

# LOPD's Strategic Plan

Where are we headed  
as a department?

**Defender Wellness**

**Professional Development  
and Training**

**Culture  
Change**

**Holistic  
Defense**

**Criminal Justice  
Reform and  
Advocacy for  
Resources**

## Chief's Message



It's been 10 years since the department emerged from under control of the Governor's office, giving us the ability to advocate for our clients and for our department in a way we never could. As an executive agency we couldn't structure our own pay. Every transaction had to be approved by the huge state personnel bureaucracy. Each hiring decision could take months and sometimes we wouldn't get approval at all. Crucially, speaking up against policies and politics that hurt our clients could cost you your job – and it did for a former Chief. This is to say the department has come a long way. We fought hard to get here. And now we can turn more intentionally to where we are going and who we as an organization can be.

Our Strategic Plan is a collective effort that arose from the efforts of people in all corners of our state and our department. And while it is about us and our work environment, I'm proud that the document we produced is client-centered, and recognizes the importance of our work in our communities. Thank you to everyone who took a role in producing this Plan, which will help to guide LOPD for the next ten years and beyond.

- Ben

# A mission and a map

The department-wide process included a survey and a brainstorming session with about 150 employees. The session was facilitated by the public defender's office in Maryland, which had undergone several strategic plan processes and led other public defense agencies in the process. The facilitators compiled our collective main themes. These themes were then assigned to LOPD writing teams of 7-8 colleagues. The teams put together the plan in the five sections here:

## Defender Wellness



Defender Wellness and Sustainability is the active, continuing process through which **all** LOPD employees seek to thrive in the areas of emotional, occupational, physical, creative, and social well-being. Through leading by example and clear policies and expectations, leadership will foster both community and individual wellness so that all defenders can provide the level of representation our clients deserve.

## Culture Change



The LOPD community is committed to creating a working environment that prioritizes equity and fairness and treats employees as whole people so we can best serve our clients. We celebrate our diversity and recognize its value in our organization and in the representation of our clients. Our communication is encouraging, gracious, and unafraid of accountability.

## Criminal Justice Reform and Advocacy for Resources



### Reforming the Criminal Legal System: The Path to Progress

Advocacy from every angle:

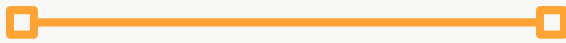
- educating communities and decision-makers,
- in collaboration with community partners,
- to advance public policy.

## Professional Development and Training



LOPD is committed to the pursuit of creating a culture of excellence by investing in the development of employees. Through effective training and supervision, LOPD will be a place where employees can thrive and grow throughout their career at LOPD. Employees will have opportunities for advancement within the department, and clear guidance on how to achieve it. Because LOPD is a place where people want to be, we will be able to retain a talented and diverse workforce to better serve and represent our clients.

## Holistic Defense



Center clients in a team approach to meet their criminal legal needs and connect them with community services to achieve the best possible outcome.

In addition to the Strategic Plan, a separate brainstorming group working with First District Defender Julie Ball and Deputy Chief Jennifer Barela put together a modern and improved Mission, Vision and Values statement set.

### Mission

**From courthouse to Roundhouse:  
leading the fight for justice in New Mexico**

### Vision

**A New Mexico where justice is based on restoration, not retribution**

### Values

**Compassion and commitment to our clients**

**Collaboration and cooperation with our community and coworkers**

**Courage to be a catalyst for change**

Chief Ben Baur and Deputy Chief Jennifer Barela are hosting four Zooms to introduce the full plan to the entire department. A Zoom invite should be in your inbox.

# Hallowheeeeen

## Aztec



From left, Judy Montano, Amanda Cain, Bri Gonzales, and Miranda Padilla



Nicole "Wordle" Hall and Hillary Bernhardt



Sara Fossum and Ariel White



Back row standing from left to right, Ashley Standifer, Ruben Leyva, Orlando Nevarez, Lisa Robles, Celeste Barela, Krista Bailey, Brianna Champ, Tyler McCormick. Front Row: Alma Duran, Nancy Garcia and Meredith Carvell



