



**Committee:** Directly to Council  
**Committee Review:** N/A  
**Staff:** Marlene Michaelson, Council Staff Director  
**Purpose:** To interview  
**Keywords:** #PolicingAdvisoryCommission; Boards, Committees & Commissions, selection

AGENDA ITEM #1  
July 13, 2020  
**Interview**

## SUBJECT

Interviews of applicants for the Policing Advisory Commission.

## EXPECTED ATTENDEES (REMOTELY)

Cherri Branson  
Herman Cohen  
Erik Devereux  
Luis Fernandez

## COUNCIL DECISION POINTS

Bill 14-19 establishing the Policing Advisory Commission was signed into law December 12, 2019 and requires the Council to appoint 9 of the 13 members. The bill creates and specifies the membership and duties of a Policing Advisory Commission. The goal of the Commission is to improve Council oversight of the Montgomery County Police Department and strengthen community trust in police. The Commission will advise the Council on policing matters, provide information regarding best practices, recommend policies, and engage in public education and other programs.

## DESCRIPTION/ISSUE

Over 200 applicants applied to be selected as one of the 9 Council appointments to the Policing Advisory Commission. Councilmembers selected 16 applicants to interview the week of July 13, 2020 and subsequently each Councilmember will have the opportunity to nominate one member. The legislation states that members of the Commission should reflect a range of ethnicities, socioeconomic status, and places of origin to reflect the racial and economic diversity of the County's communities, including religious creed, age, sex - including on the basis of gender identity or orientation, disability, and geographic location, with emphasis on those disproportionately impacted by inequities. In addition to the Council's nine appointments, four members will be appointed by the County Executive (two of the Executive's appointments will be youth members). The police chief, or a designee, and the president of the Fraternal Order of Police, or a designee, will serve as ex-officio members.

### **This report contains:**

List of interviewees ©1  
Letters of application, resumes, and letters of endorsement ©2-69  
News Release ©70-71

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## Interviewees for Policing Advisory Commission

Jennifer Boston ©2  
Spencerville 20868

Cherri L. Branson ©7  
Silver Spring 20905

Herman Cohen ©13 (plus letter of recommendation from Ms. Starks)  
Silver Spring 20906

Erik Devereux ©19  
Silver Spring 20901

Mellissa Campbell Duru ©23  
Silver Spring 20905

Luis Fernandez ©27  
Rockville 20853

Caroline Fredrickson ©30  
Silver Spring 20910

Jenn Lynn ©36  
Germantown 20874

Ana Carolina Martinez ©38  
Burtonsville 20866

Shabab Ahmed Mirza ©42 (plus letter of recommendation from LBGTQ Democrats of Mont. County)  
Silver Spring 20910

Edmund Morris ©45 (plus letter of recommendation from LBGTQ Democrats of Mont. County)  
Rockville 20850

Jerome Price ©50  
Rockville 20852

Justice Reid ©52  
Bethesda 20814

Vernon Ricks, Jr. ©55  
Potomac 20854

Nadia Salazar Sandi ©58  
Silver Spring 20906

Eric E. Sterling ©62  
Chevy Chase 20815

Boston

To Whom It May Concern:

I am sending this correspondence to express my interest in joining the Policing Advisory Commission for Montgomery County.

As a social worker, I have 20+ years' of experience working with a variety of populations including people with mental health and substance use disorder histories and those healing from domestic violence and trauma.

I am an advocate who encourages others (both clients and individuals) to do the same to maintain or reinstate supportive community services and programs for those in need.

I have worked collectively with police departments, both in Maryland and Washington, DC and understand the positive impact on the community when law enforcement has tools and information needed to deescalate situations of crisis.

As a member of the Crisis Incident and Stress Debrief team for my organization, appropriate and person-centered response to crisis is essential in keeping consumers and the community safe.

It is important to continue to reinforce the alliance between law enforcement and the community to increase public safety, increase accountability, cooperation, trust and confidence in the police.

Thank you!

Jennifer Boston

# Jennifer Boston

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**Objective:** Ultimately, to obtain a master's degree in social work and apply the experience and knowledge to underserved populations through trauma informed and strengths-based practice. To maintain fluency in Spanish through continued exposure to agencies and departments in need of bilingual employees.

- Skills:**
- Program management and development
  - Exceptional interpersonal communication skills
  - Natural leader
  - Compassionate and active listener
  - Culturally-sensitive
  - Self-starter
  - Skilled multi-tasker
  - Fast learner group counseling and sessions

**Education:** Morgan State University, Baltimore, MD  
MSW Candidate 2020, Catholic University,  
Washington, DC

## Experience:

**So Others Might Eat  
Program Manager II (Large Site)**

**July 2017- Present**

- Responsible for oversight of case management services, utilizing strengths-based perspective and integrating motivational enhancement theory and practice in individual family goal plans
- Responsible for promoting marketing, ensuring attendance for all program activities and initiatives
- Oversee family goal planning process and ensure accurate assessment of family issues
- Oversee and perform compliance for funding sources
- Oversee the coordination of case conferences and treatment team processes
- Act as primary liaison between Asset Management and Facilities management departments
- Review and track all ADA or accommodation requests with Asset/Property Management team as appropriate
- Manage/Facilitate community meetings
- Manage program budget and finances to include review of budget for programming needs
- Assist in the development of program vision and evaluate program goals and outcomes
- Audit case notes and develop case management reports
- Provide oversight of clinical implementation
- Complete chart audits to ensure evidence-based interventions and language is present and appropriate
- Complete appropriate incident reporting and resolve matters appropriately

- Provide outreach and develop partnerships in the community. Establish relationships with both internal and external systems for purposes of gaining referrals and providing resources.
- Ensure appropriate department staffing levels in order to meet objectives; assess, evaluate and hire new employees, as needed.
- Contribute to budget development and use sound judgement to leverage resources in accomplishing department goals; Administer budget and comply with SOME financial reporting requirements
- Contribute to strategy development and strive to improve department functions and performance; assist in development of standards and goals as appropriate
- Maintain professional documentation and ensure the program follows CQI standards
- Ensure compliance with state, local and federal laws governing the workplace and all department functions
- Schedule staff work hours, as needed, and monitor for time and attendance; approve timecards and requests for leave
- Provide direction and guidance to staff members on department policies and procedures
- Define work requirements, assign tasks to staff members, and review work for quality and accuracy
- Provide weekly feedback on performance, conduct performance evaluations, and take steps for performance improvement, as needed.
- Provide coaching and training for staff, assist staff with work processes and policies, and encourage opportunities for professional development
- Monitor and provide opportunities for team-building and ensure efforts are being implemented to increase employee morale

#### **So Others Might Eat**

**Nov 2015- July 2017**

#### **Support Services Manager**

- Supervise Employment Retention Specialists to achieve established retention goals of graduates
- Develop and oversee implementation of protocol for ongoing engagement between the Center and program graduates in the community and on the job site, including system of documentation and benchmarks for progress and interventions.
- Assign and monitor barrier reduction support by Employment Retention Specialists to ensure interventions are effective at keeping students enrolled satisfactorily.
- Provide crisis-oriented one-on-one counseling to trainees.
- Report monthly activities and statistics to Human Development in accordance with CQI procedures.
- Develop and conduct life skills sessions on topics to include self-esteem, emotion management, etc.
- Serve as CET Culture Caretaker in which the uniqueness of student development is celebrated, challenged and preserved through ritual, exercises and various modalities.
- Provide support, advice and education to staff and volunteers on human development.
- Ensure the Human Development Department is adequately represented in weekly unit team meetings and offering productive guidance on strategies for successful student progress

- Monitor and supervise coordination with other SOME programs in terms of trainee referral and progress
- Monitor and supervise the use and effectiveness of referral partners for barrier reduction
- Provide trainees with community involvement opportunities through advocacy, education and exposure.

**So Others Might Eat  
Program Manager (Single Adult Housing)**

**Nov 2011-Nov 2015**

- Responsible for providing program oversight, leadership, discipline and managing the daily operations of the program.
- Collect rent, security deposits, late fees and any other charges from building residents.
- Work with community groups to create partnerships and enhance programming.
- Assist with the creation of the program policies and procedures to ensure all polices and forms are accurate and updated.
- Submit reliable and timely program statistics, asset management, ADP, property management/inspection reports and financial receipts.
- Crisis prevention and intervention as needed.
- Responsible for fiscal budgetary compliance to approved operation budgets.

**So Others Might Eat  
Service Coordinator**

**Aug 2009-Nov 2011**

- Coordinated the resident screening process to include interviewing applicants, collecting documents, checking references and staffing applicants.
- Completed and file timely progress notes
- Fostered community integration through creating inclusion projects.
- Provided case management for residents.
- Intervened on behalf of residents when inappropriate behaviors are observed or there were signs that the resident was experiencing issues with regards to sobriety, mental health, physical health, stress etc.
- Participated/facilitated floor/building meetings, educational groups and program resident activities.
- Developed resources to assist staff in understanding issues of mental health, addiction, HIV, death and dying etc.
- Developed and maintained contact with referring agencies and other social service/medical providers.
- Completed recommendations for clients that included estimated program completion dates and correspondence which released clients to return to work.
- Located appropriate resources for clients to attend substance abuse/mental health treatment.
- Conducted monthly extended follow up with referred clients and their supervisors

**Awards:**

Pi Gamma Mu International Honor Society Inductee (2019)

Employee of the Quarter (2019)

Woman of the Year—Good Hope Union UMC (2016)

Employee of the Quarter (2014)

Branson

CHERRI L. BRANSON

June 19, 2020

The Honorable Sidney Katz  
President, Montgomery County Council  
100 Maryland Avenue  
Rockville, MD. 20850

Dear Council President Katz:

The purpose of this letter is to apply to serve on the Montgomery County Police Advisory Commission.

As you will note from my resume, I have a long history of volunteer public service on County Boards and Commissions, including the Charter Review Commission and the Redistricting Commission. Therefore, I am familiar with the responsibility of Commission members and the valuable role that Boards and Commissions play in County governance.

I currently serve as the 3<sup>rd</sup> Vice President of the Montgomery Chapter of the NAACP. In that role, I have been instrumental in addressing criminal justice issues raised by NAACP members, worked collaboratively with Members of the County Council on law enforcement initiatives, and served as the NAACP liaison to other advocacy groups interested in criminal justice issues which affect the African American Community. This experience has provided a depth and breadth of knowledge of the issues and concerns of the community around criminal justice and policing but also an understanding of the current laws and policies which govern policing in Montgomery County.

My interest in these issues is not new. As you may recall, during my service as an interim Council Member, I raised concerns about police accountability, the use of force, and transparency in the police complaint process. Additionally, during my service on the Charter Review Commission, I initiated the examination of a study of the feasibility of a civilian review board. I undertook these efforts because I believe that every member of the community deserves to have the trust and confidence that our law enforcement officials will impartially and effectively discharge their duties.



I am seeking appointment to the Police Advisory Commission because I believe that this Commission can play an important role in restoring public confidence in the policies that govern law enforcement practices in this County.

I appreciate your consideration of my application.

Sincerely,

Cherri L. Branson

## CHERRI L. BRANSON

### EDUCATION

Emory University School of Law, LL.M.

Indiana University School of Law, J.D

Vassar College, B.A.

### EXPERIENCE

**Director, Office of Procurement, Montgomery County Government, Rockville, Maryland,**

**June 2015 to December 2018.** Lead a Cabinet-level agency responsible for executing \$1 billion in acquisitions annually, manage a staff of 37 employees, and oversee a Departmental budget of \$4.4 million. Represented the Executive Branch before the County Council, other Governmental bodies and constituent groups. As Director of the Office, I implemented strategic sourcing strategies which streamlined procurement operations by building partnerships to incorporate long-range acquisition planning into operational needs; increased transparency in the bid process by instituting a debriefing system for unsuccessful bidders; increased accountability in the contract renewal and amendment process by establishing an online searchable database for Contract Review Committee minutes; streamlined the RFP process, decreasing the length and complexity of forms, resulting in the award of 40% of new contracts to vendors who had never done business with the county; implemented a “short-form” contracting mechanism to reduce grant-to-contract processing time and increased satisfaction of internal customers. Additionally, implemented a policy, process and online system to manage and track disposal of the county’s surplus property. Increased the percentage of contract awards to small, minority, and women owned business to the highest levels in county history by developing new outreach initiatives, establishing an annual county-wide Procurement forum, developing a printed and online “pocket guide” of basic procurement information, and establishing a weekly newsletter with a circulation to over 6,000 businesses.

**Council Member, Montgomery County Council, Rockville, Maryland, January 2014 to December**

**2014.** Appointed through a competitive process to fill an interim term representing Montgomery County Council District 5, a racially, economically, and geographically diverse district of over 200,000 residents. Served on the Education Committee, the Government Operations and Fiscal Policy Committee, and the Audit Committee. Advanced legislative initiatives, conducted oversight of county agencies, and participated in budget, appropriations and land use decisions. In addition to council sessions, public hearing and committee meetings, attended over 60 community meetings and outreach events to elicit constituent concerns on pending legislation, budget priorities and community issues. Provided effective constituent service to residents by intervening with local and state government agencies to resolve complaints and address community concerns.

**Chief Counsel for Oversight, Committee on Homeland Security, Rep. Bennie Thompson, Ranking Member, U.S. House of Representatives, Washington, D.C., January 2007 to January 2014.**

Developed and executed the oversight and investigative agenda of the Committee Minority. As part of a

three person management team, worked collaboratively with the Staff Director and Chief Legislative Counsel to formulate and execute the Committee's long-term strategic objectives. Directly supervised staff members in reviews of fraud, waste, and abuse allegations involving the activities, programs and policies of the Department of Homeland Security. Managed development and execution of all oversight and investigative reports, letters, and other written products. Additionally, served as primary point of contact for all external oversight entities, including the U.S. Government Accountability Office (GAO), the Inspectors General of all Federal agencies, and non-governmental "watchdog" groups and worked with these external entities to develop specific and long-term investigative reports for Committee use. Spearheaded all legislative and policy initiatives for Committee action designed to increase participation of small, minority and women-owned businesses in Federal contracting opportunities as well as initiatives to increase employment diversity within the Federal government. Served as the Democratic staff Ethics Officer.

**Senior Investigative Counsel, Committee on Homeland Security, Rep. Bennie Thompson, Ranking Member, U.S. House of Representatives, Washington, D.C., May 2005 to January 2007.** Senior investigator on fraud, waste, and abuse within the Department of Homeland Security. Conducted several major investigations into contracting and procurement problems in the aftermath of Hurricane Katrina. Served as the primary point of contact on issues relating to legislative and policy measures designed to spur recovery in the region affected by Hurricanes Katrina and Rita. Spearheaded all legislative and policy initiatives for Committee action to increase in small, minority and women-owned business participation and employment diversity within the Federal government.

**Counsel, Office of Rep. Ed Towns, U.S. House of Representatives, Washington, D.C., March 2003 to May 2005.** Senior legislative and political advisor to the Member on several issues including government management and oversight; the federal budget and the appropriations process; civil rights and civil liberties, and women and children's health.

**Legislative Director, Office of Rep. Eddie Bernice Johnson, U.S. House of Representatives, Washington, D.C., January 2001 to April 2002.** Chief legislative advisor to the Member, providing counsel on local, national, political and legal ramifications of legislative and policy matters. Managed the legislative and support staff, set the legislative agenda, tracked legislation, monitored floor activity, and supervised the constituent mail program. Served as the Member's counsel during the Congressional redistricting process. Additionally, because of the Member's role as Congressional Black Caucus Chair, I provided legislative guidance to Congressional Black Caucus policy development in the key areas of election reform and campaign finance reform.

**Legislative Officer, Office of Congressional and Intergovernmental Affairs, U.S. Department of Labor, Washington, D.C., June 2000 to January 2001.** Presidential Appointment. Designed, implemented and managed strategies for Departmental response to complex and controversial congressional inquiries and oversight requests. Conducted negotiations with Congressional staff to resolve ambiguities and address concerns involving the nature and scope of each inquiry. Also, at the Secretary's request, I interceded with Members of Congress in sensitive, complex or controversial issues. Served as the principal liaison between the Department and the Congressional Black Caucus.

**Minority Counsel, Committee on Government Reform, Subcommittee on Criminal Justice, Drug Policy and Human Resources, U.S. House of Representatives, Washington, D.C., January 1997 to June 2000.** Authored briefing and background materials analyzing policy and political issues concerning domestic and international ramifications of laws affecting illegal drugs; the criminal justice system, and public health delivery. Briefed Members and staff prior to hearings, mark up sessions, and in consideration of floor action. Conducted oversight investigations. **Major Accomplishments:**

- Conducted an investigation of clinical drug trials involving children which resulted in the Department of Health and Human Services' formation of the National Advisory Council on Human Research Protections to review policies, practices, set standards and strengthened protections for children involved in human subject clinical research.
- Wrote the statutory language contained in the Omnibus Consolidation and Emergency Supplemental Appropriations Act of 1999, October 1998, which eliminated the government's reliance on the Statute of Limitations defense in a discrimination lawsuit involving African American farmers (*Pigford v. Glickman*) and resulted in the largest settlement for plaintiffs in a discrimination class action suit involving the federal government.
- Initiated a review of Energy Department's medical testing policy for employees which resulted in the elimination of unnecessary medical tests and changed contract review and personnel procedures.
- Authored *Additional Views* to an investigative report entitled "VA, DOD Continue to Resist Strong Evidence Linking Toxic Causes to Chronic Health Effects," which permitted bipartisan agreement to the report findings linking Persian Gulf War service to subsequent illnesses among veterans.

