

Dr. Carmen Z. Gomez

Professional Profile

A respected judicial, community corrections professional, educator, and consultant with over twenty-eight years of experience. An educator with over eighteen years of experience of academic expertise in criminal justice, DEI, and leadership. Established in leading operations and process improvement in cross-functional teams. A global and critical thinking approach when assessing and exploring best practices. Policy developer, capacity builder, and Diversity, Equity, Inclusion, and Access (DEIA) advocate, focused on building a culture that supports long-term changes in the organization's mission and operations through leadership capacity, policy, training, and professional development.

Experience

Office of the Commissioner of Probation (OCP) Massachusetts Probation Service (MPS) Deputy Commissioner for Pretrial Services	March 2024 – Present
Office of the Commissioner of Probation Massachusetts Probation Service Regional Supervisor – Region 3	July 2022 – March 2024
Chelsea District Court – MPS Chief Probation Officer	April 2013 – July 2022
Suffolk Superior Court – MPS Probation Officer	January 2006 – April 2013
Middlesex Probate and Family Court – MPS Probation Officer	April 2000 – January 2006
Somerville District Court – MPS Procedure Clerk II	June 1997 – April 2000

Leadership Training / Teaching Experience

Coordinator of Leadership Institute American Probation and Parole Association	December 2021 – Present
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**Roca Rewire 4 Instructor
Roca Impact Institute**

January 2023 – March 2024

**Guest Lecturer
Universidad Nacional Autonoma de Mexico**

December 2020 – May 2024

Leadership Consultant

January 2000 – Present

**Adjunct Professor
Mount Ida College**

September 2001 – June 2012

Education

**Doctor of Philosophy
Law, Policy, and Society**

Graduated - May 2015

**Master's Degree in Criminal Justice
Graduate Certificate in Domestic Violence Prevention**

Graduated - May 2000

**Bachelor's Degree in Criminal Justice
Certificate in Behavioral Analysis
Certificate in Mediation and Negotiation**

Graduated - May 1997

Leadership, Affiliations, and Initiatives

- Massachusetts Trial Court Cultural Appreciation Week Lead Organizer
- Co-Chair of the American Probation and Parole Association's Women's Symposium
- National Speaker - Leadership, Women's Rights, Wellness, Racial Justice, Probation Best Practices
- Race and Ethnic Fairness Working Group, Massachusetts Trial Court
2020 – Founded the Women's History Month Celebration and Conference - Massachusetts Trial Court
- Board of Directors of the National Association of Probation Executive
- American Probation and Parole Association Member
- Facilitator - APPA Executive Summit of Community Corrections Leaders
- Facilitator - Leadership Capacity Workshop Massachusetts Trial Court
- Workforce Diversity and Cultural Competence Steering Committee, Massachusetts Probation
- Service Massachusetts Trial Court Leadership Group on Race and Bias
- Leadership Coach

Prior Leadership, Affiliations, and Initiatives

- Governor's Criminal Record Review Board Committee
- Facilitator - Leadership Capacity Workshop Massachusetts Trial Court
- Chelsea Thrives Executive Council
- Graduate of the ADL's 2019-2020 Glass Leadership Institute
- New England Council on Crime and Delinquency Member
- Hub COR Executive Team
- Chelsea Police Department Crime Task Force
- Substance Use Disorder Committee
- Latin American Student Association
- La Alianza Hispana
- Co-Founder and Member of the Foundation for Non-Violent Action
- CHICA Mentoring Program
- MILA HACE Mentoring Program
- AHORA Program Leadership Group
- New England Leadership Council
- Latino Affairs Commission City of Cambridge
- Board of Directors of Enroot
- Board of Directors of the Cambridge Community Services

Recognitions

- 2024 APPA Carmen Rodriguez Member of the Year Award
- 2020 Amplify Latinx Latina Leader for the Category of Government and Public Policy
- 2019 Martin Luther King Spirit Award
- 2018 Mutual of America Community Partnership Award Rosie's Place
- 2017 Mutual of America and Rosie's Place - United States Mint Liberty Silver Coin
- 2017 Excellence Award – Massachusetts Trial Court
- 2017 Women of Distinction in North America
- 2015 One of the 100 Most Influential Hispanics in Massachusetts
- 2012 Excellence Award – Massachusetts Trial Court
- 2003 Distinguished Alumna in Liberal Arts, Humanity and Education