



COUNCIL CANDIDATES

INFORMATIONAL MEETING/PUBLIC LISTENING SESSION

Saleem Abdul Mateen
Dr. Andrea R. Coleman
Jamie Freeny
Delanta Harrison (Resume not accessible)
Keenon James
Herbert Lacy
Peter Miller *
Linda Moghadam
Diana Montero
Earl O'Neal
Amity Pope
Chelsea Prax
Lisa Thomas Price
Ernest Quarles
Carlo Sanchez
Tamika Springs
Felecia Taylor Joseph
Tolbert Sonia Y.
Wiggins-Pruitt

Pursuant to CB-21-2022, the County Council must appoint five members to serve on the eleven (11) member board. Public comments, letters of support, or potential candidate questions may be submitted using the Council's eComment portal at: <https://pgccouncil.us/Speak> For those unable to use the portal, comments/written correspondence may be emailed to: clerkofthecouncil@co.pg.md.us or faxed to (301) 952-5178. Comments must be received by 3:00 p.m. on Friday, September 23, 2022.

POLICE ACCOUNTABILITY BOARD APPLICANTS – COUNTY COUNCIL

SALEEM ABDUL-MATEEN

1105 FIJI AVE, HYATTSVILLE, MD 20785

Race: Black/African American **Gender:** Male

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

As a longtime resident of Prince George's county, it is my desire to serve on the board in order to give back to my community.

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: Yes, No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 16549/5/2022 7:22:01 AM

Attachment: Yes

ANDREA COLEMAN

3426 MEMPHIS LANE, BOWIE, MARYLAND 20715

Race: Black/African American **Gender:** Female

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

My desire to serve on the Prince George's County Police Accountability Board is two-fold. As a County resident and the Owner and Principal Researcher of KLK Research Group located in Bowie, I want to assist with developing and recommending strategies that will increase trust between law enforcement and the community while holding officers appropriately accountable. My statement of qualifications includes working as a civilian employee in the Office of the Fayette County Sheriff in Lexington, Kentucky. Due to my experience monitoring domestic violence, escort, and other orders and working in the Communications Division, I know how police departments operate. Because of my research experience, I can suggest evidence-based citizen review and accountability board strategies. Briefly, the research shows that, if implemented to fidelity, review boards can increase transparency and increase community trust. Review and accountability boards can also recommend approaches to improve agency operations. I also wrote an article published by the Academy of Criminal Justice Sciences on youth waiving their Miranda rights during police interrogations. I am currently researching the correlates of arrest in Summit County, Ohio, and Lexington-Fayette County, Kentucky, and assessing local police department's policies, procedures, and operations. I am a member of the Academy of Criminal Justice Sciences, the Northeast Academy of Criminal Justice Sciences, and the American Society of Criminology. I also worked at the U.S. Department of Justice and trained over 500 criminal and juvenile justice stakeholders in 36 states, including local communities, on evidence-based systems improvement strategies and culture change. My educational background includes a doctorate in Criminal Justice from Nova Southeastern University. My dissertation research focused on police perceptions of youth based on their demeanors, gestures, race, gender, and offense type.

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 16339/2/2022 2:23:43 PM

Attachment: Yes

POLICE ACCOUNTABILITY BOARD APPLICANTS – COUNTY COUNCIL

JAMES FREENY

3206 HUNTING HORN LANE, SPRINGDALE, MD 20774

Race: White/Caucasian **Gender:** Male

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

Dear Sir/Madam,

As a thirty-year resident of Prince George's County, I have served the community in various professional and volunteer capacities. I am currently active on two non-profit boards providing service to Prince George's County residents.

Professionally, I have over two decades of experience working in executive management for agencies that provide housing and support services to homeless individuals, returning citizens, individuals with mental illness and a history of substance abuse. Over the last twelve years, I have served as the Director of Operations at DC Coalition for the Homeless implementing transitional, emergency, hypothermia, work-bed and permanent housing programs.

As a mental health advocate, I have become more invested in making a difference in solution-based partnerships. Through my work with NAMI, I have had the privilege of sharing my lived experiences with law enforcement officers at crisis trainings. I have spoken at six trainings in total.

I welcome the opportunity to serve on the Police Accountability Board and look forward to learning more about next steps.

Regards,
James Freeny

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 16899/8/2022 2:10:56 PM

Attachment: Yes

DELANTA HARRISON

5814 CENTER DRIVE, CAMP SPRINGS, MD 20748-3204

Race: Black/African American **Gender:** Male

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

Good Evening, I Am The Vice President Of The Camp Springs Civic Association and on the board on the Citizens Advisory Council.. And 30 Years at The US Supreme Court.. On Top Of Working For The District Government DC City Council, Dept. Of Corrections and DC Public Schools.. I love The Community And will do what's best for the community.. Also I was nominated by the Major in my Community for the Civilians Police Academy and Welcome The New Police Cadets last Saturday.. I Believe I'm Qualified. Thank You and looking forward to your reply

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 16349/2/2022 6:28:54 PM

Attachment: Yes. Resume not accessible

POLICE ACCOUNTABILITY BOARD APPLICANTS – COUNTY COUNCIL

KEENON JAMES

14400 DORMANSVILLE BLVD, UPPER MARLBORO, MD 20774

Race: Black/African American **Gender:** Male

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

Honorable Prince George's County Council,

I submit my name and professional resume for your consideration as a nominee to the Police Accountability Board. For nearly two decades, I have committed most of my post-secondary education, professional career, and community volunteerism to support bridging the gap between law enforcement and the communities they serve. Born and raised in Fort Washington, it is through my personal experience as a gun violence survivor and commitment to making my home a diverse and equitable community that I offer my time, talent, and skills to build a better Prince George's County.

The qualifications and experience I would bring to the county's Police Accountability Board as a member would add instant credibility and direct experience to the board's brain trust. My prior experience includes leading the US Department of Justice's Office of Community Oriented Policing Services' Policing Practices and Accountability Initiative, Deputy Director to the North Carolina Sheriffs' Association and the National Organization of Black Law Enforcement Executives.

The effectiveness of the Police Accountability Board will rely heavily on the community's belief that the members of the board are trustworthy, knowledgeable, accessible, and invested in making sure policing in the county is fair and equitable. My experience working with communities following high profile officer-involved shooting incidents highlights the tremendous task the Police Accountability Board may face in building trust and legitimacy with the community. I stand ready to achieve the task at hand to build trust and legitimacy.

My effective communication and community trust building skills will ensure the board has a voice and an ear attuned to the community and an understanding of the challenges faced by law enforcement. I humbly ask for your support and nomination to serve on the county's Police Advisory Board.

Respectfully,

Keenon M. James

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 16739/6/2022 7:56:43 PM

Attachment: Yes

POLICE ACCOUNTABILITY BOARD APPLICANTS – COUNTY COUNCIL

HERBERT LACY

14807 DEBENHAM WAY, BOWIE, MD 20721

Race: Black/African American **Gender:** Male

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

I have never served on a board that would be as important to the Citizens and the Prince George County Police Department as this opportunity would present. I am a retired Navy veteran after 24 years of service and I have lived in Maryland since 1977. I have been a neighborhood watch Block Captain for the community of Grovehurst since 2003. I ordered orange vest and organizer events like "Walk the neighborhood" where block captains along with neighbors. We would walk the neighborhood at night to show that our community and the public that we were a well organized and observant community. I organized a "Walk the community Trash Pick" in the community as well as along Rt. 214 from Church road to Collinton Station. I have worked with the community to get mailbox post painted a consistent color of white to improve the curb appeal of Grovehurst East. Members of Grovehurst have met with the officers of the Bowie Police Department that serve the Grovehurst community both at 15901 Excalibur Rd, Bowie, MD and by way of Zoom Calls. My effort has been to have neighbors come from behind their doors and improve their community awareness. We at Grovehurst do believe in "See something say something". I am willing to fairly take a position assist the Prince George County Police Department and the citizens of Prince George County in a role as a member of Police Accountability Board.

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 16559/5/2022 10:48:36 AM

Attachment: Yes

POLICE ACCOUNTABILITY BOARD APPLICANTS – COUNTY COUNCIL

PETER MILLER *

9008 CHESTNUT AVE.C, BOWIE, MD 20720

Race: Black/African American **Gender:** Male

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

I have always considered myself as a dedicated public servant in our county and State. I served in a number of capacities that have demonstrated my commitment to not only the children and families of the county for over 30 years, but also as a law enforcement officer for close to five years. I have worked successfully with law enforcement agents from our county and state. I have seen the role and experienced the awesome responsibility of being a public figure that our community can trust but also (took on) the heavy task of protecting those who are in need of that assistance. This is why I personally feel that I have unique experience of working throughout the central, southern and northern areas of our county.

I have been fortunate to work in communities where law enforcement was not always trusted and have made connections with families that transitioned into my current area of education. I have assisted families with love ones whom have experienced the unfortunate incidences of being arrested and incarcerated thus having to help relatives and other members of families navigate the criminal justice system.

I have served in the capacity of being the liaison with programs such as D.A.R.E. and the Gang Task Force within our school system. I have worked extensively with a number of C.O.P.S. officers from Districts 1 and 3. I have been a member of Community Program in Suitland where educators worked with the county police, fire department and other county agencies to address growing concerns of the high number of arrest in the that community. Finally, as an educator in a community that currently has a distrust of law enforcement, I have brought together local law enforcement officers to speak to our parents and community partners in their own language to help bridge the gap of fear and trust so that all of our citizens can have a feeling of support from those who are charged with protecting their neighborhoods.

Active Police/Law Enforcement: No

Employee of Sheriff: No

Elected Official/Candidate: No

Former Police Officer on "Do Not Call List": Yes

Municipal Employee: No

Employee of PGC: No

State of MD Employee: No

Submitted: 16939/8/2022 9:46:56 PM

Attachment: Yes

POLICE ACCOUNTABILITY BOARD APPLICANTS – COUNTY COUNCIL

LINDA MOGHADAM

4326 VAN BUREN STREET, HYATTSVILLE, MARYLAND 20782

Race: White/Caucasian **Gender:** Female

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

Why I am interested in serving on the Citizens Police Accountability Board

I am a lifelong resident of Prince George's County. Two of my daughters also live in Prince George's County where they are raising their children who attend Prince George's County public schools. My youngest daughter is a Social Worker with the County Department of Social Services. I have many reasons to be invested in the county's wellbeing. I feel, given my background, that this is an opportunity where I can also make a contribution. As a recent retiree I have the time and energy to devote to the demands of serving on this Board.

Qualifications

I believe my training as a Sociologist and my experience as a faculty member and the Undergraduate Director for the Department Sociology at the University of Maryland College Park I have demonstrated the skills that would enable me to serve effectively on the Board.

My interest in our justice system and public safety led me to take part in the Citizens Police Academy in the Fall of 2016. The program consisted of 12 weekly three hour sessions that covering hiring and training of police recruit, policing policies. Each week participants were provided ample time for questions before the training session as well as time dedicated at the end for additional questions. While the course provided the perspective of the police department the opportunity to ask questions was essential to understanding police processes and practices.

Approximately 50 people participated in the course and the attendance was excellent. The course provided greater transparency of how training was conducted as well as a better understanding of the challenges the police often encounter in their daily work. Like so many other issues and events that are reported in the media the community see a limited picture of what transpires and the split second nature of many of the decisions that need to be made. The very active participation on the part of the citizens was one in

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 17369/15/2022 3:34:03 PM

Attachment: Yes

DIANA MONTERO

14120 WEST SIDE BOULEVARD, APT 211, LAUREL, MD 20707

Race: Hispanic **Gender:** Female

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

My dissertation for my doctorate degree is on police accountability and diversity and inclusion within the police department. I qualify because I am a citizen of Prince George's County Maryland. I have long wanted to participate in decisions that bring communities together. Being part of the PAB is an integral part of making sure that not only the police are accountable for their policing, but also that they have the necessary resources to be community advocates in helping the citizens in emergency situations.

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 16609/5/2022 4:48:49 PM

Attachment: Yes

POLICE ACCOUNTABILITY BOARD APPLICANTS – COUNTY COUNCIL

EARL O'NEAL

12906 FORT WASHINGTON STREET, FORT WASHINGTON, MARYLAND 20744

Race: Black/African American **Gender:** Male

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

I have been a PG County resident for nearly 30 years and have raised four children to become young adults who contribute to their community. I am rooted in the PG County community. I am a Board member of the South County Economic Development Association. I am a member of the Member, Tantallon Citizens Association, Inc. I serve as a Board Member of the Maryland Business Clergy Partnership. I am still a member of the Friendly High School PTSA and Athletic Booster Club. I have worked with the Olde Mill Foundation as a Volunteer in our Community Service Office for over twenty years. In this role, I helped to grow true partnerships between our communities and law enforcement. Also, my involvement with the Community Public Awareness Council (C-PAC) the Juvenile Diversion has given me the knowledge of the thinking of today's youth. I routinely reviewed disciplinary matters for the youth diversion program. I have also volunteered in countless other community groups and events in PG County. These experiences have allowed me to understand the pulse of the community in PG County.

Law enforcement in PG County is difficult, but the public requires law enforcement to carry out their duties professionally, empathetically, and reasonably to ensure the public good. As a labor and community organizer, I solved problems by understanding the issues from all sides and bringing people together to invest in a plan to address concerns. My 30 years in the labor movement have given me the knowledge to know how the average person feels about everyday life in the community. I also empowered communities and workers to pursue justice by implementing a strategy based on an honest partnership between all involved. I have found that the combination of transparency, communication, and mutual respect is necessary for the community and government officials to successfully move forward.

I look forward to discussing my credentials further at the Council's Session scheduled for September 27

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 17219/14/2022 5:06:49 PM

Attachment: Yes

POLICE ACCOUNTABILITY BOARD APPLICANTS – COUNTY COUNCIL

AMITY POPE

1300 CHAPELWOOD LANE, CAPITOL HEIGHTS, MD 20743

Race: Black/African American **Gender:** Female

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

As co-founder, Interim Executive Director of PG ChangeMakers, and an individual living with disabilities, my leadership in the community focuses on equitable social justice advocacy for all members of our community. Through my leadership I successfully organized and mobilized community stakeholders to bring forth Community Schools in PGCPs, and shape the way in which stakeholders in our public school education respond to students living with trauma. One of my greatest assets is bringing an equity lens to problematic situations and, like that of community schools. I am strategic in identifying the multiple degrees of separation from the phenomenon to the situation in real-time and space, to narrow in on the matter at hand with realistic recommendations, in collaboration with those most affected by harm. My ability to build others' capacity in advocacy and equity in PGCPs, as an itinerant mentor in the Office of Professional Learning and Leadership, and in PGCEA as a union leader are some qualities I am most known for.

