignment was as the Director of Strategic Plans and Policy, J-5 for the Joint Staff from September 2011 until December 2013.

LTG (Ret) Wolff commanded at every level from platoon to armored division. He spent nearly ten years in Germany and served three tours in Iraq commanding the 2nd Armored Cavalry Regiment, the Coalition Military Assistance Training Team, and the United States Division-Center (1st Armored Division).

He has extensive experience in Washington, DC working military strategy and policy matters as well as interagency affairs: first on the Joint Staff as a Colonel; then nearly two years on the National Security Council as a Special Assistant to the President and

Senior Director for Iraq and Afghanistan; over two years as the Joint Staff J-5; and three years as the DSPE for the Global Coalition to Defeat ISIS.

Commissioned from the Military Academy in 1979 with a BS in Engineering, he has master's degrees in international Affairs from Catholic University, the School of Advanced Military Studies at Fort Leavenworth, and the Naval War College.

## DAVID W. LAMM

Deputy Director



David W. Lamm, a native of Hamburg, New York, is a Distinguished Military Graduate of Canisius College in Buffalo and was commissioned in 1977. As of October 2013, Mr. Lamm assumed the duties as the Deputy Director of the NESA Center in 2010 after serving as the Chief of Staff (2007-2009).

Mr Lamm held a variety of staff and command positions, beginning his career as a Rifle Platoon Leader, Support Platoon Leader, and Battalion Logistics Officer with the 3rd Battalion, 6th Infantry, Berlin Brigade. From 1981-1985 he was assigned to the 82nd Airborne Division, serving consecutively as a Company Commander; Commander, Headquarters and Headquarters Company; and Brigade Adjutant. Mr. Lamm then served as a Battalion and Brigade Operations Officer in the 504th Parachute Infantry Regiment, 82nd Airborne Division from 1991-1993 and as Chief of Training, XVIII Airborne Corps from 1993-1994. He commanded Phantom Command, III Corps and Fort Hood from 1994-1996 and was the Secretary of the General Staff, III Corps and Fort Hood in 1997.

Mr. Lamm then served as the Joint Staff's Chief of Plans and Operations, Operations Directorate (Information Operations) from 1997-1999. He was the Commander, U.S. Army Central Command, Kuwait (2000-2002) and then the Chief of Staff, Combined Forces Command - Afghanistan (2004-2005). From 2006-2007 he served consecutively as

the Director for Afghanistan (Office of the Secretary of Defense) and as the Interagency Coordinator for the Defense Policy Analysis Office, (Office of the Secretary of Defense). On the academic side, Mr. Lamm completed course work for a doctorate at Duke University (1985-1990) and served as an Assistant Professor of History at the United States Military Academy at West Point. During 2003, he served as Professor of Strategy at the National War College (National Defense University). In June 2006, he completed the NESAC's Executive Seminar on "Strategic Communication and the Challenges of Globalization." Mr. Lamm's military education includes the Infantry Officer Basic Course, the Artillery Officer's Advance Course, the Command and General Staff College, and the Army War College. He is a qualified Joint Staff Officer.

His analytical works include: "From Kabul to Baghdad and Back," analyzing the key strategic decisions that shaped the courses of the campaigns in Afghanistan and Iraq; "Manning the Machine," a critical examination of the Army's individual replacement system, conducted for the Chief of Staff of the Army in 2001; "The Post-Cold War Army," an analysis conducted for the Chief of Staff of the Army, later published in *Military Review*, (1991); "The War of 1812," an annotated bibliography for the *Book of Days*.

His awards include the Defense Superior Service Medal (3 awards), the Legion of Merit (3 awards), the Bronze Star Medal (2 awards), the Meritorious Service Medal (2 Awards), the Joint Service Commendation Medal (2 Awards), and the Army Commendation Medal. He is authorized to wear the Combat Infantryman's Badge, the Expert Infantryman's Badge, the Senior Parachutist Badge, and the Joint Staff Badge.

