



# **LAW ENFORCEMENT ACTION PARTNERSHIP**

## **Impact Report**

2023 - 2024

# OUR STORY

# SO FAR

## OUR MISSION

The Law Enforcement Action Partnership's mission is to unite and mobilize the voice of law enforcement in support of drug policy and criminal justice reforms that will make communities safer by focusing law enforcement resources on the greatest threats to public safety, promoting alternatives to arrest and incarceration, addressing the root causes of crime, and working toward healing police-community relations.

## OUR VISION

The Law Enforcement Action Partnership envisions a world in which criminal justice and drug policies keep our communities safer. Ending the War on Drugs and looking beyond the criminal justice system for a range of solutions to address society's ills will better protect human rights, reduce violence and addiction, and build public respect for and trust in law enforcement.

## OUR PURPOSE

To boldly transform the criminal justice system by mobilizing law enforcement, including police, prosecutors, judges, corrections officials, and other justice system experts to advance reforms that enhance public safety, restore trust, and prioritize people and communities. Through innovative strategies—including community-centered approaches, harm reduction, and restorative justice—LEAP empowers individuals and fosters safer, more vibrant communities for all.

**LEAP-  
INNOVATING  
PUBLIC SAFETY,  
INSPIRING  
CHANGE**

# A MESSAGE FROM OUR EXECUTIVE DIRECTOR

**I am honored to present the Law Enforcement Action Partnership's (LEAP) Impact Report.** Before diving in, I want to acknowledge the uniqueness of this moment. 2024 was a turbulent year, marked recently by the end of a heated election season that included much debate about issues of crime and public safety. While we are entering a time of uncertainty and anxiety for many, I remain optimistic that LEAP will continue driving meaningful change as we advocate for a vision of public safety that prioritizes community health and well-being over punishment.

In the last two years, LEAP has achieved significant milestones. We have worked with our coalition of law enforcement experts to champion smarter drug policies, support critical police accountability measures, and collaborate with local leaders to launch life-saving Community Responder programs. These priorities build on LEAP's two decades of work to reduce the footprint of policing and address the root causes of crime.

This year, we also experienced exciting growth. Our team expanded to support the Community Responder Program, and elevate LEAP's public profile. We strengthened bonds at our annual in-person staff and board meeting, where we reflected on recent successes and challenges, strategized for the year ahead, and honored the legacy of one of our trailblazing founders, Peter Christ, who sadly passed away in November.

**Looking ahead to 2025, I remain confident in our ability to foster progress in public safety, no matter the political landscape.** Both domestically and with our partners around the world, LEAP will continue working across the aisle to advance effective justice policies grounded in accountability, transparency, and compassion.



We will champion drug policy advances that prioritize therapeutic solutions for complex conditions like PTSD and depression, ensuring everyone can access these potentially transformative methods of care. And we will expand our efforts to launch innovative Community Responder Programs – alternatives to traditional policing that provide the right responder for each 911 call, thereby uplifting community health and safety while freeing up law enforcement resources to address the most serious crimes.

**Above all, it is your unwavering support that makes this work possible. Your belief in respect for human dignity, compassion, and equity inspires everything we do.**

Together, we have protected progress and advanced critical reforms, and together, we will seize new opportunities to reimagine public safety with the understanding that human dignity and the sanctity of life are not only compatible with, but integral to, true public safety.

The road ahead may be uncertain, but together, we will continue building a safer and more just future for all.

Onward,

Lt. Diane Goldstein (Ret.)  
Executive Director

# THE VISIONARIES GUIDING OUR MISSION



*I am extremely proud of the work LEAP does in the law enforcement profession. We offer expertise and a perspective that is globally recognized and highly sought after. And, by design, we are able to address criminal justice issues from multiple points of view and assist in educating lawmakers, municipalities, and police agencies in matters that can most positively impact our communities.*

– Deputy Chief Wayne Harris (Ret.)  
Incoming Board Chair



*I'm at LEAP because it's time for those who've worked within the system to join forces with their communities and create meaningful change together. We need justice system professionals who understand how important it is to be the listeners, to learn from community perspectives. We need true public servants, those who do not view themselves as 'enforcers' who take a hard line, but who lead with integrity, patience, and compassion. Change moves at the speed of trust. LEAP serves as an example to the world that when police prioritize earning the trust of their communities, progress begins to ripple through the justice system.*

– Kristin Daley, Executive Director of New Blue  
Incoming Board Treasurer



*As criminal justice issues continue to be hotly debated across the U.S. and around the world, LEAP's staff does an amazing job ensuring that law enforcement professionals who support sensible reforms have a voice in these discussions. On issues ranging from drug policy to alternative response, LEAP speakers share invaluable perspectives that profoundly impact the thinking of policymakers and the general public.*

– Matt Simon, Incoming Board Secretary







*I joined LEAP because I knew I'd be around others who strive for meaningful changes in the criminal justice system, and that together, we would have a better shot at achieving drug policy and criminal justice reforms that will make communities safer, allowing law enforcement to address larger threats to public safety, and to end the failed War on Drugs.*

– Tom Schoolcraft, LEAP Board Member and Security Caseworker, Minnesota Department of Corrections



*As police professionals, we have a unique opportunity in the 21st century to redefine our role—from enforcers of laws often driven by financial interests at the expense of civil liberties, to becoming true guardians of our communities. The Law Enforcement Action Partnership stands as a beacon for this transformation, prioritizing positive police-community relations with the explicit mission of keeping individuals out of cages and coffins.*