I have made it my life's work to make a difference in the way people live their lives and this is actualized in my commitment to address disparities in injustices for individuals with disabilities, BIPOC, economically and educationally disadvantaged, and the LGBTQ+ community by identifying practical solutions through restorative justice practices, policy, and legislation. Most recently, many of the county executive's recommendations reflected the work and ideas of PG ChangeMakers demands - so it is my belief that the county is on the right track with reimagining safety.

I am accountable, reliable, and responsible to my word in all matters and my persistence in reaching outcomes is a driving force in my ability to always see the cup half full. My appointment to this police accountability board would be an asset to our county.

Active Police/Law Enforcement: No

Employee of Sheriff: No

Elected Official/Candidate: No

Former Police Officer on "Do Not Call List": No

Municipal Employee: No

Employee of PGC: No

State of MD Employee: No

Submitted: 16789/7/2022 6:34:50 PM

Attachment: Yes

POLICE ACCOUNTABILITY BOARD APPLICANTS – COUNTY COUNCIL

CHELSEA PRAX

6907 40TH AVENUE, UNIVERSITY PARK, MD 20782

Race: Black/African American **Gender:** Female

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

Dear Council, please consider me for the Police Accountability Board. As a mother and public health professional, I am committed to safety and wellness, with special attention to vulnerable populations. You seek candidates who can thoughtfully analyze local data and trends, creatively problem solve, and carefully review disciplinary incidents to recommend meaningful policy change. My professional experiences prepare me to support the PAB.

As founding programs director for children's health at the American Federation of Teachers, I scale trauma-informed practices by training educators, including school resource officers. Developing an original, graduate-level curriculum exemplifies my ability to review evidence from diverse academic traditions for deep change. I leverage professional expertise in psychological trauma to extend other services. For example, I tailor technical support after crisis events and advise on proposed policy, such as during a recent White House meeting on school gun violence. I can help develop practical solutions to improve safety, especially where challenges overlap with complex economic and psychosocial issues.

As a union steward, I demonstrate additional skills for success. I listen to staff and management challenges; negotiate for significant change; and interpret existing agreements to identify boundaries, responsibilities and functional options. I coach colleagues through resignations, grievances, working conditions changes, self-advocacy and disciplinary hearings. I am proud to act as a principled advocate; I take seriously the responsibility to represent colleagues' perspectives, which can mean amplifying conclusions different from my own and synthesizing myriad views for actionable recommendations.

I would like to share passion and a data-rich perspective on interpersonal and community safety to the PAB to advance trusting and healthful relationships.

Warmly, Chelsea Prax

Active Police/Law Enforcement: No

Employee of Sheriff: No

Elected Official/Candidate: No

Former Police Officer on "Do Not Call List": No

Municipal Employee: No

Employee of PGC: No

State of MD Employee: No

Submitted: 17269/14/2022 10:23:54 PM

Attachment: Yes

POLICE ACCOUNTABILITY BOARD APPLICANTS – COUNTY COUNCIL

LISA PRICE

436 ROSIER ROAD, FORT WASHINGTON, MARYLAND 20744

Race: Black/African American **Gender:** Female

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

To Whom it May Concern:

I am writing to express my interest in becoming a member of the Prince George's County Police Accountability Board. It is my personal belief that trust between the public and our police force is vital to maintaining a safe and thriving community.

Prince George's County is a special place. That's why I chose to make this community my home over 25 years ago. I've raised my children here and plan to grow old in "gorgeous Prince George's." For that reason, I'm personally invested in helping to shape its future evolution for the better. In my view, this starts with our public servants.

As I think about how I'm best suited to serve, I'm particularly drawn to the Police Accountability Board. First, I have a demonstrated track record of commitment to this overall mission. For the past 7 years, I've taken a leadership role and organized through my non-profit, 4Ever Unified, Inc., working closely with the County Councilmen Sydney Harrison & Calvin Hawkins to host a wide variety of community-based events and initiatives. The 4Ever Unified team was instrumental in hosting the January 6th Capital Insurrection Officer Appreciation Day, two Community Meet & Greet with Chief Malik Aziz, Community Bingo and Pre-Thanksgiving Dinner, Christmas in April, Community Gift Card Distribution, Toy Distribution and Dinner for Deserving Children, Lunch for Frontline Hospital Workers, Christmas Toy Collection and Distribution for Families In-Need, Thanksgiving Food Basket Distribution, as well as countless other events.

These events were created to foster meaningful connections between Prince George's County citizens and police officers. My work in this area affirms that better policing can be achieved by implementing the highest standards of public service: compassion, professionalism, and fairness. Appointment to the Police Accountability Board would be an extension of this effort to facilitate more harmonious and productive encounters between police officers.

Active Police/Law Enforcement: No

Employee of Sheriff: No

Elected Official/Candidate: No

Former Police Officer on "Do Not Call List": No

Municipal Employee: No

Employee of PGC: No

State of MD Employee: No

Submitted: 16369/3/2022 10:02:06 PM

Attachment: Yes

POLICE ACCOUNTABILITY BOARD APPLICANTS – COUNTY COUNCIL

ERNEST QUARLES

1402 FAIRLAKES PLACE, MITCHELLVILLE, MD 20721

Race: Black/African American **Gender:** Male

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

I am a board member of the African American Policy Forum and have served as Youth Engagement Co-Chair for the Transformative Justice Coalition's efforts in the state of Georgia which addressed policing, voting rights and empowerment. I have appeared on TJC's Founder, Barbara Arnwine's national radio show Igniting Change on WOL 1450 on several occasions and been featured with such notables as the Reverend Jesse Jackson and Marcus Arbery, father of Ahmaud Arbery, as well as Maryland's own Carl Snowden.

The African American Policy Forum is one of the nation's leading think tanks on race and social justice. The Transformative Justice Coalition aims to create systemic change that achieves racial justice, gender, economic and social justice and human rights through public education and community engagement initiatives that attend equally to hearts and minds as well as the social systems and structures in which they exist.

This background coupled with my training in the field of law, writings on social justice issues, and historical research and lecturing in my capacity as a faculty member at Johns Hopkins University, would enable me to make an important contribution to the Police Accountability Board

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 16459/4/2022 1:21:05 PM

Attachment: Yes

CARLO SANCHEZ

1601 DREXEL STREET, TAKOMA PARK, MD 20912

Race: Hispanic **Gender:** Male

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

I am a lifelong Prince Georgian with over 20 years of career Public Safety Experience in an institute of Higher Education. This includes being a patrol officer, and supervising a shift, and supervising an entire department, where I have had to investigate and deal with community complaints against my officers. I served 3 years in the General Assembly as a Maryland State Delegate where I served on the Judiciary Committee where we worked extensively on Public Safety, Police, and Criminal Justice issues impacting the state. I was also on the Law Enforcement Committee for the Prince George's County Delegation, as well as being Chair of the Maryland Legislative Latino Caucus for 2 years. I also had the opportunity to serve as Co-Chair of the Prince George's County Pretrial Release, Work Release, and Diversion Programs Task Force in 2017.

I was also president of the Carole Highlands Association, member of the PGPD District 1 Community Advisory Council, and worked with our COPS officers to do outreach into the Spanish-speaking community in Prince George's County. I believe this gives me the opportunity to provide the diversity on the Board that will help the membership better reflect the diversity of Prince George's County.

I believe that the Police Accountability Board has the opportunity to strengthen the bonds of trust between the community and our Police Officers, as well as provide the type of oversight and transparency that can make Prince George's County a leader in policing and accountability statewide.

I look forward to hearing from you, and appreciate you considering my application.

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 17319/15/2022 11:23:33 AM

Attachment: Yes

POLICE ACCOUNTABILITY BOARD APPLICANTS – COUNTY COUNCIL

TAMIKA SPRINGS

14704 DUNWOOD VALLEY DRIVE, BOWIE, MD 20721

Race: Black/African American **Gender:** Female

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

As a resident of Prince George's County, I desire to be a valued member of my community. Being a member of this board would allow me to do just that. In addition, my educational background and experience would make me an asset to this Board.

Thanks in advance for considering me for this unique opportunity.

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 16859/8/2022 1:25:20 PM

Attachment: Yes

FELECIA TAYLOR

6101 LANDOVER ROAD, CHEVERLY, MARYLAND 20785

Race: Black/African American **Gender:** Female

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

Consideration to become a member of the Police Accountability Board.

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 17119/13/2022 11:27:13 AM

Attachment: Yes

JOSEPH TOLBERT

1125 KAYAK AVE, CAPITOL HEIGHTS, MD 20745

Race: Black/African American **Gender:** Male

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

I am a community advocate well known amongst my peers. I am fair and impartial I am not afraid to make the tough decisions when necessary. I am dedicated to make our community a safe place or all of our residents. I am a Paralegal that understands the law. I understand the legislative process.

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 16919/8/2022 8:04:30 PM

Attachment: Yes

POLICE ACCOUNTABILITY BOARD APPLICANTS – COUNTY COUNCIL

SONIA WIGGINS PRUITT

16212 JERALD ROAD, LAUREL, MD 20707

Race: Black/African American **Gender:** Female

U.S. Citizen: Yes **Age 21 or above:** Yes

Statement of Qualification:

I am a long-time Prince Georges County resident of 15 years. I am also a retired police Captain of the Montgomery County Police Department, with a 28-year history at that police agency, and was the first African American woman to achieve the rank of Captain there. Currently, I am a Professor of Criminal Justice at both Montgomery Community College and Howard University. I am the Founder and CEO of The Black Police Experience, which I created to educate the public and police officers on the intersection of the history of policing and race. I also served on the Prince Georges County Police Reform Work Group in 2020.

Active Police/Law Enforcement: No

Former Police Officer on "Do Not Call List": No

Employee of PGC: No

Employee of Sheriff: No

Municipal Employee: No

State of MD Employee: No

Elected Official/Candidate: No

Submitted: 16759/7/2022 9:36:21 AM

Attachment: Yes



EXPERIENCE

TRANSPORTATION SPECIALIST, VETO LLC

1987 to 2020

Provide transportation for government, civilian and private sector.

POSTAL LETTER CARRIER

1999 to 2003

Delivered mail for the United States Postal Service.

ELEMENTARY SCHOOL TEACHER, CLARA MUHAMMAD SCHOOL DC

1996 to 1999

Taught all subjects 4/5 & 5/6 except Arabic.

MUSLIM CHAPLAIN, STATE OF CALIFORNIA

1995 to 1996

Developed and implemented the Islamic religious program Pleasant Valley State Prison.

DEPARTMENTAL CARRER COUNSELOR, UNITED STATES NAVY

1991 to 1995

Managed and directed 25 divisional career counselors in maintaining retention programs for 700 personnel.

AVIATION ELECTRONICS TECHNICIAN, UNITED STATES NAVY

1975 - 1991

Supervised maintenance of various aircraft platforms within the naval aviation program.

SOCIAL WORKER, UNITED COMMUNITIES AGAINST POVERTY

1973 to 1975

Provided social services for several communities in Prince George's county.

EDUCATION

CHAPMAN UNIVERSITY 1995 B.S., SOCIAL SCIENCE

UNIVERSITY OF MARYLAND, EASTERN SHORE

1969 to 1973

Public education in the Prince Georges County Public school system graduating Fairmont Heights High in June 1969

COMMUNICATION **Islamic lay leader onboard various naval vessels and installations**
1980 to 1995

Guest lecturer (Islamic Studies) State Department & Pentagon
2012 to 2020

LEADERSHIP **MUSLIM AMERICAN VETERANS ASSOCIATION**
2005 to Present
Past National Commander 2006 to 2010
Commander Post 1 DC 2010

MASJID MUHAMMAD BOARD MEMBER
2009 to 2011
Chairman 2009 to 2010

DIRECTOR OF OPERATIONS MASJID MUHAMMAD
2010 2012

DISTRICT OF COLUMBIA TAXICAB COMMISSION
DISABILITY ADVISORY COMMITTEE
2012 to 2019

REFERENCES **IMAM TALIB SHAREEF**
President Masjid Muhammad
JUDGE HASSAN EL-AMIN
Prince Georges County Circuit Court Judge

Andrea R. Coleman, Ph.D.

3426 Memphis Lane* Bowie, MD 20715*

OBJECTIVE

To obtain a position demonstrating my advanced analytical, statistical, and program evaluation skills and my ability to analyze the criminal and juvenile justice fields' research needs to ensure effective program planning and implementation.

EDUCATION

Doctor of Philosophy|August 2018|Nova Southeastern University

Major: Criminal Justice

Honors: Phi Kappa Phi Honor Society and Model Defense Presentation

Master of Science|August 2007|University of Cincinnati

Major: Criminal Justice

Honors: Alpha Phi Sigma Criminal Justice Honor Society and Distinguished Master's Thesis

Bachelor of Arts|May 1994|Berea College

Major: Political Science

Minor: Latin/Classical Studies

CERTIFICATES

Certificate|December 2020|Cornell University

Major: Public Sector Leadership

SKILLS

- SPSS and SAS Proficiency
- Spanish Proficiency (Reading, Speaking, and Translating)
- Experienced Program and Grant Manager
- Excellent Public Speaker, Trainer, and Group Facilitator

EXPERIENCE

Principal Researcher

KLK Research Group

May 2021-Present

- Developing research and development process, including annual research agenda.
- Serving as the Managing Director of the American Association of Juvenile Justice Research & Scholars (AAJJRS).
- Co-directing local criminal and juvenile justice reform efforts.

- Conducting original research on various criminal and juvenile justice issues.
- Writing bulletins, briefs, white papers, and other informational documents.

Data and Research Analyst (Special Assignment)
U.S. Department of Justice, Civil Rights Division
March 2017-October 2018

- Conducted statistical analyses for criminal and juvenile justice investigations and litigations.
- Researched various criminal and juvenile justice issues.
- Reviewed and edited several protocols for local criminal and juvenile justice investigations.

Disproportionate Minority Contact Coordinator/Compliance Analyst
U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention
October 2010-2016

- Managed the DMC Field Initiated Research and Evaluation Program.
- Assessed states' compliance pursuant to the Juvenile Justice and Delinquency Prevention (JJDP) Act of 1974.
- Audited juvenile and adult facilities pursuant to the JJDP Act of 1974, as amended.
- Facilitated and provided training and technical assistance.

State Representative/Disproportionate Minority Contact Team Lead
U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention
July 2007-October 2010

- Managed Title II, Juvenile Accountability Block Grant, Title V Community Prevention, and Enforcing Underage Drinking Laws formula and block grant programs.
- Provided evidence-based juvenile justice and delinquency prevention and intervention programs and strategies.
- Planned and assigned various DMC programs and policy initiatives to team members.