**Professional Staff Member, Committee on Government Reform and Oversight, Subcommittee on National Security, International Affairs and Criminal Justice, U.S. House of Representatives, February 1995 to December 1996.** Authored briefing and background materials analyzing policy and political issues concerning drug policy, criminal justice and national security topics. **Major Accomplishments:**

- Key Government Reform Committee staffer responsible for formulating Democratic positions, presenting witnesses, and managing the compilation of Member briefing books for a ten-day joint Government Reform/Judiciary Committee hearing on the "Matter of the Branch Davidians at Waco, Texas." Following the conclusion of the hearing, authored *Dissenting Views* to an investigative report entitled "Investigation into Activities of Federal Law Enforcement Agencies Toward the Branch Davidians."
- Authored "*Additional Views*" to an investigative report entitled "National Drug Policy: A Review of the Status of the Drug War;" which set forth the Democratic position in the national drug policy debate and urged the expansion of substance abuse treatment funding.
- Authored the *Dissenting Views* to an investigative report entitled "A Two Year Review of the White House Communications Agency Reveals Major Mismanagement, Lack of Accountability and Significant Mission Creep" challenging the report's findings and offered recommendations for the agency's improvement.

**Associate Counsel, Subcommittee on Human Resources and Intergovernmental Relations, Committee on Government Operations, U.S. House of Representatives, May 1993 to January 1995.** Advised on legal, ethical and personnel matters relating to the administration of the subcommittee and wrote standard operating procedures manual which governed personnel matters. Conducted oversight investigations of federal contracting practices, administrative regulations, management standards, and operating procedures within the Departments of Health and Human Services, Veterans Affairs, and Education. **Major Accomplishments:**

- Conducted an investigation which revealed an ad hoc system of waivers to programmatic

guidelines affecting state participation in a federal entitlement program. Immediately following a hearing which revealed the findings of the investigation, President Clinton issued an Executive Order which promulgated new guidelines and criteria to administer waiver programs in several federal departments.

Drafted clarifying and expanding amendments to a bill which provided uniform Federal treatment of benefits received by Holocaust survivors. The bill and amendments were passed by both legislative bodies and signed into law by the President (PL-103-286).

#### **MEMBERSHIPS AND COMMUNITY ACTIVITIES**

Volunteer Mediator, Consumer Affairs Division, Office of State Attorney General

Member, National Council of Negro Women, Montgomery County Chapter

3<sup>rd</sup> Vice President, NAACP, Montgomery County Chapter

Member, Vassar Club of Washington

Member, Montgomery County Charter Review Commission, October 2012-January 2014.

Member, Montgomery County Commission on Redistricting, January 2011-September 2011.

President, St. Michael the Archangel School, Home and School Association

Founding Member, St. Michael the Archangel School Advisory Board

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**From:** Herman Cohen ·  
**Sent:** Tuesday, June 09, 2020 12:55 PM  
**To:** County.Council@montgomeryCountyMD.gov  
**Subject:** Policing Advisory Commission  
**Attachments:** Cover Letter\_ Montgomery County Policing Advisory Commission Application.docx;  
Resume 6\_2020.docx

Council President Katz:

Earlier today I mailed my application letter and resume to your office; I've attached copies of what I sent via snail mail.

I hope to be considered for a position on the Commission, and if selected am prepared to resign my position as Vice Chair of the County Animal Matters Hearing Board to comply with County restrictions on membership on more than one Board or Commission.

I think my unique combination as a former federal investigator, New York State Peace Officer, educator, and a community leader in Montgomery County would be an effective addition to the Policing Advisory Commission.

Thank you

Herman N. Cohen, M.Ed.

President, Fairways South HOA at Leisure World/Member Leisure World of Maryland Board of Directors and Executive Committee.

Licensed Private Detective, MD, NY and CT

Past-President, Montgomery County Police Citizen Academy Alumni Association (2009-2018)

Herman N. Cohen

June 7, 2020

**Hon. Sidney Katz**  
**President, Montgomery County Council**  
**100 Maryland Avenue**  
**Rockville, MD 20850**

Dear Council President Katz:

When the Policing Advisory Commission was established by the Council in December, 2019, I looked forward to the opportunity to apply. Then the "world turned upside down" first with COVID-19 and then due to anger, fueled by recent incidents. George Floyd's death at the hands of a Minneapolis Police Officer and Ahmaud Aubery's shooting by a former Georgia Law Enforcement officer have caused some to view the Police as the enemy, with disaffected people taking to the streets in protest. The shootings by Montgomery County Police of Robert White in June 2018 and Finan Berhe in May 2020, despite being deemed justified by prosecutors, will cause our Police to face the same scrutiny more troubled departments around the country will endure. Resulting reforms proposed in other cities will benefit from review by the new Policing Advisory Commission to determine applicability to the Montgomery County Police.

I have a unique combination of education and experiences that can contribute to the goals and mandate the Council has established for the Commission. While I already hold a County Board appointment – serving in my second term as the Vice Chair of the County's Animal Matters Hearing Board (AMHB) – I view this new Commission's mandate as so vital that I am prepared to resign from the AMHB if appointed to the Commission, per the County's limitations on Board and Commission membership.

I have attached a resume, but as some of my relevant experience was gained through volunteer activities, I have summarized my qualifications below for clarity.

I serve on the Board of Directors and Executive Committee of Leisure World of Maryland and Chair the Leisure World Security Advisory Committee, overseeing the policies and procedures of a small force of Special Police Officers. These roles keep me in touch with the concerns of the senior community – a demographic I feel I can effectively represent on the Commission.

Originally a New Yorker, I have also lived in Virginia and Connecticut, and was transferred by the Federal Government to the DC area in 2002, settling in Montgomery County. Shortly after arriving I applied for the Montgomery County "Volunteers in Policing" Program. Based on my background as Chief of Law Enforcement at the American Society for the Prevention of Cruelty to Animals in New York I was assigned to the Animal Services Division where I developed training classes for the Animal Service Officers. I later transitioned to the department's "Keeping Seniors Safe" program, contributing more than 1,250 hours making presentations to senior groups.

Shortly after becoming a volunteer, I applied for the Montgomery County Police Citizen's Academy and attended the twenty-ninth session, graduating in December, 2005. After graduation I joined the Citizen Academy Alumni Association, where I was elected Secretary from 2006 through 2008, and then President from 2009 through 2018. I remain an active member of the Association's Board of Director's and have participated as a "Role Player" in several "Dealing with Difficult People" scenarios and Field Sobriety Test Training sessions for Police Academy Recruit classes.

While living in Connecticut (and operating my own Private Detective Agency) between 1994 and 2002 I served as Chair of the Private Security Committee of the Connecticut Police Chief's Association, and was a curriculum developer for the state-mandated eighty (80) hour training course for State-Certified Security Officers, teaching segments of the first several classes.

I am retired - both as a New York State Peace Officer and as a Federal Investigator - although I still work part time as a Special Investigator for the US Department of Defense Counterintelligence and Security Agency, conducting background investigations of security clearance candidates.

I earned a Master's Degree in Education from Hofstra University and while attending the Advanced Non-Commissioned Officer Training Course (ANCOC) with the Connecticut National Guard I was assigned to develop curriculum for and then teach a segments on behavior towards prisoners under the Geneva Convention.

I look forward to the next steps in the process towards becoming a member of the Policing Advisory Commission. Thank you.

Respectfully submitted

Herman N. Cohen

Attachment: Resume



**Herman N. Cohen**

**Objective:** To add to my more than 1,250 hours of volunteer service to Montgomery County by an appointment to the Policing Advisory Commission.

**Work Experience:**

- 11/17 to Present: *Special Investigator, DOD Defense Counterintelligence and Security Agency*  
(Part-time) (formerly the OPM National Background Investigation Bureau)  
Conduct background investigations of Federal Employees and Contractors requiring Security clearances.
- 02/1994 to Present: *Licensed Private Detective (NY, CT and MD) Due Diligence, Plus, LLC*  
(Part-time) Provide litigation support for Attorneys, businesses and Municipalities.
- 02/00 to 01/16: *Chief, Lender Oversight and Training Officer, US Department of Veterans Affairs*  
Supervised a unit ensuring the integrity of Mortgage Loans provided to Veterans under the GI Bill.
- 01/89 to 02/94: *Chief, Law Enforcement, American Society for the Prevention of Cruelty to Animals*  
*Supervisory New York State Peace Officer, overseeing investigations of animal cruelty and blood sports.*
- 07/79 – 01/89 *Vice President, Training and Development, Empire Blue Cross and Blue Shield and Home Insurance Property and Casualty Company.*  
Developed training for fraud investigators and Customer Service personnel
- 09/70 – 07/79 *Field Investigator and Chief, Training Branch US Treasury, Internal Revenue Service*  
Investigated cases of Tax Fraud and developed Training programs for Investigators

**Education/Training:**

- 2014 Senior Leadership Montgomery
- 2006 Leadership VA (US Department of Veterans Affairs)
- 1999-2000 Advanced Non-Commissioned Officers Training, Connecticut National Guard
- 2005 (Session XXIX) Montgomery County Citizens Academy
- 1989 New York State Peace Officer Training
- 09/1973 to 05/1975 M.S., Educational Administration, Hofstra University, Hempstead, NY
- 11/1970 – 02/1971 Financial Investigation, US Treasury – Internal Revenue Service
- 09/1966 to 05/1970 B.A., Psychology and Education, Brooklyn College, City University of NY

## **Volunteer Experience**

- 2015 to Present **Vice Chair, Montgomery County Animal Matters Hearing Board**  
Appointed by the County Executive and confirmed by the County Council
- 2017 to Present **Member, Board of Directors, Leisure World of Maryland** 2017 to present and  
Executive Committee, 2020 to Present
- 2016 to Present **Chair, Leisure World Security Advisory Committee**
- 2012-2014 **Commander, Centennial Legion of Historic Military Commands**  
*Life Director*, 2014 to Present
- 2004 to Present **Volunteer, Montgomery County Police, Keeping Seniors Safe Program**
- 1994 to 2002 **Connecticut Police Chiefs Association, Chair, Private Security Committee**  
Curriculum Developer, CT State mandated Security Officer training

## **Memberships**

- 2005 to Present **Montgomery County Citizen Academy Alumni Association**  
*Secretary, 2005- 2009; President, 2009 -2018; Board Member 2018 – Present*
- 2014 to Present **Leadership Montgomery Alumni Association (L 100)**
- 2019 to Present **Association of Certified Background Examiners**
- 2016 to Present **Maryland Police Chiefs Association (Retired member)**
- 2006 to Present **Leadership VA (Department of Veterans Affairs) Alumni Association – Life Member**
- 1991 to Present **International Association of Chiefs of Police (Retired Section)**
- 1991 to Present **Veteran Corp of Artillery, State of New York, Life Member**  
(Commissioned as a *Lieutenant Colonel (NY)* by the NY State Governor, 01/2011)
- 1970 to Present **American Mensa, Life Member**

## **Honors**

- Connecticut Medal of Military Merit, 2000
- New York State Military Commendation Award (3 times) 1992 - 1997
- Order of St. Barbara, US Army Artillery Association, 1999
- Certificate of Recognition, US Department of Defense, Cold War Service, 2002
- Adopted Suggestion Award, US Department of Veterans Affairs, 2002
- Award of Excellence, Videographer Awards, 2012
- Honorary Deputy United States Marshal, 1989
- Honorary Deputy Chief, New York City Fire Department, 1982
- Director's Award, Internal Revenue Service, Internal Revenue Service, Brooklyn District 1979
- Presidential Intern, US Treasury Department, Internal Revenue Service, 1972
- New York State Regents Scholar, 1970

**From:** Betsy Starks  
**Sent:** Tuesday, June 09, 2020 3:16 PM  
**To:** Sidney Katz; County.Council@MontgomeryCountyMD.gov  
**Subject:** FW: Policing Advisory Commission - recommendation for Herman Cohen

Dear Council President Katz:

I am pleased to learn that the Council is moving forward to form the Policing Advisory Commission to look at audits and reports of policing being done in other communities, and to recommend changes to police practices, and offer suggestion for new policies and regulations for our county. I can think of no one more qualified to serve on this commission than Herman Cohen.

As you will see from Mr. Cohen's application and resume, he has a unique background at the Federal level, New York state level, as well as having completed the Montgomery County Police Citizen's Academy session and serving with the Citizen Alumni Association. Additionally, Herman's degrees in Education and Psychology are particularly suited to this Commission, especially at this time of difficult unrest. Further, he has continued with his education with emphasis on investigation, Peace Officer Training, citizens academies, and leadership training.

I have served with Herman Cohen on the Covenants Committee of my condo association for many years here at Leisure World and have also watched him lead the Association as President. I find him to be reasonable, thoughtful, and he has an appropriate sense of personal and moral responsibility to his community.

I hope you will strongly consider the appointment of Herman Cohen to the Policing Advisory Commission of Montgomery County.

Sincerely,

Betsy Starks

## Erik A. Devereux, Ph.D

June 8, 2020

Sidney Katz  
President  
Montgomery County Council  
100 Maryland Avenue  
Rockville, MD 20850

via email: [County.Council@MontgomeryCountyMD.gov](mailto:County.Council@MontgomeryCountyMD.gov)

I am interested in serving on the Policing Advisory Commission. Per my resume (also attached to the same email message), I am a professional policy analyst, researcher and program evaluator working since 2010 as an independent consultant. As a Montgomery County resident since February of 1999, as a trained policy analyst, and as a citizen with a demonstrated commitment to social justice and equity, I am deeply concerned about how to improve policy and procedures that shape how the members of the Montgomery County Police Department do their work.

Allow me to highlight several aspects of my resume for your consideration:

- I have experience in 2017 coordinating with the Council' Office of Legislative Oversight on a project related to evictions in Montgomery County. With permission of my client, Bethesda Cares, I provided the Office of Legislative Oversight with data that was useful for producing Report Number 2018-10 "Evictions in Montgomery County".
- I have worked extensively and intensively on behalf of two diversity-serving organizations, the Public Policy and International Affairs Program (a national effort to foster inclusion and diversity in public service) and the Center for Urban Families (a nonprofit in West Baltimore that pursues workforce engagement within a community riven by mass incarceration, economic discrimination, and social unrest).
- I have extensive experience working with volunteer leadership groups through my 11 years as the former executive director of the Association for Public Policy Analysis and Management and in my current consulting with nonprofits.
- I have taught professional public policy analysis within Master's programs at Carnegie Mellon University, American University, and Georgetown University.

I strongly believe I would be a valuable asset to Montgomery County through participation on the Policing Advisory Commission. Please give this letter of interest and my resume your full consideration.

Sincerely,

  
Erik A. Devereux

# **ERIK A. DEVEREUX, Ph.D.**

## **SUMMARY**

Social scientist with extensive consulting experience in policy analysis offers advanced skills in applied research and analysis, benchmarking, strategy, project management, client communication and writing.

## **EDUCATION**

### **Massachusetts Institute of Technology**

- B.S. (Political Science), 1985. Phi Beta Kappa.

### **University of Texas at Austin**

- M.A. (Government), 1988. University Fellow, 1985, 1987, 1988.
- Ph.D. (Government), 1993. Fields: Research Methods, Political Economy.

## **EMPLOYMENT**

### **Carnegie Mellon University, Pittsburgh, PA, 1991-1998**

- Assistant Professor of Political Science and Public Policy, 1991-1995.
- Director of the Masters of Science in Public Policy and Management Program, and Senior Lecturer in Politics, 1995-1998.
- Instructor for program core course, "Policy and Politics."

### **Association for Public Policy Analysis and Management, Washington, DC, 1999-2010**

- Executive Director.

### **Devereux Consulting, Inc., Silver Spring, MD, 2010-present**

- Strategic Consultant and Policy Analyst.

### **American University, School of Public Affairs, Washington, DC, 2012-2016**

- Senior Adjunct Professorial Lecturer, Department of Public Administration and Policy.

### **Georgetown University, 2017-present**

- Adjunct Associate Professor, Security Studies Program, Spring 2017 to present.
- Adjunct Associate Professor, McCourt School of Public Policy, Spring 2018, Spring 2019.

### **Social Science Consultants, LLC, New Haven, CT, 2014-present**

- Senior Consultant.