– Lieutenant Sarko Gergerian, LEAP Board Member



*I joined LEAP to make a difference in my community and profession. We have asked too much of our law enforcement professionals, and we need to find better solutions to mental illness, homelessness, and addiction, that do not involve the criminal justice system. I want to help bridge that gap and re-establish community trust in our great profession, which is one of many reasons that I'm proud to be a LEAP board member.*

– Michael Harvey, LEAP Board Member, Regional Police Academy Director and former Sheriff's Captain in central Virginia

# WHERE EXPERTISE MEETS ACTION

The Law Enforcement Action Partnership's (LEAP) commitment to transforming public safety has positioned us as thought leaders in the field of Community Responder programs. In 2024, LEAP published two pivotal reports—the Dispatch Report and the Liability Report—that are now shaping conversations and decisions in cities across the nation. These resources demonstrate LEAP's unmatched expertise in navigating the complexities of implementing innovative public safety solutions.

## **The Dispatch Report**

Skeptics often argue that existing 911 infrastructure cannot accommodate Community Responder programs. In response, LEAP collaborated with the Center for American Progress and NYU Policing Project to create the Dispatch Report. This detailed study reveals how cities are successfully dispatching responders to low-risk calls, providing actionable insights for municipalities. Following its release, Cincinnati's dispatch director credited the report with motivating the expansion of their Community Responder Program.

By presenting the findings to national audiences, such as the International Crisis Response Association, and through multimedia efforts, LEAP has ensured this report is an essential resource for city planners, policymakers, and advocates.

“*This work is so important to me because I get to connect with people who may not immediately understand the “why” behind community responders. When I first got involved with LEAP and the field of community responders, I had no idea how cities were developing and implementing programs, but I understood why. The only thing I knew for sure was that these programs had the potential to transform communities. I was sure that this work is less about removing armed officers from 911 calls for service or defunding the police, and more about creating a world where people can receive first responses free of violence and rooted in compassion and equity.*”



*One day, we were on a call with a police department from a small rural city and I had to explain the bigger picture of Community Responder programs. The officers believed their department was excellent at everything they do and there was no need for a CR program in their community. As the only Black woman on that call, I had to remind them that their experience was not universal. There are far too many people, especially from communities like mine, who have been shot or killed by police after calling 911 for help. This movement is ultimately about them. It is about people who unfortunately must fear the worst in the presence of an armed response. I urged everyone on that call to separate their own feelings about policing and their police department, and to think about those who could benefit from a different type of first response.”*

– Daut'e Martin  
Program Specialist, Community Responders

## The Liability Report

Addressing concerns about legal liability for cities often becomes a roadblock for Community Responder programs. LEAP partnered with Akerman LLP to create the Liability Report, which comprehensively addresses these issues. The report dispels myths, demonstrating that dispatching unarmed responders to low-risk calls reduces liability risks compared to traditional police responses.

To expand the reach and impact of this research, LEAP organized a Liability Report Webinar to highlight key findings and explore opportunities for further research. The webinar attracted more than 120 attendees, including city and community leaders, showcasing the actionable value of the report. With support from our partners, this event helped cement the report as an essential resource for addressing liability concerns.

The report has garnered widespread attention, with features in *Governing Magazine*, *Officer.com*, and *EMS1*. It is now a trusted resource for city attorneys and policymakers, fostering confidence in launching and sustaining Community Responder programs.

“One of the most poignant and heartbreaking examples of why community responders are so desperately needed is the story of Sonya Massey. The day before her life was tragically cut short, her mother made a call to 911, seeking help for her daughter, who was in the midst of a mental health episode. In her plea, she asked for someone who could offer care, not aggression—someone who could de-escalate, not escalate.

*But the system failed Sonya.*

*The following day, Sonya herself dialed 911. She was unarmed, vulnerable, and in dire need of compassion and expertise—help that a trained community responder could have provided. Instead, armed officers arrived. What should have been a moment of care and intervention turned into a fatal encounter. Sonya Massey was killed in her own home.*

*This tragedy underscores a devastating truth: had there been an option to send a community responder, someone equipped to handle mental health crises with empathy and skill, Sonya might still be with us today. Her story is a stark reminder of the human cost of systems ill-equipped to meet the needs of those they are meant to protect.*”



– Lionel King, PhD  
Program Specialist,  
Community Responders

## Establishing LEAP as the Go-To Expert

The impact of these reports has solidified LEAP’s reputation as a trusted authority on [Community Responder programs](#). By tackling critical barriers to implementation, LEAP empowers cities to adopt evidence-based, human-centered public safety strategies. Whether through data-driven research, expert collaborations, or national advocacy, LEAP exemplifies how expertise meets action.

Together, these reports and the conversations they spark demonstrate that meaningful change is achievable when communities and decision-makers are equipped with the right tools and knowledge. LEAP continues to lead the way, ensuring safer, more compassionate responses for all.

# BUILDING STRONGER, SAFER COMMUNITIES

The Law Enforcement Action Partnership builds much of our work around a recognition that law enforcement and the justice system are just one element that contributes to a much broader public safety ecosystem. True safety is dynamic and multifaceted. It is a direct function of a community’s physical and mental health, its economic security, and the strength of its social fabric, among other factors.

For too long, policymakers have treated safety primarily as an enforcement issue. In turn, they have neglected to build up systems of care that make communities safer by supporting and uplifting residents, while leaving police with the impossible task of patrolling, arresting, and punishing their way to safety. This approach has failed to deliver safety for many communities, and has often undermined it by exacerbating conditions that make communities less safe.