PUBLICATIONS

Articles

Coleman, Andrea R. (2022). "Where Youth Live: "Justice by Geography" and Juvenile Arrests in a Southern Metropolitan County." *Race and Justice: An International Journal*. (Manuscript Under Review).

Coleman, Andrea R. (2019). "Juveniles and *Miranda* Rights: To Waive or Not to Waive?" *ACJS Today Volume XLV*(2).

PROFESSIONAL HIGHLIGHTS

- Featured in the [*Color of Justice*](#), Connecticut Public Television, April 23, 2013.
- Featured on [*CBS Evening News Eye on America: School Suspensions: Do They Work?*](#) May 6, 2004.

- Featured in *Safe Schools and Managing School Discipline* on the Students That Attend Reach Success Program, July 2003.

PROFESSIONAL AWARDS

- U.S. Department of Justice, Office of Justice Programs, *Assistant Attorney General's Award*, 2009.
- National Council on Crime and Delinquency's *New Community Award*, 2000.
- Office of the Lexington-Fayette County, Kentucky Sheriff *Commendation: Service to Victims and Families of Domestic Violence*, 2000.

Additional work experience and professional references are available upon request.

WORK EXPERIENCE:

COALITION FOR THE HOMELESS, Washington, DC

Nov. 2010 – present

Director of Operations

Responsibilities include:

- ◆ Supervising eight direct reports who manage a total of five programs for homeless men and two permanent housing programs
- ◆ Facilitating agency COVID-19 response utilizing District of Columbia DHS protocols
- ◆ Collaborating with partners to open the first LGBTQ+ Emergency Shelter in DC effective July 2022
- ◆ Managing and staffing Salvation Army Hypothermia Shelter in February 2022 upon request from The Community Partnership
- ◆ Carrying out critical human resource functions in tandem with the Executive Director
- ◆ Managing the staff evaluation process for forty-five employees
- ◆ Working with Program Analyst on periodic quality assurance visits to and evaluation of programs
- ◆ Actively involved in the 2018 strategic planning sessions and serving on program committee
- ◆ Coordinating all facility repairs and services with contractors and vendors
- ◆ Monitoring contract budgets with the Director of Finance
- ◆ Managing the capital improvement process for major facility renovation projects
- ◆ Assisting Executive Director in 2017 in the recruitment of four new board members
- ◆ Actively working with staff and District of Columbia representatives to ensure contractual compliance

HOUSING UNLIMITED, INC., Silver Spring, MD

Nov. 2004 – Nov. 2010

Senior Associate Director

Responsibilities included:

- ◆ Managing day-to-day operations of agency in Executive Director absence
- ◆ Supervising several staff experiencing mental illness utilizing the peer support model
- ◆ Providing permanent supportive housing to individuals experiencing mental illness
- ◆ Working closely with Montgomery County Core Service Agency to provide support to residents in crisis
- ◆ Property management of twenty-two homes

INDEPENDENCE NOW, Riverdale, MD

Dec. 2002 – Nov. 2004

Director of Housing Advocacy

Responsibilities included:

- ◆ Supervising several staff with various disabilities utilizing the peer support model
- ◆ Testifying before Maryland State legislator in support of budgets favorable to the disability community
- ◆ Partnering with Melwood and Prince George's DHCD on a newly created home ownership program
- ◆ All outreach to and transition from nursing facilities in Prince Georges and Montgomery Counties

Coordinator of Independent Living Services for Prince George's County

Apr. 2001 – Nov. 2002

Responsibilities included:

- ◆ Supervising several program staff and the services rendered to individuals with disabilities
- ◆ Administering a new state Medicaid Waiver program through the Department of Human Resources
- ◆ Providing information, referral, assessment, and case management

ST. LUKES HOUSE, Silver Spring, MD

Sep. 1998 - Apr. 2000

Career Transition Specialist

Responsibilities Included:

- ◆ Providing support services to transition age youth receiving special education services
- ◆ Assisting transition age youth in postsecondary goals through education and employment

EDUCATION:

William & Mary, Raymond A. Mason School of Business
Certificate of Business Excellence

April 2019

Bowie State Univ. Graduate School
Major: Counseling Psychology

MA, May 2001

Washington Bible College
Major: Biblical Studies

BA, May 1995

HONORS AND ACHIEVEMENTS:

- ◆ Coalition for the Homeless – Award of Recognition for Invaluable Support and Service During the Pandemic (December 2021)
- ◆ NAMI Walks Fundraising – Personally raised \$9,700 (2019 – 2022)
- ◆ NAMI Connections Graduate – March 2018
- ◆ Coalition for the Homeless – Special Award of Appreciation (October 2017)
- ◆ CHI SIGMA IOTA – Counseling Honor Society

VOLUNTEER SERVICE:

- ◆ Independence Now – Board of Directors (current); Finance Committee (previous) and Fund Development Committee (current)
- ◆ NAMI, Prince George's County, MD – Board of Directors (current)


VOLUNTEER PANEL MEMBER/SPEAKER:

- ◆ Prince George's Police Department/CIT Training – NAMI Speaker (Nov. 2021, Feb., Mar, Apr – 2022)
- ◆ Hyattsville Police Department Training – NAMI Speaker (April 20 & 22, 2021)
- ◆ NAMI, Prince Georges County Annual Meeting – Speaker (October 2020)
- ◆ NAACP NextGen – Mental Health and Incarceration Panel Member (September 2020)
- ◆ PG Change Makers Coalition – Panel Member (August 2020)
- ◆ Maryland Youth Leadership Forum – Panel Member (June 2018)

Keenon M. James

Public Safety Policy And Community Policing Strategist

 Upper Marlboro, MD, 20774

 [linkedin.com/in/keenonmjames](https://www.linkedin.com/in/keenonmjames)



<https://zety.com/profile/keenon-james/582>



Keenon James is an organization management and public policy professional with nearly twenty years of experience supporting innovative programs and reforms to the criminal justice system, public safety agencies, and crime victims' rights. An effective communicator and advocate combining local, state, and federal policy experience, Keenon has developed and implemented tailored solutions that close accessibility gaps, address racial disparities, build public trust, and improve equity in the administration of public resources.

Keenon has partnered with local law enforcement agency and community leaders across the country including, but not limited to: San Francisco, CA, Commerce City, CO, St. Mary's County, MD, Memphis, TN, Fort Pierce, FL, North Charleston, SC, St. Anthony, MN, Baltimore, MD, and Fayetteville, NC; to review their policing practices, analyze enforcement data and trends, evaluate training curriculum, assess disciplinary actions, and solicit community input on strategies to improve public safety, community-police interactions, personnel accountability, and operational transparency.



Subject Matter Expertise

- Community policing strategies  Excellent
- Public safety innovations  Very Good
- Labor union relations  Very Good
- Community engagement  Excellent
- Public policy implementation  Excellent
- Research and Data Analysis  Very Good



Professional Experience

- **Senior Director, Everytown Survivor Network**
Everytown For Gun Safety, Washington, DC

2021-04 - Current

- Leads a national gun safety and crime victims advocacy program, Everytown Survivor Network (ESN), to improve public safety, prevent gun violence, protect children and families, enact trauma-informed public policies, and establish life saving gun safety legislation.
- Collaborates with state and federal legislators to pass legislation to prohibit ghost guns, reinforce red flag laws, protect victims of domestic violence, increase child access prevention standards, strengthen background check requirements, bolster law enforcement investigation resources, and invest in community-based gun violence intervention and prevention programs.
- Organizes gun violence survivors all types including: homicide, suicide, unintentional, police, mass, workplace, and domestic violence to address personal safety, grief, mental health, and community trauma resulting from gun violence.
- Successfully achieved diversity improvement goals for the ESN increasing the number of men, people of color, and English as a Second Language (ESL) participants creating a more equitable representation of those impacted by gun violence.
- Continues to elevate the real life stories of gun violence survivors and communities to inform local, state, and federal policies and funding for crime victims' services, community violence reduction strategies, gun safety initiatives, and trauma-informed protocols. Partners with local non-profits to support grassroots gun violence prevention and community education programs to improve public safety for the entire community.

2019-07 - 2021-04

Deputy Director

Nat'l Org. Of Black Law Enforcement Executives, Alexandria, VA

- Policy, administration, and training management executive for the nation's leading organization for ethnic minority police chiefs, sheriffs, and law enforcement agency leaders.
- Led collaborations with law enforcement, labor, community, faith, and research organizations to develop and implement innovation policing, corrections, recruitment, training, and criminal justice reform policies.
- Led the revisions and adaption to virtual learning for the curriculum of the organization's flagship community education and outreach program, The Law and Your Community.
- Faced with unprecedented national policing practice reprisal in the summer of 2020, coordinated police executives response and reaction to use of force incidents, operational transparency, personnel accountability, community oversight, and implementation of modern policing practices.
- Advanced federal, state, and local legislative initiatives to enhance public safety, increase operational transparency, and restore public trust for law enforcement.

2016-06 - 2019-07

Supervisory Program Specialist (GS-15)

USDOT COPS Office, Washington, DC

- Serving within the United States Department of Justice's Office of Community Oriented Policing Services (COPS Office), led the Policing Practices and Accountability Initiative (PPAI), a critical component of President Obama's Task Force on 21st Century Policing.

2015-04 - 2016-06

- Coordinated the COPS Office partnership with local law enforcement agencies to embrace the six pillars of the Task Force and community policing strategies as a part of the Collaborative Reform Initiative.
- Reviewed the agency operating policies and procedures, general orders, analyzed use of force, traffic stops, arrests, and service call response datasets and policies, reviewed in-service training courses, appraised recruiting and retention plans, officer wellness offerings, and assessed the organization's culture, community engagement, organizational effectiveness, and trust-building strategies.
- Provided agency leaders, local officials, community groups, and stakeholders with a comprehensive report, including specific recommendations and follow-up technical assistance, to modernize the agency's operations, legitimize community engagement, support officer wellness, establish personnel accountability standards, and achieve nationally adopted 21st century policing practices.

● **Officer, Public Safety Performance Project**

Pew Charitable Trusts, Washington, DC

- Researched and analyzed policies, operational, and budget data from states sentencing and corrections systems to develop innovative solutions to increase effectiveness, reduce recidivism, lessen racial disparities, and reinvest cost-savings into community based safety solutions.
- Partnered with state and local legislative leaders, national organizations, and research institutes to draft and advance legislation and policy changes for court-imposed sentences, implementation of court diversion programs, reduction of state spending on corrections, and reduce recidivism through proposed policies of the national Justice Reinvestment Initiative.

2009-12 - 2014-03

● **Deputy Director**

North Carolina Sheriffs' Association, Raleigh, NC

- Led a team of managers, subject matter experts, and administrative staff that designed curriculum and conducted training classes for law enforcement professionals on topics including gun safety, immigration, traffic safety enforcement, civil process, juvenile justice, court security, community corrections, and crime victims' rights.
- Served as an organizational representative for the states' sheriffs before the North Carolina General Assembly and coordinated local law enforcement's implementation of requirements of the state's Justice Reinvestment Act.
- Developed and managed the Statewide Misdemeanant Confinement Program (SMCP) helping to reduce state spending on prisons, reduce recidivism, enhance community corrections solutions, and connecting returning citizens to community resources and support services.

1999-09 - 2003-05



Education

● **Bachelor of Science: Criminal Justice**

North Carolina Central University - Durham, NC

High School Diploma

Bishop McNamara High School - Forestville, MD



Certifications and Skills

- General Instructor, NC Sheriffs Education and Training Standards
- Federal Grants Management, US Department of Justice
- Contracting Officer's Representative (COR)



Community Involvement and Affiliations

- Citizen Advisory Board (Vice Chair), St. Mary's Co. Sheriff's Office 2008-09
- Citizen Academy, St. Mary's County Sheriff's Office, 2008
- Solid Waste Advisory Board (Chair), St Mary's County, MD, 2008-2010
- Community Emergency Response Team (CERT)
- Upper Marlboro/ Waldorf (MD) Alumni, Kappa Alpha Psi Fraternity, Inc.
- Parent Teacher Organization, Phyllis E. Williams Spanish Immersion School
- Fathers Auxiliary, Prince George's Co. Jack and Jill of America
- Black Men Run - Metro Washington DC Chapter
- Metro DC NC Central University Alumni Association

Herbert Lacy
14807 Debenham Way
Bowie, Maryland 20721

OBJECTIVE: Expand management skills by assuming new and difficult areas of responsibilities.

Clearance: TS/SCI

Certified: ISO 9001 Internal Auditor
ITIL Foundation
Customer Service Specialist, CSS-104

Summary: Over thirty years of experience in computer management with progressively increasing managerial duties and responsibilities. Strong leadership and exceptional management skills. Experience in Total Quality Management(TQL).

EXPERIENCE **2013-Present, Retired**

1995-2013, General Dynamics Site Manager, Washington DC

- Manage a annual budget of 3.1 million which consist of a staff of forty-six General Dynamics employees and ten IT Teaming Partners.
- Responsible of all computer hardware installation and maintenance within the local facility and several remote locations.
- Supervised a staff of 56 technical personnel that are responsible for the maintenance of highly sophisticated and classified electronic equipment.
- As Project Manager, I have realigned staff and redefined functions for smoother workflow while assisting other Site Managers in recruiting to reduce staffing short falls.
- Direct the day to day operational activities of the organization to include training, scheduling, allocation of resources and preparation of reports.
- Coordinates all security matters with the Command Security Office while reducing the waiting period for final approval of security clearances.

1971-1995, United States Navy, Washington, DC

- Automated System Division Head, Office of Naval Intelligence.
- Joint Command Senior Enlisted Advisor, JCIS Seoul Korea
- Data Processing Technician, Enlisted Detailer, Washington DC
- Computer Programmer, Bureau of Navy Personnel Washington, DC
- Data Processing Leading Petty Officer, U.S.S. Sipan , Norfolk Virginia
- Navy Enlisted Recruiter, Navy Recruiting District Washington, DC
- Flight Line/Firefighter Naval Air Station Bermuda and Midway Islands

Accomplishments: Managed two communication centers providing Intelligence support.
Realigned staff and restructured functions to develop Upward Mobility.
Selected as "First Runner-up as Recruiter of the Year" 1979.
Received several Naval Awards and Citation.

