

Orlando Dickson

420 O'Brian Hall

PROFESSIONAL EXPERIENCE

Assistant Professor of Criminal Justice

January 2021 - Present

Medaille University, Buffalo, NY

Runner-up for Professor of the Year as a first-year professor; Runner-Up Professor of the Year as a second-year professor; Co-Authored Instructional Design for Medaille's Master of Criminal Justice; Served as Director of the Undergraduate International Program; Managed twenty international and travel abroad students who completed their international program; Managed twelve students in work-study programs who graduated with honors; Completed over 500 lectures for more than one thousand students; Rewrote the 2018 Faculty Handbook for 2022 and which protected the college from over a dozen potential lawsuits; Served as Black Student Union Advisor for more than 100 students; Oversaw four hiring committees resulting the hiring of four high-quality professors joining the college; Served as founding Director of the Justice, Equity, Diversity, and Inclusion Council.

Civic Educator

June 2018 – August 2021

Partnership for the Public Good, Buffalo, NY

Edited New York's MRTA act to include restrictions on using smell as a probable cause; Advocated for the passage of Buffalo's Duty to Intervene law; Co-writer for the Buffalo Police Body Camera Policy, a policy also adopted by Erie County Sheriff's; Headline speaker for the Homeless Alliance of WNY 2019 Conference; Educated over 300 community groups & partners on advocacy, construction of public policy, and how local and state government works; Created and edited dozens of policy briefs on topics such as mass incarceration, civil violations, law enforcement, lead safety, and eviction policy each leading to legislative progress in the City of Buffalo; monitored bail hearings in-person to validate district attorney's commitment to reduced requests for money bail on low-level offenses; drafted policy briefs for legislative proposals to install clean hands eviction in the City of Buffalo; Published Articles on probably cause for marijuana related searches in the Buffalo News and Washington Post.

US Army Non-Commissioned Officer

October 2009 – May 2015

U.S. Army, Wheeler Army Airfield, HI

Rated "Superior" in 2012 maintenance excellence awards for a 100,000-member organization; Certified two subordinates in Security Plus Network Administration; Maintained accountability for equipment valued at over \$2 Million; Trained four commissioned officers to certification as Shift Leaders; Tracked serious incidents and deployment, weather, and operational reports for a 100,000-member organization. Created Standard Operating Procedure for a 400-member recon organization; Graduated Army Advanced Leadership Course in the top 10% with Honors; Provided Cybersecurity Customer Service while deployed for 12 months in Afghanistan in a hostile environment; Maintained accountability for automation equipment valued at over \$150,000 with zero losses.

EDUCATION

University at Buffalo School of Law, The State University of New York

May 2019

Juris Doctor and Steinberg Scholar Award Winner 2019
President of the Black Law Student Association 2018
Student Bar Association Class Representative 2016- 2019
Law School Ambassador 2017- 2019

The University of Massachusetts, UMass Global System

July 2022

Master of Arts in Organizational Leadership (Magna Cum Laude)

Cornell University, Professional Certifications

August 2022 - Present

Business Economics (Mar 2023), *Marketing Strategy* (Feb 2023),
Management Accounting (May 2023), *Management 360* (Aug 2023),
Business Communications (Jan 2023), *Business Strategy* (Jan 2023),
Business Law (Feb 2023), *Financial Management* (Jan 2023), *Diversity,*
Equity, & Inclusion (Aug 2023), *Project Management 360* (Jul 2023)
Persuasive Communication (Jan 2023), *Corporate Communication* (Jan 2023),
PR Strategy (Jan 2023), *Communications 360* (Sep 2022)

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SPECIAL EXPERIENCE

Erie County Corrections Specialist Advisory Board – Board Director **January 2023 – Present**
County of Erie, Buffalo, NY

Created partnership with Erie County Jail Superintendent and Medaille University; Helped identify recruiting techniques for Corrections Officers resulting in increased participation in Civil Service examinations.