At LEAP, we know there’s a better way forward for both police and the people they serve. When we make communities stronger, we also make them safer. This principle stands at the foundation of many of our initiatives.

## LEAP provides alternatives to police for sensitive 911 calls

Every year, police spend millions of hours responding to calls for service that could be better handled by personnel with different skill sets and expertise. In the most routine cases, this leads to wasted law enforcement resources, as police spend valuable time responding to noise complaints, neighbor disputes, and minor public order issues instead of serious crimes. In other instances, it leads to tragedy and trauma, particularly when police are thrust into sensitive mental health crisis situations that officers may not be trained or equipped to handle.

At LEAP, we understand that an armed police officer is not the best response for every 911 call. As we continue to expand our Community Responder Program across the nation, more jurisdictions are providing residents with an alternative to police for certain service calls. This approach benefits everyone, from a community’s most vulnerable members, to the officers who are freed up to focus on more pertinent threats to public safety.



“ I am grateful to have joined the Community Responder team because of its dedication to reimagining community safety in a way that centers care and connection. I am particularly inspired by the CR team’s commitment not only to reducing harm and negative interactions, but actively building a model rooted in collaboration, trust, and meeting the needs of the people it serves. I’m excited about the future of this work, partnering with more communities, and continuing to lead cities toward equitable and reparative systems of safety and care. ”

– Rebecca Mironko, Program Assistant, Community Responders



“ LEAP’s work in creating Community Responder programs throughout the nation has improved the quality of response to 911 calls for service, and has enabled the police to do what they are best trained to do: protect their communities. ”

– Major Mike Hilliard (Ret.)



**LEAP supports efforts to make police departments more reflective of their communities**, particularly by addressing the underrepresentation of women. Many agencies are re-examining recruitment and hiring to attract officers with shared lived experiences, but progress remains slow—especially in achieving gender diversity.

To help close this gap, LEAP supports the 30x30 Initiative, which aims for 30% women in police departments by 2030. Women strengthen policing by bringing diverse perspectives, using less force, exercising more discretion, and building trust through perceived fairness. The initiative enhances the profession's integrity, fostering community trust and transforming policing into a more supportive presence.



LEAP and the 30x30 Initiative exhibited at the 2023 IACP Annual Conference



**LEAP speaker, Sheriff Alyshia Dyer, is the youngest person and the first woman to be elected Sheriff of Washtenaw County, Michigan.** She is an advocate for partnering with community groups and community engagement. Officer health and wellness is also a top priority for Sheriff Dyer.



**First to Respond: Cultivating Compassion and Resilience in Law Enforcement Communities:** Panel moderated by Joe Moore, with Lt. Diane Goldstein (Ret.), Lt Sarko Gergerian, and Rick Doblin, Ph.D. June 1, 2024.

### Combating the mental health crisis with promising psychedelic-assisted therapies

Unaddressed mental health needs present an especially complex challenge for public safety, and LEAP supports using all of the tools at our disposal to combat the underlying crisis.

Over the past two years, our organization has emerged as a leading law enforcement advocate for state and local measures to increase access to psychedelic-assisted therapies. Psilocybin, ibogaine, DMT, and other psychedelics have shown tremendous therapeutic potential in treating mental health conditions, leading to renewed skepticism of their Schedule I classification under U.S. law.

While LEAP has long spoken out against drug prohibition in all forms, the science around these substances supports bolder action to further explore their therapeutic applications. The need is especially high in the field of law enforcement, where officers suffer from elevated rates of depression and Post-Traumatic Stress Disorder. But we also know that a broader adoption of effective new mental health treatments would ultimately affect everyone. At the end of the day, healthier communities make for safer police officers, and healthier police officers make for safer communities.

# CHAMPIONING REFORM, ONE BILL AT A TIME

**POLICY FOCUS:** LEAP actively advocates for several transformative actions across various states and at the federal level.

**1** Policies that institutionalize community responder programs at the local level, reducing the need for armed police responses in non-violent situations. This approach is designed to enhance community safety while minimizing unnecessary law enforcement interventions.

**2** Legislation that promotes alternatives to arrest and incarceration, focusing on diversion programs, restorative justice approaches, and harm reduction strategies. These efforts are crucial for reducing mass incarceration and addressing the root causes of crime.

**3** Policies aimed at increasing transparency and accountability in policing, including those that require data collection on police interactions and the outcomes of community responder programs. These measures help build trust between law enforcement and communities.

**4** Policies that end the criminalization of homelessness by advocating for housing solutions and supportive services as alternatives to punitive measures.

**5** Drug policy reform that regulates and decriminalizes substances is central to LEAP's mission. We advocate for a controlled, legal market that prioritizes public health and safety while recognizing the sanctity of life at the heart of these efforts. LEAP also supports harm reduction strategies, such as overdose prevention sites and Good Samaritan Laws, which are vital in protecting lives and reducing the harms associated with substance use.





**6** Educational policies that incorporate new models of policing and community collaboration into police training programs and civic education initiatives.

**7** Support for mental health and wellness. LEAP advocates for the legalization and regulated use of naturally occurring medicines, such as psilocybin, as breakthrough therapies for treating mental health conditions, including depression and PTSD. We support providing access to these therapies for law enforcement and first responders, whose untreated trauma often exacerbates community tensions. By addressing the mental health and wellness of these individuals, LEAP aims to reduce the negative impact of untreated trauma on both the officers and the communities they serve, thereby contributing to a more humane and effective public safety system.