PETER MILLER

9008 Chestnut Avenue, Bowie, Maryland 20720

QUALIFICATIONS PROFILE

Highly organized, competent, and enthusiastic professional, with solid knowledge-based skills in instructing and coaching related functions that include instructional strategies, human relations, and professional ethics. Particular at defining goals and objectives in effectively planning, organizing, and successfully accomplishing specific programs aimed at producing beneficial results. Possess collaborative and democratic leadership style, combined with excellent communication skills. Capable of providing direct support to principals and teachers regarding teaching and learning; enthusiastic in assisting teachers and students learn and develop full potential. Skilled in conducting business based on knowledge, professionalism, and integrity.

RELATED SKILLS

Leadership and Management ▪ Planning and Implementation ▪ Training and Mentoring

EDUCATION

E.ED, EDUCATIONAL LEADERSHIP AND PUBLIC POLICY (A.B.D.)

GEORGE WASHINGTON UNIVERSITY ▪ Washington, DC ▪ 2000

MASTER OF EDUCATION IN SCHOOL ADMINISTRATION AND SUPERVISION

BOWIE STATE UNIVERSITY ▪ Bowie, MD ▪ 1996

BACHELOR OF ARTS

BOWIE STATE UNIVERSITY ▪ Bowie, MD ▪ 1986

HIGHLIGHTS

- Serve as an instructional leader by providing direction, training and evaluation for staff to ensure quality academic programs through the implementation of effective teaching, communication and organizational practices
- Develop and implement policies, programs, curriculum activities, and budgets in a manner that promotes the educational development of every student
- Work collaboratively with business partners, community and K-12 through higher education institutions
- Directly oversee and evaluate staff

PROFESSIONAL EXPERIENCE

COOL SPRINGS ELEMENTARY ▪ Adelphi, MD

Assistant Principal

2011-present

Prince George's County Public Schools

-
- Assume total responsibility for the school and its program during the absence of the principal
 - Assist in school management procedures such as discipline
 - Assist in the implementation of instructional programs
 - Assist with the interpretation of school programs to the local community
 - Assist teachers in the selection and use of materials and equipment
 - Assist with school communications
 - Assist in planning of staff development and in-services within the school
 - Assist with interviewing and evaluating prospective staff members
 - Assist in developing and monitoring the student based budget
 - Assist in general day to day operations

PETER MILLER

9008 Chestnut Avenue, Bowie, Maryland 20720

WILLIAM BEANES ELEMENTARY SCHOOL ▪ Suitland, MD

Principal

2001-2011

Prince George's County Public Schools

- Develop and implement policies, programs, curriculum activities, and budgets in a manner that promotes the educational development of each student and the professional development of each staff member
- Define the responsibilities and accountability of staff members and developed plans for interpreting the school program to the community
- Plan and offer activities which facilitate the professional growth of the school staff and enhance the quality of the instructional program
- Supervise the instructional programs of the school, evaluating lesson plans and observing classes on a regular basis to encourage the use of a variety of instructional strategies and materials consistent with research on learning and child growth and development
- Establish and maintain a climate that is conducive to learning
- Offer opportunities for staff participation in the school program
- Evaluate student progress in the instructional program by means that include the maintaining of up-to-date student data
- Supervise and appraises the performance of the school staff
- Maintain inter-school system communication and seek assistance from central office staff to improve performance
- Effectively managed the school and facility budget which includes state and federal program funds
- Encourage the use of community resources, cooperates with the community in the use of school facilities, interprets the school program for the community, and maintains communication with community members

GLADYS NOON SPELLMAN ELEMENTARY SCHOOL ▪ Cheverly, MD

Assistant Principal

1999-2001

Prince George's County Public Schools

- Assume total responsibility for the school and its program during the absence of the principal
- Assist in school management procedures such as discipline
- Assist in the implementation of instructional programs
- Assist with the interpretation of school programs to the local community
- Assist teachers in the selection and use of materials and equipment
- Assist with school communications
- Assist in planning of staff development and in-services within the school
- Assist with interviewing and evaluating prospective staff members
- Assume responsibility of the school wide testing program

WILLIAM WIRT MIDDLE SCHOOL ▪ Riverdale, MD

Administrative Assistant/Vice Principal

1997-1999

Prince George's County Public Schools

- Assume total responsibility for the school and its program during the absence of the principal
- Assist in school management procedures such as discipline
- Recruit and maintain substitute teachers
- Assist in the implementation of instructional programs
- Assist with the interpretation of school programs to the local community
- Assist teachers in the selection and use of materials and equipment
- Assist with school communications
- Assist in planning of staff development and in-services within the school
- Assist with interviewing and evaluating prospective staff members
- Assist in writing grants

PETER MILLER

9008 Chestnut Avenue, Bowie, Maryland 20720

FORESTVILLE HIGH SCHOOL ▪ Forestville, MD

Peer Mediation Coordinators/ Administrative Intern

1996-1997

Prince George's County Public Schools

- Train students in conflict resolution
- Work with classroom teachers in the implementation of the peer mediation curriculum
- Work with students to develop peer coaches
- Organize and supervise fundraisers
- Assist in school management procedures such as discipline
- Recruit and maintain substitute teachers
- Assist in the implementation of instructional programs
- Assist with the interpretation of school programs to the local community
- Assist with school communications
- Assist in planning of staff development and in-services within the school

LARGO HIGH SCHOOL ▪ Largo, MD

Teacher

1992-1997

Prince George's County Public Schools

- Implemented and monitored programs within the school
- Effectively utilized teaching skills in educating students in the area of U.S. History, Local, State and national Government, African History and Modern and Early World History
- Co-Sponsor for Black Male Achievement
- Instructor with the Master Teacher's Student Teacher Program
- Assisted in the developing curriculum guidelines for the Local State and National Government course.
- Mentored new teachers
- Functioned as coach for Freshman Basketball and Track

PRINCE GEORGE'S COUNTY SHERIFF DEPARTMENT, UPPER MARLBORO, MD

1987-1992

DEPUTY SHERIFF FIRST CLASS

- Performed general law enforcement and investigations controlling
- Serving warrants and /or extraditing persons wanted on criminal warrants.
- Transporting prisoners to and from various institutions and courts throughout the State of Maryland and the United States.
- Serving civil processes/summonses; executing writs/court orders, maintaining security in the courtrooms of the Circuit Courts;
- Monitoring prisoners in holding areas, writing reports, and providing effective and efficient services to the citizens of Prince George's County.

Adjunct Professor

- Prince George's Community College, Largo, Md.
- Sojourner-Douglas College, Baltimore, Md. (Landover Campus)
- Trinity College, Washington, DC.

Honors

- Washington Post's Vincent E. Reed Principal's Leadership Institute
- Outstanding Young Men of America (1998)

CERTIFICATION

Advanced Professional Certificate

PETER MILLER

9008 Chestnut Avenue, Bowie, Maryland 20720

History Grades 5 to 12

Social Studies Grade 5 to 12

Administrator I

Administrator II

License Principal State of Md.

PROFESSIONAL AFFILIATION

ASCD Learn – Teach – Lead

National Science Teachers Association (NSTA)

National Association for Secondary School Principals (NASSP)

National Association for Elementary School Principals (NAESP)

Maryland Representative (P.G.C.P.S.) COMER Schools at Yale University

Maryland State Department of Education Principal's Academy

Prince George's County Principal's Academy

Superintendent's Roundtable (Level I)

ACTIVITY

Kappa Alpha Psi A-MAN Program

Kiwanis Club of Mitchellville MD

LINDA L. MOGHADAM

4326 Van Buren Street
University Park, Maryland 20782

EDUCATION:	Ph.D., University of Maryland	1989
	M.A., University of Maryland	1981
	B.A., University of Maryland	1976

EMPLOYMENT HISTORY

Retired from the University of Maryland Sociology Faculty **June 2018**

Director, Sociology Undergraduate Program, Principal Lecture **1989-2018**
University of Maryland College Park

Responsible for administration of the Sociology Undergraduate major and its curriculum: overseeing departmental advising; serving as the interface for the department with the College of Behavioral and Social Sciences (BSOS) and the University on all matters dealing with undergraduate education.

Research Assistant **1985-1989**
Department of Military Psychiatry
Walter Reed Army Institute of Research

Assisted in instrument construction and data collection on research
Unit Manning System. Spouse data was used as the basis for my dissertation research

Courses taught

Contemporary Social Problems; The Logic of Social Inquiry: An Introduction to Sociology and the Major; Educational Inequality: Explaining the Educational Achievement Gap; Sociology Honors Seminar; Family and Society; Sociology of Education; Teaching Sociology;
Teaching Assistant Seminar

Courses Taught for Anne Arundel Community College at Patuxent Institution (2007-2013)

American Popular Culture; Contemporary Social Problems;
Marriage and Family; Marriage and Family

ADVISING:

Academic advisor for Sociology Majors	
Faculty Advisor: Alpha Kappa Delta, Sociology Honor Society	1991-2018
Gemstone Mentor	2006-2009

Ph.D. Dissertation Director - Co-Chair: John Michael Ryan, 2013
David Strohecker - 2019

Ph.D. Dissertation Committees:

Diane Illig - Department of Sociology, 1999
Doris Durand - Department of Sociology, 1997
Margaret Austen - Department of Sociology 2015
William Yagatich - Department of Sociology, 2018

M.A. Thesis Advisor: Keeley McGill - Chair - Department of Sociology, 2005

M.A. Thesis Committees: David Rohall - Department of Sociology, 1998

Teaching Mentor:

Diana Elliot - 2006
Brian Ward - 2009
Paul Dean - 2010
Michelle Smirnova 2012

IVSP Advisor: Rachel Bergstein 2009

PUBLICATIONS:

- Rosen, L.N., Moghadam, L.Z., Endicott, J. 1988. "Psychosocial Correlates of Premenstrual Dysphoric Subtypes." Acta Psychiatrica Scandinavia 77:446-453.
- Rosen, L.N., Moghadam, L.Z. 1988. "Social Support, Family Separation and Well Being Among Military Wives." Journal of Human Stress, 14:64-70.
- Rosen, L.N., Carpenter, C.B., Moghadam, L.Z. 1989. "Impact of Military Life Stress on the Quality of Life of Military Wives." Military Medicine 154:116-120.
- Rosen, L.N., Moghadam, L.Z., Endicott, J. 1989. "Psychiatric Symptomatology Across the Menstrual Cycle in Women Reporting High, Medium, and Low Levels of Premenstrual Change." Military Medicine 154:62-63.
- Rosen, L.N., Moghadam, L.Z. 1989. "Impact of Military Organization on Social Support Patterns of Military Wives." Human Organization 48:189-195.
- Rosen, L.N., Moghadam, L.Z. 1989. "Can Social Supports be Engineered? An Example from the Army's Unit Manning System." Journal of Applied Social Psychology 19:1292-1309.
- Rosen, L.N., Moghadam, L.Z., Viatkus, M.A. 1989. "The Military Family's Influence on Soldier's Personal Morale." Military Psychology 1:201-213.
- Rosen, L.N., Ickovics, J.R. and Moghadam, L.Z. 1990. "Employment and Role Satisfaction: Implications for Well-Being of Military Wives." Psychology of Women Quarterly, 14:371-385.
- Rosen, L.N., Moghadam, L. Z. 1990. "Matching the Support to the Stressor: Implications for the Buffering Hypothesis." Military Psychology, 2:193-204.
- Rosen, L.N., Moghadam, L.Z. 1991. "Patterns of Seasonal Change in Mood and Behavior: An Example from a Study of Military Wives." Military Medicine, 156:228-230.
- Rosen, L.N., Moghadam, L.Z. 1991. "Predictors of General Well Being Among Army Wives." Military Medicine, 156:357-361.
- Rosen, L. N., Moghadam, L.Z., Bain, M.W. 1992. "Health Problems Among Army Children." Military Medicine, 157:85-88.

CAMPUS PUBLICATION:

Moghadam, Linda, Ryan, John Michael. (eds) 2008. Faculty Resource Manual for Civic Engagement and Leadership in the Curriculum. University of Maryland.

PAPERS PRESENTED:

- "Perception of the Work/Family Interface and Its Impact on Army Reenlistment Behavior." Paper presented at the American Sociological Association Annual Meeting, Washington, D.C., August 1990.
- "Infusing a Culture of Teaching Excellence through Graduate Teacher Training." Paper presented with Morten Ender and Mitali Sen at the 5th National Conference on the Education and Employment of Graduate Teaching Assistants, Denver, Colorado, November 1995.

WORKSHOPS AND PROGRAMS:

Panel Member, National Conference on Higher Education in Prison. Pittsburgh, PA.
Nov. 6-8, 2015
Teaching Sociology Behind Bars. Association of Applied and Clinical Sociology. Annual
Meetings, Pittsburgh, PA, October 2014
Integrating Civic Engagement and Leadership into the Curriculum. Center for
Teaching Excellence, University of Maryland College Park, February 2008
Effective Advising Strategies Panel: American Sociological
Association Annual Meetings, Chicago, 2002.
Chair, Undergraduate Advising Practices Panel: American Sociological Association
Annual Meetings, Toronto, 1997
Teaching Graduate Students to Teach - Center for Teaching Excellence
Service Learning Brown Bag University of Maryland College Park, September 2000
Panel Member, Service Learning, American Studies Association, College Park, MD.,
Spring 2003.

EDITORIAL WORK:

Editor, Reading Supplement, Social Problems, 9th edition. Allyn & Bacon, 2002
Editorial Advisory Board, Race and Ethnic Relations. Annual Editions. Dushkin
Publishing Group 1992-2005.
Referee, Armed Forces and Society, 1990, 2007.

UNIVERSITY SERVICE:

Departmental Committees

Undergraduate Committee - 1989 to 2018
Honors & Advising Committee - 1991 to 1995
Undergraduate Education Day Liaison 1993-1996
Teaching Committee, Chair - 1996-1999
Executive Committee - 1989 to 2018
Awards Committee, 2000-2007 - Committee Chair, 2007-2017
Chair Search Committee, Coordinator for Sociology Department Chair, 2008, 2010, 2011
Chair Search Committee, Coordinator for Sociology Graduate Program 2007, 2011
Chair, Search Committee, Professional Track Lecture, 2016

College and University

Campus Senate Academic Standards and Procedures Committee 2014-2016
Campus Standing Review Committee on Sexual Assault, 2014-2018
Campus Senate Student Affairs Committee - 2012-2014
BSOS PCC Committee, 2013-2017
BSOS Representative - Undergraduate Teacher Education Committee 2013-2014
BSOS Summer Research Initiative, Reviewer 2014, 2016
Gemstone Mentor 2006-2009
Coalition for Civic Engagement and Leadership Steering Committee 2007-2009
Coalition for Civic Engagement and Leadership - subcommittee on Integrating Civic
Engagement into the Curriculum, 2005-2010
Provost's Advising Commission, 2001 to 2005
Search Committee, Associate Director, College Park Scholars, 2010
Search Committee, ICONS Assistant Director 2006
Search Committee, Director of Letters & Sciences, 2004
Chair, Search Committee, Assistant Director - Beyond the Classroom, 2004
Selection Committee, Senior Summer Scholars, 2004- 2008
Banneker Key Scholarship Selection Committee - 1992 to 2016

Academic Standards and Procedures 1997-2000
 Human Relations Office Sexual Harassment Workshop Trainer - 1992 to 1995
 Faculty Diversity Initiative - 1995 to 2002
 Summer Orientation Faculty Participant - 1993-95
 Campus Senate CORE Committee - 1992-1995; 2007-2009
 Campus Senate CORE Honors Working Group - 1995 to 2003
 Search Committee, Assistant Director for Center for Political Leadership, Spring 1996.
 Search Committee, Career Center Program Director Positions, Spring 1997.

