



ALFORD ALLIANCE

Listen first. Lead thoughtfully. Leave lasting impact.

EXPERIENCE & IMPACT

PURPOSE. EXPERIENCE. PERSPECTIVE THAT DRIVES CHANGE.

Alford Alliance's founder, **Dr. Ravon Alford**, draws on 15+ years of experience across justice systems, public safety, policy, research, and community initiatives—combining practitioner insight, applied evidence, and collaborative strategy.



PROFESSIONAL EXPERIENCE



Michigan Parole Board | State of Michigan

Parole Board Member — Conducted motivational interviews, reviewed case files, assessed rehabilitation and risk, and participated in parole deliberations and resident outreach.



Council of State Governments Justice Center

Senior Policy Analyst — national reentry technical assistance, state strategy, evidence-based practices, and peer learning.



Detroit Police Department | City of Detroit

Executive Manager — policy and training modernization; UPRT and Mental Health Co-Response Team support.



Detroit Public Schools Community District

Program Associate — analyzed operational and COVID-19 data, developed executive dashboards and reports, and translated complex findings into actionable recommendations for leadership.



St. Louis Metropolitan Police Department | City of St. Louis

Government Services Analyst — firearms and ballistic intelligence analysis supporting violence-reduction efforts.



Memphis Police Department | City of Memphis

Crime Analyst — crime-trend analysis and operational public safety insights.



Research & Analysis

University of Michigan • Michigan State University • Southern Illinois University

Researcher/Research Assistant — applied research in education, justice, reentry, employment, public safety, social network analysis, and doctoral research.



MAJOR PROJECTS, POLICIES & INITIATIVES



Reentry 2030 & State Reentry Coordinators College

Technical assistance strengthening state reentry systems and evidence-based practices.



Second Chance Act Conference

Developed and facilitated national sessions on reentry and special populations.



Community Supervision Resource Center Launch

Moderated discussion on partnerships advancing safety and reentry success.



Community Outreach & Care Packages

Supported distribution of 1,000+ care packages to people experiencing homelessness.



Unsheltered Population Response Team (UPRT)

Supported cross-sector planning and implementation to improve services for vulnerable populations.



University Guest Speaking & Career Development

Presented at Michigan State University on transferable skills and career pathways in the social sciences.



Parole & Reentry Decision-Making

Motivational interviewing, release assessments, public hearing observation, full-board parole deliberations, and resident guidance through prison-facility panels and resource tabling.



Research, Data Analysis & Insights

Analyzed complex datasets to inform policy and practice across education, employment, reentry and public safety.



Policy & Training Development

Managed, revised and updated 200+ policy and training directives at Detroit Police Department.



Government Partnerships & Civic Technology

Connected a civic technology startup with city and county officials.



Grants & Resource Stewardship

Supported proposals, implementation and reporting involving the U.S. Department of Justice Office of Community Oriented Policing Services (COPS Office), Bureau of Justice Assistance (BJA), Flinn Foundation, Hudson-Webber Foundation, Ballmer Group, and Federal Intellectual Property grants.



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QUALIFICATIONS & EXPERTISE

KNOWLEDGE. EXPERIENCE. GREATER POSSIBILITIES.

Dr. Ravon Alford brings academic training, applied research, public-sector leadership, and cross-system partnerships to an approach grounded in thoughtful collaboration and lasting impact.



EDUCATION

Ph.D. in Education

Criminal Justice & Public Administration focus; Interdisciplinary Studies Program
Southern Illinois University – Carbondale

M.S. in Criminal Justice

Certificate in Law Enforcement Intelligence & Analysis
Michigan State University

B.A. in Psychology

Minor in Crime & Justice
University of Michigan – Ann Arbor



CERTIFICATIONS

- Crisis Intervention Team (CIT) – NAMI
- Implicit Bias – PRAT International, LLC
- QPR Suicide Prevention
- Community Preparedness – FEMA
- Decision Making and Problem Solving – FEMA
- Leadership and Influence – FEMA
- Mental Health First Aid
- Law Enforcement Intelligence & Analysis – MSU
- Public-Private Partnerships – FEMA



CORE EXPERTISE

- Justice Systems Transformation
- Reentry & Community Supervision
- Public Safety Strategy
- Policy Development & Analysis
- Grant Management & Compliance
- Program Evaluation
- Advanced Quantitative Research & Data Analysis (SPSS)
- Qualitative & Quantitative Methods
- Social Network & Intelligence Analysis
- Government Relations & Strategic Partnerships
- Strategic Planning & Implementation
- Training & Technical Assistance
- Facilitation & Learning Design
- Behavioral Health & Crisis Response
- Violence Prevention
- Homelessness & Housing Initiatives
- Data Visualization & Reporting
- Project & Workflow Management



COLLABORATION ACROSS SYSTEMS

Federal & National

Federal justice agencies; national organizations; philanthropic partners

State & Regional

Corrections agencies; parole systems; reentry councils; behavioral health partners

Local Government & Public Safety

Mayors' offices; police departments; housing agencies; city councils; public school systems

Community & Cross-Sector

Behavioral health providers; community organizations; civic technology & private-sector partners; foundations



VOLUNTEER SERVICE

Prison Reentry Social Support

Ongoing pen-pal correspondence and in-person visits to federal correctional institutions to offer encouragement and support to individuals who are incarcerated.

Youth & Student Mentoring

Mentored school-age youth and students through Big Brothers Big Sisters and other educational initiatives, providing academic support, personal guidance, and exposure to educational and career opportunities.



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