**8** Reforms that allow for judicial review and resentencing, particularly in cases involving overly punitive sentences and racial disparities. We also support initiatives that restore voting rights for individuals with past felony convictions, thereby promoting reintegration and reducing recidivism.

**9** Support for efforts to end non-safety-related traffic stops that contribute to racial disparities, allowing law enforcement to focus on behaviors that directly impact public safety.

**10** Community Violence Intervention: LEAP advocates for substantial federal funding aimed at reducing community violence through prevention and intervention programs, fostering safer neighborhoods.

## YOUR KEY LEGISLATIVE WINS AND ADVOCACY HIGHLIGHTS (2023–2024)

### Illinois Abolishes Monetary Bail:

- LEAP signed an amicus brief supporting the Pretrial Fairness Act in an Illinois Supreme Court case. Illinois became the first state to abolish cash bail, reducing the criminalization of poverty and prioritizing risk-based pretrial decisions.

### Illinois Fines and Fees Reform:

- Officer Dave Franco (Ret.) provided written testimony supporting SB 1463, which eliminates most criminal justice fines and fees for minors. The bill passed.

### New York Clean Slate Act:

- LEAP submitted a letter supporting legislation to automatically seal certain convictions, enabling access to employment and housing. This groundbreaking act passed with overwhelming support and impacts millions of New Yorkers.

### Nebraska Restores Voting Rights:

- LEAP wrote a letter supporting LB20, which removes the two-year waiting period for voting rights restoration for formerly incarcerated individuals. The bill passed.

### California Protects Trafficked Youth:

- LEAP supported SB 545, prohibiting trafficked and sexually abused children from being tried as adults when they commit crimes against their abusers. The bill passed.

### California Voting Rights:

- LEAP advocated for AB 544, which would establish polling locations in county jails to allow incarcerated individuals to register and vote. It passed but was vetoed by the Governor.

### Louisiana Protects Kratom:

- Captain Michael Harvey (Ret.) testified against SB 94, which sought to criminalize kratom. The bill failed to pass.

“ I had a very moving experience while doing advocacy work for LEAP in support of The Illinois Cure Act. This act, if passed, would open the door to promising treatment options for conditions such as substance use disorder, depression, and PTSD. The life-changing therapy it offers would be made possible through the state-regulated use of psilocybin.

During a heated discussion with an Illinois state law enforcement agency, we encountered a significant obstacle. The agency adamantly refused to consider the potential harm reduction or lifesaving benefits of psilocybin, choosing instead to focus on the federal restriction.



It was then that the senator who sponsored the bill broke down, revealing that her brother had attempted suicide due to his depression. The CURE Act could help treat him and so many others like him. Despite the agency’s resistance, I was deeply moved and personally committed to redoubling my efforts to get this lifesaving-legislation passed.”

- Officer David Franco (Ret.)  
Chicago Police Department, IL

**Hawai’i Expungement Reform:**

- LEAP supported HB 1595 to expunge records of marijuana possession offenses, benefiting 36,000 individuals. The bill passed.

**Michigan Compassionate Release:**

- Lt. Diane Goldstein (Ret.) provided testimony supporting SB 599, enabling the release of medically frail individuals on parole. The bill passed.

**Nevada Homelessness Advocacy:**

- LEAP co-signed an amicus brief highlighting the risks of policing homelessness and its counterproductive effects on alleviating the crisis. The Nevada Supreme Court upheld these arguments.

**Colorado Drug Policy Advocacy:**

- LEAP opposed flawed SB24-158, protecting the ability to educate the public and promote harm reduction for plant-based medicines. The bill failed to pass.

**New York Community Responder Programs:**

- Our speakers testified and wrote letters in support of Daniel’s Law, which would fund pilot community responder programs across the state, and have advised the Daniel’s Law Task Force on best practices. It has passed through the NY Senate’s Mental Health Committee and has been referred to the Finance Committee.



**75+**  
Testimonies



**50+**  
Panels, events,  
or presentations



**40+**  
Letters



**250+**  
Quotes or  
mentions



# MEDIA: SHAPING THE CONVERSATION ON JUSTICE, TOGETHER

## Expanding Our Voice in National and Local Media

2024 marked a year of incredible media engagement for LEAP, solidifying our role as a trusted voice in criminal justice reform. In an era where trust in media is fragile, the Law Enforcement Action Partnership stands out as a beacon of credibility and expertise.

Our work and the insights of our diverse coalition—comprising law enforcement professionals, prosecutors, judges, and corrections officials—have been featured in major national publications such as CBS News, Newsweek, POLITICO, The Daily Beast, Los Angeles Times, and Governing. We've also been highlighted in prominent industry outlets like Marijuana Moment, Filter Magazine, Police1, Reason Magazine, and Officer.com.

Our influence extends to state and local news as well, with appearances in nationally syndicated papers like the Los Angeles Daily News, The Seattle Times, Albany Times-Union, The Atlanta Voice, and The Fresno Bee. LEAP has further expanded its presence in TV and radio broadcasting, with speaker appearances on Michigan Public Radio, a nationally-aired episode of Scripps News, Sacramento's KCRA, and interviews with local TV news in Florida, syndicated across six additional stations in the days leading up to a crucial amendment vote.

As a 501(c)(3) nonprofit, LEAP's work remains firmly non-partisan and focused on evidence-based solutions. Our coalition of over 250 members, representing diverse perspectives nationally and internationally, ensures that our advocacy is guided by facts and credibility. By amplifying thoughtful, fact-based insights, LEAP helps communities and policymakers navigate the complexities of justice reform while bridging divides and fostering trust.

