

**THOMAS J. BOERMAN, Ph. D.**

**ACADEMIC AND PROFESSIONAL FOCUS**

Central American-Mexican Socio-Political Context vis-à-vis Organized Criminal Groups  
Latin American Police, Juvenile Justice and Human Rights Sector Reform  
Gang prevention and rehabilitation programs in the U.S. and Latin America  
Qualitative research design and implementation

**Annotated Curriculum Vitae**

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**POLICE, JUSTICE AND HUMAN RIGHTS SECTOR REFORM EXPERIENCE**

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As a consultant I specialize in juvenile justice reform, violence reduction and the development of gang response strategies in Central America. Select examples include:

U.S. Agency for International Development (USAID)

August 2012-October 2012

Created a framework for development of a Restorative Justice (RJ) model to be implemented within the existing Honduran juvenile justice system.

- Conducted in-person interviews with representatives of Honduran governmental and non-governmental counterparts including: officials from the Security Ministry, Honduran Congress, Supreme Court, and National Police; human rights monitors; attorneys, juvenile justice and child welfare personnel; international development specialists; program directors and staff from various gang and violence prevention programs.
- Drafted report describing: a) the socio-political context of Honduras vis-à-vis crime and violence, b) current juvenile justice legal structure, c) roles of governmental and non-governmental institutions, d) juveniles as perpetrators and victims, e) prevalence of gang versus non-gang delinquency, f) extrajudicial execution of children and youth, g) pretrial incarceration of minors and non-violent offenders, and h) issues affecting adolescent females.
- Developed an RJ framework and set of recommendations to address institutional and political obstacles to creation and implementation of the RJ model.

United Nations High Commissioner for Refugees (UNHCR)

August, 2010

- Reviewed UNHCR draft and provided expert opinion on report entitled “Living in a World of Violence: An Introduction to the Gang Phenomenon.”
- Drafted sections relating to Central American gangs and drug trafficking organizations operating in El Salvador, Guatemala, Honduras and Mexico.

United Nations High Commissioner for Refugees

September-October, 2009

Collaborated in development of UNHCR guidance document on gang related asylum claims.

- Provided expert opinion on proposed conceptual framework.
- Offered editorial comment on UNHCR draft and authored sections on Central American gangs operating in El Salvador, Guatemala, Honduras and Mexico.

U.S. Agency for International Development/Panama

March-June, 2009

As part of a four-person consulting team, developed Project Work Scope (PWS) to serve as a framework for USAID funded gang prevention-intervention efforts in Panama.

- Conducted in-person interviews with a range of host country counterparts including high ranking government officials, law enforcement personnel, gang prevention-intervention specialists, social service providers, private sector representatives, and community activists to ascertain the scope and nature of the problem and to identify priorities, existing programs, resources, and technical assistance and training needs.
- Collaborated with USAID/Panama staff and consulting team to develop PWS.
- Sole authored two family and community-strengthening concept papers for USAID and U.S. Embassy staff.
- Sole authored concept paper proposing USAID/Panama Community of Practice.

The World Bank

July-September, 2008

As part of an inter-disciplinary team, co-authored analytical report titled Crime and Violence in Central America.

- Gathered and analyzed qualitative and quantitative data on youth victimization (e.g., extrajudicial execution, 'social cleansing,' sexual exploitation, general crime, domestic servitude), migration and deportation.
- Summarized findings with emphasis on the human rights implications of U.S. law and policy on refugee youth and families.
- Developed recommendations to reduce the impact of factors underlying victimization and forced migration.

CHF International

May 2007

As part of a three-person in-country team, conducted field research on the gang situation in El Salvador, Honduras and Guatemala.

- Conducted semi-structured interviews with a range of host country counterparts including high ranking government officials, human rights advocates, law enforcement personnel, gang prevention-intervention specialists, social service providers, community activists, and private sector representatives to ascertain the scope and nature of the problem and to identify priorities, existing programs, resources, and technical assistance and training needs.
- Collaborated with CHF personnel to develop regional gang reduction strategy and proposal.

Central American Coalition for the Prevention of Violence

September-December, 2006

- Consulted with CACPV Coordinator to clarify and articulate coalition strategies, assess

the Central American socio-political context vis-à-vis violence and human rights.

- Developed proposal and framework for a web-based CACPV Community of Practice to support regional violence prevention strategies and human rights reforms.

Creative Associates International

December, 2005-February, 2006

- Provided expert opinion on USAID Mexico & Central American Gang Assessment report.
- Participated as an outside expert in a multi-day series of meetings with personnel from USAID, international donor organizations and U.S. federal law enforcement agencies.

Save the Children (United Kingdom)

September-November, 2006

As sole researcher, I conducted evaluation of Save the Children (UK) Honduran national gang prevention, rehabilitation, social reinsertion program.