AWARDS AND RECOGNITION

BSOS Service Award 2016
 Phillip Merrill Mentor 2009, 2011
 BSOS Outstanding Mentoring and Teaching Award, 2009
 Morris Rosenberg Graduate Mentoring Award, Sociology Department 2008
 Center for Teaching Excellence Instructional Improvement Grant. Awarded to develop a resource manual for integrating civic engagement into the curriculum. 2006-2007
 Provosts Outstanding Advisor Award 2002
 BSOS Outstanding Advisor Award 2000
 Center for Teaching Excellence Award- "Teachers Who Have Made a Difference," 1991, 1993, 1994
 Nominee, Panhellenic Outstanding Teacher Award, 1992, 2001
 Recipient, Center for Teaching Excellence Instructional Enhancement Grant. Awarded to establish a departmental teaching resource center, 1994, 1995, 1996
 Behavioral & Social Sciences Teaching Fellows 1998, 1999

PROFESSIONAL ASSOCIATIONS:

American Sociological Association
 District of Columbia Sociological Society

COMMUNITY SERVICE

Volunteer, Patuxent Institution Jessup Maryland
 Education Program
 Courses taught included: American Popular Culture; Contemporary Social Problems; Diversity in Society; and Marriage and Family Writing Group 2006-2013
 2014-2018
 Prince George's County Citizens Police Academy Fall 2016
 Twelve Weekly 3 hour sessions addressing police training procedures; Hiring; and policing policies

DIANA E. MONTERO

DIVERSITY & INCLUSION

A DEI professional working with all aspects of diversity, equity, inclusion, belonging, and accessibility. Craft diversity and inclusion company policies regarding reasonable accommodations; collaborate DE&I programs and initiatives to support organizational mission; sit on employment panels working in compliance with ADA and Title V of the Rehabilitation Act; established organization affinity/ERG groups; DE&I Program Manager; implementing inclusion programs and applying objective hiring practices; work managers and C-suite executives to facilitate, create, and implement plans to promote DE&I; made reasonable accommodations to qualified candidates; developing training programs to enhance employee understanding on inclusion.

PROFESSIONAL EXPERIENCE

CHENEGA/EAGLE ONE SYSTEMS INC.

2022

Contractor for the Department of Defense - Diversity and Inclusion Subject Matter Expert

- Provide general consulting on and assist in the development, oversight, and implementation of Diversity and Inclusion (D&I) policies, guidance, and programming.
- Support D&I outreach and collaboration between a variety of organization and working groups within the larger government agency.
- Support the collection, analysis, and reporting on a range of demographic data, to assess effectiveness of policies and programs and develop best practices.
- Provide overall expertise to support the program in ensuring organization-wide compliance in D&I programs, principles, and requirements.
- Support and develop strategic guidelines for development, modernization, implementation and oversight of D&I policies and programming.
- Support development of emerging initiatives to execute goals and objectives contained in related DEIA strategic plans as well as assist in research and analysis of emerging military and civilian D&I initiatives, to include drafting guidance, manuals, reports, Issuances, briefings, meeting support, to support the maintenance, implementation, and execution of change management and strategic plans.
- Provide D&I subject matter expertise to conduct analysis, evaluation, and preparation of program briefs, reports (including issue papers), point papers, and prepare correspondence required to support strategic initiatives and Directors.
- Review and prepare draft responses to Congressional requests and inquiries, as well as requests from other Federal Government agencies and partners. Provide input for response to internal and external stakeholders and in the execution of program requirements consistent with policy requirements and emerging trends.
- Draft, write, edit, and staff executive products, including but not limited to letters, memos, reports, final administrative decisions, and briefings.

DIANA E. MONTERO

MARYLAND TRANSPORTATION AUTHORITY (MDTA)

2021 – 2022

Equal Employment Opportunity Diversity Compliance Officer/Investigator

- Create and manage program strategies and agenda for deadlines and deliverables regarding diversity, equity, and inclusion training and initiatives
- Investigate all complaints from disabled employees as well as disabled patrons of Maryland Transit
- Interpret Title I of ADA and Title V of Rehabilitation Act regarding employment and departmental responsibility (during pre-employment screenings and hired disabled individuals)
- Compliance and oversee Reasonable Accommodations employees and candidates
- Establish relationships with internal and external stakeholders working in conjunction with Human Resources Department
- Sit on Diversity Panel for State of Maryland Department of Transportation
- DEI Employment Panel/Research Committee
- Research, establish, and keep up with current EEO laws, regulations, and policies
- Established and maintain diversity calendar
- Manage reasonable accommodations program
- Enhanced curriculum and facilitated of DE&I and Title VI/Civil Rights Act of 1964
- Facilitate DE&I Training (including Sexual Harassment Prevention, ADA Compliance Training)
- Revised policy at the MD Transportation Authority and MD Department of Transportation
- Member of DE&I Council and DE&I Employee Resource Group Panel
- Track departmental budget for accurate quarterly and annual accounting
- Provide administrative and graphic support for DE&I Initiatives and programs
- Lead/Consultant for infinity/employee resource groups support and guidance
- ***Diversity, Equity & Inclusion Program Manager***
- Created and published English/Spanish brochures and vital documents for the riding public regarding enhanced bus and rail services; translated vital documents
- Plan DE&I events highlighting contributions of individuals and groups from different cultures
- Lead webinars and virtual training group discussions to build greater employee networks
- Certified (State of Maryland) Sexual Harassment Prevention Trainer

COMMERCIAL REAL ESTATE FINANCE COUNCIL**2019 – 2021***Analyst*

- Updated database of member organizations and individuals
- Reconciled expenses for senior leadership
- Arranged meetings with state and federal legislators and other trade organizations
- Assist with bi-annual conference in Miami Beach and New York City
- Updated and disseminated weekly newsletter and alerts to member organizations
- Created surveys for member organizations in surveymonkey.com
- Managed DC
- Manage weekly digital weekly newsletter on HigherLogic (Informz); and LinkedIn
- Manage company app entries through Clowder
- Diversity, Equity, & Inclusion Committee: Education/HBCUs and Mentorship Subcommittees

WASHINGTON METROPOLITAN AREA TRANSIT AUTHORITY**2012 – 2018***Diversity & Inclusion Compliance Specialist/EEO Investigator*

- Responsible Applying Title I, Title II, and Title III of the Americans with Disabilities Act regarding employment and public accommodation on transportation
- Wrote and enhanced policy on disabled candidates and employees regarding reasonable accommodation and compliance including departmental responsibility
- Investigated all ADA complaints using applicable ADA law
- Investigated Title VI, Title VII, and EEO complaints regarding discrimination, (employees and passengers) bullying/harassment (sexual or otherwise), workplace violence, and reasonable accommodations; made recommendations regarding disciplinary action for infractions
- Assisted in the development of visual and touch (American Sign Language and Braille) interpretation of fare machine for deaf and blind passengers in accordance with Title II and Title III of the ADA
- Outreach at Gallaudet University for deaf/hard of hearing students introducing visual fare machines
- Manage reasonable accommodations program
- Assisted in the establishment of employee resource groups
- Established yearly diversity calendar (celebrating employees' cultures from around the world)
- Facilitated all New Employee Orientation and Civil Rights/DE&I training to all front-line employees (Bus Operators, Station Managers, Train Operators, and Metro Transit Police) which includes Title VI Compliance, Americans with Disabilities Act, and DE&I Training
- Collaborated with C-Suite executives and managers to facilitate and coach DE&I policies for all employees
- ***Main point of contact for DE&I matters***
- Served as content writer and created curriculum for facilitation of Diversity & Inclusion and Title VI of the Civil Rights Act of 1964
- Interpret ADA compliance and oversaw ADA Reasonable Accommodations
- Created and facilitated ADA refresher presentation for front line employees that violate ADA laws and guidelines
- Created ADA policy for the Washington Metropolitan Area Transit Authority and all facilities

- ***Diversity, Equity & Inclusion Program Manager with Diversity monthly event planning***
- Established Diversity, Equity, & Inclusion Council (Included Executive Leadership)
- Established ERGs and missions for each group (assisted with website design)
- Internally and externally monitored effectiveness of Diversity and Civil Rights training
- Devised strategies for diversity and inclusion outreach programs for English and Spanish speaking passengers; assessed community outreach goals
- Created surveys to identify demographics in servicing area using SurveyMonkey and Qualtrics
- Created and published English/Spanish brochures and vital documents for the riding public regarding enhanced bus and rail services; translated vital documents
- Created and updated Microsoft Access complaint log for Title VI violations on transit system
- Planned yearly diversity and inclusion events highlighting contributions of individuals and groups from different cultures
- Led group discussions and panels to build greater employee networks and Employee Resource Groups
- Established diversity & inclusion panels for talent management and Civil Rights Department
- Performed outreach (English and Spanish) and supervised outreach teams to community-based organizations and underserved areas in the Washington, DC Area including Veterans organizations (Women Venters Interactive)
- Created planning policy and service equity analysis for bus/rail to ensuring access to all
- Created bus line studies to monitor performance, ridership and retrieve demographic data
- Participated and interpreted for Spanish speaking community in public hearings/public meetings.

Office Administrator

2010-2012

- Managed the day-to-day office administrative duties for the Chief Performance Officer; maintained calendar for the CPO; scheduled meetings with CPO and General Manager/CEO
- Coordinated/audited travel arrangements for CPO and directors
- Personnel requisitions and other administrative actions
- Responsible for purchase/corporate credit card and monthly reconciliation; assisted CPO in preparing management-related documents
- Prepared legal briefs for Labor Department for disputes and settlements
- Coordinated department events for CPO and executive leadership team

EDUCATION

Walden University

Minneapolis, MN

DPA – Public Administration, June 2023

Strayer University

Washington, DC

MBA – HR Management, June 2008

WEBINARS/TOWN HALLS/MISCELLANEOUS

- Webinar on Affirmative Action to WMATA Executive Leadership (Deborah Coram, Manager)
- Moderated March 2021 Town Hall: Micro Aggression and Unconscious Bias with guest: Howard Ross: Diversity, Equity, Belonging & Inclusion Expert and Advocate
- Moderated 2021 Town Hall: Allyship and Privilege with guest: Howard Ross (Udarta.com)
- Board member (*volunteer*): Fifty Shades of Purple Against Bullying Non-Profit Organization (FSPAagainstBullying.com)
- Real Estate Agent for Maryland, Washington DC, and Pennsylvania (active and referral status)
- Article: The Lasting Effects of Bullying (LinkedIn)
- Webinar on colorism with participants from the United Kingdom, Canada, and the Caribbean

EARL T. O'NEAL

EDUCATION

Frostburg State University: Frostburg, MD, Bachelor of Science, Political Science.

COMMUNITY INVOLVEMENT

Board Member, Past President & Vice-President: South County Economic Development Association
Former President & Executive Board Member: Friendly High School Parent Teacher Student Association
Treasurer, Friendly High School Booster Club
Hearing Officer: Community Public Awareness Council (C-PAC) Maryland Department of Juvenile Services Prince George's County Diversion Program
Board Member, Maryland Business Clergy Partnership
Member, Tantallon Citizens Association, Inc.

PROFESSIONAL ASSOCIATIONS

Advisor: Coalition of Black Trade Unionists
National board member & Advisor: A. Philip Randolph Institute
National board member & Advisor: National Coalition on Black Voter Participation

EMPLOYMENT HISTORY

**AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME),
District Council 20, Washington, D.C.**

Political Action Director

January 2007 to November 2010

- Assessed political developments affecting members' welfare to implement political campaigns benefiting members.
- Met with District of Columbia City Council members, possible political candidates, and other political stakeholders to assess political developments.
- Conducted political training workshops in political motivation, campaign activities, and membership involvement to acquaint members with AFSCME's position on political, legislative, and administrative issues and matters of importance to the union.

**AMERICAN FEDERATION OF LABOR-CONGRESS OF INDUSTRIAL UNIONS (AFL-CIO)
Washington, D.C.**

Assistant Director for Voter Mobilization, Political Department

April 1996 to October 2005

- Planned and worked with affiliates in developing voter registration and mobilization program.
- Coordinated the federation's nonpartisan political programs.
- Worked with federation's constituency groups in developing their political programs.
- Conducted training programs for voter registration and Get-Out-The-Vote.
- Formulated strategic budget plans for the political campaigns with significant Federation involvement.
- Worked with community-based organizations that conduct voter education, voter registration, and mobilization in minority communities.

**AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME),
AFL-CIO, Washington, D.C.**

Associate Director for Voter Registration/Voter Mobilization, Political Action Department

August 1990 to April 1996

- Planned and supervised AFSCME's participation in its affiliates' local elections and campaigns, including meeting with candidates and their campaign staff.
- Made recommendations for funding various projects, including training programs, campaign contributions, in-kind contributions, and strategic deployment of other AFSCME resources during the election cycle.
- Formulated strategic budget plans for political campaigns with significant AFSCME involvement.
- Coordinated AFSCME nonpartisan GOTV programs in minority communities.

AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), AFL-CIO, Washington, D.C.

Assistant Director for Voter Registration/Voter Mobilization, Political Action Department

June 1985 to August 1990

- Analyzed get-out-the-vote (GOTV) proposals from AFSCME councils and large locals to determine their feasibility.
- Made recommendations to the director on the scope, duration, and focus of GOTV plans.
- Supervised GOTV operations for AFSCME in presidential, congressional, gubernatorial, and mayoral elections.
- Set up operations to recruit volunteers, target high-support precincts, run phone banks, distribute candidate and/or voter education literature, deploy car sound units, and schedule Election Day transportation for voters.
- Conducted workshops on grassroots political action and the delegate selection procedure to the Democratic National Convention (1988) on behalf of national labor organizations.
- Acted as liaison for the union during meetings with outside organizations.
- Worked with AFSCME affiliates to develop voter registration and mobilization plans.
- Carried out special assignments for the Political Action Director. Participated in departmental budget discussions.

AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), AFL-CIO, Washington, D.C.

Political Action Representative, Political Action Department

February 1977 to June 1985

- Provided technical assistance to AFSCME councils and locals in developing and implementing political mobilization strategies.
- Worked closely with non-partisan groups and AFSCME affiliates on voter registration drives targeted at union members and minority communities.
- Trained local union members and community volunteers in the basic techniques of grassroots political mobilization.
- Performed fact-finding functions to evaluate the political climate for prospective AFSCME electoral activities.

DISTRICT OF COLUMBIA

Councilman John Wilson, Campaign Manager

January 1976 to January 1977

- Coordinated community organization efforts.
- Conducted voter attitude polls and surveys.
- Supervised the day-to-day operations of the campaign.

OTHER CONTRIBUTIONS:

2011-2016 Executive Board, President SCEDA: In my role as President of the South County Economic Development Association, I spoke or testified in all relevant forums and decision-making bodies responsible for shaping economic development in Prince George's County, Maryland. We aim to protect and improve the economic well-being of the total community, not just consumers but those who provide goods and services as well. A couple of projects we have supported include National Harbor and the Indian Head Highway (MD 210) Expansion Project. Another focus of my attention has been working with developers, especially MGM Casino, to be sure small businesses, contractors, and minority and disadvantaged business owners are included in their bidding process. Local communities grow or stabilize when national companies use local small businesses. It's a win for everyone.

2010 Washington, DC Mayoral Race: Coordinated AFSCME's "Working Families for a Better DC"
The Independent expenditure campaign resulted in record turnout in the three lowest voting wards of the city.

2004 AFL-CIO "My Vote My Right": was a voter protection program that encouraged union members to ensure their votes counted in the November election. Coordinated the Ohio "My Vote My Rights" campaign with the Ohio AFL-CIO. Several communities across the state were identified where voters most likely would have problems when going to vote. Local coordinators were hired to recruit and train poll monitors for Election Day to assist voters that may have questions at the polls.

A. Philip Randolph Institute: Advised conference leaders on issues of importance to the African Americans union members for conference workshops. Presented the conference's Economic Overview and also served as a workshop facilitator.

National Coalition on Black Civic Participation: Board Member and Chair of Civic Education Training and Mobilization Committee. Advised the coalition on site selection for programs and conducted training sessions.

2003 Mississippi Statewide Elections: Organized and implemented a nonpartisan "Get Out The Vote" program with A. Philip Randolph Institute and National Coalition on Black Civic Participation in 11 counties throughout the state. We worked with community-based organizations to implement the program.

2002 Election Cycle: Developed and implemented the AFL-CIO nonpartisan program for the 2002 election cycle. Working in coalition with A. Philip Randolph Institute, Asian Pacific American Labor Alliance, Coalition of Black Trade Unionists, Coalition of Labor Union Women, La Raza, and the NAACP in 60 minority communities for an intense "Get Out The Vote" effort.

2002 Louisiana Senate Runoff Election: Organized and implemented nonpartisan get-out-the-vote program in conjunction with A. Phillip Randolph Institute, Coalition of Black Trade Unionists, and NAACP in 4 counties with a high concentration of African American voters. This resulted in an increase of African American voters in the general election.

2001 Oklahoma State Question 695: State Question 695 bans contracts that require joining or quitting a labor organization to get or keep a job. Managed the "No on 695" campaign in the African American communities across the state. The measure passed, but 90% of African American voters voted against the measure.

2000 Election Cycle: Developed program to work in coalition with the A. Philip Randolph Institute, Asian Pacific American Labor Alliance, Coalition of Black Trade Unionists, Coalition of Labor Union Women, NAACP, Rainbow Coalition, and National Coalition on Black Civic Participation in 170 minority communities for an intense GOTV effort. The program consisted of telephone banks, leaflets, posters, radio spots, large literature distribution the last two weekends before the election, and a massive Election Day operation. The total number of African American voters increased in the 2000 elections compared to the 1996 elections.

Amity Pope

Walden University, Minneapolis Minnesota

Ed.D. in Education

2015

Walden University, Minneapolis Minnesota

M.S. in Education

Teacher Leadership

2010

Catholic University, Washington, DC.

Administrator I

University of Maryland, College Park, MD

B.S. Elementary Education

Sociology

Areas of Concentration: Social Studies & Social Stratification

Alliance to Reclaim our Schools (AROS) Coalition *Strategic Partner* This alliance is formed because our schools belong to all of us: the students who learn in them, the parents who support them, the educators and staff who work in them and the communities that they anchor. We demand equitable investment in our public schools. Equitable investment is a social justice and a civil rights issue and leads to the betterment of our community, our children and ultimately in the growth and improvement of Prince George's County. 2021-present

National Farm to School Network *Thought Partner* Equity Learning Lab (ELL), thought partner, in a train the trainer approach to utilize equity principles and strategies to maximize impact towards creating a more equitable and just food system, through collaboration with other project stakeholders, in order to co-construct the programmatic content and curriculum for National Farm to School. June- 2020-December 2020

Maryland General Assembly *Prince George's County Legislative Black Caucus, Annapolis, MD - Building National & Local Political Power – Panelist* Participated in a discussion about the political process and what it takes to enhance effective leadership. Regularly testifies on issues related to economics, education and police reform.

NEA 2021 *NEA ESP Virtual Conference Presenter* Using approaches to address inequities, I worked with NFSN staff to co-facilitate key takeaways from NFSN's inaugural Equity Learning Lab, a collaborative curriculum to train farm to school leaders from across the country in equity principles and strategies that ESP members can apply to their own work in school food justice and in their communities. Strategies for organizations who are new to addressing racial equity in their work was shared as well during the presentation.

NEA, Washington, DC: NCEUA Conference Presenter National Leadership Summit Engaged local affiliate presidents and leaders in thinking about equity issues in their districts with an ESSA lens.

Maker of NBI-81: Using existing resources, NEA will issue guidelines for training and conduct of all police officers and school resource officers that operate on school grounds. The guidelines will include suggested procedures for use of force, interrogation methods, de-escalation techniques, cultural competence and the use of restorative justice practices. These guidelines will be publicized in all NEA online publications related to racial justice education. *RA 2018*

Maker of NBI-71: NEA will urge state associations to provide information to families, parents, and students on how to opt out of state-wide Common Core assessments. NEA will publicize this position via its online publications. *RA 2018*

Maker of NEA Resolution C-11. Safe Schools and Communities Amend by addition on page 42, line 29 of the white book to add: NEA believes that children will be safer in school communities when the ratio of (1) qualified counselors, (2) social workers, (3) psychologists and (4) educators trained in restorative justice practices to students is adequate to the student

population of the school, as recommended by the ASCA, SSWAA, NASP and the number of security and police officers in schools are eliminated. *RA 2017*

Maker of NEA Resolution C-13. Discipline Amend by addition on page 42, line 88 of the white book: The Association believes that law enforcement personnel in schools should not have arresting power. *RA 2017*

Maker of NBI 36: The National Education Association will collaborate with the ACLU and state member organizations to end the routine policing and arresting power of law enforcement in schools. *RA 2017 - RTC* <http://docplayer.net/124736727-The-official-newspaper-for-the-2017-nea-representative-assembly.html>

MSEA

Maryland State Educators Association: Presenter Utilizing tenets of both social and economic justice, provided educators from the state of Maryland with innovative instructional practices pertaining to elements of effective questioning and discussion techniques for classroom-based lessons.

Maker of NBI 18-10 Critical Race Theory which called for training on CRT to take place at the SLC as an elective. This is now a part of the Racial and Social Justice Conference held by MSEA, annually. *2019 RA - ADOPTED*

Maker of NBI 17-06: Develop Guidelines for Appropriate Law Enforcement Interactions in Public Schools MSEA will work with NEA to create guidelines for appropriate interactions of law enforcement in public schools. These interactions should promote and support educationally centered environments that do not disrupt teaching and learning. *2017 RA -ADOPTED*

Maker of NBI 17-07: Legislative Support for Community Schools MSEA will advocate for legislation supporting the implementation of a Community Schools model that includes a community schools coordinator for supports such as restorative practices, cultural competency curriculum, wrap around services, distributed leadership, family & community engagement and improved assessments that help teachers teach. *2017 RA - Adopted*

PGCEA

Community Partnership & Outreach Chair Recruited and organized educational stakeholders for collaborative work regarding Community Schools and developed PGCPs Community School Policy in collaboration with school board members. Created and developed systems and structures for ongoing communication with internal and external partners. Created and assisted in on-going community out/in- reach programs and events.

Faculty Advisory Committee Chair for Central Office Personnel
Board of Director (at-large)
Government Relations Chair
Endorsement Council Chair

Continuing Professional Development Facilitator Provides practical, realistic, research-supported suggestions for effectively managing a classroom for current classroom teachers. Strategies can be implemented immediately. Educators are strongly encouraged to look at their current teaching practices and reveal personal behaviors that may influence their current success or lack thereof, with students in the classroom.

Restorative Practices Committee & Certified Circle Keeper Provided suggestions to create a Teacher's Bill of Rights aligned to the new PGCPs Student Rights and Responsibilities guidelines. Provide workshops on restorative practices to various school administrators. Conduct restorative circles with various students in various elementary and middle schools. Served as a restorative practice monitor for various middle schools, piloting restorative practices. Wrote the Black Live Matter at Schools New Business Item that was adopted by PGCEA RA and transferred into a school board resolution.

Professional Development Committee Designed and facilitated best teaching practices for all students, teachers, and administrators.

PGCPs

Student Legislative Virtual Forum, 2021 Participated as a panelist for Rho Kappa, the National Honor Society for the Social Studies – Oxon Hill's Chapter, to discuss pending legislation, what students can do to shape policy, and what next steps they can take after the call to have their voices heard in Annapolis during the legislative session.

Prince George's County Public Schools, Upper Marlboro, MD: National Assistant Principal Leadership Conference Presenter. Trauma: The impact it has on the mind, body and behavior. Testifies on issues related to education and police reform via school board hearings.

Office of Employee Performance and Evaluation - Framework for Teaching Workgroup (2004-2018)

Office of Professional Learning and Leadership - Mentor Teacher (current position)

Higher Education

Trinity University: Being Trauma Informed through a Lens of Food Insecurity Guest lecturer/speaker for an adult Health and Child Nutrition Summer CPD Course. Engaged participants in being aware of triggers that impact student behavior and discipline in schools. Participants included high school educators, administrators and school counselors.

Community

Mental Health First Aid National Council for Behavioral Health and the Missouri Department of Mental Health: Mental Health First Aid Certification Certified to understand the signs of someone in distress, offer immediate support to minimize the distress, and if necessary, link the person to available professional or self-help support resources.

Education Roundtable Community Group - Reid Temple Coffee and Conversations Prince George's County, MD Invited as a guest lecturer/speaker to inform community members on Community Schools. Engaged participants in being aware of the six pillars of community schools to include components of the PGCPs Community Schools policy, I spearheaded.

PUBLICATION

"Making lessons relevant celebrates students' learning style and diversity" Featured educator Learning Lounge Professional Development from MSEA, Annapolis, Maryland

References:

Krystal Oriadha, Executive Director PG ChangeMakers (713) 498-5179
krystal.a.oriadha@gmail.com

David Curry, EdD, Associate Superintendent of Prince George's County Public Schools
david.curry@pgcps.org

Donna Christy, PhD., PGCEA President (443) 691-1622 dchristy@mseane.org

Founding program director strategizing at the intersection of labor, public health and education. Flexible, innovative, organized creative brings excellent thought leadership to capacity development, community engagement and policy.

Professional Experience

Associate director

American Federation of Teachers

May 2021

Assistant director

Oct 2017

Senior associate

July 2014

- Design, launch and oversee a structured children's health and well-being portfolio aligned with union positions; collaborate with AFT departments, elected leaders and affiliate staff to deliver effective programs
- Undertake and disseminate original research; implement program recommendations
- Analyze policy proposals with attention to implications for union membership and children's health outcomes; design and deliver political education to streamline local, state and federal efforts
- Tailor technical assistance and just-in-time support to over 70 state and local union affiliates and their community partners
- Directly engage thousands of educators via digital and in-person professional development; prepare and coordinate active trainers with original, graduate-level course content in universal interventions to address children's psychological trauma
- Serve as AFT liaison in coalitions and partnerships with over 40 national partner organizations to catalyze federal and state policy change and amplify the union's impact; advise on partner initiatives to incorporate the perspectives and needs of AFT members

Education and outreach coordinator

Alliance for Ethical International Recruitment Practices Jan-July 2014

- Designed transnational digital education campaign for aspiring migrants in health care and education fields to prevent predatory occupational recruitment and human trafficking
- Coordinated with Alliance member organizations to tailor content and disseminate campaign materials

English teacher; Curriculum coordinator

Archbishop Carroll HS

2010-2012

- As lead teacher for four courses, facilitated student growth for 21st Century literacy and ethical civic engagement
- Trained colleagues in best practices related to pedagogy, behavior management, differentiation and student engagement
- Developed frameworks to streamline instruction and educational methods across English department, aligned with SAT exam suite

Education and credentials

- MPH, Behavioral & Community Health University of Maryland, School of Public Health 2012-2014
 - Teaching assistant
 - *Certified in Public Health* National Board of Public Health Examiners 2014 (Current)
- Teaching fellowship, Secondary English Center for Inspired Teaching 2010
- *Regular IIA Teaching License* *Secondary English (Washington, DC)* 2010
- BA, French & francophone studies Carleton College 2009

Leadership

Steward	American Federation of Teachers Staff Union	2017-present
<ul style="list-style-type: none">• Support, coach and stand with colleagues to interpret, clarify and enforce the language and spirit of contractual and other agreements with the employer• Represent ~150 members of the staff union in formal negotiation with the employer, including a bargaining team and labor-management committee on Covid focused on shifting workplace safety protocols in a pandemic		

Other

Spanish proficiency	Independent study	2020-present
<ul style="list-style-type: none">• For the last two years, I have practiced Spanish daily to improve my speaking, listening, reading and writing skills. I can conduct and participate in basic conversation with fluent speakers		

French proficiency	Carleton College	2005-2009
<ul style="list-style-type: none">• I began academic study of French in 2000 and it was my university major. Despite years without significant or structured practice, I retain moderate proficiency for speaking, listening, reading and writing; I can		

Volunteer adult literacy instructor	Prince George’s County Community College	2018
<ul style="list-style-type: none">• Design and deliver personalized instruction to one program participant with severe learning disability		

Volunteer ESL instructor	Washington English Center	2009-2016
<ul style="list-style-type: none">• Design and deliver ESL curriculum for adults based on the <i>Ventures</i> series		

LISA THOMAS-PRICE

**436 Rosier Road
Fort Washington, MD 20744**

Summary of Qualification: I seek a professional position that affords me the opportunity to utilize the wide array of skills and experiences that I have acquired over 25 years. Very important is the ability to share my expertise in computer technology which has been demonstrated in senior governmental positions. As well as the experiences gained thru my leadership & management of a nonprofit organization that serves individuals and communities in need. I seek to continue to demonstrate my ability to work independently or as a team member & to prove my commitment to timely efficient & results oriented performance. Equally important is my passion to serve those who have been marginalized & underserved. I am prepared to offer to government agencies, corporations, law enforcement agencies, foundations, community-based organizations, & other institutions my unique combination of demonstrated competence, proven work ethic & passion to serve.