©CBS NEWS

Newsweek

The Seattle Times

POLITICO

Los Angeles Times



SCRIPPS  
NEWS




G Governing

## Building Trust in a Divided Media Landscape

For LEAP, being featured in the media is not about recognition; it's about giving a voice to real stories of change. It's about ensuring that when a parent wonders why mental health responders aren't available in their city, or a community leader asks how to rebuild trust with police, they know where to turn for answers. Our media work helps make those conversations possible.

In a world of polarized media and confirmation bias, it's natural to question whom to trust. At the Law Enforcement Action Partnership, trust is central to everything we do. Our organization, as a 501(c)(3) nonprofit, ensures we remain non-partisan and laser-focused on facts, evidence, and real-world solutions—not political rhetoric.

Here's what sets LEAP apart as a trusted resource:

- 
**Diverse Expertise:** Our 250+ members include law enforcement officers, prosecutors, judges, and corrections officials, all bringing decades of professional experience to the table.
- 
**Non-Partisan Commitment:** As a nonprofit, we are legally required to remain impartial. Our advocacy focuses solely on solutions grounded in research and evidence, avoiding divisive political debates.
- 
**Bridging Divides:** With members from across the US and internationally, LEAP's diversity ensures that our work reflects varied perspectives and meets the needs of diverse communities.

When you see LEAP's name attached to an article, op-ed, or social media post, you can be confident it reflects thoughtful, evidence-based advocacy that rises above the noise of polarization. We are committed to shaping justice reform conversations with integrity, empowering communities, and restoring trust in public safety.

# OP-EDS AND MEDIA FEATURES: AMPLIFYING OUR MISSION

Chief Tom Thompson highlighted **immigrant trust issues amid negative narratives** ([Ohio Capital Journal](#))

Former DA Julie Garcia supported legal protections for **juveniles to consult lawyers before waiving rights** ([City Limits](#))

Sheriff Alyshia Dyer called for **ending life without parole for minors** ([Detroit Free Press](#))

Deputy Inspector Corey Pegues (Ret.) criticized the **racial inequities of a menthol ban** ([The Chief](#))

Chief Isaiah McKinnon (Ret.) called for **regulating no-knock raids and enhancing officer accountability** ([Detroit Free Press](#))

Chief Brendan Cox (Ret.) supported **better resources for formerly incarcerated individuals** ([Albany Times-Union](#)).

Deputy Sheriff Darren Ullman (Ret.) urged lawmakers **not to re-criminalize drug possession** ([The Olympian](#))

Judge James Gray (Ret.) called for **treating all drug use as a public health issue** ([Orange County Register](#))

Lt. Diane Goldstein (Ret.) argued **against a Denver ban on flavored tobacco**, citing its impact on communities of color ([Westword](#))

Judge John Leonardo (Ret.) reflected on an **excessive sentence** he issued and advocated for reform ([Arizona Daily Star](#))

Det. Sgt. J. Gary Nelson (Ret.) **opposed HB2782**, which **criminalized homelessness** ([Arizona Republic](#))

Chief Betty Jane Frizzell (Ret.) highlighted the **destructive impact of harsh drug laws** ([Kansas City Star](#))

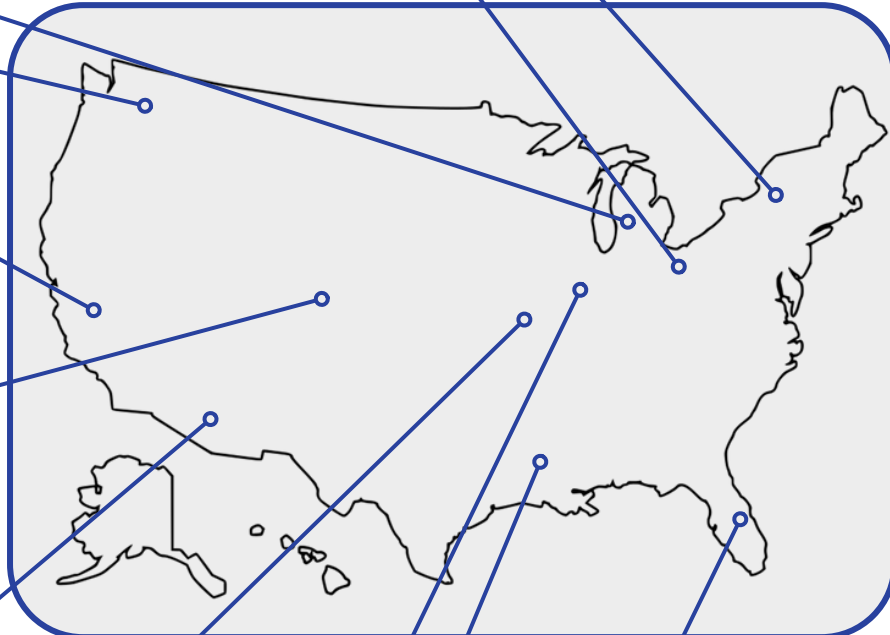
Former Judge Arthur Hunter detailed **reforms for police leadership** ([The Lens](#))

Officer Dave Franco (Ret.) advocated for **eliminating fines for youth offenders** ([The Sentinel Weekly](#))

Major Neill Franklin (Ret.) supported Amendment 3 for **marijuana legalization** in a **live TV interview** syndicated on 6 different FL local news stations.