Breaking Barriers Group Leader **February 2019 – Present** **Say Yes/My Brother's Keeper, Buffalo, NY**

Led Civics teaching for of the Youth Leadership Council; Taught Black youth of color, ages 12-24, how to advocate for racial equity, social justice, and policy change; train to strengthen personal and collective leadership skills to improve their life outcomes.

Above Top-Secret Security Clearance (SCI) **May 2012 – May 2020**
U.S. Army, Fort Shafter, HI

Buffalo Police Advisory Board – Board Member **February 2020 – January 2022**
City of Buffalo, Buffalo, NY

Created a body camera policy adopted by Buffalo Police and modeled by Erie County Sheriff's Office; Revised Buffalo Police Benevolent Association Contract for Fiscal Year 2020; conducted research on and drafted a report on white supremacy in law enforcement in Western New York for Buffalo Common Council; Created policy concerning use of force adopted by Buffalo Police; Advised Buffalo Police and City of Buffalo to ramp up Law Enforcement Assisted Diversion program to prevent arrest for low-level offenses; Managed police and community-police relations; Consulted with residents on police practices; advocate for residents by making recommendations to the Common Council and Buffalo Police Department.

Community Health Worker **July 2019 – January 2021**

CoNECT Buffalo/CHWNB, Buffalo, NY

Conducted Train-the-Trainer for 400+ individuals spanning five organizations in diversity, equity, and inclusion techniques and best practices resulting in an overall 18% reduction in HR Diversity complaints across all organizations.

Open Buffalo Justice Leadership Institute – Trainer **September 2019**

OPEN Buffalo, Buffalo, NY

Trained over 300 Buffalo leaders in community leadership; trained eight community leaders in community organizing; Trained eight community leaders in policy advocacy; Trained eight community leaders in lobbying, city, county, and state officials.

Supportive Housing Chair/ Legal Committee – Board Member **July 2018 – July 2019**

Plymouth Crossroads Transitional Housing, Lancaster, NY

Managed a \$10 million-dollar purchase grant; created a de novo budget for establishing first ever supportive housing program; managed a five-person supportive housing committee; developed funding, marketing, and grant strategies; Ensured board compliance with relevant non-profit operational and employment laws.

Army Courses **Mar 2006 – May 2015**

US Army, Fort Riley, KS & Fort Drum, NY

Graduated from Advance Leadership Course as Distinguished Honor Graduate; Graduated from Warrior Leadership course with distinction; Graduated top of my class from Army Armorer Course; Graduated from A.S.S.I.S.T Suicide Prevention class with distinction; Graduated from Combat Life Saver Course.

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PUBLICATIONS

Marijuana Police Probable Cause

July 26, 2021

Washington Post, National Security with Caren Chesler

Examines police officers where the smell of marijuana is the stated reason for probable cause in New York State; Reviews probable cause for searching in Maryland, Colorado, Michigan, and Florida; Examines police opinions about traffic stop pertaining to marijuana odor.

Evicted in Buffalo: The High Costs of Involuntary Mobility

March 4, 2020

Partnership for the Public Good, Publisher: Cornell University ILR School

Examines Buffalo's eviction crisis as the result of Buffalo's rising poverty rate, higher local rents, and wage stagnation. Buffalo's housing stock for low-income renters is exceptionally old, poorly maintained, and scarce. Involuntary mobility causes children to perform poorly in school, adults are likelier to lose their jobs, and services such as medical care are likely to suffer. This report shows how the entire community's safety and social fabric can be damaged.

Poverty in Buffalo: Causes, Impacts, Solutions

April 10, 2018

Partnership for the Public Good, Publisher: Cornell University ILR School

Examines the scope of poverty and inequality in Buffalo-Niagara, the causes of poverty, and its impacts across health, homelessness, and education. Features the insights of Buffalo Truth Commission on Poverty testifiers and commissioners, convened on January 25, 2018, by Coalition for Economic Justice, WNY Poor People's Campaign, and the New York State Truth Commission on Poverty. The report concludes with both local and federal solutions.

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