## **CONSULTING EXPERIENCE, 2010 - PRESENT**

### **Clients in the Nonprofit/NGO Sector**

- Allies for Children (Pittsburgh, PA) (children's wellbeing)
- American Institute for Innovative Apprenticeship (Washington, DC) (youth employment)
- Ausherman Family Foundation (Frederick, MD) (data coordination for gaps analysis)
- Bethesda Cares (Bethesda, MD) (eviction prevention and utility shut-off assistance)
- Center for Urban Families (Baltimore, MD) (workforce engagement)
- Chapin Hall at the University of Chicago (Chicago, IL) (children and youth policy)
- Chesapeake Bay Trust (Annapolis, MD) (applicant and grantee perceptions and satisfaction)
- Greater Pittsburgh Community Food Bank (Pittsburgh, PA) (subsidized school meal programs)
- Public Policy & International Affairs Program (diversity/inclusion in public policy education)
- The Community Foundation of Frederick County (human needs assessment)
- United Nations Office of the Coordinator for Humanitarian Affairs (Geneva, Switzerland) (humanitarian crisis response)
- United Nations Population Fund (South Pacific, multiple locations) (intimate partner violence)

### **Clients in Scientific Societies and Trade Associations**

- American Political Science Association
- American Society for Public Administration
- Council for the Advancement and Support of Education
- Society for Benefit-Cost Analysis
- Society of Government Economists

### **Clients in Higher Education**

- Georgetown University, McCourt School of Public Policy
- Indiana University, School of Public and Environmental Affairs
- Purdue University, College of Liberal Arts
- University of Maryland, Leadership and Community Service Learning Program
- University of Washington, Evans School of Public Policy and Governance

### **Summaries of Recent Client Projects**

- ***The Center for Urban Families.*** Reviewed and identified quality improvements in the organization's collection and use of administrative data. Used data to support a federally-mandated Continuous Quality Improvement Plan under a grant from the U.S. Department of Health and Human Services. Provided data and analysis to as part of the launch of a new service model. Served as Interim Director of Research and Evaluation as a contractor for 22 months.
- ***The Community Foundation of Frederick County.*** Gathered, aggregated and prepared for data visualization various indicators of human needs in Frederick County as compared to six comparison counties around the U.S., the State of Maryland, and the U.S. as a whole, for the time period 2000 - 2017. Data sources included the U.S. Census/American Community Survey and other federal databases. Resource online at <https://www.frederickcountygives.org/2018-Needs-Assessment/Human-Needs-Assessment-Report/Visualization-Tool>.
- ***Ausherman Family Foundation.*** Developed a comprehensive taxonomy of grants by purpose and topic. Supported a consortium of philanthropies and other funders in Frederick County, Maryland as they implemented the taxonomy in their grants management systems. The participating funders will share their coordinated data on an annual basis to identify trends and gaps in their collective grantsmaking.
- ***United Nations Office of the Coordinator for Humanitarian Affairs.*** Served as technical and analytical lead for the annual partners survey of 10,000 persons worldwide in five languages. Assisted with revising the survey instrument. Implemented the survey in the online administration system. Produced statistical summaries of the survey results for use in generating over 30 reports.

### **OTHER EXPERIENCE**

#### **Project Management**

- ***Association for Public Policy Analysis and Management.*** Responsible for all aspects of the production of an annual research conference with over 170 sessions and 1,500 attendees; improved the overall conference schedule to maximize session attendance; developed new conference features that encouraged participation by attendees in the ages 22-30 demographic. Along with two other organizations, designed and launched the employment website PublicServiceCareers.org.
- ***Devereux Consulting, Inc.*** For the American Society for Public Administration: Built and managed an online system to gather information to prepare 41 applications to the IRS for reinstatement of tax-exempt status. For the Indiana University School of Public and Environmental Affairs: Created a nationwide network of schools that offer the undergraduate degree in public affairs/public policy, produced three separate meetings of the network to discuss topics of interest, and contributed to a final, published report. For The Community Foundation of Frederick County: Served as lead project

manager on a \$200,000 human needs assessment involving two subcontractors, six major project milestones and a significant data aggregation and visualization component.

- **American University, School of Public Affairs.** Recruited over 20 separate client projects to be completed by teams of 4-6 students within the Master of Public Policy capstone course. Supervised the student teams to ensure delivery of final project results by deadline (10 weeks for each project). Interacted with the clients regularly to ensure satisfaction.

### Strategic Planning

- **Association for Public Policy Analysis and Management.** Contributed to several strategic planning processes including the development of a new mission statement and new international conferences.
- **Devereux Consulting, Inc.** Led strategic planning efforts for clients including the American Society for Public Administration, the Mid-Atlantic Water Program, the Society for Benefit-Cost Analysis, the Leadership and Community Learning Program at the University of Maryland, and the Ausherman Family Foundation of Frederick County, Maryland.

### Executive Leadership

- **Carnegie Mellon University.** Directed a Master's degree program with 180 full-time students; managed all aspects of faculty advising; made significant improvements to four components of the curriculum; improved program marketing. Served on several University committees including the Board of Trustees' Committee on Undergraduate Admissions and the University Committee on Improving Teaching Facilities and Classrooms.
- **Association for Public Policy Analysis and Management.** Oversaw the efforts of all regular and special leadership boards and committees of the association with over 150 volunteer participants located around the world; doubled the association's annual income to \$1 million, managed invested reserves of \$600,000, and attracted foundation grants totaling more than \$800,000; revised and improved the bylaws; recruited, trained and supervised all full-time and part-time staff, outside consultants, and vendors, achieved an exemplary record of diversity in hiring and contracting.
- **Devereux Consulting, Inc.** Served as interim executive director of the Public Policy and International Affairs (PPIA) Program, a major racial diversity initiative for the field; in that capacity rebuilt the board of directors, negotiated for a new, long-term host/sponsor, stabilized the organization's finances, and recruited a permanent executive director. Served as part of the senior leadership team at the Center for Urban Families, Baltimore, Maryland.

### OTHER RELATED ACCOMPLISHMENTS AND BACKGROUND

Author of the textbook, *Methods of Policy Analysis: Creating, Deploying, and Assessing Theories of Change*, available through Amazon at [www.amazon.com/author/erikdevereux](http://www.amazon.com/author/erikdevereux). This textbook is an introduction to applied public policy analysis based on the author's 20 years of experience teaching and working in the field, and includes analyses of tobacco control, global climate change, obesity, the Black-White gap in college completion rates, and homelessness among young adults.

Author of, *What is your theory of change? Restoring purpose, efficacy, and sense to social policy analysis and evaluation* (forthcoming). This book seeks to shift the focus of attention in social policy evaluation from experimental estimates of outcomes to the principles of intervention design. This shift affirms the ability of public policies to make significant improvements in the well-being of low income households in the U.S.

Proud to be a member of the Sons of Union Veterans of the Civil War, and, as a direct descendant of a Union Army sergeant who immigrated from Ireland and served 1861-67, deeply committed to racial and social justice in the U.S.A.

Duru

June 16, 2020

Mr. Sidney Katz  
President, Montgomery County Council  
100 Maryland Avenue,  
Rockville, Maryland 20850

Dear Mr. Katz:

Please find attached my resume and statement of interest. I am applying for a membership position on the Montgomery County Policing Advisory Commission.

I am a regulatory corporate securities lawyer, a Jamaican-Canadian immigrant, a Montgomery County resident, a wife, and a mother of 3 beautiful boys. Out of necessity and personal experience, I have become painfully aware of issues of social and racial justice and the numerous and disturbing events involving local and national police interaction with communities of color.

I am interested in membership on the Policing Advisory Commission because I have 3 African American sons and can no longer remain apathetic in response to a vicious cycle of incidents principally involving black and brown youth and the police. Each year, as my children mature, I am provided a frightening glimpse into the hostile environment that they must navigate, in large part, because of antiquated and fundamentally flawed police tactics and bias.

I would like to contribute my legal, policy, and research skills to better the environment within which my sons live, play, work, and learn. By examining systemic issues that have plagued the police and analyzing national studies and data on police tactics that have been successfully deployed to improve community relations, I believe I could make a positive contribution to the Policing Advisory Commission.

I would welcome the opportunity to collaboratively engage and contribute my skill set and ideas to the Commission. I hope that you will consider my application.

Best regards,

Melissa Campbell Duru, Esq.



**EXPERIENCE**

**Senior Special Counsel, Office of Compliance, Inspections & Examinations-  
Technology Controls Program ("OCIE-TCP")** 2020-present  
**United States Securities and Exchange Commission ("SEC"), Washington, D.C.**

*Advise agency leadership on cybersecurity and data privacy law impacting SEC-registered financial entities and financial market infrastructure firms.*

- Advise federal and international regulatory coordinating bodies on domestic and international cybersecurity and cyber incident preparedness.
- Counsel SEC leadership regarding domestic and international legal and policy developments in cybersecurity and data privacy.
- Monitor and review the OCIE-TCP staff's implementation of the federal securities regulation pertaining to the security, resiliency, and capacity of financial market information technology systems; interpret regulations that apply to financial institutions' safeguarding of customers' private identifiable information.

**Senior Special Counsel, Office of Chief Counsel, EDGAR Business Office** 2017-present  
**United States Securities and Exchange Commission, Washington, D.C.**

*Counsel SEC executives and the general public regarding federal securities laws governing the web-based platform that receives, stores and/or disseminates data that is electronically filed with the SEC.*

- Senior legal advisor to the EDGAR Business Office ("EBO") Director, Chief Counsel and Acting Deputy Director, and other SEC executives on legal issues impacting the SEC's Electronic Data Gathering, Analysis, and Retrieval ("EDGAR") system.
- Manage and coordinate EBO EDGAR-related rulemaking projects with the Divisions of Investment Management, Economic & Risk Analysis, Trading & Markets, Enforcement, Corporation Finance, and the Office of Information Technology.
- Negotiate trademark license agreements, monitor trademark usage, and in consultation with the Office of General Counsel, assert SEC rights in registered trademarks.
- Lead, mentor, and supervise EBO staff.

**Counsel to SEC Commissioner Kara M. Stein** 2015-2017  
**United States Securities and Exchange Commission, Washington, D.C.**

*Served as a principal strategic legal and policy advisor to SEC Commissioner Kara Stein on legislative, regulatory and policy developments impacting domestic and international securities markets.*

- Legal counsel to Commissioner Kara M. Stein on all regulatory, legislative, policy, and administrative matters before the SEC.
- Provided recommendations to the Commissioner on, *inter alia*, interpretation and application of federal securities laws, the Administrative Procedure Act, SEC and other financial regulatory agency rulemakings, staff analytical reports and interpretative guidance, SEC enforcement, litigation and adjudication matters, cybersecurity, cryptocurrency and financial technology/fintech matters, and SEC advisory committee matters.
- Advised the Commissioner on congressional inquiries and initiatives.
- Represented the Commissioner at domestic and international financial and securities market regulatory events.
- Prepared the Commissioner's speeches, public statements, and talking points.

**Special Counsel, Office of Mergers & Acquisitions, Division of Corporation Finance** 2008-2012;  
2013-2015

**United States Securities and Exchange Commission, Washington, D.C.**

*Interpreted securities law, regulation, and policy pertaining to corporate change of control transactions including mergers and acquisitions, domestic and cross-border tender offers, and contested proxy solicitations.*

- Counseled SEC executives, domestic and foreign financial professionals and public investors on statutes and regulations related to beneficial ownership reporting, going private transactions, and corporate change of control transactions, including domestic and cross-border proxy contests and tender offer transactions.
- Led extensive and complex reviews of novel corporate control transactions, state corporate law developments, and domestic and international corporate governance and shareholder engagement initiatives.

**2013 Legis Congressional Fellow, Brookings Institute/United States Senate** 2013  
**Office of U.S. Senator Jack Reed/Senate Committee on Banking, Housing, and Urban Affairs,**  
Washington, D.C.

*Advised Senator Jack Reed and senior staff on regulations and legislation applicable to the SEC, Consumer Financial Protection Bureau, Federal Deposit Insurance Company, Office of the Comptroller of the Currency, Department of the Treasury, and the Federal Reserve.*

- Analyzed legislative and policy issues relating to securities market regulation, federal banking supervision, international financial market regulatory coordination, including U.S. exposure to global systemic risk, monetary and economic policy, insurance regulation, housing finance, and government sponsored enterprise reform.
- Prepared floor statements, speeches, background memoranda, talking points, and press releases for Senator Jack Reed.

**Attorney-Advisor, Oil, Gas, and Natural Resources, Division of Corporation Finance** 2004-2008  
**United States Securities and Exchange Commission, Washington, D.C.**

*Reviewed registered securities offerings and publicly filed reports for compliance with the Securities Act of 1933 and Securities Exchange Act of 1934.*

- Reviewed transactional and periodic report filings of public companies pursuant to the Securities Act of 1933 and Securities Exchange Act of 1934.
- A member of the Oil & Gas Rulemaking Team, which updated the rules governing oil and gas public company disclosure.

**Corporate Governance Consultant** 2004  
**The Foundation for International Community Assistance, Washington, D.C.**

*Consultant to a microfinance enterprise that provided micro-loans to predominantly female clients throughout the developing world.*

- Drafted and assisted in the negotiation of loan and transactional documentation related to the funding of FINCA's Village Banking™ programs.
- Assisted in establishing a FINCA-affiliated legal entity in the Democratic Republic of the Congo.

**Capital Markets Associate**  
**Shearman & Sterling, LLP, Washington, D.C.**

2000-2003

*Law firm associate within the capital markets group advising clients that were underwriting public and private equity and debt security offerings.*

- Advised financial underwriter clients on the securities laws applicable to public and private placements of equity, high-yield debt, and hybrid securities.
- Conducted due diligence and prepared transactional documentation for securities offerings.
- Successfully represented an asylum candidate on a pro bono basis.

**Project Finance/Energy Associate**  
**White & Case, LLP, Washington, D.C.**

1999-2000

*Law firm associate staffed on international project financing transactions and Federal Energy Regulatory Commission litigation.*

- Drafted transactional documents related to international project financings, which were funded partially by the International Finance Corporation.
- Second chair in a matter before the Federal Energy Regulatory Commission.

#### **EDUCATION**

**Harvard Law School, Cambridge, U.S.A.**

*Juris Doctorate, June 1999*

**McGill University, Montréal, Canada**

*Bachelor of Arts: Honors Political Science (First Class Honors), Minor: International Development*

*June 1996*

#### **ADDITIONAL INFORMATION**

**Bar Admission:** N.Y. (2000); D.C. (2001)

**Languages:** English, intermediate French, and basic Spanish.

Fernandez

Luis Fernandez

Dear Council President,

I would like to formally express my interest in the Montgomery County's policing advisory commission. This position requires someone with experience in gathering data, understanding policies, and recommending solutions. My professional experience lends well to this position. In my current role, I gather data in order to provide the teams I support with pertinent training material and I gather best practices and provide solutions to the field. My unique skill set also allows me to deliver content to various audiences. The council would benefit from my skill set by having someone on the board who is familiar with training solutions and ideas.

As a part of the council I view myself as a valued contributor who will bring a unique perspective based on my training background. I believe my solution-based ideas will be welcomed, dealing with a diverse group of people in my daily work, will allow me to collaborate with my colleagues.

While this position may bring some challenges, I am prepared to work through them. Empathy is an important part of resolving any issue or conflict, I intend to listen to my colleagues and anyone else I may come across with. I know that I would be a perfect fit for this position as I have been a Montgomery County resident for over 20 years. I bring a unique training perspective to this position and I have also experienced and dealt with some of the issues we are currently seeing with police matters. I have attached a copy of an e-mail I sent to various local government officials discussing my personal experiences.

I look forward to hearing back from you and the council. Thank you for your time!

Regards,

Luis Fernandez



# LUIS FERNANDEZ

## Senior Sales Trainer

### PROFILE

Experienced Sales Manager and Senior Sales Trainer who excels at Talent Management and Relationship Building. Skilled facilitator with knowledge of adult learning principles and learning styles. Passionate about developing teams, and individuals to assist the organization in achieving its business goals.

Motivated, personable business professional talent for quickly mastering technology. Diplomatic and tactful with professionals and non-professionals at all levels. Accustomed to handling sensitive, confidential records. Demonstrated history of producing accurate, timely reports meeting all expectations.

### HOBBIES

Avid Sports Fan  
Motorcycle Rider  
Soccer Dad

### EDUCATION

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#### Montgomery College

August 2007 – August 2011

Major: Education

Minor: Communications

#### Albert Einstein High School

August 2002 – June 2006

### WORK EXPERIENCE

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#### T-Mobile Senior Sales Trainer

July 2017–Current

- Initiate bi-directional communication ensuring internal partners are well equipped to provide the appropriate tools and resources to support the frontline.
- Provide field level feedback and personal observations to internal teams to support on-going quality improvement.
- Ensure frontline is aware of training initiatives and has a clear understanding of how to execute.
- Prepare for and facilitate training. Employ traditional Instructor Led Training, and On The Job Training to a diverse audience in both size of group and experience.
- Promote an open and supportive learning environment that fosters knowledge transfer, competency, and practical application of desired skill or behavioral change.

#### T-Mobile Retail Store Manager

June 2015–June 2017

- Ensured that each person had an unforgettable experience and a custom-fit solution to their wireless needs
- Helped my associates build strong relationships with their customers, make expert recommendations, and help onboard customers
- Hired, trained and developed team, making staff adjustments as needed
- Ensured that my store met or exceeded sales goals, and overseeing all store functions, from sales and inventory to the implementation of new store programs and initiatives
- Stayed current on all our technology so that I was an expert for my team, and my customers

### **T-Mobile Retail Associate Manager**

June 2012–May 2015

- Ensured that my customers got everything they needed to make their experience unforgettable, by helping my team go the extra mile for their customers, solving the whole problem every time out
- Made sure that customer wait times were as low as they could be
- Stayed current on all our products, services, and promotions, and helped my team do likewise
- Helped with sourcing talent and developing my team through ongoing coaching and recognition

### **SKILLS**

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- Customer Service
- Training Facilitation
- Bilingual (English, Spanish)
- MS Office (Word, Excel, PowerPoint)
- Marketing & Sales

Fredrickson

Caroline Fredrickson

June 4, 2020

Sidney Katz  
President, Montgomery County Council  
100 Maryland Avenue  
Rockville, Maryland 20850

Dear President Katz:

I would like to submit an application for consideration for the Montgomery County Council Policing Advisory Commission. I believe I would be a productive member of the Commission because of my background as a leader on civil rights and civil liberties issues based on long career on Capitol Hill, in the White House and in civil society, as well as a member of academia. I have long worked on issues relevant to policy oversight and policy matters that affect the civil rights and liberties of communities, particularly communities of color, regarding law enforcement.