LEAP Program Specialist Lionel King discussed **aligning 911 call response to community needs** ([Daily Northwestern](#))

Lt. Diane Goldstein (Ret.) **opposed the "Stop WOKE Act"** which threatened law enforcement education ([Law360](#))



**Leading the National Discourse**  
 Major Neill Franklin (Ret.) discussed the **burdens of drug prohibition** in response to arrests at methadone clinics ([Filter Magazine](#))

Assistant Commissioner Booker T. Hodges and Chief Mike Butler (Ret.) addressed **police recruitment challenges** ([Stateline](#))

Lt. Diane Goldstein (Ret.) authored an [op-ed on Grants Pass v. Johnson](#) in 11 Southern California newspapers, addressing **finances for basic shelter** as an 8th Amendment violation

Lt. Diane Goldstein (Ret.) opposed the Biden administration’s proposed menthol ban ([RealClearPolicy](#))

[The Daily Beast](#) reported on LEAP’s groundbreaking side event at the UN, where officers advocated for **MDMA use to combat PTSD**

Chief Tom Synan highlighted innovative solutions to reduce overdose deaths on a nationally broadcasted [episode of Scripps Media](#)



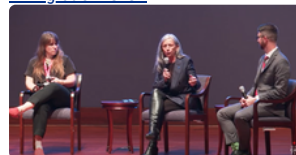
[Psychedelic Social Equity, Criminal Justice and Sentencing Reform](#)



[Psychedelics for the Frontlines: A Police Officer on the Healing Potential of MDMA for PTSD](#)



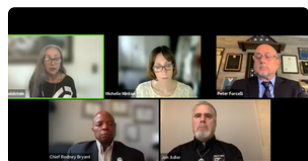
[National Cannabis Policy Summit: Expungements, resentencing and immigration relief](#)



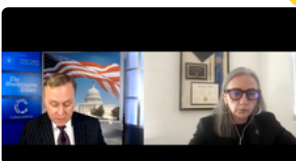
[Taking Reform Seriously: Policing, policy and preventing violent crime](#)



[Unintended Consequences: Law Enforcement Perspectives on Federal Policies](#)



[Why Integrated Harm Reduction](#)



We take great pride in the media recognition we've received for our impactful work, engaging conversations, and decisive actions. These accolades have positioned us among the **top nine charities dedicated to advocating for police reform.**

Watch our Executive Director, Diane Goldstein, share her insights on crucial panels.

# CONNECTING VIA SOCIAL MEDIA

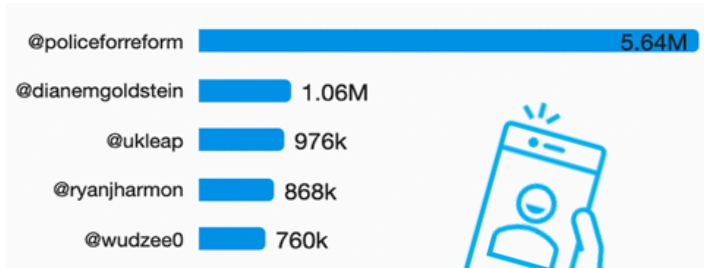
## Driving Conversations in the Digital Landscape

LEAP’s social media presence continues to expand, helping amplify critical messages to communities, policymakers, and activists. Platforms like Facebook, Instagram, X, Threads, and Bluesky have allowed us to foster meaningful discussions about justice reform, restorative practices, and public safety. These spaces, while often polarized, are where LEAP works hardest to cut through noise with credibility and clarity.

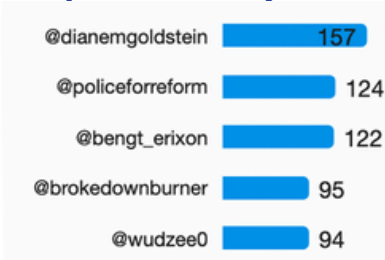
LEAP achieved increased engagement and produced diverse content, including impactful speaker videos, news highlights, and grassroots advocacy spotlights. Press releases and commemorative messaging have been elevated with dynamic visuals.

As we approach 2025, LEAP is committed to amplifying these initiatives, enhancing international collaboration, and broadening thematic coverage to align with organizational goals and LEAP Speaker expertise.

### Top Posters by Social Reach



### Top X Posters by Mention



**3.48k**  
Mentions



**1.7B**  
Reach

## Social Media Highlights and Strategy

Our digital advocacy work centers around:

- Amplifying Media Coverage: Ensuring traditional media mentions drive social conversations.
- Engaging New Audiences: Using influencer collaborations and interactive content to connect with impacted communities.
- Advancing Academic Research: Sharing groundbreaking studies that support evidence-based reforms.

Our growing presence on emerging platforms ensures LEAP remains at the forefront of digital conversations about public safety and justice reform.



@PoliceforReform



# LEAP'S INTERNATIONAL IMPACT

LEAP's influence extends far beyond U.S. borders, advancing drug policy reform and harm reduction strategies on a global scale. Board members Kendra McSweeney and Neil Woods were part of the coalition of authors of the groundbreaking report, **Revealing the Missing Link to Climate Justice: Drug Policy**. This report, developed by a coalition of scientists, activists, academics, artists, and organizations—including LEAP EU—highlights how current drug policies undermine environmental justice. It advocates for reforms that prioritize ecological harm reduction and responsible legal regulation of the drug trade.