## DR. ROGER KANGAS

Academic Dean



Dr. Roger Kangas is the Academic Dean and a Professor of Central Asian Studies at the Near East South Asia Center for Strategic Studies. Previously Dr. Kangas served as a Professor of Central Asian Studies at the George C. Marshall Center for European Security in Garmisch-Partenkirchen, Germany; Deputy Director of the Central Asian Institute at the Paul H. Nitze School of Advanced International Studies (SAIS) in Washington, DC; Central Asian Course Coordinator at the Foreign Service Institute for the U.S. Department of State; Research Analyst on Central Asian Affairs for the Open Media Research Institute (OMRI) in Prague, Czech Republic; and as an Assistant Professor of Political Science at the University of Mississippi.

Dr. Kangas has been an advisor to the Combatant Commands, NATO/ISAF, the US Air Force Special Operations School, National Democratic Institute, International Research and Exchanges Board, American Councils, Academy for Educational Development, USIA, USAID, and other US government agencies on issues relating to Central and South Asia, Russia, and the South Caucasus. He is also an Adjunct Professor at Georgetown University. Dr. Kangas holds a B.S.F.S. in Comparative Politics from the Edmund A. Walsh School of Foreign Service at Georgetown University and a Ph.D. in Political Science from Indiana University.

## DR. HASSAN ABBAS

Distinguished Professor of International Relations



Hassan Abbas is Distinguished Professor of International Relations at the Near East South Asia Strategic Studies Centre (NESA), National Defense University in Washington DC. He serves as a senior advisor at Harvard University's Weatherhead Center for International Affairs. His current research work focuses on building narratives for countering political and religious extremism & rule of law reforms in developing states.

Earlier he served as professor and department chair at National Defense University's College of International Security Affairs (2011-2019) and as the Distinguished Quaid i Azam Professor at Columbia University (2009-2011). He held various fellowships including at Harvard Law School's Islamic Legal Studies Program & Program on Negotiation (2002-04); the Belfer Center for Science and International Affairs at the Harvard's Kennedy School of Government (2005-09); Asia Society in New York as Bernard Schwartz fellow (2009-2011); and as a Carnegie fellow at the New America Foundation (2016-2018).

He appeared on various television news shows on CNN, Fox News, The Daily Show with Jon Stewart, the *Newshour with Jim Lehrer*, Charlie Rose Show, MSNBC (Abrams



Report and Hardball), C-Span (Washington Journal) and various programs on CBS, and NBC as an analyst on security related issues in South Asia and Middle East. He has been interviewed for many news stories and analyses for the New York Times, The Washington Post, Boston Globe, Los Angeles Times, and Guardian, etc. He has also testified before the Foreign Relations Committee, US House of Representatives on “Women fighting for Peace: Lessons for Today’s Conflicts” in 2016, and before the United States Commission on International Religious Freedom at the U.S. Congress on “Protecting Houses of Worship and Holy Sites” in 2019. He delivered many keynote addresses in conferences and seminars including in Australia, China, India, Iraq, Pakistan, Turkey, and United Kingdom.

His publications include *The Taliban Revival: Violence and Extremism in Pakistan – Afghanistan Frontier* (Yale University Press, 2015); *Pakistan’s Nuclear Bomb: A Story of Defiance, Deterrence and Deviance* (Oxford University Press, 2018) and most recently *The Prophet’s Heir: The Life of Ali ibn Abi Talib* (Yale University Press, 2021).

## DR. JENNIFER JEFFERIS

Professor, Georgetown University and Adjunct Professor NESA



Jennifer Jefferis is a Teaching Professor and the Director of Curriculum at the Security Studies Program, in the School of Foreign Service at Georgetown. She has a Ph.D. in Political Science from Boston University. Her academic research focuses on religion and political violence, and she is the author of three books on this topic: *Hamas: Terrorism, Governance, and its Future in the Region* (Praeger 2016) *Religion and Political Violence: Sacred Protest in the Modern World*(Routledge 2009) and *Armed for Life: Anti-Abortion Politics in the United States*(Praeger 2011), as well as several articles on religion and violence.

Prior to coming to Georgetown, Jennifer was a professor at the Near East and South Asia Center for Strategic Studies where she developed security related programs for government and civilian leaders in Lebanon, Jordan, Egypt, the Palestinian Territories, and Israel, among other places. She was an associate professor of Security Studies at the National Defense College of the United Arab Emirates, and she served as the Associate Dean of Academics at the College of International Security Affairs in Washington D.C.