Work Experience:

Department of Homeland Security

June 2013-Current

Configuration Management Specialist

Configuration Management (CM) Analyst with 20+ years, managed high- level lifecycle programs and deployments at the local, state, and federal government levels.

Implemented, directed and streamlined inventory control of Information Technology assets worth \$50,000 with a 99 percent accountability.

Cloud Groups Generator Programmatic & Azure Account Management and Permissions Administrator

Certified Business Analysis Professional

10+ years supervising complex systems engineering of IT management as defined in ITIL with clear understanding of the five disciplines of configuration management at the executive level:

- a. CM planning and Management
- b. Configuration Identification
- c. Configuration Control
- d. Configuration Status Accounting
- e. Configuration Verification

Managed tracking and monitoring of official communications, tasks, deadlines, queries, and reports. Provided executive level correspondence, review, and development of policies and

procedures. Works with division chiefs and senior leaders to develop, deliver, and maintain technology infrastructure.

Exceptional ability to identify, analyze, and translate complex information, make appropriate judgements, and evaluate options concerning configuration management, logistical support, and continuous improvement.

Proven Manager/Team Leader/Supervisor: supervised and mentored over 250 personnel throughout career.

4Ever Unified, Inc

President/CEO

2015-Current

Hosting community events is to break the ice between the community and police officers. oversee the development, coordination, and implementation of community programs, special events, and annual projects for the Police Department to assist in addressing community issues.

Create a positive and safe environment for police and community to interact and strengthen stakeholder relations. I spearheaded community-based events that required meticulous planning and organization; each step of the process required effective communication with myriad levels of government and partners located throughout the DMV region. Due to the Community Day Events, I administered over the years, the image of the department was elevated, a closer bond between officers and jurisdictions was achieved, and a more effective bond was created between officer and community that raised confidence for all audiences involved. My efforts contributed substantially to the departs community-based goals and objectives.

- Work with many of the Maryland Delegates leadership over the Clinton district 9 to obtain the appropriate funding.
- Work with our County Council members to assist in the representation of our PGPD event
- Work with many of the business owners and/or general managers in the Clinton area to obtain gift cards to hand out to many of the citizens within the community that attend the PGPD event.
- Successfully obtained each year over 30,000 in monetary funding for the PGPD event.
- Communicate constantly with the Chief of Police of each agency to have their officers come out to the PGPD event each year.

NASA Goddard Space and Flight Center

May 2009-December 2013

Information Technologist

As an Information Technologist was the support for Tier 1 and Tier 2 level for customers via email, telephone and in person. Handled remote access, active directory online and walk-in services to over 20,000 NASA and contracted employees. Researched and manipulated various databases and applications such as NDC, CISCO, TIFI, IDMAX and NED to lookup, create,

submit, and delete Users information for different account purposes. Coordinated with teams to develop, propose, maintain, and advocate CM policies, processes, procedures, and requirements. Updated standard operation procedures for a variety of task orders.

- Handled Password Resets and troubleshooting for VPN (Cisco) Accounts, RSA Tokens, Active Directory, FPPS, WISP, TOMS & other application accounts. Maintained the confidentiality of user accounts.
- Created notifications of all outages and planned maintenances on NASA Goddard Center and to all interested parties.
- Reviewed, edited, updated, and supported preparation of final Change Requests (CR), reports, and artifacts. Performed quality analysis to maintain the quality of customer deliverables.
- Developed/ reviewed technical documentation to ensure compliance to established procedures.
- Processed and issued various permits and licenses for NASA equipment; receives customers on a walk-in bases.
- Provided follow up calls to ensure 100% customer satisfaction.
- Attend weekly unit meetings focusing upon the department business acumen.
- Responded to telephone and walk-in inquiries for permit, VPN and computer information and directs inquiries to appropriate department policies and issuance procedures.
- Assisted users with account setup, data backups, and general usage of desktop and laptop PC's.
- Created, assigned and resolved service requests, Incidents and Change requests using BMC Remedy Ticketing Application and document details based on work performed, to close tickets for different application and data groups.
- Developed strategic goals, provided strong leadership and direction to ensure the Employee Service Center supported the employment lifecycle and division recruitment and retention goals.

Verizon Center

February 2004- December 2011

Event Staff Part-Time

Provided information to visitors, the general public, other vendors and organizations. Operated a telephone automatic switchboard, furnished information, and referred calls as appropriate to ensure inquiries were responded to accurately, timely, and by the appropriate representatives. Used knowledge and skills to investigate customer complaints and prepare reports.

- Observed customer behavior to detect potential risks and/or safety concerns of visitors and employees. Ensured the physical security of assigned area.
- Established and maintained effective working relationships with a wide range of individuals from first line operating personnel to senior officials in order to gather information, explain actions taken.

- Worked independently to define and document task requirements.
- Responsible for resolving conflicts due to lack of space and/or availability.
- Received and relayed information of pending or continuing Verizon Center activities vital to the service to the CEO.

Department of Homeland Security/Transportation Agency

February 2007- June 2009

Airport Supervisor

Provided a wide array of administrative and management assistance for the Clear Customer Service Attendant workforce. Ensured projects meet all stated requirements. Performed functional analysis to identify required tasks to accomplish the mission.

- Responsible in assisting in the day-to-day supervision of Clear Customer Service Attendants, including training and coaching.
- Accountable for possessing the knowledge of and demonstrate ability in overseeing a ID/badge system for identification and to control security access.
- In charge of updating Clear Customer Service Attendants on Clear program announcements and communications.
- Main focal point to write and deliver annual performance evaluations for Clear Customer Service Attendants.

Washington Gas

July 2000-December 2006

Call Center Customer Service Supervisor

- Worked in a fast-paced call center taking in 15,000 calls per day.
- Developed plans and actions to reach and maintain approved employee support and call center metrics and goals.
- Led and managed the Employee Service Center team to include training and conducting performance evaluation.
- Exercises overall responsibility for managing and directing subordinates' work product, written communication and general directions from corporate office.
- Developed strategic goals, provided strong leadership and direction to ensure the Employee Service Center supported the employment lifecycle and division recruitment and retention goals.
- Created a viable call center and triage protocol; Improved call center capacity by designing and implementing required on-going training for staff within the division.
- Worked directly with the Correspondence Department in responding to customer complaints.
- Reviewed recorded conversations between the utility company the customer.
- Prepared written reports containing an assessment of each case view on either residential or commercial accounts; documents were sent over to the Investigation Department for use in Public Service Commission (PSC) proceedings.
- Actively involved with PSC's role which provided a forum for review and resolution of customer inquiry and complaints regarding utility services.
- Responsible for addressing and resolving customer inquiries about the service.

- Directly supervised staff of 24 agents; ensured concise and consistent communication with each person to enhance skills set, discuss disciplinary/corrective actions, or announce promotions.
- Coached and developed employees to deliver results, goals, personal and company objects.

QUALIFICATIONS

An intersectional critical race historian, educator, and counsel administrator with particular expertise in:

- Race and The American Legal Process
- Diversity, Equity, Inclusion, and Accessibility
- 19th and 20th Century America
- African American/Africana Studies
- Critical Race Theory
- Intersectionality and Social/Government Policy Studies
- Intersections of Race, Sport, and Gender
- Historical Racism and Bias in American Medicine
- Health Disparities, Racism, and Impact on Communities of Color
- Structural Racism in America and Healthcare Research & Policy

Social Justice Background

I am a board member of The African American Policy Forum, an organization founded by esteemed legal scholar Kimberle Crenshaw. Founded in 1996, The African American Policy Forum (AAPF) is an innovative think tank that connects academics, activists and policy-makers to promote efforts to dismantle structural inequality. We utilize new ideas and innovative perspectives to transform public discourse and policy. We promote frameworks and strategies that address a vision of racial justice that embraces the intersections of race, gender, class, and the array of barriers that disempower those who are marginalized in society. AAPF is dedicated to advancing and expanding racial justice, gender equality, and the indivisibility of all human rights, both in the U.S. and internationally.

My courses focus on deficits in America's storytelling, erased and marginalized histories, and U.S. racial history. Within those spaces, my methodology embraces intersectional frames and other critical lenses and, in so doing, enables truly transformational learning. I began my study of race matters under the late Hon. A. Leon Higginbotham, 3rd Circuit Court of Appeals Judge and author of the seminal work *In The Matter of Color*, while studying at the University of Pennsylvania Law School.

WORK HISTORY

Teaching Faculty/Senior Lecturer

2017- Present

Adjunct Professor, Johns Hopkins University, Krieger School of Arts & Sciences, Master of Liberal Arts Program Baltimore Maryland

I currently teach the following courses:

- Rebirth of a Nation: How the Artistic Genius of the Harlem Renaissance Radically Transformed the Legal, Cultural and Sociopolitical Landscape of Twentieth Century America*
- On the Shoulders of Giants*
- Supreme Indifference and the Myth of American Democracy*
- Framing Frederick Douglass: The Female Talented Tenth Who Shaped America*
- Critical Black Film Studies*

2019-Present

Professor, Johns Hopkins University, Krieger School of Arts & Sciences, Advanced Academic Programs, Osher and Odyssey Programs Spring/Summer and Fall/Winter
Upcoming courses: *White Supremacy and the Constitution, ColorBlindness in a Not So Post-Racial America, Engaging America Through Essays, In Search of a Multi-Racial Democracy*

2007-2012

Faculty Expert/Advisor & National Project Counsel, National Minority Aids Education & Training Centers, Howard University Hospital, Washington DC

- Provided lecture based presentations to students, faculty, and administrators relating to select topics of historical and systemic racism and bias in American medicine. Special attention was given to funding disparities for various global health initiatives and the role of the federal government, whose policies frequently worked to the detriment of the populations experiencing disease epidemics.
- Teaching Faculty expert and Counsel to regional training sites and local operational sites with regard to guidance on conflict of interest scenarios involving institutional policy, federal/state laws, and recently promulgated laws, recommendations and regulatory agency advisory opinions, and complex bias and ethical issues. Provided and conducted curriculum-based teaching modules on an as needed basis.
- Instructor for comprehensive HIV/AIDS ethical and legal training seminars for hospital, medical school, dental school, and other health-based providers that was designed to assist in achieving satisfactory regulatory compliance in the midst of conflicting federal agency guidelines/recommendations, federal law, state law, and attendant privacy rules and regulations. Designed a lesson plan with strong case study and critical analysis component that was subject to intense peer review.
- Established annual "Practice versus Management" teaching forums for health care professionals working in hospital and clinic settings.

1993- 2008

Teaching Faculty/Faculty Project Counsel, Howard University Hospital, Womens Health Institute and Comprehensive AIDS Training Initiative (CATI), Washington, DC

- Taught courses and conducted seminars on the comprehensive legal and legislative background of HIV/AIDS law. These courses included examination of the political, social, and ethnic perspectives and implications of international and domestic HIV/AIDS policies and administration.
- Lesson Plan incorporated case studies and writing analysis/discussions that focused on topics which had the potential to undermine the confidentiality of patient medical records. (HIPAA, MIPSAs, and the Standards for Privacy of Individually Identifiable Health Information ("Privacy Rule"))
- Curriculum also examined international ethical issues with frequent references to guidance provided by the European Medicines Agency (EMA), the International Bioethics Committee (IBC), and a host of ethical codes and standards such as the Declaration of Helsinki, Nuremberg Code, Belmont Report, and the International Conference on Harmonization.
- Lead discussions and developed teaching modules specifically related to discrimination and right to privacy issues in care and research protocols, mandatory testing, informed consent/refusal, and access to care issues. Project participants included medical researchers, clinicians, physicians, nurses, medical directors, affiliated health professionals, and other key HIV/AIDS stakeholders.
- Program discussion materials focused on case studies, situation hypotheticals, recent court decisions and analyses, as well as general medical and legal ethics
- Program evaluation and analysis was viewed with an attempt to determine best effort practices needed to insure proper delegation of duties, policy implementation, management, and administration.