I believe deeply in the importance of this project and am very pleased at the County Council's actions in moving forward with such a Commission. At such a moment of profound disillusionment with law enforcement and its role, we must not only react to overreach but also think deeply about long-term policy solutions to address how to restore and revalue law enforcement as a force for good in all communities but particularly vulnerable communities and those of color. Everyone deserves a safe neighborhood as well as respect and fair treatment by all members of society but especially by representatives of our government. I would be greatly honored to be able to serve on a Commission dedicated to such a mission if I were chosen.

Currently, I serve as a Senior Fellow at the Brennan Center for Justice as well as a Visiting Professor from Practice at Georgetown Law School. From 2009 until the end of 2019, I served as the President of the American Constitution Society, where I helped grow ACS, which now has lawyer chapters across the country, student chapters in nearly every law school in the United States, and thousands of members throughout the nation. At ACS, I was a spokesperson for the progressive movement on issues such as policing, civil and human rights, judicial nominations and the importance of the courts in America, marriage equality, voting rights, the role of money in politics, labor law, and anti-discrimination efforts, rule of law, congressional oversight, and separation of powers, among others. At ACS, I helped coordinate hundreds of events and publications on policing and proposals for reform. I would bring this background to the Commission.

Before joining ACS, I was the Director of the ACLU's Washington Legislative Office where I led a team of 60 lobbyists and support staff in advancing civil rights and liberties on Capitol Hill. During my time at the ACLU, we dealt not only with torture and unlawful surveillance but also the renewal of the Violence against Women Act as well as the Trafficking Violence Prevention Act, and many police accountability measures. I also testified on Capitol Hill on sentencing issues. In addition, I served as the Chief of Staff to Senator Maria Cantwell, of Washington, and Deputy Chief of Staff to then-Senate Democratic Leader Tom Daschle, of South Dakota. During the Clinton Administration, I was Special Assistant to the

President for Legislative Affairs. In all these roles, I worked directly on measures to address policing, including the use of military equipment, police brutality, and measures, such as consent decrees, to push systemic reforms in police departments.

I am also the author of *Under The Bus: How Working Women Are Being Run Over*, *The Democracy Fix: How to Win the Fight for Fair Rules, Fair Courts, and Fair Elections*, and most recently, *The AOC Way*. *Under the Bus* focused in particular on how our workplace laws are stacked against low-wage women of color.

No doubt you will receive many applications. I appreciate any consideration you give to my interest in participating in this extremely important project.

Thank you again for your consideration.

Caroline Fredrickson



**CAROLINE FREDRICKSON**

**EXPERIENCE**

Distinguished Visitor from Practice  
Georgetown Law Center  
Full-time law professor teaching courses in labor, employment, constitutional law, and democracy. 2020

Fellow  
Brennan Center for Justice, New York University Law School, New York, NY 2020  
Contribute to the work of the center through writing, public speaking, hosting academic symposia and collaborating with staff of the Center.

American Constitution Society  
President 2009-2019  
Leader of national nonprofit legal organization with increasing influence on legal and constitutional issues through its network of scholars, lawyers, law students, judges and elected officials. Responsible for shaping strategic priorities including leading strategic planning process using systems change theory; engaging participation of scholars in current legal debates; briefing elected officials and the media; providing public commentary on legal and political developments; leading fundraising efforts; and managing a staff of 50. Doubled budget and staff of organization during my tenure.

American Civil Liberties Union 2005-2009  
Director, Washington Legislative Office  
Served as the organization's top lobbyist and supervised a 60-person Washington legislative team in promoting ACLU priorities before Congress, the White House and federal agencies as well as to the media and general public. Responsibilities included testifying in front of Congress, federal agencies, and other governmental bodies, meeting with donors and foundations, and providing public commentary.

NARAL Pro-Choice America 2004-2005  
General Counsel & Legal Director  
Managed policy department, shaping the organization's position and strategy on woman's reproductive rights, including judicial nominations, state and federal legislation. Provided counsel on election, tax and employment law. Served as Interim Chief Operating Officer, overseeing \$24 million budget, personnel, and programs.

Office of Senator Maria Cantwell 2001-2004  
Chief of Staff  
Managed staff of 40 in five offices and oversaw budget of \$2.4 million. Set up office of new Senator, including establishing all office procedures, hiring entire staff, and developing legislative, scheduling, and press strategy. Additional responsibilities included helping with Senator's fundraising, advising on policy, and working with committee and leadership staff as well as state-based and national constituencies.

Office of Senator Tom Daschle, U.S. Senate Minority Leader 1999-2001  
Deputy Chief of Staff  
Managed Democratic Leader's legislative staff, including assigning and reviewing all material for the Senator. In addition, served as liaison between leadership and Democratic Senators' staffs, and helped develop and communicate leadership priorities and strategy. Also worked closely with Clinton White House and House Democratic leadership to develop unified agenda and strategy.

White House 1998-1999  
Special Assistant to the President for Legislative Affairs  
Liaison to the Senate on judiciary and labor issues. Top Secret Clearance to work on international crime.

Office of Senator Tom Daschle, U.S. Senate Minority Leader 1996-1998  
Counsel for Labor and Judiciary  
Advised Leader on judiciary and labor issues, including civil rights, employment, investigations and immigration.

Bredhoff & Kaiser 1994-1994  
Attorney  
Represented labor unions in court, before administrative bodies, and in arbitration.

Fellow 1993-1994  
 Robert Bosch Foundation, Germany  
 Awarded one-year fellowship in Germany focusing on German labor law and law of European Union.

Judge James L. Oakes, United States Court of Appeals for the Second Circuit 1992-1993  
 Law Clerk

Committee to Re-elect Senator Edward M. Kennedy 1988  
 Deputy Field Director

## EDUCATION

Columbia University School of Law 1992  
 Juris Doctor  
 Honors: Harlan Fiske Stone Scholar  
 Emil Schlesinger Prize in labor law  
 Columbia Law Review, senior editor  
 Columbia Journal of Gender and Law, co-founder

Yale University 1986  
 Bachelor of Arts  
 Major: Russian and East European Studies  
 Honors Thesis: "International Women's Day in Soviet Propaganda and Insights into Soviet Policy on Women"  
 Honors: *Phi Beta Kappa*  
*Summa Cum Laude*  
 Distinction in the Major of Russian and East European Studies

## BOOKS

*The AOC Way* (Simon & Schuster, Forthcoming, January 2020)

*The Democracy Fix: How to Win the Fight for Fair Rules, Fair Courts, and Fair Elections* (The New Press, 2019)

*Under the Bus: How Working Women are Being Run Over* (The New Press, 2019)

*Germany in Transition: A Unified Nation's Search for Identity*, edited by Gale Mattox, contributed chapter: "Employment Discrimination: Germany's Lack of Legal Remedies" (Routledge, 1999)

## JOURNAL ARTICLES

*Washington Monthly*, "Review: When Environmentalists Won Over the Supreme Court: The Rule of Five by Richard J. Lazarus" (April/May/June, 2020)

*Yale Alumni Magazine*, "Review: 'The Education of an Idealist: A Memoir,' by Samantha Power" (March/April, 2020)

*L'Institut de Recherche Stratégique de l'École Militaire, Etude No. 68: Les États-Unis Divisés. La Démocratie Américaine À L'épreuve De La Présidence Trump: "Trump's Judges And The Threat To Democracy"* (September, 2019)

*Democracy Journal*: "Can the Constitution Survive Trump." A discussion with Caroline Fredrickson, Barney Frank, Elizabeth Holtzman, Arturo Valenzuela, Benjamin Wittes, and EJ Dionne (Fall, 2019)

*New York University Law School Review of Law & Social Change*: "How the Most Important American Civil Rights Law Came to Include Women" (June, 2019)

*The American Prospect*: "Getting Serious About Power" (April 17, 2019)

*Washington Monthly*: "How College Professors Turned Into Uber Drivers" (Spring, 2019 issue)

*Intereconomics*, "The Lingering Wage Gap from Rosie the Riveter to #MeToo" (March, 2018)

*Esprit*: "L'Amérique en dissidence" (May, 2017)

*Harvard Law & Policy Review*: "The Least Dangerous Branch - And the Last Hope of the Left" (March 15, 2017)

*The Atlantic*: "When Will The 'Harvey Effect' Reach Academia?" (October 30, 2017)

## OPINION ARTICLES

- The New York Times*: "[Trump Judges or Federalist Society Judges? Try Both](#)" (May 20, 2020)
- Economic Policy Institute*: "[Gig Workers on the Front Lines of the Coronavirus Pandemic Lack Basic Worker Protections](#)" (April 9, 2020)
- The Washington Post*: "[Don't Let Constitutional Rights Be a Victim of this Virus](#)," (March 22, 2020)
- The New York Times*: "[After Acquittal, It's Anything Goes for the Republicans](#)," (February 4, 2020)
- The Washington Post*: "[It's up to John Roberts to Make Sure Senators Stay True to their Oath](#)" (January 16, 2020)
- The New York Times*: "[Bill Barr Thinks America is Going to Hell](#)" (December 29, 2019)
- The New York Times*: "[Donald Trump Wanted Another Roy Cohn. He Got Bill Barr](#)" (December 12, 2019)
- The New York Times*: "[Democrats Don't Overreach on Impeachment](#)" (December 4, 2019)
- The New York Times*: "[Will the Trump Impeachment Hearings Become a Circus?](#)" (November 14, 2019)
- The New York Times*: "[Pelosi Has History and the Constitution at her Back](#)" (October 21, 2019)
- Libération*, interview with Frederic Autun, "[L'attitude de Trump 'sans précédent' et 'sans fondement'](#)" (October 10, 2019)
- The New York Times*: "[What the Mueller Hearings Did Not Tell Us](#)" (July 25, 2019)
- Just Security*: "[Democratic Debates Round 2: Time to Ask About America's Courts](#)" (July 26, 2019)
- The National Law Journal*: "[On Dark Money and the Right's Judicial 'Revival'](#)" (May 31, 2019)
- The New York Times*: "[How Will History Judge Barr's Redactions?](#)" (April 18, 2019)
- The New York Times*: "[We Don't Need to Read the Mueller Report](#)" (March 22, 2019)
- The New York Times*, "[How Alexandria Ocasio-Cortez Won the Cohen Hearing](#)" (February 28, 2019)
- USA Today*, "[To confirm William Barr, he must pledge to protect Robert Mueller: Today's talker](#)" (January 15, 2019)
- The New York Times*, "[Will William Barr Be Trump's Roy Cohn?](#)" (December 10, 2018)
- USA Today* "[Time to fully expose Donald Trump's campaign dealings: Today's talker](#)" (December 10, 2018)
- US News & World Report* "[Trump's Department of Injustice](#)" (May 15, 2017)
- The Huffington Post*, "[Leading Constitutional Law Scholars Support President's Measures to Stem Gun Violence](#)" (January 6, 2016)
- The Huffington Post*, "[GOP's Paul Ryan, the Poster Child of Good Family-Work Policy](#)" (October 27, 2015)
- The Huffington Post*, "[Scheduling: How Employers Throw Working Women Under the Bus](#)" (July 29, 2015)
- The Huffington Post*, "[Majority of Workers Who Will Benefit from Updated Overtime Rules Are Women](#)" (June 30, 2015)
- Los Angeles Times*, "[Is Your Uber Driver an Independent Contractor or an Employee?](#)" (June 5, 2015)
- The Dallas Morning News*, "[It's Not Just a Matter of Working Women 'Leaning In'](#)" (May 22, 2015)
- Miami Herald*, "[Challenges Faced by Working Women](#)" (May 21, 2015)
- Philly.com*, "[Too Stretched to 'Lean In'](#)" (May 17, 2015)
- The Huffington Post*, "[Mother's Day—More Than Once a Year](#)" (May 10, 2015)
- Salon*, "[Corporate America still writes the rule book: Working too much or too little or any time the boss says is not what anyone wants](#)" (May 2, 2015)
- The Huffington Post*, "[Not All Working Women Can 'Lean In'](#)" (March 8, 2015)

SELECTED CONGRESSIONAL & EXECUTIVE BRANCH TESTIMONY

United States House Committee on the Judiciary: “Lessons from the Mueller Report III: Constitutional Processes for Addressing Presidential Misconduct” (July 12, 2019)

United States House Committee on the Judiciary: “Examining the Constitutional Role of the Pardon Power” (March 27, 2019)

United States House Committee on the Judiciary: “Planned Parenthood Medical Procedures” (October 8, 2015)

United States House Committee On Homeland Security, Subcommittee on Intelligence: “Information Sharing and Terrorism Risk Assessment” (June 11, 2008)

United States Sentencing Commission: “Recommendations on US Sentencing Policy” (May 27-28, 2009)

United States House Committee on the Judiciary: “Net Neutrality and Free Speech on the Internet”(March 11, 2008)

White House Civil Liberties Oversight Board: “National Security & Civil Liberties” (December 2006)

United States House Democratic Hearing: “Hearing to Investigate NSA Wiretapping Program” (January 20, 2006)

LANGUAGES

English— native language

French— speak fluently and read/write with high proficiency

German— speak, read, and write with competence

Russian— speak, read, and write with basic competence

MEMBERSHIPS

Member, Selection Committee, Les Aspin Public Service Fellowship, Yale University

Member, Board of Directors, National Institute on Money in Politics

Member, Board of Directors, American Oversight

Member, Advisory Board, If When How

Member, Steering Committee, Accountability 2021

Elected Member, The American Law Institute (ALI)

# Email Viewer

Message	Details	Attachments	Headers	Source
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Lynn

[HTML](#)

From: "Jenn Lynn"  
Date: 6/8/2020 5:56:32 PM  
To: "County.Council@MontgomeryCountyMD.gov" <County.Council@MontgomeryCountyMD.gov>  
Cc:  
Subject: Policing Advisory Commission

Hello Mr. Katz,

I hope this letter of interest finds you and your family healthy during these very strange times.

Please consider this my application for the Policing Advisory Commission.

As parent of the nationally recognized Montgomery County Police Autism Ambassador, Director of Upcounty Community Resources and advocate for all with disabilities, I believe I would offer a strong voice to the Advisory Commission. We have trained more than 3000 Law Enforcement Officers about communicating and de-escalating those with developmental, cognitive and intellectual disabilities. I have personally, needed to call the police multiple times to help with our son. I've been on every side of this equation.

Given what is happening in our world, especially to interracial and African American families such as mine, someone representing people of color also need a seat at this table. While I am caucasian, I hold deep footing in the African American community through my son, as well as varied faith communities.

You will see from my resume that I do hold a seat on the Commission for People with Disabilities, however, I was urged by my colleagues and leaders in the DD community to apply for this position.

Thank you for considering me!

Peace & good health,

Jenn Lynn

Close

Jennifer Lynn Kerwin (Jenn Lynn)  
Disability Rights Advocate

<b>Executive Director</b> Upcounty Community Resources, Inc. Germantown Maryland	2015 – Current
<b>Commissioner</b> Montgomery County Commission for People with Disabilities	2018 -- Current
<b>Founder/Owner/Presenter</b> Empowering Autism Caregivers, LLC (police training, civil rights & consulting)	2014 – Current
<b>Consultant ASD Center of Excellence</b> Humana Government Military	2015 – Current
<b>Freelance writer /Author</b> TheWorldAccordingtoJake.com	2012 -- Current
<b>Coordinator of Parent Support &amp; Media Relations</b> Weinfeld Education Group Silver Spring, Maryland	2012 -- 2014
<b>Substitute Para-Educator/Assistant Teacher</b> Montgomery County Public Schools Ivymount School	2010 -- 2012
<b>ABA Technician</b> CSAAC Montgomery Village, MD	2009 -- 2012
<b>Professional Musician (flute)</b>	2000 – Current
<b>Television News Producer</b>	1990 -- 2001

A. Martinez

6/17/2020

Dear Montgomery County Council,

I write to express my interest in serving on the Police Advisory Commission.

I am the Lead Organizer for Montgomery County at CASA, the largest immigrant rights organization in the mid-Atlantic region. In this role, I work with community activists to raise awareness about their rights as immigrants and to advocate for their communities at the local, state and national level. I have been working in this field for nine years, and before this I managed short term projects in Latin America.

I am grateful for the Montgomery County Council for creating a Police Advisory Commission. This commission is important to address discrimination in policing which joins other structural barriers including in housing, education, health, and much more. In order to overcome this discrimination, we have to evaluate the underlying structures that support it and develop new solutions to make it better.