She is a term member at the Council on Foreign Relations.

## Guest Speaker Biographies In Order of Appearance

**Dr. MELISSA JARDINE,**  
Former Australian police officer



Dr Melissa Jardine is an international policing consultant undertaking research and capacity building activities across the globe, with current projects in Afghanistan, Central Asia, and South and Southeast Asia. Melissa is the Regional Research Lead to the United Nations Office on Drugs and Crime and UN Women in relation to gender, policing, border control and transnational crimes in ASEAN. The project includes a research collaboration with INTERPOL.

Melissa was a Victoria Police officer for 10 years (2001-2011) working at the frontline and in criminal investigations and is a current member of the Strategic Planning Committee for the International Association of Women Police (IAWP). In Victoria Police, she worked in general duties, criminal investigations, the Asian Squad (disbanded), drug taskforces and trained as an undercover operative.

She served on the Board of Directors for the Global Law Enforcement & Public Health Association between 2017-2020. She is the Gender Advisor for the Centre for Law Enforcement & Public Health.

She has a long term interest in the development of policing and security in Asia and

completed her PhD on policing in Vietnam at the UNSW Law School. She is featured by UNSW Sydney as an example of an ‘outstanding higher degree researcher and alumni’.

Melissa has written and/or delivered a range of international police training packages regarding HIV prevention, harm reduction approaches to drug use and sex work, police-public health leadership, gender-sensitive analyses of human trafficking, people smuggling, terrorism and violent extremism, among others. In 2017, Melissa was selected as an Asia 21 Young Leader by the Asia Society through a competitive process which identifies ‘dynamic individuals who will impact global affairs over the coming decades’.

## DR. ZOHA WASEEM

Assistant Professor, University of Warwick, UK



Dr. Zoha Waseem is Assistant Professor of Sociology at Warwick University, UK. Previously, she was a post-doctoral research fellow at the Institute for Global City Policing, University College London (UCL). Dr. Zoha Waseem holds a PhD from the School of Security Studies, King's College London. Her doctoral research focused on the impacts of securitisation policies in urban areas, especially on law enforcement agencies and urban policing. Her thesis employed a multidisciplinary approach, drawing upon frameworks from security studies and police studies. For her PhD, she carried out extensive ethnographic fieldwork in Pakistan. Dr. Waseem has a postgraduate degree in Terrorism, Security and Society from King's College London and an LLB (Honours) from the School of Oriental and African Studies.

Her research interests are interdisciplinary drawing from sociology, criminology and political science, and focuses on policing and critical criminology. She is particularly interested in policing, crime, and state violence in postcolonial settings. Currently she is working in the areas of policing and migration, police-minority relations, the politics of police reform, militarisation of policing, and policing resistance, social movements, and dissent. While her primary regional focus is Pakistan and South Asia, she is also interested in studying these phenomena in Nigeria and the United Kingdom. Her forthcoming book is titled *Insecure Guardians: Enforcement, Encounters and Everyday Policing in Postcolonial Karachi* (Hurst & Co. London, June 2022).

## ELLIE BIRD

Former UK Police Officer



Ellie served for more than thirty years as a police officer across the UK. For more than half of her career, Ellie worked in an environment where opportunities for women were limited, with little prospect for promotion, performing specialist roles or having an influential voice to bring about change. Landmarks in her career include being the first female officer to attain the ranks of superintendent, chief superintendent and Area Commander. As Operational Commander for London Underground worked on all major public and sporting events in London. As Director of Intelligence her responsibility spanned England, Scotland and Wales. Between 2010 and 2014 Ellie served as Commander for Scotland, establishing credibility in tackling sectarianism and Head of Transport Security for the Commonwealth Games.

Her passion for protecting those who are vulnerable and mentoring young people to develop skills and confidence to protect themselves and achieve their goals suited her new life in Kenya after retirement in 2014.

Ellie believes that effective solutions require an understanding of the complexity of problems. She is founder of Amuka Foundation which is committed to develop leadership and resilience within communities; a broad range of activities each addressing elements of the problem.