*"The vast profits generated by the illegal drug trade provide an investment bank for other environmental crimes, fueling violence and destruction in fragile ecosystems and vulnerable communities worldwide."*

– Kendra McSweeney, Professor of Geography, OSU  
LEAP Board Member

LEAP Europe has been instrumental in driving international dialogue on the environmental effects of the War on Drugs, contributing to reports and policy recommendations that are reshaping global perspectives. Neil Woods of LEAP UK continues to advocate for the failures of prohibition-based policies, as evidenced by his participation in discussions on marijuana legalization and his investigative work on historical cases, such as the Burger Bar Boys killings.

Our work includes active contributions to global policy revisions, such as the **UNODC Training Manual for Law Enforcement Officials on HIV Service Provision** for people who inject drugs. LEAP's insights have been vital in shaping comprehensive and practical guidelines that align with the needs of both law enforcement and affected communities. Additionally, LEAP supports harm reduction initiatives worldwide, including endorsing the Harm Reduction Coalition Aotearoa in New Zealand.

Through partnerships with organizations and individuals across Europe, New Zealand, and beyond, LEAP's voice is helping to drive humane and effective drug policy reforms, bringing justice, equity, and environmental sustainability to the forefront of global discussions.



**Spotlight: Stop and Search Podcast**  
LEAP's affiliated podcast, award-winning, *Stop and Search*, is returning in 2025 with a dynamic season showcasing high-profile guests, and thought leaders from the social justice sector. With engaging content, *Stop and Search* continues to be a powerful voice in public safety and justice reform discussions.



**LEAP UK**  
LAW ENFORCEMENT ACTION PARTNERSHIP



**LEAP NEDERLAND**  
LAW ENFORCEMENT ACTION PARTNERSHIP



**LEAP EUROPE**  
LAW ENFORCEMENT ACTION PARTNERSHIP

# OUR 2025 GOALS

Support practical, evidence-based solutions that benefit both law enforcement and the communities they serve, ensuring reforms are sustainable and rooted in a deep understanding of criminal justice from both sides.

# 1

## Nationwide Community Responder Map

We are creating a groundbreaking interactive map to spotlight Community Responder programs across the US. This resource will empower advocates to demonstrate their success, inspire cities to expand their impact, and accelerate the mainstream adoption of these transformative initiatives. The map will provide key insights, including 911 call volume and budget size, allowing cities to learn from one another and drive meaningful change.

“This year marks ten years of working with LEAP – I began back in 2014 working just a few hours a week to design a training program for LEAP speakers. Many of my friends have changed jobs four times in the last decade. But not only am I still just as passionate about LEAP’s mission, I am still learning just as much as when I started. These days I’m working on persuading city officials to launch Community Responder programs, which has meant learning to obtain and analyze 911 police calls for service data, write scopes of work, and plan for budget cycles. I get excited when after months of analyzing data and trying to persuade city stakeholders, we finally see a new program launch and begin to handle 911 calls. I look forward to helping build new programs and continuing to learn new things in 2025.”

- Amos Irwin,  
Program Director,  
Community Responders



# 2

## Police and Community Together

LEAP is redefining community-police relationships by fostering trust through education, training, and collaboration. Trust is the cornerstone of effective policing, and our support for Project PACT—founded by LEAP Board Directors Mike Butler and Kristin Daley—champions a compassionate, partnership-driven approach to modern policing. By equipping police and community leaders to collaborate on long-term well-being, Project PACT strengthens bonds that promote holistic public health and safety. Together, we are building a future where authentic partnerships empower more effective and compassionate policing.

# 3

## Racial Justice Report

We are elevating our racial justice report to make a groundbreaking contribution to the field. Beyond evaluating existing Community Responder programs and improving demographic data collection, we are addressing the critical gap in evidence on their impact on justice involvement for people of color. By developing a rigorous ‘difference-in-differences’ impact evaluation for a specific city, we aim to provide actionable insights. Partnering with a researcher, we will design the study, secure data, and share the results to drive meaningful progress toward racial equity.



# Our 2025 STRATEGY

## LEAP’s Strategy for Driving Change

LEAP is dedicated to transforming public safety by fostering trust, equity, and collaboration. With an inclusive approach and a focus on systemic reform, LEAP empowers communities, amplifies the voices of law enforcement reform advocates, and drives meaningful change in the justice system.

### Tactics for Execution:

- Stakeholder Engagement: Arrange testimony, op-eds, and meetings with law enforcement experts, community members, and policymakers to advocate for transformative policies.
- Coalition Building: Partner with justice reform and civic engagement organizations to amplify LEAP’s impact.
- Data and Reporting: Collect and analyze data to evaluate the effectiveness of Community Responder programs and the PACT initiative.



Strategic Pillars	Key Actions
Strengthening Advocacy	Build state/local advocacy infrastructure; resource community-led safety initiatives
Narrative Change	Use law enforcement voices to promote reform through media, education, and public engagement
Education and Outreach	Collaborate with New Blue and SOSSAS to develop and distribute strategic policing curricula
Localized Implementation	Support cities in adopting evidence-based programs like the Community Responder Program
Legislative Advocacy	Promote and protect reform-focused legislation at the state and local levels

# ACKNOWLEDGEMENTS

In this time of change and uncertainty, the Law Enforcement Action Partnership's mission is more critical than ever. We are entering 2025 with an ambitious list of priorities, driven by a reinforced commitment to our role as a leading law enforcement voice for bipartisan criminal justice reform. **With your support and partnership, we are well-prepared for the road ahead.**

Looking forward, we expect to face both new challenges and new opportunities to make an impact. In 2025, LEAP will continue to advocate for true public safety solutions that lead with a respect for human health and dignity. We will push for law enforcement accountability and transparency, while pursuing policy change that supports effective policing practices. And we will work directly to expand the public safety ecosystem by bringing our innovative Community Responder Program to new cities and jurisdictions.