As an organizer at CASA, our teams have planned National Night Outs and meetings with police officers in both Prince George's and Montgomery County to improve communication and to provide an opportunity for members to talk about the different challenges they have faced in relation to law enforcement. Since there is so much fear within the community in interacting with the police, I have helped several women to file police reports for domestic violence/sexual violence and missing children. From these experiences, I could see ways that the police department could improve their engagement with the immigrant community. Participating in this commission will provide me the opportunity to better advocate for our Montgomery County residents.

I am a Latina immigrant from Nicaragua, with a background in organizing, which means my role is always to make sure that the voices of my community are heard. At the same time, I am committed to being a strong ally to our African American community members who have faced horrible forms of discrimination right here in our county. My role will always be to make sure that they have the opportunities to share their truth and that we fight for policies that protect our community.

Thank you for your consideration.

Best,  
Ana Martinez

## **EDUCATION**

**Bachelor of Arts;** International Studies, Globalization and Human Security (Minor: Sociology)  
2011, Dickinson College, PA

Paralegal Studies Master, George Washington University, expected graduation; 2021

## **PROFESSIONAL EXPERIENCE**

### **Montgomery County Lead Organizer**

Hyattsville, MD *CASA*  
*January 2017-present*

- Manage a team of 3-6 staff members that advocate at the local, state, and national level. Oversee a team that runs various meetings including the formation of 6 tenant associations within Montgomery County, regional committees and members of the Leadership Council.
- Provide support to tenants so they can advocate for themselves in various issues including housing condition and safety concerns by engaging with county agencies including DHCA and police department.
- Engage members in local and state campaigns that have included passing the minimum wage of \$15 an hour in Montgomery County and in the state of Maryland. Engage members in national campaigns, including protection of Temporary Protected Status (TPS), Deferred Action for Childhood Arrivals (DACA), immigration reform, and much more.
- In 2020, oversaw the Montgomery County census program, a team of 5-10 canvassers that engaged in door-knocking and phone banking to increase census turnout in undercounted areas.
- Provided supervision for client engagement in the Flower Branch Lawsuit against Kay Management and Washington Gas, representing over 100 clients. Collaborate with the CASA's legal department with client support, conduct intake interviews, translation, support for depositions and organized client townhall meetings. At the same time, provide support to all the tenants in the complex in forming a tenant association to increase their bargaining power with the management company and ensure we are improving housing conditions for everyone.
- In 2017, developed and managed a Gender Leadership Academy, a 6-week pilot program for women activists, helping them develop leadership skills and increase discussion in financial literacy, politics, family relations, domestic violence and basic organizing skills.
- Provided short-term oversight of other programs in 2017, including Learning Together, a program to increase parent engagement within the school system, and the Youth Leadership Academy.
- Worked with partner organizations and coalitions to support members with leadership development, organizing meetings, translation and preparation for press conferences.

### **Canvass Director**

*CASA in Action*

York/Lancaster, PA  
*August-November 2016*

- Oversaw two new canvassing programs in the battleground state of Pennsylvania to increase voter turnout within the Latino and African American community during a presidential election. Started the program from scratch, building new contacts and setting up two offices.
- Managed around 26 canvassers and 2 Lead Organizers by conducting daily meetings, coordinating logistics, and addressing poor performance.
- Ensured the program was always fully staffed by quickly recruiting and training qualified staff.



- Used the program Voter Activation Network (VAN) to cut turf, assign daily outreach, review results, conduct quality control checks and daily reports to the funders.
- Provided administrative support such as processing payroll, maintaining human resources records and timesheets.

**Community Organizer**

*CASA de Maryland*

Langley Park, MD

*August 2013-December 2016*

- Organized several committees within the immigrant community around various issues including the rights of immigrants, tenants, workers and women. This includes advocating for the Langley Park tenants regarding poor treatment they received from the management company.
- Organized the Women Seeking Justice Committee that included immigrant women, domestic workers and victims of labor trafficking. Coordinated partner relations with the National Domestic Workers Alliance, including correspondence, fulfilling grant requirements and reporting. Also, represented CASA in the Beyond Survival Coalition to advocate for survivors of labor trafficking by providing support, leadership, and engaging them in national advocacy, including meetings with the State Department.
- Provided leadership development to members and encouraged them to participate in media, legislative efforts, campaigns, and actions at the local, state and national level. Provided translation, speech writing, and preparation for activists for media events.
- Engaged in various local campaigns around fair scheduling, DACA, Immigration Reform, minimum wage and much more.

**Community Organizer, AmeriCorps VISTA**

*Barclay-Midway-Old Goucher Coalition*

Baltimore, MD

*August 2011-August 2012*

- Organized community events and meetings, to encourage the participation of residents in the planning of intensive mixed-income neighborhood redevelopment project in East Baltimore.
- Reached out to potential partners and residents to encourage them to become involved with the coalition, including businesses, churches, school representatives, neighborhood associations, and community leaders.
- Engaged in door-to-door outreach, phone banking, and creating bi-monthly community newsletter. Provided administrative support including coordinating sub-committee meetings, taking meeting minutes, creating social media pages, organizing files and data entry.

**Senior Project Supervisor**

*Amigos de las Americas*

Oaxaca, Mexico

*May 2010- August 2010*

- Oversaw and implemented a volunteer program in 22 rural communities for three months with two other colleagues. This including bilingual training workshops and supervision of 40 volunteers and 6 Project Supervisors.
- Collaborated with local partner agencies to establish community development projects in 22 rural communities.
- Conducted evaluations and reporting on projects, partner agencies, staff members, and volunteers on a weekly-basis and upon project completion.
- Coordinated in-country logistics for all volunteers and staff members, created emergency procedures, reviewed budget, and was on-call 24/7 for volunteer emergencies.

**Project Supervisor**

*Amigos de las Americas*

San Pedro, Paraguay

*May 2009-August 2009*

- Provided direct supervision to 9 volunteers working in rural communities including monitoring project progress, weekly evaluations, health and emotional support and collaboration with local community organizations.
- Coordinated all logistics, initial community contacts, and created emergency procedures in 4 rural communities.
- Facilitated bilingual training sessions for 40 volunteers.

#### **LEADERSHIP EXPERIENCE**

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##### **New Leaders Council Maryland Fellow 2018**

Maryland

*New Leaders Council (NLC)*

*January 2018-June 2018*

Participated in a 5 months training program for progressive leaders regarding local politics, campaign management, public speaking, leadership and much more.

##### **DC Chapter Board Member, Diversity Ambassador**

Washington, DC

*Amigos de las Americas*

*October 2013-October 2016*

- Involved with the sub-committee that reviews and distributes financial aid for low-income volunteers. Provide support to Spanish speaking parents with translation at parent meetings, check-ins, and reminder calls.

#### **SPECIALIZED SKILLS**

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- **Computer:** Proficient in Microsoft Word, Outlook, Excel, Publisher, and PowerPoint. Experience with Quickbooks, Maxqda (Qualitative Data analyzes software), SPSS, Voter Activation Network(VAN), Salesforce and Membership Drive.
- **Languages:** Fluent in English and Spanish (oral and written).

Mirza

Tuesday, June 16, 2020

Sidney Katz  
President, Montgomery County Council  
100 Maryland Avenue  
Rockville, Maryland 20850

Dear Sir:

I respectfully submit my application for an appointment to the Montgomery County Policing Advisory Commission. As a policy professional, I have studied the impact of policing on marginalized communities and developed recommendations for advancing criminal justice reform at the local level. From a personal standpoint, numerous communities to which I belong are subject to unnecessary surveillance, discrimination, and violence at the hands of law enforcement, including the transgender, immigrant, and Muslim communities. I hope to work with the Council, county agencies, and members of my community with lived expertise of violence to identify and recommend changes to policing in Montgomery County.

My understanding of the policy process would allow me to make meaningful contributions as soon as I joined the Commission. In my role at the Center for American Progress (CAP), I studied the impact of public policy on the LGBTQ community and learned to analyze the legislative and regulatory mechanisms for enacting change. I conducted original research and translated my findings for a range of audiences through published reports, social media campaigns, and presentations at national conferences. A 2017 CAP report I co-authored, *Advancing LGBTQ Equality Through Local Executive Action*, provided a blueprint for guiding our organization's work with city and county governments seeking to improve the experiences of their LGBTQ residents. The recommendations from this report included ways for mayors, county executives, and agency leads to improve cultural competency training for law enforcement officers, ensuring LGBTQ inclusion in anti-profiling guidance, and steps to decriminalize poverty and homelessness. I authored memos with tailored recommendations for city and county policymakers, and advanced change at different levels of government through partnerships with service providers, community groups, national nonprofits, and elected officials. For example, I worked with the DC Interagency Council on Homelessness to improve the way the DC Homeless Youth Census collects information about young people's sexual orientation and gender identity. My ability to work with diverse groups of stakeholders and build consensus around shared policy priorities would serve me well as a member of the Commission.

As an organizer, I have built community with young people who are criminalized because of who they are and whom they love. Fear of being arrested and locked in cages can prevent a transgender asylum seeker from seeking support, even when local governments have enacted policies to support them. The mental health of a gay immigrant coping with addiction is worsened when he is met with mockery and ridicule from law enforcement rather than the love needed to start a path to recovery. A queer woman experiencing intimate partner violence may remain in a toxic relationship based on past experiences where her abuse at the hands of someone of the same gender is dismissed by a police officer. I have worked to support members of my communities with such experiences, helping them navigate emergency housing, access to health care, and reporting crime to law enforcement. Each of these instances has been a stark reminder of the ways that our current policing system places blame on survivors, alienates community members, and negatively impacts the mental health of individuals who are already marginalized in society. A seat on the Commission would allow me to ensure that Montgomery County uses an inclusive framework for reform as we work together for a just future.

I thank you for taking the time to review my application and welcome any questions you may have about my candidacy.

Regards,  
Shabab Ahmed Mirza (she/her)

# Shabab Ahmed Mirza

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- PROFESSIONAL EXPERIENCE** **Research Assistant, LGBTQ Progress, April 2016 – January 2020**  
*Center for American Progress (CAP) | Washington, D.C.*
- Authored 8 CAP research products as lead author and 7 as co-author
  - Wrote memos analyzing proposed legislation for federal, state, and local policymakers
  - Analyzed quantitative and qualitative data from primary sources
  - Obtained administrative data from public agencies using FOIA requests
  - Co-led CAP's Housing Working Group, a cross-team collaborative project
  - Co-chaired CAP's Diversity and Inclusion Committee, a volunteer staff group
  - Presented findings of original research at 6 national conferences and in webinars
  - Represented CAP at coalition meetings and managed relationships with partners
- Survey Project Assistant, January 2016 – March 2016**  
*National Center for Transgender Equality | Washington, D.C.*
- Provided project management assistance to principal researcher
  - Created summaries of findings and data presentations for internal review
  - Stewarded relationships with 100+ state and local community-based organizations
- Intern, December 2015 – March 2016**  
*National Queer Asian Pacific Islander Alliance (NQAPIA) | Washington, D.C.*
- Represented NQAPIA at policy roundtables on immigration and civil rights
  - Maintained expertise in assigned areas of responsibility and briefed senior staff
- Multicultural Resource Center Gender & Sexuality Intern, January 2014 – January 2015**  
*Office for Inclusive Community, Reed College | Portland, OR*
- Devised programs and events to address needs of underrepresented students
  - Facilitated dialogue about equity and inclusion through weekly lunchtime talks
- Work for Art Campaign Assistant, October 2013 – January 2014**  
*Regional Arts & Culture Council (RACC) | Portland, OR*
- Cultivated new donors through one-on-one conversations at corporate workplaces
  - Drafted communications and prepared background research for program manager
- EDUCATION** **Master of Arts, Public Management, expected May 2021**  
*Johns Hopkins University | Washington, D.C.*
- Bachelor of Arts, Economics, May 2015**  
*Reed College | Portland, OR*
- COMMUNITY LEADERSHIP** **Board Member, July 2019 – present**  
**Treasurer, November 2019 – present**  
*Desis for Progress | Washington, D.C.*
- Alumni Board At-Large Director, July 2019 – present**  
*Reed College | Portland, OR*
- Steering Committee, April 2016 – March 2019**  
*DeQH – Desi lgbtQ Helpline for South Asians, a national volunteer-run peer support helpline*
- Board Co-chair, February 2016 – December 2017**  
*KhushDC, a social, educational, and political organization for LGBTQ South Asians in the DMV area*
- Citizenship Involvement Committee, December 2013 – September 2015**  
*Multnomah County Office of Citizen Involvement | Multnomah County, OR*
- LANGUAGES** Bangla (native speaker), French (advanced proficiency), Hindi (conversational)



June 19, 2020

Hon. Sidney Katz  
President  
Montgomery County Council  
100 Maryland Avenue  
Rockville, Maryland 20850

Dear Council President Katz:

On behalf of the LGBTQ Democrats of Montgomery County, I am writing to endorse Shabab Ahmed Mirza's application to the Montgomery County Policing Advisory Commission. She has a demonstrated record of volunteer service in the county, showing a vested interest in improving our community. With a mission of advising the County Council on policing matters, providing information regarding best practices, recommending policies, and engaging in public education and other programs, the Policing Advisory Commission would be well served by having Ms. Mirza as a Member. She will bring years of research and policy work, including specialized research on policing, to the table.

Additionally, Ms. Mirza understands the impact that policing policy can have on communities of color and other vulnerable communities across Montgomery County. Her lived experience as a member of the transgender, immigrant, and Muslim communities means that she can provide a unique perspective to the County Council when advising on policing matters. Ms. Mirza is dedicated to working with the County Council to improve current policing practices and make necessary reforms to ensure the health, safety, and wellbeing of all Montgomery County residents.

I respectfully urge you to appoint Ms. Mirza to the Montgomery County Policing Advisory Commission.

Sincerely,

Samantha Jones, Esq.  
President, LGBTQ Democrats of Montgomery County

Hon. Members of the County Council:

I'm a local entrepreneur, clinician, and researcher rooted in systems thinking and diagnostic logic. In recent years, I have added direct action advocacy to that list, and am interested in serving on the Police Advisory Commission. I also happen to be a black man raised in the county during the drug-and-violent-crime-anxiety hangover from the late 1980s through the 90s. As such, I've always lived in two worlds. While I've had dozens of involuntary police interactions, of which a minute fraction (perhaps 6-9%) were for legitimate enforcement activities, I've also established and maintained healthy relationships with civil servants in law enforcement, corrections, legal and human services. I went to university with some of them and have befriended others through normal community interaction. This in turn has led to me playing an active role in communities reaching out to the police to build trust and foster constructive dialogue on what equitable treatment looks like.

Though I was raised by college-educated civil servants and scientists to be industrious and pursue intellectually rewarding work, I have often been treated as a "member of the criminal element" for no articulable reason. As a private businessman who relies more on intelligence and charisma than family or network capital, I have had modest successes where I had reason for optimism and crippling failures – moments where I needed public assistance for which I was ineligible. Thus, I appreciate the difference between the letter and intent of the law, and its application and realities.

I have reaped the benefits of a tax system designed to promote business ownership while also being hamstrung by the legal penalization of poverty. These experiences underpinned suggestions to council during the racial equity forums and community policing debates of building pipelines to ensure we have the right kinds of people for the work that needs doing (e.g.: social workers and mental health first responders) from a broader range of economic backgrounds. I have been a fierce critic and staunch defender of many civic institutions – I criticize them precisely because I recognize their value and would see that value equitably realized.

I strongly believe in the need to advocate for structural solutions--not only cosmetic reforms--to pervasive problems in our communities. This has included recommending to council and executive that we adopt epidemiological models of criminal and violent behavior, as well as expanding access to mental health services, training, and recreational opportunities. My systems focus and multidisciplinary background help keep perspective on the interconnected nature of challenges, and with my clinician's eye towards minimum necessary intervention, helps center solutions on reaching overall goals rather than specific methods.

Much of my resulting advocacy in this space has centered on reducing the scope of what police are expected to deal with, in part by creating or strengthening effective interpersonal and non-carcel intervention systems (e.g.: mediation, or dispute resolution-trained civilian corps) as well as exploring restorative justice initiatives (especially in nonviolent, or non-habitual, cases).

Now--more than any other time in living memory--the County has the opportunity to lead the way in fundamentally restructuring and coordinating the functional relationships between public services (including law enforcement) and the communities they support. My personal and professional experience would be invaluable to the County's efforts to create a fairer and more just public health and safety apparatus. While the country is on fire over ingrained inequities, we have an opportunity to demonstrate what best practices look like.

I appreciate your consideration of my candidacy and look forward to future discussions on how best to serve our community.

Sincere regards,

Edmund Morris



## NARRATIVE

Entrepreneur with broad experience designing, providing and assessing professional services in small business contexts. Focuses on structural and strategic elements, and helping stakeholders identify their parameters for success.

## EXPERIENCE

ENTREPRENEUR • 2008 – 2020

Polymath performing a range of functions as an editor, business development advisor, process architect, language teacher, outreach/segment targeting consultant, and trainer. Full responsibility for marketing, operations, compliance, strategy and service delivery.

## SKILLS

- Environmental and factor assessment
- Stakeholder engagement
- Policy evaluation
- Secondary research
- Intervention design, monitoring, and evaluation
- Bridging diverse groups to find compromise solutions
- Strategic planning

## SAMPLE CONUSLTING PROJECTS

### ***Organizational Development: Harmonic Introductions (2014-2016)***

Guided leadership team through the process of professionalizing their nascent music ensemble.