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**NATIONAL DEFENSE UNIVERSITY**  
**NEAR EAST SOUTH ASIA CENTER FOR STRATEGIC STUDIES**  
WASHINGTON, D.C. 20319-5066



As a consultant, working across Africa, Ellie advises on gender-based violence, women, peace and security. Ellie is keen to share her experience and insight with other young people and those in leadership positions around the World.

## DR. TAHIR ABBAS

Associate Professor, Leiden University



Tahir Abbas taught sociology at the University of Birmingham and Istanbul University before joining the Institute in August 2018. He also served as a Visiting Senior Fellow, Department of Government, London School of Economics, UK in 2016-17. Currently operating out of The Hague, his body of work now falls under the radar of sociology and critical security studies in attempting to explore the formations and challenges to various forms of 'radicalisation from below'. His current research is on comparative reciprocal radicalisation and questions relating to inter-generational transmission of reigio-cultural norms and values among European Muslim minorities.

His latest book, *Islamophobia and Radicalisation: A Vicious Cycle*, was published by Hurst in London and co-published by Oxford University Press in New York in late 2019. It has been reviewed in *Ethnic and Racial Studies*, *Journal of Intercultural Studies*, *Postcolonial Studies*, and *The Times Literary Supplement*. Other recent publications include an analysis of Dutch Muslim women perceptions on Dutch Muslim women returnees from the Islamic State (with A Kanhai), a sociological perspective on far right and Islamist reciprocal radicalisation in Western Europe published as an ICCT Policy Brief in January 2020, a critical analysis of the UK CVE 'Prevent' policy published in *Critical Social Policy* in August 2019 and the co-edited collection, *Political Muslims: Understanding Youth Resistance in a Global Context* (with S Hamid), published by Syracuse University Press in February 2019.

His forthcoming book critically appraises the *Countering Violent Extremism* paradigm in a global context and it will be published by Bloomsbury Academic in April 2021.



## GARY WHITE

Former Northern Ireland Police Officer



Mr. Gary White is currently an independent policing consultant with significant international experience, specializing in areas of 'Policing Reform, Community Based Policing, Countering Radicalization, Accountability mechanisms, Dealing with Protest and Public Order, the Use of Force and Human Rights Compliance'. He is retained by the London based International NGO - Saferworld as a Senior Policing and Justice Advisor and has been a 'Deployable Civilian Expert', with the UK Government's Stabilisation Unit since 2012.

Between 2012 & 2015 he was contracted by the South African Human Rights Commission, as an expert witness on Policing of Protest/ Public Order, in the Marikana Commission of Inquiry. During this commission, his evidence was described by the Chair of the Commission as 'among the most important we have seen'. He is currently the lead trainer for OSCE/ODIHR Police Commanders Training Programme (having previously devised the course) and is also a member of their panel of experts on Policing of Assemblies. In 2013 he was awarded the 'Member of the British Empire' - MBE by Her Majesty the Queen, in recognition of 'services to policing and to the community in North and West Belfast'.

## JANE TOWNSLEY

Retired UK Police Officer and former President of International Association of Women Police



Jane has 30 years' experience in the policing environment and is highly skilled in a wide spectrum of operational as well as strategic and planning roles. A police officer for 27 years Jane retired at the rank of Chief Inspector and now runs her own company, Force International, offering advice on human rights, diversity & gender capacity building and mainstreaming, the establishment of proactive networks within an international police and law enforcement setting and writing and delivering bespoke training in a variety of subjects, both aimed specifically at women or regarding gender-based crimes.

Jane was the President of the International Association of Women Police (IAWP) between 2009 and 2015. Through this role, Jane led an association with members in 70 countries and advised on women's policing issues, gender responsive policing, gender-based crimes, networking, and, has been a keynote speaker at a range of international law enforcement conferences.

Jane has delivered advice and training across a range of gender issues to security institutions including leadership training for female police officers and effective responses to gender-based violence to both male and female officers. Jane has worked with a number of international agencies such as UNWomen, UNODC, UNDP, INL, ICITAP, OSCE, DCAF, and NGOs in various countries across Europe, The Balkans, Africa, Asia and the Middle East.