Our partners across law enforcement, local communities, and elected office have always been crucial to LEAP's work. In the face of shifting political winds, this collaboration and support will only become more vital to our ability to bring real, lasting change to the justice system.

As we move forward, we extend a special thank you to the major foundations whose generosity sustains and strengthens our work, including The Just Trust, Charles and Lynn Schusterman Family Philanthropies, The Joyce Foundation, and Arnold Ventures. We are also thrilled to welcome our newest funder, the NFL Inspire Change grant, which begins in 2025 and marks an exciting new chapter in our efforts to transform public safety. Your belief in our mission empowers us to face challenges head-on and seize opportunities to build safer, more just communities. Together, we are shaping the future of public safety.



Incoming Board Chair Wayne Harris and Outgoing Board Chair Brendan Cox share a moment of camaraderie at the annual meeting.

**WE THANK YOU**  
FOR YOUR CONTINUED  
**PARTNERSHIP**

**YOU CAN  
BE PART  
OF OUR  
MISSION  
FOR 2025 -  
DONATE  
NOW**



# MEET THE TEAM: BOARD OF DIRECTORS



**CHIEF BRENDAN COX**  
BOARD CHAIR



**DEPUTY CHIEF  
WAYNE P. HARRIS  
(RET.)**  
BOARD TREASURER



**CREDENTIALED  
ADVOCATE  
KRISTIN DALEY**  
BOARD SECRETARY



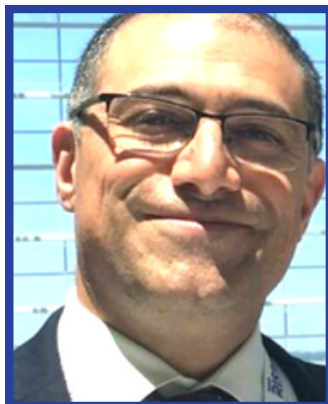
**PROFESSOR  
JODY DAVID ARMOUR**



**FMR. SERGEANT  
TERRY BLEVINS**



**CHIEF MIKE  
BUTLER  
(RET.)**



**LIEUTENANT  
SARKO GERGERIAN**



**FMR. CAPTAIN  
MICHAEL HARVEY**



**FMR. JUDGE  
ARTHUR L.  
HUNTER, JR.**

# MEET THE TEAM: BOARD OF DIRECTORS



**ATTORNEY  
NADINE JONES**



**DETECTIVE  
CORINNE MASON**



**PROFESSOR  
KENDRA  
MCSWEENEY**



**FMR. CORRECTIONS OFC.  
THOMAS SCHOOLCRAFT**



**DIRECTOR OF  
PUBLIC &  
GOVERNMENT  
RELATIONS  
MATT SIMON**



**CHIEF  
TOM THOMPSON**



**SUPERINTENDENT  
RICHARD N. VAN WICKLER  
(RET.)**



**DETECTIVE  
SERGEANT  
NEIL WOODS  
(RET.)**



# MEET THE TEAM: STAFF



**LT. DIANE GOLDSTEIN  
(RET.)**  
EXECUTIVE DIRECTOR



**DARBY BECK**  
CHIEF OPERATING  
OFFICER



**AMOS IRWIN**  
PROGRAM DIRECTOR,  
COMMUNITY  
RESPONDERS



**LIONEL KING**  
PROGRAM SPECIALIST,  
COMMUNITY  
RESPONDERS



**DAUT'E MARTIN**  
PROGRAM SPECIALIST,  
COMMUNITY RESPONDERS



**REBECCA MIRONKO**  
PROGRAM ASSISTANT,  
COMMUNITY  
RESPONDERS



**MONICA WESTFALL**  
INTERIM DIRECTOR OF  
DEVELOPMENT



**NICK WING**  
STRATEGIC  
COMMUNICATIONS  
DIRECTOR



**NOAH WALKER**  
MEDIA DIRECTOR



**ESI MATHIS**  
PROGRAM DIRECTOR,  
LEGISLATION & ALLY  
RELATIONS



**MIKAYLA BRUCOLI**  
PROGRAM ASSOCIATE,  
LEGISLATION & ALLY  
RELATIONS



[LawEnforcementAction](https://www.facebook.com/LawEnforcementAction)



[@PoliceForReform](https://twitter.com/PoliceForReform)



[@LEActionPartnership](https://www.instagram.com/LEActionPartnership)



[Law Enforcement Action Partnership](https://www.linkedin.com/company/Law-Enforcement-Action-Partnership)

# QUESTIONS FOR LEAP?

EMAIL US AT  
[INFO@LAWENFORCEMENTACTION.ORG](mailto:INFO@LAWENFORCEMENTACTION.ORG)

[LAWENFORCEMENTACTION.ORG](https://www.lawenforcementaction.org)





**LAW  
ENFORCEMENT  
ACTION  
PARTNERSHIP**

ADVANCING JUSTICE AND  
PUBLIC SAFETY SOLUTIONS

# We believe policing is more than a job.

It is a responsibility.

It is a duty to protect and serve our communities.

It is an obligation to stand up for what's right.

It is a commitment to transparency, accountability, and equity.

We are the **Law Enforcement Action Partnership**, and we're working to create a justice system that works for all of us.

**Join us.**

**LAWENFORCEMENTACTION.ORG**