- Held strategy sessions with individual founders to define goals, identify strengths and target operational efforts.
- Provided guidance on rehearsal structure to help newer performers acclimate to the rigor of concerts.
- Advised on management strategies for handling interpersonal conflicts.
- Conducted workshops with core membership on how to leverage networks to book engagements and generate attendance at performances

PROPRIETOR • EDMUND MORRIS, LMT • 2008 – 2020  
Clinician, business owner, manager, marketer, educator, secondary researcher.

## EDUCATION

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POSTGRADUATE DIPLOMA  
– HEALTH PSYCHOLOGY •  
2013 • LONDON  
METROPOLITAN  
UNIVERSITY

Determining environmental factors in localized public health trends; designing systems-level interventions; developing policy recommendations for land-use (especially housing and transportation), economic diversity, and other structural changes to improve behavioral and physical health outcomes. Program piloting, monitoring, evaluation; research and stakeholder outreach.

BACHELOR OF ARTS -  
PSYCHOLOGY • 2010 •  
UNIVERSITY OF  
MARYLAND, BALTIMORE  
COUNTY

Mix of psychology, sociology, policy and administration work. Focused on global assessment, group- and system-level interventions, gathering

With improved internal organization and interpersonal dynamics, alongside a new rehearsal format and clearer communication to prepare the more amateur members, the group saw improved efficiency of practice sessions. As the group formally incorporated, they successfully hosted several workshops and concerts in three states, while also fostering relationships with other local ensembles and venues.

### ***Strategy and Marketing: Pinstripe Chris (2008-2010)***

Worked with an artist who was struggling to gain traction despite producing high quality work that garnered attention when displayed.

- Helped define goals and identify intermediary steps to transition from occasional work to full-time art production.
- Helped artist recognize, streamline, and internalize their value proposition(s) as well as hone negotiating skillset.
- Researched markets to identify best geographic and positional fit
- Devised basic pricing strategies to better align services provided and compensation.

After relocation, digital uploads saw a significant uptick in traffic. Paired with better pricing, scoping and workflow practices, this allowed for a transition to art as their primary source of income.

## Volunteer Experience (advocacy)

### ***Operations and Strategy – DC Yang Campaign Support (2018-2020)***

Helped volunteer organization tackle burnout, poor communication and haphazard decision making by working with lead organizers to establish systems and strategic plans for operating in the absence of guidance from the national campaign.

- Devised intakes, databases and organized file systems to keep track of relevant information. (e.g.: volunteer contact and capacities, official campaign materials, venues, potential partner organizations)
- Strategized with individual leads to clarify their respective goals and approaches (e.g.: organizational partnerships; field operations) to more efficiently use their resources



stakeholder concerns and balancing desired outcomes with practical limitations of existing systems, weighing efficacy vs cost, etc.

#### Software Environments

- G-suite
- MS Office
- Slack
- Evernote
- Wave (accounting)

#### Social Media

- Facebook (groups)
- LinkedIn

#### **Co-Founder - YIMBY MoCo (since 2017)**

Organization focused on sustainable and equitable development in Montgomery County, MD. Works with a wide variety of stakeholders to find common ground and advise on solutions to pressing issues of housing, economic development, transportation and zoning.

- Drafts, edits and presents testimony
- Workshops with stakeholders to identify potential solutions to diverse problems
- Manages relationships with coalition partners, officials and other stakeholders

#### **Secretary - LGBTQ Democrats of Montgomery County 2020-2022**

An advocacy and community building organization dedicated to improving equity primarily in Montgomery County and throughout the DMV.

- Co-chairs public safety advocacy taskforce
- Works closely with key individuals to refine language and targeting for legislation



June 19, 2020

Hon. Sidney Katz  
President  
Montgomery County Council  
100 Maryland Avenue  
Rockville, Maryland 20850

Dear Council President Katz:

On behalf of the LGBTQ Democrats of Montgomery County, I am writing to endorse Edmund Morris's application to the Montgomery County Policing Advisory Commission. He has a demonstrated record of volunteer service in the county, showing a vested interest in improving our community. With a mission of advising the County Council on policing matters, providing information regarding best practices, recommending policies, and engaging in public education and other programs, the Policing Advisory Commission would be well served by having Mr. Morris as a Member. As the Co-Chair of the LGBTQ Democrats' Public Safety Advocacy Task Force (and as the club's Secretary), Mr. Morris relies on his background as a researcher to create policy proposals that will best serve the community as a whole.

Additionally, Mr. Morris understands the impact that policing policy can have on vulnerable communities across Montgomery County. His lived experience as a Black man means that he can provide a unique perspective as a Member of the Policing Advisory Commission. Mr. Morris has established and maintained healthy relationships with civil servants in law enforcement, corrections, legal, and human services, and will draw upon those relationships and his experiences with law enforcement as a Member of the Commission. He is dedicated to working with the County Council to improve current policing practices and make necessary reforms to ensure the health, safety, and wellbeing of all Montgomery County residents.

I respectfully urge you to appoint Mr. Morris to the Montgomery County Policing Advisory Commission.

Sincerely,

Samantha Jones, Esq.  
President, LGBTQ Democrats of Montgomery County

J. Price

## Jerome A. Price

June 9, 2020

Councilmember Sidney Katz  
President  
Montgomery County Council  
100 Maryland Avenue  
Rockville, Maryland 20850

Dear Councilmember Katz,

I am writing this letter of intent to express my interest in membership on Montgomery County's Policing Advisory Commission. I was nominated by Councilmember Craig Rice to serve as an appointee. I believe that I will be able to make substantive and meaningful change within our county as a member.

I teach social studies at Richard Montgomery High School and am an active member of my school community. In the spring of 2017, I founded the Jaguar Scholars Leadership Program (JSLP), possibly my proudest achievement as an educator. It connects my passion for civic engagement with student leadership development. I built the program on a simple but ambitious idea: to provide African-American and Latino/a students the tools to thrive as young leaders within their community. Since 2017, I established a tutoring and mentoring program at Twinbrook Elementary School. Additionally, JSLP was awarded a county proclamation and traveled to the United States Capitol to meet with civil rights icon and U.S. Congressman John Lewis (D-Ga). The exposure for my students of color was empowering. As an African-American male teacher, this program is personal for me. Our students of color need to know the value of their voices in the world. There has perhaps never been a time when the need for systemic change has been so deeply felt, as thousands of Americans lead protests across all fifty states chanting, "Black Lives Matter."

The recent deaths of Mr. Ahmaud Arbery, Ms. Breonna Taylor, and Mr. George Floyd have awakened our country and the world. Sadly, while these deaths are not shocking to many members within the African-American community, they represent an inflection point in our nation's history. The realities of a global pandemic and the impact of social media have exposed the enduring issues surrounding racism in this country. I believe our community is ready for change. I could not have been more inspired by the activism of three female African-American students from Richard Montgomery High School, who successfully organized and led a march down Rockville Pike against racial injustice. I had chills marching alongside my wife, friends, and students, both past and present.

What I know for sure is every member of the community plays a role in the fight for racial justice. As a teacher, I have had numerous discussions with my student leaders following the aftermath of African-Americans being unjustly killed by the police. Our students deserve change. Our families are hungry for it. According to Bill 14-19, the goal of the Policing Advisory Commission is to "improve Council oversight of the Montgomery County Police Department and strengthen community trust in police." This bill is necessary. As an active member of my community, I plan to bring a unique perspective that would give voice to many of my students and community members. I would be honored to serve in a capacity that will produce needed change within our county. As a member on Montgomery County's Policing Advisory Commission, I hope to strengthen the bonds between law enforcement and our school communities during my three-year term.

Thank you for your time and consideration. I look forward to hearing from you.

Sincerely,



Jerome Price

# Jerome A. Price

## EDUCATION

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June 2012-May 2014 <i>Master of Education</i>	<b>George Mason University</b> Major: Curriculum and Instruction	Fairfax, VA
August 2008- May 2012 <i>Bachelor of Arts</i>	<b>Denison University</b> Majors: History and Black Studies	Granville, OH

## HONORS & AWARDS

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- Received the 2020 Daughters of the American Revolution Outstanding American History Teacher of the Year Award from the Maryland State Society; Placed 3rd Nationally
- Selected as 1 of 20 teachers across the nation to participate in the American Bar Association and Federal Judicial Center's weeklong Summer Institute for Teachers, "Great Trials & Great Debates in United States History," in June 2019.
- Honored with a proclamation from the Montgomery County Council in March 2018 for my work in the creation and coordination of the Jaguars Scholars Leadership Program (JSLP). JSLP supports high-achieving African American and Latino students in the Richard Montgomery High School community.
- Selected as 1 of 16 teachers within Washington, D.C., Maryland, and Virginia, to participate in the National Park Service's week-long teacher workshop, Civil Rights and the Nineteenth Amendment, in July 2018.
- Winner of the 2017 Milton Wolf Prize for designing a three-part lesson plan on La Benevolencija, a humanitarian aid society; Presented this lesson to over 100 educators at the Centropa Conference in Berlin, Germany in July 2018.

## WORK EXPERIENCE

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November 2014—Present <i>AP United States, Honors United States, &amp; African American History Teacher</i>	<b>Montgomery County Public Schools</b>	Rockville, MD
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- Works with interdisciplinary teams, provides a school culture conducive to the intellectual, physical, social and emotional development of adolescents to ensure success for every student
- Leads student leadership groups at Richard Montgomery High School: Jaguar Scholars Leadership Program Coordinator, Minority Scholars Program Co-Sponsor, History Club Sponsor
- Collaborated with school administration, social studies faculty, and students to develop schoolwide lessons to combat hate following the 2017 Charlottesville protests

August 2012—August 2014 <i>2012 Teach For America Corps Member 6<sup>th</sup> Grade English/Language Arts Teacher</i>	<b>District of Columbia Public Schools</b>	Washington, DC
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- Raised student achievement from 21 to 74% on the Achievement Network Assessment for my 6<sup>th</sup> grade English & Language Arts classes
- Established expectations and procedures to create an enriching classroom learning environment and culture of achievement

June 2011—May 2012 <i>Campus Campaign Coordinator at Denison University</i>	<b>Teach For America</b>	Granville, OH
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- Grew Denison University to rank 3<sup>rd</sup> in the nation as a top producer of Teach For America corps members from small sized campuses
- Worked behind the scenes to develop and execute a detailed strategic plan aimed at inspiring top college students to apply for the Teach For America corps
- Managed and executed a high-visibility publicity campaign to ensure Teach For America maintains a strong presence on campus, which included hanging posters and flyers; tabling in high-traffic areas; executing effective email-campaigns; and securing media coverage in campus publications
- Built the movement to raise awareness about educational inequity, and working to end it on campus

June 8, 2020

The Honorable Sidney Katz  
President  
Montgomery County Council  
100 Maryland Avenue  
Rockville, Maryland 20850

Dear Councilmember Katz,

I am writing to convey my strong interest in serving on the newly-created Montgomery County Policing Advisory Commission. I believe my professional background and personal experiences uniquely qualify me to advise the Council on policing matters in an effort to strengthen community trust in the police.

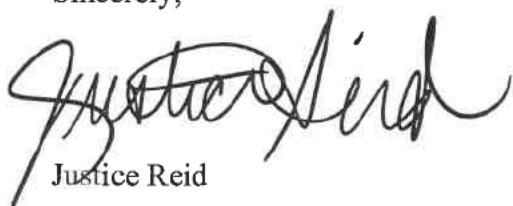
Since 2010, I have served in progressively senior sales roles at Microsoft, across both commercial and public sector services. While at Microsoft, I led efforts to partner with police departments in several major jurisdictions – including in the District of Columbia working with then-Chief Cathy Lanier and in New York City working with Deputy Commissioner Jessica Tisch – to customize Microsoft IT solutions in order to meet law enforcement objectives of enhanced surveillance capacity and counterterrorism. This experience provided me a lens into the inner workings of law enforcement and how private and public entities can come together for the greater good. It also provided me an appreciation for the unintended consequences of deploying technological solutions in the context of policing efforts.

I believe that my personal experiences would also enhance the membership of the Policing Advisory Commission. I recall my childhood growing up in the Bronx, New York where my parents felt compelled to caution me about the precarious relationship between Black men and the NYPD. My wife, two young children (now a rising second grader at Bradley Hills Elementary School and a preschooler), and I moved to Bethesda from Alexandria in 2016. We were drawn to Montgomery County, and the Bethesda area specifically, because of the strength of the school system, proximity to my in laws (who also reside in the County), and our view that this County would be a welcoming and safe space for our family and our children.

The recent deaths of Ahmaud Arbery, George Floyd, and Breonna Taylor have been deeply troubling for the nation as a whole, but particularly so for me as a Black man. I find solace in my belief that our County intends to stand as a beacon of strong leadership, as evidenced by the creation of this very Commission. I welcome the opportunity to contribute my expertise and passion to advise the Council on practices, policies, and other programming that will bolster public trust.

Your consideration is deeply appreciated.

Sincerely,



Justice Reid

## JUSTICE REID

**Education****THE WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA**

Master of Business Administration; Major in Marketing & Management (2008-2010)

**HARVARD UNIVERSITY**

Bachelor of Arts; Major in Economics, graduated cum laude (1999-2003)

**Experience****MICROSOFT**

General Manager – Northeast Enterprise (2019 – present)

Senior Director of Sales – Northeast Enterprise (2017– 2019)

Director of Sales – Mid Atlantic Region (2015 – 2017)

- Responsible for sales coaching, pipeline generation, sales forecasting and overall management of business reporting to Microsoft Senior Leadership Team inclusive of personnel management
- 2019 – 2020: 120% quota attainment on \$1BN total target across all Microsoft products and solutions
- 2018 – 2019: 116% quota attainment on \$500M total target inclusive of Office 365, Dynamics and Azure
- 2017 – 2018: 135% quota attainment on \$200M target, resulting in Gold Club Manager of the Year Award
- 2016 – 2017: 101% quota attainment on \$250M target, 20% year over year growth
- 2015 - 2016: 100% quota attainment on Services business of \$100M in Consulting and Support Sales

**MICROSOFT**

Director of U.S. Services Sales Excellence (2014-2015)

Sales Excellence Manager (2013-2014)

- Responsible for \$2.3 billion US Services Sales Rhythm of the Business from designing joint account planning, pipeline and forecast management and on-going business analytics and reporting
- Assumed Direct management of team of 13 full time employees covering Sales Excellence, Compensation, U.S. Vendor Support, Proposal Desk Support, Headcount Management and Sales Operations
- Led Exec. Communications for VP of Services Sales, managing reporting out to Microsoft Senior Leadership Team
- Awards: FY15 Gold Club, FY14 – FY16: High Potential Leader Bench

**MICROSOFT**

Services Justice& Public Safety Solution Sales (2012-2013)

Services Education Solution Sales (2011-2012)

- Responsible for understanding new market space and building strategy to accelerate sales to C suite level customers in Education (FY12) and Law Enforcement, Corrections, Courts and Emergency Management space (FY13)
- Mapped customer requirements and business problems to Microsoft expertise, to build out solution portfolio that aligned the customers priorities to Microsoft strategic initiatives
- Directly sold solutions to customers leading the sales team in having mission conversations, while also building out sales collateral to provide scale to target new customers
- Resulting in a team achievement \$12 million in net new contracts, 30% year over year growth
- Awards: 100% Attainment in FY13, High Potential Leader Bench FY13

**MICROSOFT**

Project Manager / Marketing Manager (2010-2011)

- Responsible for leading Marketing activities in Public Sector Services across Sales, Business Development, CTO and Delivery
- Building Marketing Plan and execution strategy for Fiscal Year 2012 campaigns to align with Public Sector Enterprise and EPG
- Developed first solutions catalog for Public Sector Services to market throughout Federal, State & Local Government and Education customers

### **JPMORGAN PRIVATE BANK**

Global Investment Associate (2006-2008)

- Sales associate responsible for analyzing investment trends, managing discretionary portfolios and providing daily client support for team of 5 senior investors and \$6 billion in assets under management
- Direct sales and support resulted in \$30M in new assets and the diversification of over \$200M in assets
- Managed Summer Intern Program resulting in two full-time offers to rising college seniors

### **JPMORGAN PRIVATE BANK**

Private Bank Analyst (2003-2006)

- Analyzed information across various teams of US Private Bank to create detailed weekly analyses of performance, target against goals and variance against financial plan
- Managed tracking of 200 integrated team members to properly track performance metrics to determine end of year compensation
- Sales support to senior bankers building customer prospecting analyses and portfolio recommendations

### **Additional Information**

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- Blacks at Microsoft Committee (2015 – present)
- Teacher Undergraduate Marketing (2010)
- Global Immersion Program – traveled to Vietnam, Singapore, Thailand and Indonesia (2009)

Ricks

# Email Viewer

<b>Message</b>	<b>Details</b>	<b>Attachments</b>	<b>Headers</b>
<b>Source</b>			

HTML

Vernon Ricks

Application to serve on  
Policing Advisory Commission

Sidney Katz, President,  
Members County Council  
Montgomery County, MD

17 June 2020

I am writing to express my interest in serving on the Policing Advisory Commission.