- Using human/child's rights frameworks and employing scientifically valid qualitative methodologies, gathered data from a broad range of host country stakeholders including high ranking government officials and law enforcement personnel, human rights advocates, gang prevention-intervention specialists, social service providers, community activists, gang members, and families of gang affected youth.
- Authored evaluation report and developed policy-practice recommendations.
- Co-facilitated therapeutic focus groups for former gang members and their families.

Washington, D.C. Metro Council of Governments

October-November, 2005

- Provided expert opinion on Central American gang issue in Washington, D.C. Metro area.
- Assisted in development of symposium on Central American gangs in the Metro area.
- Offered expert opinion during meeting of D.C. Council of Governments.

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## OTHER GANG AND CRIMINAL JUSTICE EXPERIENCE

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### Expert Witness

Since 2006, I have been credentialed as an expert witness and provided testimony in more than 75 gang, organized crime and/or gender-based immigration matters involving petitioners from El Salvador, Guatemala, Honduras and Mexico.

### Public Speaker and Trainer, Eugene, OR

1995 – Present

Spoken at over 150 conferences, seminars and trainings throughout the U.S.; provided consultation and technical assistance to personnel from social service, law enforcement, juvenile justice, mental health and education throughout the U.S.

- Gang recognition, culture and mentality.
- Comprehensive youth and family-serving programs in the U.S. and Latin America.
- Community, school, and institutional threat assessment and response.
- Gangs and other organized crime groups in El Salvador, Honduras, Guatemala and Mexico.
- Central American and Mexican gangs: implications for immigration professionals

**Bi-Lingual Parole and Probation Officer, Lane County, Oregon,**

2006 – 2009

Provided community-based supervision to adult gang members and monolingual Spanish speaking domestic violence offenders.

- Developed, monitored and evaluated psychosocial interventions.
- Collaborated with local, state and federal law enforcement officials.
- Conducted office and field arrests; developed and imposed graduated sanctions.
- Coordinated with prosecutors and defense attorneys.
- Drafted official reports, provided court testimony.

**Principal Investigator, Oregon Youth Authority Gang Assessment Study,**

2001 – 2002

Created assessment tool to inform development of individualized gang intervention programs.

- Conducted interviews with over 100 incarcerated adolescent gang offenders.
- Administered assessment instrument to study participants.
- Conducted statistical analysis to determine reliability and validity of the assessment instrument.
- Collaborated with OYA staff to integrate assessment process into gang treatment protocols.

**Oregon Youth Authority (OYA) Volunteer, Salem and Woodburn, Oregon**

1999 – 2001

- Co-facilitated gang intervention and treatment programs on OYA Violent Offender Unit.
- Developed organizational policy and practice recommendations.
- Designed, delivered training to OYA staff and volunteers.

**School Gang Prevention Coordinator, Eugene Police Department, Eugene, OR**

1994 – 1997

Designed, implemented and managed school-based Gang Education-Prevention Program.

- Developed, administered gang prevention curricula throughout targeted grade levels.
- Established multi-agency intervention program for gang-affected students and families.
- Conducted youth and family psychosocial assessments.
- Provided training to area police officers, educators, social service providers.

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**EDUCATION**

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**Doctor of Philosophy, Special Education, University of Oregon**

2002

**Bachelor of Arts, International Studies, Latin American focus, University of Oregon**

1989

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**PUBLICATIONS**

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In addition to numerous non-publicly available documents, I have authored or contributed to the following publicly accessible reports and articles related to gang culture and intervention:

Crime and Violence in Central America: A Development Challenge. The World Bank, 2011.

Living in a World of Violence: An Introduction to the Gang Phenomenon. United Nations High Commissioner for Refugees. Geneva, July 2011.

Boerman, T. (2011). From Persecution to Refuge: The Central American Gang Phenomenon. American Immigration Lawyers Association, VOICE March/April, pp. 27-31.

Boerman, T. (2010). Youth Gangs in El Salvador: Unpacking the State Department 2007 Issue Paper. <http://www.ilw.com/articles/2010,1117-boerman.shtml>

Guidance Note on Refugee Claims Relating to Victims of Organized Gangs. United Nations High Commissioner for Refugees, Division of International Protection. Geneva, March 2010.

Boerman, T. (2007). Central American Gangs: An Overview of the Phenomenon in Latin America and the U.S. *Journal of Gang Research*, 15(1), 35-52.

Boerman, T. (2007). A Call for an Assessment-Based Approach to Gang Intervention. *Journal of Gang Research*, 14(4), 67-73.

Boerman, T. (2001). Ecological assessment: Establishing ecological validity in gang intervention strategies: A call for ecologically sensitive assessment of gang affected youth. *Journal of Gang Research*, 2(8), 35-48.

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## LANGUAGES

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Spanish language proficiency: Speaking, reading, writing.