Nancy Garcia

# Las Cruces

# Albuquerque felony



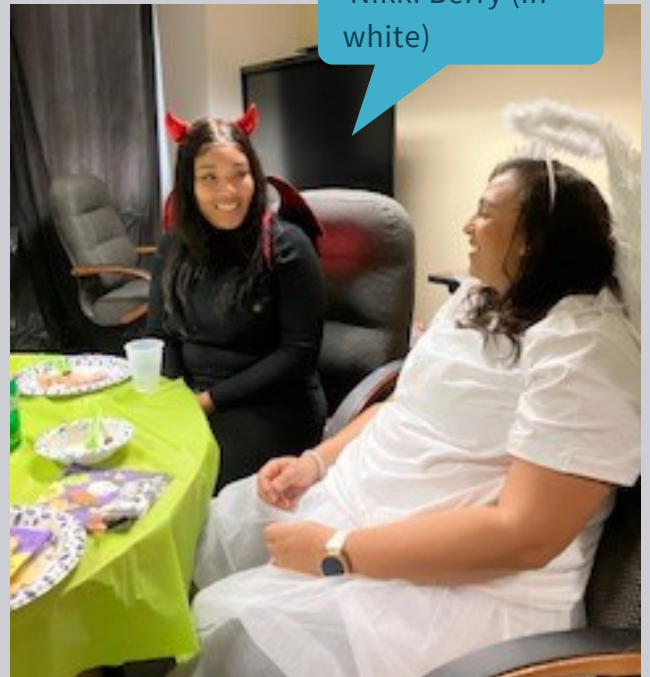
Social Work Dir. KC Quirk



Demyra Hover  
(in black) and  
Nikki Berry (in  
white)



Doddie Webb  
and her floral  
artwork



# Albuquerque Metro

Attorney Carlene Miller peeking from behind her decorated door, which wins mention for most tape used



Alice Thompson, daughter of Metro MA Kate Thompson, explaining her door decorations



Elaria Youssef and Douglas Alsup



# Albuquerque Metro



From left, Douglas Alsup, Lauren Miller (in the red costume), Alexandria Otero, Amber Morning Star Byars (cat ears), and Elaria Youssef



Donna Garcia, left, and her daughter, Victoria Varela, and Cristal Gonzales



# Santa Fe



Sydney West, America Morales, and Joey Fernandez



Meredith Cockman and Gordon Lazar



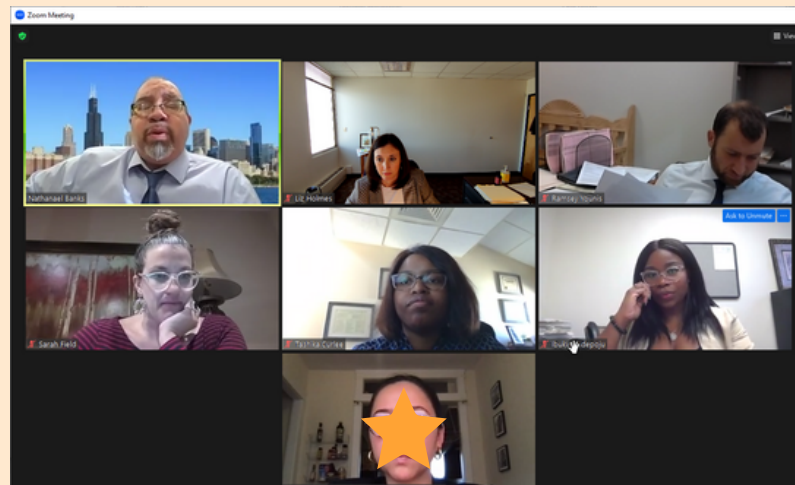
## Recruiting in action - lawyer pose



Answering law student questions at the University of New Mexico, from left, attorney Jonathan Ibarra, Deputy Chief Randy Chavez, Metro Managing Attorney Kate Thompson, Felony Managing Attorney Chris Knight, attorney Sarah Pepin. Not pictured are Training and Recruitment Director Liz Holmes and Comm. Dir. Maggie Shepard.

## Equal Justice Works

Equal Justice Works in Washington, DC, connects aspiring attorneys with legal services organizations "to help fulfill our nation's promise of equal justice for all." For the last six years, Deputy Chief Cydni Sanchez and the department's Training and Recruitment Director have set up shop at the group's hiring events. This is the second year the event has been virtual. This year Cydni and Training Dir. Liz Holmes conducted interviews of over 50 law student applicants interested in externships and limited practitioner positions at LOPD. Second round interviews of LP applicants are currently being conducted by LOPD hiring managers for approximately 30 positions.