Attached you will find a vita of my past involvement as a member of the Chiefs liaison committee dating back to Exec. Doug Duncan's time in office. I have also served with Chief Merlin, Moose, Manger, and Jones and I bring a wealth of knowledge from serving on task force with the US Dept Justice, Maryland State Attorney General and others.

I hope you will consider my appointment.  
Vernon H. Ricks, jr.

**Close**





Vita 6/2020

Vernon H. Ricks, Jr

Vernon proudly served in the U.S. Air force. After leaving the military he worked for Xerox Corporation. He retired after 33 years with Xerox Corporation, where he received many awards for Excellence in Management. At the same time he was managing at Xerox, he was elected as the first black elected municipal official in Montgomery County, Maryland, serving as councilman and mayor pro-tem in the City of Takoma Park, Maryland from 1972 to 1982.

During his time in public office he served on the Board of the Maryland Municipal League, National League of Cities, and Executive Director NBC-LEO.

He is Vice President of the Board of Directors of Montgomery Community Media, Chair of the Montgomery County Maryland Chief of Police African American Community Liaison Committee, member Alcohol Beverage Advisory Board of Montgomery County, MD.

Served on the committee to study the MC Police for Exec. Duncan, this committee issued a report that recommended changes to the policies and practices of the Police department. Co-Chaired the Montgomery County Organizational Reform Commission for the County Council, which delivered a report on changes the county government must make to meet its financial obligation in a time of 2010-11 crises.

Served on the Commission that studied and made recommendations on the pay for members of the County Council, Executive, and other MC Elected Officials.

Served, on a Task force to study the use of Electronic Weapons for the Maryland State Attorney General. This Task force issued a report on Taser use and other less than lethal weapons by law enforcement in the State of Maryland. It also became a model report for other jurisdictions.

Represented Montgomery County on several Task Force examining Police Community relations by the US department of Justice under President Obama.

Vernon is a member of the Mount Zion United Methodist Church in Georgetown, the oldest African American congregation in Washington, DC, where he serves as Chairman of the Trustee Board. He is a Golden Heritage Life Member of the NAACP, serves on the Executive Committee of both the Montgomery County NAACP and the Maryland State NAACP.

# Nadia Salazar Sandi

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I am enthusiastically submitting my resume and references to be part of the Policing Advisory Commission. As a local community member, immigrant and previously undocumented youth, community organizer, college graduate, coordinator and director of different community-led organizations I know my diverse skills and perspective will contribute to finding ways and creating stronger police oversight. My entire life I have been taught to be afraid, and to not cooperate with police; they have symbolized family separation and abuse for my community. While working for these various organizations I saw first-hand what lack of police oversight and lack of community-involvement can lead to.

As a community organizer, I had the privilege of becoming the campaign manager for a non-profit in New Orleans, Louisiana. The lack of funding for primary services juxtaposed with large police budgets has led to youth growing up with the same fear I felt here in Montgomery County. Understanding this, I have still witnessed the suffering of the loss of Silver Spring when Robert White was taken and the pain of Baton Rouge when Alton Sterling was murdered, both of which ignited movements that continue today. Throughout these experiences, I have begun to reflect on what my role should be as community leaders look to reform policing and create safer neighborhoods for all.

Through my work on the ground I have personally experienced what police brutality looks like at an individual and societal level. While supporting a youth-led peaceful protest in Baton Rouge, I was targeted and arrested. The Police came out in full force by bringing tanks, hundreds of police in riot gear police, and weapons; meanwhile local Baton Rouge neighbors remained afraid in their homes. Those of us who participated in the peaceful protest were pepper-sprayed, tackled, attacked, thrown, ultimately wrongfully arrested and stripped of our humanity by being placed with the "general population" at a prison in East Baton Rouge Parish. All we could think of was the injustice experienced by so many on a daily basis, sanctioned by the same state that arrested us.

I am aware of the privilege I have in being able to share this today. I had the opportunity to pursue legal consequences for those involved as a part of a lawsuit demanding answers for all the rights the police violated and laws broken against us when they arrested legal observers, journalists, and peaceful protesters. My experience is only one in a sea of stories of police brutality where Black and Brown communities have been terrorized and de-humanized throughout this country and beyond, showing us the need for a balance of power for the sake of our community's safety and the equal protection under the law.

Understanding the realities of abuse of power by police is essential in ensuring that we create systems of absolute oversight that discipline and hold those in authority accountable when committing crimes while in the commission of their public service that is meant to protect, not endanger our communities. We have a responsibility here in Montgomery County to work together to uphold the rule of law, to create a community where youth no longer feel the same fear I felt growing up, and to prevent death in the hands of law enforcement.

In closing, I am hopeful that you will understand that I am personally invested in this type of work and wish to collaborate with those who want to see a safer Montgomery County for all. I appreciate your consideration and look forward to hearing from you.

# Nadia Salazar Sandi

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## Profile

Bilingual Organizer and Advocate with more than six years of experience developing and implementing campaigns in the fields of immigrant rights, social justice and labor rights. Community grassroots leader with vast knowledge with strategic planning, outreach development and implementation, political consulting, and organizational messaging.

## Education

**UNIVERSITY OF MARYLAND, BALTIMORE COUNTY (UMBC) 2013**

Bachelor in the Arts of Psychology

**CATHOLIC LEGAL IMMIGRATION NETWORK INC. 2014**

Introduction to Immigration Law Certificate

## Work Experience

**LiUNA Mid-Atlantic 2020-Present**

Union Organizer

- Conducts broad and intensive outreach efforts to low-wage workers and laborers all throughout the DMV area.
- Builds one-on-one relationships with workers to win different campaigns in the Mid-Atlantic region.
- Identifies and develops leaders to guide and lead campaigns while keeping up a database.
- Conducts individual/group meetings with workers to discuss and plan organizing campaigns.
- Engages workers in broader union efforts to bring pressure to bear on industry sectors.
- Coordinates with other organizers in identifying opportunities for membership growth and mobilization.
- Works to involve community allies in organizing campaigns.
- Represents LiUNA, facilitates, and works with AFL-CIO's Organizing Institute on trainings and clinics for organizers nationwide.

**Identity Inc. 2019-2020**

Advocacy and Policy Manager

- Identified, trained and developed community leaders, creating and coordinating the implementation of culturally and linguistically competent youth and parent leadership development curriculum, and growing and supporting a network of Latino youth and parent leaders.
- Built awareness, understanding and support engagement in advocacy opportunities and activities among Identity staff.
- Engaged friends and clients of Identity in policy and advocacy activities, such as meeting with elected officials, writing letters, providing testimony and writing op-eds.
- Developed and maintained strong relationships with key government officials, policymakers and allies, educating them on Identity's mission, community, programs and goals.
- Represented and promoted Identity's policy and advocacy priorities through active participation and leadership in relevant networks and coalitions (such as the Montgomery County Latino Advocacy Commission, Latino Student Achievement Action Group, Nonprofit Montgomery) and worked cooperatively with partners to advance common positions.
- Monitored relevant local public policy efforts.

# Nadia Salazar Sandi

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- Prepared fact sheets and other collateral material using relevant data and research to support Identity's advocacy and policy priorities.
- Identified policy and advocacy success stories and potential spokespeople for our Development and Communications Team to highlight internally and externally.
- Worked with the Development and Communications Team to secure funding for Identity's policy, advocacy and community engagement work; assist in the writing and administering of grants and contracts.
- Maintained familiarity with trends in the Latino community and best practice policies aimed at ensuring that all young people have equitable opportunities to succeed emotionally, educationally and at work.
- Created work plans with measurable outcomes, track efforts, and evaluate the process and outcome of those plans.
- Trained and managed a small advocacy and community engagement team.

## **Montgomery County Council**

**2019**

### Legislative Aide

- Served County Council Member At-Large Will Jawando Montgomery County during the first couple of months as he transitioned into his position.
- Managed council member email account to flag important information and to determine calendar invites.
- Worked with Chief of Staff on Transportation and the Environment Committee agenda items in order to track legislation that is important to the community Councilmember Jawando serves.
- Kept track of councilmember Jawando's daily agenda and prepared materials for all his meetings and events daily.
- Developed and created drafts for all testimony, talking points, media outreach plans, and official letters in spanish to ensure access to those in the community with a language barrier.

## **MARYLAND HOUSE OF DELEGATES**

**2018**

### Legislative Director/Chief of Staff

- Served Delegate Marice Morale, Delegate for District 19 in Montgomery County, daily during the 2018 Session and saw the passing of four laws authored by Delegate Morales.
- Supervised all office staff including interns, aides, and office support staff to ensure the legislative priorities were met per Delegate Morales' discretion.
- Directly worked, on behalf of Del. Morales, with all offices of the House of Delegates to ensure that bills move forward in the process. This includes the House Library, the Amendment Office, and House Administration
- Maintained track of all bills introduced during session and worked with their assigned committees, lobbyists community advocates, and leaders of each issue addressed by the bills
- Developed and created drafts for all testimony, talking points, media outreach plans, and official letters from the Office of Delegate Morales.

## **MD STRATEGIC CONSULTING**

**2017-2018**

### Assistant Vice President of Public Affairs

- Researched and developed strategic outreach, messaging, field, and communications plans for clients
- Directly handled client accounts and served as the point of contact to support their work

# Nadia Salazar Sandi

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- Developed proposals and reports for all clients on a weekly and monthly basis plus closing reports
- Worked with local elected officials, union leaders, and community advocates to support client goals while maintaining and enhancing relationships with each individual
- Tracked workload for the Public Affairs team to ensure deadlines and tasks are met
- Created briefs of extensive research of potential clients, and targets for campaigns

## **VAYLA NEW ORLEANS**

**2015-2017**

### Youth Campaigns Coordinator

- Coordinated campaigns related to Black Lives Matter, Reproductive Justice, Immigrant Rights, and Racial Healing, organizing and supervising field activities with youth leaders and organizers to carry out the campaigns.
- Supported campaign strategy development and aid in the evaluation of the development and outcomes of campaigns
- Managed a team of youth organizers to ensure that all campaigns met their goals and were up-to-date with their work plan.
- Helped identify and connect youth campaign leaders with necessary resources and contacts
- Trained VAYLA's organizers, who recruit and develop youth and parent leaders
- Supported all staff by hosting workshops in: training for trainers, iceberg of oppression, intersectionality of oppression, organizing 101, etc. This also included troubleshooting any campaign issues with them.
- Worked with other VAYLA staff to coordinate community activities
- Supported organizers coordinate with residents, neighborhood associations, community organizations, city officials, and other stakeholders as needed
- Worked with youth leaders and VAYLA Communications team to publicize campaigns and their progress
- Worked with staff, Directors, Board and community partners and a re-visioning process for the organization as it underwent internal changes.

## **Community Service and Advocacy**

### **Millennial Leaders Conference**

**2015-PRESENT**

- Built relationships with leaders from throughout the country to develop strategies and work together toward creating strategies to community involvement through advocacy and civic engagement
- Prepared and developed a project prior to the Millennial Leaders Conference related to teaching rights to youth through civic engagement, completed in 2016.
- Follow up continuously with our accountability partners as we continue to pursue to develop our projects, working with the network supporting all Leaders

### **Maryland Dreams – Affiliate Lead/Organizing Coordinator**

**2011-2018**

- Lead organizing strategy with the MD Dream Act, Immigration Reform, and Administrative Relief campaigns
- Collaborated with local and national organizations to find intersectionality of our campaigns while leading active efforts (i.e. actions, events, committees, canvassing)
- Spear headed all outreach efforts to recruit and maintain active membership until fall 2014

*Sterling*

Eric E. Sterling

June 19, 2020

The Honorable Sidney Katz  
President  
Montgomery County Council  
100 Maryland Avenue  
Rockville, Maryland 20850

Re: Application for Appointment to Policing Advisory Commission

Dear President Katz:

I would like to serve on the Montgomery County Policing Advisory Commission (PAC). To succeed, the PAC will require members who are passionate about both protecting civil liberties and human rights and protecting public safety, who have the temperament to work well with others, especially with those with whom they may disagree, who have a sophisticated understanding of the challenge of policing but who are not prejudiced for or against the police, and include members of communities that have had disparate contact with police and the justice system. I am one such person, and, as I note below, I began inquiring about potential unwarranted disparity in law enforcement in Montgomery County in 2011.

I understand the challenges of Montgomery County government and the role of its boards and commissions. Over the course of ten years (2008-2018) I served on the county's Alcohol and Other Drug Abuse Advisory Council (AODAAC). My skills as a leader were recognized by my peers who elected me to serve three terms as their chair, and four terms as co-vice chair. I provided very strong support to the AODAAC, its members and its work during that time. I was able to provide supportive and respectful criticism of county operations and maintain a closely collaborative relationship with county HHS. I worked with County Executive Ike Leggett and the County Council in initiating the proposal to rebuild the Avery Road Treatment Center. I have testified before the County Council and provided counsel on county legislation.

I understand the challenges of setting up a new government commission involving controversy and in the face of intense public scrutiny. In 2013, Gov. Martin O'Malley appointed me to a four-year term as one of the original members of the Maryland Medical Cannabis Commission. As the chair of the Policy Committee, and member of the Executive Committee, I played a central role in developing the complex and controversial regulations that were

promulgated to bring Maryland's medical cannabis industry to life. I worked with the General Assembly and the Attorney General's office as the law was repeatedly amended as the commission identified problems.

Professionally, I have overseen law enforcement practices and policy since November 1979, when I joined the staff of the Subcommittee on Criminal Justice (now the Subcommittee on Crime, Terrorism and Homeland Security) of the U.S. House Judiciary Committee. Over my nine years as counsel, I worked closely with police unions, police management, and police policy organizations in developing and helping to enact a great deal of federal legislation to fight crime, regulate firearms, protect the police, and protect civil liberties. Among my responsibilities was to assist in Congressional oversight of the enforcement activities of the agents of the Drug Enforcement Administration and the Bureau of Alcohol, Tobacco and Firearms.

From 1989 to last month, I was Executive Director of the Criminal Justice Policy Foundation (CJPF). For many years we had a police policy arm managed by Nicholas Pastore, the former Chief of Police, New Haven, CT, one of the earliest leaders in developing community-oriented policing. In the early 1990s, I attended some of the invitation-only sessions on policing held at the Kennedy School of Government at Harvard University. In 1998, CJPF organized a conference in Connecticut on the concerns of residents about their police, and their fears of being the victims of misconduct, supported by a survey we commissioned from the Roper Institute at the University of Connecticut.

Over the years I have been an adjunct professor at American University, and at George Washington University, where I taught criminal justice to undergraduates.

In all of my interactions with the Montgomery County police officers, I have been treated perfectly respectfully, professionally and capably. Five decades ago, at the Pentagon and in Pennsylvania, I was a resister against the Vietnam War and was arrested in carefully planned acts of non-violent civil disobedience, and served a very short sentence of incarceration in Dauphin County, PA.

\* \* \*

I believe that Montgomery County has a much better than average police department. I have participated in citizen ride-alongs in Montgomery County (and in Washington, DC and Philadelphia), attended meetings of the Criminal Justice Coordinating Council, and worked amicably with police at many ranks during my years with AODAAC.

In October 2011, with my leadership, AODAAC wrote to then Chief J. Thomas Manger (and States Attorney John McCarthy) to ask:

Do your agencies compile and analyze data on tips from citizens and from arrests that could be used to analyze where the most serious problems related to drugs and alcohol may be concentrated geographically and demographically in our county? **Is there any data that could demonstrate that there is no unwarranted disparity in arrests and prosecutions by race, age, ethnicity, or gender?** Do you compile and analyze data regarding arrests and prosecutions for



illegal drugs and alcohol offenses that illustrate how enforcement is managed and focused, and how cases are resolved, by type of drug, and by the nature and seriousness of the offense? (emphasis added).

The MCPD reply of April 12, 2012, to me as vice chair of AODAAC, gave no indication that it took seriously the premise of the question regarding unwarranted disparity in arrests, i.e., that unwarranted disparity in arrests is a serious problem in the U.S. and should be avoided. MCPD said that,

“...we do not capture, nor analyze, the information that you are requesting in regards to ‘...data that could demonstrate that there is no unwarranted disparity in arrests and prosecutions by race, age, ethnicity, or gender’ and ‘data regarding arrests and prosecutions for illegal drugs and alcohol offenses that illustrate how enforcement is managed and focused, and how cases are resolved, by type of drug, and by the nature and seriousness of the offense’ **Our Records Management System does not provide us the ability to conduct such inquiries.**” (emphasis added).

The MCPD reply in no way acknowledged that unwarranted disparity in arrests was a legitimate concern to the public or, more importantly, to the police department management. The reply made no mention that in Montgomery County the prevention or discouragement of unwarranted disparity in arrests (or other police activity) was subject to any policy, training, guidance, study, inquiry or concern.

Then the MCPD concluded, “Recognizing that [AODAAC] has an important mission to fulfill, I have asked our Crime Analysis Section to provide the attached drug and alcohol abuse violation information to provide the committee [sic] some insight into these matters.”