Jane has a Master of Science degree in Security, Conflict & International Development during which she carried out research into the impact of Gender Responsive Policing on women officers, police organizations and local communities.

**Dr. QAMAR-UL HUDA**

Non-Resident Senior Fellow The Atlantic Council



Dr. Qamar-ul Huda is a non-resident senior fellow at The Atlantic Council based in Washington, DC and an associate adjunct professor at Georgetown University. Previously, he co-founded the Center for Global Policy (CGP), a nonpartisan think-tank that focuses on U.S. security and foreign policies in the Muslim majority world, where he was Vice President. Dr. Huda established CGP's Security and Violent Extremism Program where he supervised the Program's research activities and was instrumental in interfacing with U.S. policy makers and academic researchers.

Dr. Huda was a Senior Policy Advisor for U.S. Department of State Secretary John Kerry's Office of Policy Planning, and the Office for Religion and Global Affairs (S/RGA) where he focused on civil society, religious communities and religious leaders with U.S. foreign policy. His area of focus is civil society organizations, education, and multilateral affairs. Prior to joining S/RGA, the Bureau of Counterterrorism at the U.S. State Department recruited him to serve as a secondee as the first Director of the Department of Dialogue and Collaboration to Hedayah: The International Center of Excellence for Countering Violent Extremism (CVE) based in Abu Dhabi, United Arab Emirates.

Dr. Huda worked at the U.S. Institute of Peace (USIP) as a senior expert, researcher, and resident of Islam and focused on conflict resolution, peacebuilding research, religious peacebuilding and field training to civil society members. He supervised and managed the development of the field of conflict resolution and mediation studies in religious and public schools in South Asia, Southeast Asia, and various parts of the Middle East. He is the editor of *Crescent and Dove: Peace and Conflict Resolution in Islam*, (USIP

Press) now translated into six languages. Dr. Huda served as a director of the countering violent extremism project at USIP, and he designed and developed numerous online training courses for USIP's Academy of Conflict Analysis and Conflict Transformation.

Dr. Huda was listed in the Muslim 500: The World's Most Influential Muslims in 2016, 2017, 2018, 2019, and 2020 published by the Royal Strategic Islamic Centre in Amman, Jordan. He is an Adjunct Associate Professor at Georgetown University's Conflict Resolution Graduate Program. He has taught at UCLA, Boston College, Brandeis University, and the College of Holy Cross. Dr. Huda has published four books, six training manuals on conflict and mediation, religious peacebuilding, and over fifty-five peer-reviewed articles on peacebuilding, conflict resolution, violent extremism, comparative ethics, Islamic law, and educational reform. He received research grants from the Social Science Research Council (SSRC), The American Academy of Religion (AAR), UCLA's International Security Studies program, and was twice a Fulbright scholar. He has provided interviews on CNN, MSNBC, BBC, The Atlantic Monthly, Time Magazine, Newsweek, Al-Jazeera, and other major news outlets. He earned his doctorate from University of California, Los Angeles (UCLA) in political and intellectual history, his Master of Arts in history of Asia & Middle East. He earned his Bachelor of Arts (honors) from Colgate University in International Relations & Philosophy and Religion.

## DR. AZZA KARAM

Secretary General, Religions for Peace



Prof. Dr. Azza Karam serves as the Secretary General of Religions for Peace – the largest multi-religious leadership platform with 92 national and 6 regional Interreligious Councils. She also holds a Professorship of Religion and Development at the Vrije Universiteit in Amsterdam, in The Netherlands – of which she is a citizen.

She served as a Senior Advisor on Culture, at the United Nations Population Fund (UNFPA); and as Coordinator/Chair of the United Nations Inter-Agency Task Force on Religion and Development (UN IATF-R&D); and founder of the Multi Faith Advisory Council of the UN IATF-R&D. In those capacities, she coordinated engagement with members of a Global Interfaith Network for Population and Development with over 600 faith-based organizations from all regions of the world, representing all religions and interreligious affiliations. She was the Lead Facilitator for the United Nations' Strategic Learning Exchanges on Religion, Development and Diplomacy, building on a legacy of serving as a trainer cum facilitator of inter-cultural leadership and management in the Arab region as well as Europe and Central Asia.