# Diwali treats



Diwali, or Dipawali, is India's biggest and most important holiday of the year. It celebrates the triumph of good over evil.



Albuquerque felony paralegal Steven Trujeque

## Gideon Day – 60th Anniversary aka National Public Defense Day

March 18 is Gideon Day. Next year is the 60th anniversary of this crucial Supreme Court decision establishing a mandate for the government to fund counsel for a defendant. The day is also celebrated as Public Defense Day. If you'd like to help plan the department's celebration of the 60th Anniversary, email Comm. Dir. Maggie Shepard at [maggie.shepard@lopdm.us](mailto:maggie.shepard@lopdm.us).

# Summits



The state Supreme Court gathered criminal court stakeholders from around the state for a Mental Health Summit to invite more coordinated problem solving. We, of course, made a strong showing with these folks and a eight more. Not pictured are Dayna Jones, Kris Knutson, Nate Banks, Renee Broberg, Shane Brill, Tony Paul, Aleks Kostich, and Julie Ball.



Bernalillo County hosted a day-long summit on fentanyl. Albuquerque District Defender Matt Chavez presented on the legal panel beside prosecutors and judges.

SEPTEMBER-NOVEMBER

# LOPD Anniversaries

Celebrating 1, 5, 10,  
15, 20+ years

## 20 years



**Matt Bevington**  
IT Director

## 10 years

Matt Cockman  
Sylvia Pennington  
LaSonia Grissom  
Matt Chavez

## 5 years

Carlene Miller  
Donna Garcia  
Jessica Alsup  
Louis Nevarez  
Lisa Jenkins

## 1 year

Amanda Chino Zamora  
Mark Swanson  
Ariel White  
Colin O'Neil  
David Waters  
Elizabeth Robinson  
Jessica Insurriaga  
Joy Applewhite

Kimberly Vigil  
Melissa Wright  
Robert Otero  
Hillary Bernhardt  
Kortney Barker  
Julia Adams  
Kaitlyn Cochran  
Kathryn Quirk  
Rachael Sutherland

## Retirement

Susan Garcia

Margaret Broenniman

\*\*Thank you to the HR team for compiling these lists.\*\* If your name was somehow left off a list, please know it was not on purpose. Just let Maggie Shepard know and she'll make it right in the next newsletter.

# Welcome to the LOPD team!

Aanika Mike	Law Clerk	Candi Chavez	Senior Secretary
Hope Moreland	Law Clerk	Claire Cooley	Public Defender 2
Joseph Salazar	Senior Secretary	Douglas Alsup	Public Defender 2
Amber Byars	Law Clerk	Elaria Youssef	Public Defender 2
Kaleb Bond	Senior Secretary	Haashir Lakhani	Public Defender 2
Eric McMahon	Public Defender 2	Jaclyn Waara	Public Defender 2
Juanita Maldonado	Office Manager	Jaylena Pino-Van Etten	Secretary 1
Lindsey Chaney	Investigator 1	Jayne Leadmon	Public Defender 2
Demyra Hover	Public Defender 3	Kim Nguyen	Public Defender 2
Rosa Macias	Senior Secretary	Lauren Miller	Public Defender 2
Samuel Ottley	Public Defender 4	Lily Clark	Public Defender 2
Tiffany Martinez	Senior Secretary	Luke Jobe	Public Defender 2
Anna Tucker	Senior Secretary	Meredith Carvell	Public Defender 2
Jessica Rauckis	Public Defender 2	Neal Brubaker	Public Defender 2
Lauren Weiss	Public Defender 2	Nicholas Corbitt	Public Defender 2
Samuel Ashman	Public Defender 3	Peter McLeod	Public Defender 2
Sarah Wintermute	Supervising Atty - Misd.	Sarah Coutts	Financial Specialist 3
Alexandria Otero	Public Defender 2	Sarah Habermaas	Public Defender 2
Brian Encinias	Investigator 2	William Schrader	Public Defender 2
Brion Ludvigson	Investigator 2	Zoe Psiakis	Public Defender 2