**That information revealed that in 2010, 54% of those arrested for marijuana possession and distribution were Black persons, more than three times the percentage of Black persons (16.6%) making up the population of Montgomery County in 2010. Black persons were 54.9% of all those arrested for sales or manufacturing of illegal drugs in the county (a felony). Persons who were identified as Hispanic were 38% of those arrested for DUI, more than twice the percentage of persons of Hispanic identity (17%) making up the population of Montgomery County in 2010.**

([http://www.montgomeryplanning.org/research/data\\_library/census/2010/index.shtml](http://www.montgomeryplanning.org/research/data_library/census/2010/index.shtml)) Accessed June 18, 2020).

Thus, as of 2012, when directly asked about unwarranted racial and ethnic disparity, MCPD completely disregarded its data that documented racial and ethnic disparity in important categories of arrests. Even in the face of its own disturbing data, the MCPD seemed so wholly unconcerned about the extremely serious problem of unwarranted racial and ethnic disparity in law enforcement it ignored the opportunity to report on any steps it was taking in its enforcement activities to avoid or minimize this problem. A fair inference from the letter is that in April 2012, racial discrimination in law enforcement in Montgomery County was a matter of complete indifference to the senior management of the MCPD, six weeks after the killing of Trayvon Martin in Florida.

Presumably, after the disorder in Ferguson, MO in August 2014, the disturbance in Baltimore after the death of Freddie Gray in April 2015, and the release of the Final Report of the President's Task Force on 21<sup>st</sup> Century Policing in May 2015 – to identify a few signal moments – the police leadership of Montgomery County is fully aware of these issues and has taken measures to prevent unwarranted disparity in law enforcement in the County. One task of the Policing Advisory Commission is to verify that awareness and assess the adequacy of the Police Department's response over the past 5 years.

Attached is an abbreviated curriculum vitae.

Sincerely yours,

Eric E. Sterling

Enclosure

Curriculum Vitae  
Abbreviated  
June 2020

**Eric E. Sterling**

**Education**

Juris Doctor, 1976, Villanova University School of Law, Villanova, PA  
Bachelor of Arts, 1973, Haverford College, Haverford, PA (Major in Religion)

**Professional Licensure**

Admitted to the Supreme Court of the United States, 1980.  
Admitted to the Supreme Court of Pennsylvania, 1976 (inactive).

**Professional Employment**

Executive Director, The Criminal Justice Policy Foundation, Silver Spring, MD, 1989-2020.  
Assistant Counsel, Subcommittee on Crime, Committee on the Judiciary,  
U.S. House of Representatives, 1981-1989.  
Assistant Counsel, Subcommittee on Criminal Justice, Committee on the Judiciary,  
U.S. House of Representatives, 1979-1981.  
Assistant Public Defender, Delaware County, Pennsylvania, 1976-1979.

**Academic Appointments**

George Washington University, Adjunct Lecturer in Sociology, 2007-2008.  
American University, Washington Semester Program, 2000 – 2006, Guest Lecturer.  
Howard University School of Law, Course on Race and Criminal Justice,  
1996 – 2005, Guest Lecturer.  
University of Colorado at Boulder, Conference on World Affairs, 1990-1998.  
Washington Lutheran College Program, Fall, 1996, Adjunct Professor.  
American University, School of Justice, Law and Society, Adjunct Professorial Lecturer, 1984-  
1986.

**Former Professional Memberships**

American Bar Association, 1987-2018.  
Health Law Section, Task Force on Substance Use Disorders, Co-Vice Chair, Advisory  
Committee, (formerly the Standing Committee on Substance Abuse), 1993-2017.  
Chair, Criminal Law Committee, Section on Individual Rights and Responsibilities, 1995.  
New York City Bar Association, Committee on Drugs and the Law, 2004-2019.  
Maryland State Bar Association, 2009-2019.

**Former Public Service Appointments**

Alcohol and Other Drug Abuse Advisory Council, Montgomery County, MD, 2009 – 2018.  
Appointment by County Executive Isiah Leggett.  
Chair, 2013-2014, 2014-2015, 2017-2018.  
Co-Vice Chair, 2011-2012, 2012-2013, 2015-2016, 2016-2017.  
Natalie M. LaPrade Maryland Medical Cannabis Commission, 2013-2017.

Curriculum Vitae. Eric E. Sterling, p. 2

(Appointment by Gov. Martin O'Malley).  
Chair, Policy Subcommittee 2013-2017, Executive Committee, 2013-2017.

**Community Service**

PTA – Rock Creek Forest E.S., Chevy Chase, MD, Co-President, 2008-2009.  
Bethesda Friends Meeting, Co-Clerk, Ministry and Worship Committee, 2019-2020.

**Honors and Awards**

Eric Sterling Lifetime Achievement Award, Students for Sensible Drug Policy, 2017.  
NORML Lifetime Achievement Award, National Organization for the Reform of Marijuana Laws, 2015.  
Justice Gerard LeDain Award for Achievement in the Field of Law, Drug Policy Alliance, 1999 (then called the Drug Policy Foundation).  
Award of Appreciation, U.S. Postal Inspectors Service, U.S. Postal Service, 1989.  
Plaque of Appreciation, Committee on the Judiciary, U.S. House of Representatives, 1989.  
Certificate of Appreciation, Bureau of Alcohol, Tobacco and Firearms, U.S. Department of the Treasury, 1982.  
Certificate of Meritorious Service, Villanova University School of Law, 1976.  
Founders Club (Honorary Society), Haverford College, 1973.  
Graduating Seniors' Remarks at Commencement, Haverford College, 1973.

**Academic Journal Articles**

"Drug Policy: A Challenge of Values," 23 JOURNAL OF RELIGION & SPIRITUALITY IN SOCIAL WORK 1/2:51-81, 2004.  
"Opening Remarks Spring 2002 Symposium," 2 MARGINS: MARYLAND'S LAW JOURNAL ON RACE, RELIGION, GENDER, AND CLASS 2:166-174, 2002.  
"The War on Drugs: Fighting Crime or Wasting Time?" A Debate, 38 AMERICAN CRIMINAL LAW REVIEW 4:1537-1564, Fall 2001 (Debate with U.S. Rep. Bob Barr (R-GA)).  
"Drug Laws and Thought Crime," 10 TEMPLE POLITICAL & CIVIL RIGHTS LAW REVIEW 2:327-336, Spring 2001.  
"Overview of Drug Policy Effectiveness," XXVIII FORDHAM URBAN LAW JOURNAL 1:53-63, October 2000.  
"Drug Policy: A Smorgasbord of Conundrums Spiced by Emotions Around Children and Violence," 31 VALPARAISO UNIVERSITY LAW REVIEW 2:597-645, Spring 1997.  
"The Sentencing Boomerang: Drug Prohibition Politics and Reform," 40 VILLANOVA LAW REVIEW 2:383-427, 1995.

**Select Book Chapters**

"Consider This... Making the War on Drugs," in William J. Chambliss and Aida Y. Hass, *Criminology: Connecting Theory, Research and Practice*, New York: McGraw-Hill, 2012.  
"Foreword," to Christopher Glenn Fichtner, M.D., *Cannabinomics: The Marijuana Policy Tipping Point*, Northbrook, Illinois: Well Mind Books, 2010.  
"The War on Drugs Distracts from the War on Terror," in Tamara Roleff (ed.), *Opposing Viewpoints: The War on Drugs*, New York: Greenhaven Press – Thomson Gale, 2004.  
"A Businessperson's Guide to the Drug Problem," in Bill Masters (ed.), *The New Prohibition: Voices of Dissent Challenge the Drug War*, Saint Louis, MO: Accurate Press, 2004.  
"Principles and Proposals for Managing the Drug Problem," in Jefferson M. Fish (ed.),

*How to Legalize Drugs*, Northvale, NJ: Jason Aronson, Inc., 1998.

“Law Enforcement Against Entheogens: Is it Religious Persecution?” in Robert Forte (ed.), *Entheogens and the Future of Religion*, San Francisco: Council on Spiritual Practices, 1997.

### **Select Periodical and Newspaper Articles and Opinion Pieces**

“Confronting the Challenge of Drugs,” *Friends Journal*, January 2020.

“The War on Drugs Hurts Businesses and Investors,” *Forbes.com*, March 1, 2012.

“Take Another Crack at that Cocaine Law,” *Los Angeles Times*, Nov. 13, 2006.

Reprinted in *The Christian Science Monitor*, the Nashua, NH *Telegraph*, the Wilmington, DE *News-Journal*, the Milwaukee, WI *Shepherd Express*, and the Qatar *Peninsula*.

“Undo This Legacy of Len Bias’s Death” in *The Washington Post*, June 24, 2006 with Julie Stewart.

Reprinted in the Hartford, CT *Courant*, the Sacramento, CA *Bee*, the Juneau, Alaska *Empire*, and the Spokane, WA *Spokesman-Review*.

“Legalize Drugs or Expect More Mass Graves,” *Los Angeles Times*, December 6, 1999.

Reprinted in the *Houston Chronicle*.

“The Untold Drug Bust,” *The Washington Times*, September 3, 1999.

“Lying Is the American Way,” *Los Angeles Times*, January 12, 1999.

“A Roadmap to the Crime Bill,” cover story in *Public Management*, January 1995.

“A Crime Prevention Vision,” *Christian Social Action*, November 1993.

### **Select Motion Pictures**

*The Sentence*, a documentary motion picture by Rudy Valdez, (HBO, 2019 Emmy winner, Sundance Festival awardee, 2018).

*Incarcerating US*, a documentary motion picture by Regan Hines, 2016.

*Freeway: Crack in the System*, a documentary motion picture by Marc Levin, 2013.

*How to Make Money Selling Drugs*, a documentary motion picture by Matthew Cooke, 2013, (Tribeca Film Festival feature).

*Without Bias*, a documentary motion picture about Len Bias by Kirk Fraser, ESPN Series – *Thirty for Thirty*, 2009.

### **Select Television and Radio Programs**

“Radio Times” with Marty Moss-Coane, WHYI-FM and NPR, August 14, 2013.

“Crack Cocaine Sentencing Rules Hit 20” by Libby Lewis, *Morning Edition*, NPR, October 27, 2006.

“Crack Cocaine Sentencing Disparity,” *Weekend Edition*, NPR, June 5, 2005.

“More than they deserve?” *60 Minutes*, CBS News, January 4, 2004.

“Informant Testimony Raises Issues of Accuracy,” *All Things Considered*, NPR, May 21, 2003.

“The State of Current Sentencing Guidelines,” *This American Life*, PRI, October 22, 1999.

“Snitch,” *FRONTLINE*, PBS, January 12, 1999.

### **Select Presentations**

“Innovative Roles for American Judges: The Philosophy of Drug Court,” Judges of the Beijing High People’s Court, People’s Republic of China, George Mason University, Arlington, VA, January 17, 2019.

Keynote Address, Fourth Biennial Criminal Justice Symposium, MacEwan University, Edmonton, Alberta, Canada, May 10, 2017.

- Tuerk Conference, National Council on Alcoholism and Drug Dependence – Maryland, Baltimore, April 19, 2017.
- “War on Drugs and Civil Liberties,” Harvard Law School, March 30, 2015.
- “My Role in Domestic Policy Making,” Public Policy Forum, Center for Peace and Global Citizenship, Haverford College, March 21, 2015.
- “U.S. Judicial System,” International Visitor Leadership Program, U.S. Department of State, Institute for International Education, Washington, DC, March 26, 2014.
- “Medical Marijuana,” Grand Rounds, Johns Hopkins University Medical Center, Baltimore, MD, February 21, 2014.
- City-wide Teach-In on Ending Mass Incarceration, Unitarian Universalist Church of Germantown, Philadelphia, PA, November 3, 2013.
- National Conference on Mass Incarceration, The Center on Church and Prison, Boston University, October 5, 2013.
- Lecture to Program in Police Science, George Washington University, Professor Andrew Solberg. (Commander, Fifth District, Metropolitan Police Department, Washington, DC), Arlington, VA, June 12, 2013.
- Annual Conference, National African-American Drug Policy Coalition, Howard University, Washington, DC, April 18, 2013.
- “Alternatives to Prohibition,” Symposium of the *Cardozo Public Policy, Law, and Ethics Journal*, Cardozo Law School, New York, NY, March 13, 2013.
- “Testimony on racial disparity in law enforcement,” United States Commission on Civil Rights, Maryland Advisory Committee, Annapolis, MD, June 5, 2012.
- “Briefing on U.S. and global drug policy reform,” Select Committee on Home Affairs, House of Commons, United Kingdom, (British Consulate, Miami, FL), March 6, 2012
- “Administration of Justice and Rule of Law in the United States,” Public Security Department, Jiangsu Province, China, in Falls Church, VA, December 8, 2011.
- “The American Justice System: Law Enforcement and the Courts,” International Visitor Leadership Program, U.S. Department of State, Washington, DC, March 4, 2011.
- U.S. Congress, “A Public Health and Safety Approach to Drug Policy,” June 17, 2010.
- National Association of Boards of Pharmacy, Annual Symposium, “Legalization of Medical Marijuana,” Tucson, AZ, December 3, 2009.
- Standing Committee on Legal and Constitutional Affairs, Senate of Canada, October 28, 2009, via television connection.
- U.S. Congress, Forum on the 25<sup>th</sup> Anniversary of the Sentencing Reform Act, co-sponsored by the Congressional Black Caucus and the Charles Hamilton Houston Institute for Race and Justice of Harvard Law School, U.S. Capitol, Washington, DC, June 24, 2009.
- Standing Committee on Justice and Human Rights, House of Commons, Canada, May 11, 2009, via television connection.
- New Hampshire Association of Counties Annual Meeting, Mt. Washington, NH, October 6, 2008.
- Hawai’i House of Representatives, Judiciary Committee, Honolulu, HI, July 17, 2007.
- Federal Ninth Circuit Judicial Conference, Honolulu, HI, July 17, 2007.
- United States Sentencing Commission, Washington, DC, March 20, 2007.

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# Montgomery County Council

**For Immediate Release**

**May 20, 2020**

Contact: [Anne.Brown@MontgomeryCountyMD.gov](mailto:Anne.Brown@MontgomeryCountyMD.gov)

## **County Council Seeks Applicants for Policing Advisory Commission**

*Deadline is Friday, June 19 for Nine Appointees*

ROCKVILLE, MD, May 20, 2020 — The Montgomery County Council is accepting applications for membership on the County's Policing Advisory Commission. Applications for the three-year appointments are due by 5 p.m. on June 19, 2020.

Bill 14-19 establishing the Policing Advisory Commission was signed into law December 12, 2019. Bill 14-19 creates and specifies the membership and duties of a Policing Advisory Commission ("Commission"). The goal of the Commission is to improve Council oversight of the Montgomery County Police Department ("MCPD") and strengthen community trust in police. The Commission will advise the Council on policing matters, provide information regarding best practices, recommend policies, and engage in public education and other programs.

A policing policy commission is different from a public oversight commission or public review board that some communities have established. The County's commission will not investigate or prosecute complaints against officers. Those matters are included under departmental procedures, and Montgomery County lacks the authority to create an effective public review board under current state law.

Instead, the Commission is intended to review the policy guidelines that shape how the department and officers do their work. For example: How do we train officers for encounters with residents who have mental health challenges? How do we treat marijuana use or possession in enforcement? How effective is our disciplinary process?

The Policing Advisory Commission will deliberate on policy issues, using data and focusing on best practices. The goal is to strengthen the Council's oversight role and

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help prevent problems from occurring. The Commission will consist of 13 public members who have an interest or expertise in policing matters and will reflect the diversity of the County's communities. Nine members will be appointed by the Council and four members will be appointed by the County Executive (two of the Executive's appointments will be youth members - one under the age of 25 and one between the ages of 26 and 35). The County Executive will send out a separate news release seeking applicants. The police chief, or a designee, and the president of the Fraternal Order of Police, or a designee, will serve as ex-officio members.

Members should reflect a range of ethnicities, socioeconomic status, and places of origin to reflect the racial and economic diversity of the County's communities, including religious creed, age, sex - including on the basis of gender identity or orientation, disability, and geographic location, with emphasis on those disproportionately impacted by inequities. Members serve three-year terms and must participate in the MCPD Citizens Academy. The Commission elects its Chair and Vice Chair.

The Commission meets at the call of the Chair. The Commission must meet as often as necessary to perform its duties, but not less than six times each year. A member must serve without compensation. However, a member may request reimbursement for mileage and dependent care costs at rates established by the County.

Applicants should submit letters of interest and resumes via email to [County.Council@MontgomeryCountyMD.gov](mailto:County.Council@MontgomeryCountyMD.gov) or by mail to Sidney Katz, President, Montgomery County Council, 100 Maryland Avenue, Rockville, Maryland 20850. Resumes should not be more than 4 pages in length. Letters should indicate an interest or expertise in policing matters and, if desired, may include how the background and/or experience of the applicant would contribute to the mandate of the Commission. Please include home address, contact number, and email address.

Applications must be received no later than 5 p.m. on June 19, 2020. It is the policy of the County Council not to consider applications received after the deadline. After the closing date, Councilmembers will review the letters of application and select applicants for interviews to be held soon thereafter.

Letters of application and resumes are made public as part of the appointment process and are available for public review. The interviews are conducted in public and will be televised. Members of County Boards, Committees and Commissions may not serve on more than one such group at a time.

For more information about the Policing Advisory Commission email [Anne.Brown@MontgomeryCountyMD.gov](mailto:Anne.Brown@MontgomeryCountyMD.gov)

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