Professor Karam has served in different positions in the United Nations since 2004, as well as other intergovernmental and non-governmental organizations since the early 1990s, such as International IDEA, OSCE, and Religions for Peace. Simultaneously, she

lectured in various academic institutions in Europe, in North America (including the United States Military Academy/West Point), Africa and the Middle East.

Her Ph.D. in 1996, focused on Political Islam, and became her first book in Arabic (her mother tongue) and in English. She has since published widely, and in several languages, on international political dynamics, including democratization, human rights, peace and security, gender, religious engagement and sustainable development. She was born in Egypt, and now lives in the United States.

**DR. AHMET S. YAYLA**

Director of the Center for Homeland Security at DeSales University



Dr. Yayla is the Director of the Center for Homeland Security at DeSales University and an Assistant Professor of Homeland Security. Dr. Yayla is also a member of the faculty at Georgetown University's School of Continuing Studies Program in Master's in Applied Intelligence. Additionally, Dr. Yayla is a research fellow at the George Washington University Program on Extremism.

Dr. Yayla is a 20-year veteran of the counterterrorism and operations department in the Turkish National Police and served as the chief of counterterrorism in Sanliurfa, Turkey, between 2010 and 2013. He earned his Master's Degree and Ph.D. in the United States. Dr. Yayla's unique position in counterterrorism rests upon his demonstrated mastery of policy, field operations, and academic theory. He is an experienced practitioner in law enforcement and has advised senior government officials around the world during his career in counterterrorism and academia. Dr. Yayla has published both scholarly works and written or co-written numerous articles related to counterterrorism and homeland security. His works include *ISIS Defectors: Inside Stories of the Terrorist Caliphate*, Advances Press, Washington, D.C., July, 2016 and *Understanding and Responding to Terrorism*, IOS Press, Amsterdam, 2007.



**MR. VICTOR VARTANIAN**

Former Special Agent

U.S. Immigration and Customs Enforcement



Victor Vartanian is a consultant on law enforcement capacity building and U.S., Eurasia and Near East security affairs. His work experience spans four decades, including 30 years with the U.S. Government. Victor holds a Masters Degree in International Strategic Affairs and Joint Professional Military Education II (War College) accreditation from the National Defense University, College of International Security Affairs (CISA). He received his Bachelor Degree in Business Administration from CSULA. Victor is also a graduate of the CISA Homeland Security Fellowship, the Federal Law Enforcement Training Academy, Criminal Investigator and Supervisory Criminal Investigator Courses.

His investigative work experience covers a wide range of criminal and administrative violations, including money laundering, smuggling, human trafficking, immigration fraud, border security and export control violations.

During his government career, Victor has briefed legislators and their staff members and has managed headquarters-level National Programs - customs fraud, tobacco smuggling, intellectual property rights violations, immigration enforcement programs, undercover operations, domestic and international training programs.

His overseas experience includes diplomatic, operational, training and liaison assignments in various countries.

**DR. NADIA GERSPACHER**

Senior Subject Expert and Former Director Security Sector Education  
United States Institute for Peace



Dr. Nadia Gerspacher is an author, thought leader, curriculum developer and instructor who has been working with police organizations and security institutions for over 15 years in many countries around the world including Pakistan, Jordan, Tunisia, Togo, Niger, Nigeria, Indonesia, UK (Northern Ireland), Colombia, and others. As Director of Security Sector Programs at the US Institute of Peace, Gerspacher developed a series of courses and programs of instruction for police assistance which were leveraged by police in Europe and in the Americas. Most notably, she created a program of support to police which she called "Policing for CVE" which included a series of courses and 2 publications written for police institutions wishing to adopt a community-oriented policing ethos.

She has developed partnerships with several international organizations and centers of excellence to support their efforts at helping their member states gain insights on community-oriented policing. Gerspacher has contributed to many working groups on security sector reform as well as the professionalization of police advisors in partnership with NATO, the United Nations, the European Union and several national government agencies. Her doctoral and post-doctoral research focused on collaboration and cooperation of police across borders and the need for capacity building of police in fragile states. She has also contributed to academic institutions' efforts to include policing studies in their curriculum for several years.