



**NORMA CUMPIAN  
WOMEN'S AND NON-BINARY SERVICES  
ASSOCIATE DIRECTOR  
ANTI-RECIDIVISM COALITION (ARC)**

***BOARD COMPOSITION: A PUBLIC MEMBER, APPOINTED BY THE GOVERNOR, SUBJECT TO SENATE CONFIRMATION***

Norma Cumpian, the Anti-Recidivism Coalition's (ARC) Women and Non-Binary Services Manager, joined ARC in March 2016 as a Life Coach after nearly five years working in the criminal justice reform and nonprofit sector. As a formerly incarcerated woman, Norma has firsthand experience in the many challenges of reentry, making her a compassionate and effective guide for young people learning to navigate society after coming home from prison.

Norma is a fierce advocate for incarcerated women and girls. She has traveled to the California State Capitol to educate legislators, spoken on panels, and presented in numerous classrooms in order to affect change for incarcerated women, mothers, and girls and to create a fairer justice system for all. In 2019, she co-designed and launched ARC's first Women and Non-Binary Services department to better serve the needs of 1,300+ formerly incarcerated members, as well as 50+ incarcerated women through inside programming at the California Institution for Women in Corona, CA. In all of her work, Norma seeks to carve out spaces to ensure that everyone's voices are heard and valued.