EDUCATION

1981
1977

Juris Doctor, University of Pennsylvania Law School
Bachelor of Arts, Brown University

BAR MEMBERSHIPS AND ASSOCIATIONS

- Member, District of Columbia and Pennsylvania Bars

OTHER AFFILIATIONS

- Supporting member of the Transformative Justice Coalition (Barbara Arnwine)
- Co-Chair of Youth Engagement Committee for 2020 Presidential Election in Georgia and Senate Run Off Election for Transformative Justice Coalition (partnership with Push Rainbow Alliance, Peoples Agenda of Georgia, and National Bar Assn)
- Member of the American Society of Law, Medicine, and Ethics
- National Project Counsel, NMAETC, Howard University, Wash DC (2007-2011)
- Supervisory Attorney, Legal Services Division, Whitman Walker Clinic (1991-present)
- Member, Legal Operating Committee, Whitman Walker Legal Services (1992-present)
- Staff Lecturer/Project Counsel, Howard University, AETC Project (1993-2008)
- Certified Professional, United States Professional Tennis Registry (1992-present)
- Visiting Tennis Pro, Couples/Swept Away Resort, Negril, Jamaica (1992-Present)

ARTICLES/PUBLICATIONS

- Love Beyond The White Lines: Using the Genius of the Harlem Renaissance to Re-Ignite the Once Forbidden Love Between African-Americans and Tennis (Kalfou Journal) (November 2016 edition)
- Framing Frederick Douglass: The Female Talented Tenth Who Shaped America(Spring 2020) (published by Kalfou Journal, Temple University Press)
- * 19th Century Black Women Who Shaped America (due Fall/Winter 2022)

AWARDS

- Outstanding Teacher Faculty Speaker Presentation – Howard University Hospital (2007-2008)
- Expert Faculty Appreciation Award (1993-2011) – Mid-Atlantic Aids Education Training Committee/Womens Health Institute at Howard University Hospital
- PTR (Professional Tennis Registry) International Volunteer of the Year (2011)
- PTR (Professional Tennis Registry) Tennis Teaching Pro of the Year (2017)

AREAS OF CRITICAL RESEARCH

- Race and The American Legal Process
- Race, Black Women, and Politics in 19th and 20th Century America
- The History of Medical Experimentation on Black Americans from Colonial Times to the Present
- Gender, Race Class in Media
- Black Reconstruction in America
- American Lynching Culture
- The Underpinnings of White Privilege
- Music, Art, Theater, and Poetry : Voices of Protest and Change (1900s to Present)

PRESENTATIONS

- Presentation to high school students at Episcopal High School in Alexandria: Framing Frederick Douglass: The Female Talented Tenth That Shaped America (February 2021)
- Presentation on Black Liberation and Struggle 1818-2018 at International Conference on Black Authorship and Art. Hosted by University of Edinburgh and The Library of Scotland (November 2018)
- Presentations to Johns Hopkins undergraduate “Great Books Seminar” related to Frederick Douglass, slavery, and social justice issues of the late 19th and early 20th centuries (2017,2018)

- Presentation on selected critical race theory topics to members and board of the **African American Policy Forum** in Negril Jamaica (July 2015) at their 19th Annual Critical Writers Workshop Retreat and Conference (Workshop participants included distinguished professors and lawyers Kimberle Crenshaw, Luke Harris, George Lipsitz, Barbara Tomlinson, Devon Carbado, and Barbara Arnwine among others.
- Frequent speaker at health related seminars, symposia, and conferences on topics related to health disparities and access to care issues, HIV/AIDS, and general ethics.
- Featured speaker for MNCPPC and the state of Maryland: ***Decoding The Capitol Uprising of January 6th 2021.***
- Weekly blogger on matters related to intersectionality and social justice.
- Facilitator/Lecturer- Critical Race Theory Summer School (AAPF) (2022) CRT-101

September 15, 2022

Dear Councilmembers,

I am writing to humbly submit my name for consideration to be appointed to the Prince George's County Police Accountability Board. I believe that my career experience as well as my work in the community provides me with the right insight and understanding to be successful in this position.

I have over 20 years of experience in Public Safety in an Institute of Higher Education, this includes working as a patrol officer, and over 15 years supervising officers. In my most recent role, I am in charge of the Public Safety Department for two campuses. In this role, I directly supervise 7 shift supervisors, and 60 officers, as well as developing and maintaining relationships with key stakeholders such as local police departments, campus and college administrators, students, faculty and staff, and visitors to the campuses. At times this work means dealing with complaints against officers, investigating incidents, and providing remedies that align with policies and procedures as well as Human Resource and Labor agreements.

As a lifelong Prince George's County resident, I also have extensive experience working in the community I live in and developing relationships with people countywide. I had the honor of serving 3 years in the General Assembly, as a Maryland State Delegate representing District 47B. During that time, I served on the Judiciary Committee where we worked extensively on Public Safety, Police, and Criminal Justice issues impacting the state. I was also on the Law Enforcement Committee for the Prince George's County Delegation, as well as being Chair of the Maryland Legislative Latino Caucus for 2 years. I also had the opportunity to serve as Co-Chair of the Prince George's County Pretrial Release, Work Release, and Diversion Programs Task Force in 2017.

Before serving in the General Assembly I was President of the Carole Highlands Neighborhood Association, also serving on the Prince George's County Police District I Citizens Advisory Council, and partnering with our local Community Policing office to do outreach and community service in underserved communities in District 1. This work in the community has helped me develop relationships with community members and leaders that don't always come to meetings, and I have always been willing to go to them to ensure that they are being heard and their concerns are being dealt with. I believe this gives me the opportunity to provide the diversity on the Board that will help the membership better reflect the diversity of Prince George's County.

I believe that the Police Accountability Board has the opportunity to strengthen the bonds of trust between the community and our Police Officers, as well as provide the type of oversight and transparency that can make Prince George's County a leader in policing and accountability statewide.

I look forward to hearing from you, and appreciate you considering my application.

A handwritten signature in black ink, appearing to read "H. S. [unclear]". The signature is fluid and cursive, with a large initial "H" and a stylized "S".

Carlo Sanchez

Summary

Public Safety professional with over 20 years of experience working in Higher Education. I have hands-on project management, program evaluation and personnel management experience. I also have legislative and government relations experience from my time serving in the Maryland House of Delegates.

Professional Accomplishments

MONTGOMERY COLLEGE (2000 – Present)

Assistant Director of Public Safety – Manager of Takoma Park/Silver Spring Campus Department of Public Safety

- Manage and supervise overall departmental operations of the Department of Public Safety, including all staffing, budgetary, and procedural development and response.
- Complete annual appraisals of supervisors, approve leave, and schedule all coverage to Public Safety, Customer Service, Parking Enforcement, and the Student ID Office.
- Ensure compliance with Federal regulations on FERPA, Clery Act, as well as state and county statutes along with all Montgomery College Policy & Procedures.
- Provide security input on campus-wide and college-wide initiatives and master projects to ensure that the safety and security of students, faculty and staff is not compromised.
- Serve on the Behavioral Intervention Team as a representative from Public Safety.
- Working in conjunction with the Director of Campus Facilities, develop access control policies, and ensure safe operations of College Facilities.
- Work with the Dean of Student Affairs on student disciplinary issues and develop Public Safety Policies that are in line with the stated College Mission and Vision.
- Work with the Vice President Provost of the Campus to ensure that the Public Safety operations are meeting the needs of the faculty and students on the campus.
- Investigate, and analyze complaints made against Public Safety Officers, and determine and apply disciplinary actions when necessary.

Public Safety Training Officer

- Develop and maintain a schedule of required training for applicable College employees. Design, obtain through contractors, and deliver required training in accordance with the required schedule.
- Deliver regular training to Public Safety Officers, Facilities employees, and Campus Support Teams to enhance emergency response and communication.
- Design and deliver trainings and exercises for Montgomery College Senior Administration
- Design and deliver exercises to the entire college community to test the emergency response on each campus and off campus sites.
- Present College and general preparedness information at College and greater community events, such as departmental meetings, New Student Orientations, Kiwanis Club meetings, etc.
- Respond, as necessary, to emergency incidents.

- In 2015 I oversaw the implementation of a new Mass Notification and College Alerting System that included installation of over 300 LED message boards on the 3 campuses, plus off-campus locations, web-based computer alert system, digital board implementation, and text-message alerting capable of reaching over 20,000 registered users.

Other Notable Accomplishments at Montgomery College

- Elected to the Takoma Park Campus Council for a two-year term in 2012.
- Elected as the Chair of the Takoma Park Campus Council in 2013.
- Elected to the Operational Services Council as a collegewide staff representative in 2014.
- Implemented and executed a new Active Shooter Response Plan and trained over 3,500 employees on the plan during Academic Year 2014 – 2015.

Maryland House of Delegates – Delegate Representing District 47B

- Appointed in 2015
 - Chair of the Maryland Legislative Latino Caucus (2017-2018)
 - Member of the House Judiciary Committee
 - Member of the Civil Law & Procedure Sub-Committee
 - Member of the Prince George's County Delegation Law Enforcement Committee
 - Co-Chair of the Prince George's County Pretrial Release, Work Release, and Diversion Programs Task Force in 2017
-

Education

Montgomery College	General Studies	2000-2002, Takoma Park, MD
--------------------	-----------------	----------------------------

University of Maryland	Criminal Justice/Criminology	2002-2008, College Park, MD
------------------------	------------------------------	-----------------------------

Other Professional Accomplishments

-
- Elected the Maryland Sierra Club State Executive Committee in 2021.
 - Appointed the Prince George's County Executive Latino Advisory Board in 2019.
 - Appointed to the Takoma Academy Preparatory School Board in 2017.
 - Elected to Prince George's County Democratic Central Committee representing Legislative District 47B in 2014.
 - Elected President of the Carole Highlands Neighborhood Association in 2013.
 - Member of the Prince George's County District I Citizen's Advisory Council

TAMIKA SPRINGS
14704 Dunwood Valley Drive • Bowie MD 20721•

Work Experience

Department of Commerce, Office of Civil Rights Washington, DC
Equal Employment Specialist December 2019-present

- Conduct investigations of discrimination complaints filed with and accepted from Department employees.
- Independently apply knowledge of laws, regulations, court decisions and Executive Orders.
- Advise management in the development of strategy for changing local employment policies and practices.
- Routinely responds to customer and colleagues' requests with factually correct information that is consistent with OCR's core values, procedures and departmental guidance and policies, as well as other relevant program or technical documents.
- Produce legally sufficient accept/dismiss determinations and reviews of reports of investigations as outlined in 29 C.F.R. Section 1614 and EEOC Management Directive (MD-110).
- Prepare Final Agency Decisions.
- Point of Contact for the Agency for Federal Vendors.

Prince George's County Fire/EMS Department, Largo, Maryland
Equal Employment Opportunity Officer March 2019-December 2019

- Train/supervise other Equal Employment Opportunity Officers.
- Advise the Fire Chief and other leadership officials.
- Draft and implement an investigation plan, engage in fact-finding analyses to obtain relevant information and evidence related to allegations.
- Obtain documentary and testimonial evidence, relevant material to resolve issues.
- Study equal opportunity complaints to clarify issues.
- Prepare reports of findings and recommendations for corrective action.
- Develop and instruct EEO training courses.
- Draft position statements.
- Respond to request for information from HRC, EEOC and MCCR.

Office of the Attorney General, Washington, District of Columbia
Assistant Attorney General October 2017-March 2019

- Represent the District of Columbia agencies in administrative matters before several different tribunals such as the Office of Employee Appeals and the Metropolitan Police Department Adverse Action Panel in personnel matters.
- Represent the Office of Risk Management in workers' compensation cases before an Administrative Judge.
- Respond to grievance complaints.
- Represent agencies in mediations before different tribunals.
- Draft and prepare responses to interrogatories.
- Conduct client interviews.
- Cross-examination of witnesses and witness preparation for administrative hearings.
- Draft motions and file briefs.
- Conduct investigations.

TAMIKA SPRINGS
14704 Dunwood Valley Drive • Bowie MD 20721•

United States Department of Veteran Affairs,
Appellate Litigation Attorney GS 14

Washington, District of Columbia
November 2006-October 2017

- Draft and file briefs, remands, responses to writ petitions for mandamus, and supplemental memorandum for submission to the U.S. Court of Appeals for Veterans Claims.
- Gather information and respond to Freedom of Information Act Requests.
- Serve as first chair appellate attorney when representing the Secretary in oral arguments before the U.S. Court of Appeals of Veterans Claims.
- Provide legal analysis and litigation strategy recommendation to stakeholders on cases addressing disability and compensation law, veterans' law and tort claims filed against the Secretary for medical care.
- Responsible for steering cases from initiation and discovery, to representation before the Court of Veterans Appeals.
- Negotiate attorney's fee applications under the Equal Access to Justice Act.
- Train/supervise legal assistants and paralegals on certain task and projects.

Law Offices of Christopher N. Anwah, PLLC,
Trial Attorney, Special Education Law

Washington, District of Columbia
August 2005-November 2006

- Draft documents, complaints, and answers.
- Conduct research in Special Education law.
- Represent my clients at administrative hearings.
- Prepare and deliver 5-day disclosure.
- Conduct client interviews.
- Cross-examination of witnesses and witness preparation for administrative hearings.
- Attend Individual Educational Plan meetings.

Sacramento County District Attorney,
Legal Research Assistant

Sacramento, California
August 2003-December 2003

- Argued a misdemeanor jury trial which included jury selection, witness preparation, cross-examination of defense witnesses and making opening and closing statements.
- Argued Penal Code section 1538.5 suppression motions.
- Witness preparation and cross-examination of defense witnesses.

District Court of Maryland,
Law Clerk

Rockville, Maryland
Spring 2002-Summer 2003

- Drafted memoranda analyzing legal and factual issues before the Court.
- Consulted with judges regarding trial techniques, strategies, and theories used by trial attorneys appearing before the Court.

Education:

Howard University School of Law, Washington, DC
Honors: Merit Scholarship
North Carolina Central University, Durham, NC
Bachelor of Arts, Political Science,
Bachelor of Science, Criminal Justice,

Juris Doctor
May 2003

May 2000
May 2000

TAMIKA SPRINGS
14704 Dunwood Valley Drive • Bowie MD 20721•

GPA: 3.5/4.0, Magna Cum Laude, NCCU Incentive Scholar, University Scholar, The National Dean's List, Alpha Kappa Mu

Activities: Alpha Kappa Alpha Sorority, Incorporated, Student Resident Assistant, Member of the Hiring Committee

Admitted: North Carolina, United States District Court of North Carolina Middle District, United States Supreme Court, District of Columbia, United States Court of Appeals for Veterans Claims

Certifications: Certified EEO Investigator; Mediation Course (40 hours), Relativity Training (2021)

Awards: Individual time off award (2013, 2010), Individual cash award (2009, 2020, 2021)

Felecia A. Taylor
6101 Landover Road Cheverly, MD
20785

OBJECTIVE: To pursue an opportunity in Public Service for professional growth as a subject matter expert and member of the Maryland Police Accountability Board.

WORK EXPERIENCE:

Senior Ethics Officer (Office of General Ethics Certified)

National Institute of Neurological Disorders and Stroke, National Institutes of Health, Bethesda, MD. April 21, 2014, to present.

- Provide advice and guidance to the Institute's Director, Deputy Ethics Counselor, Senior Program Director, Senior Staff, Intramural and Extramural staff, as well as support staff based on current NIH Policies, Guidance, Office of General Ethics Regulations, and Federal Laws.
- Proficient in the subject areas of Government Official Duty Activities, Outside Activity, Annual Report of Outside Activities, Sponsored Travel, Widely Attended Gatherings, Public Financial Disclosure Reports, Confidential Financial Disclosure Reports, Confidential Report of Financial Interests in Substantially Affected Organizations, Research Protocols, and Conflict of Interest Clearances.
- Work closely with the Management in the development and efficiencies of effective communication strategies, standard operating procedures, training materials, and developing information technology applications program.
- Contribute positively towards group goals. Assists others with projects to meet critical deadlines by offering helpful advice and sharing in the work performance and responsibility. Provide positive feedback to other group members. Interact tactfully, professionally, and effectively on all matters and issues that arise, thus maintaining a positive working relationship with others.

Identify and raise complex, and controversial issues to the NINDS Director, Deputy Ethics Director and Attorneys at the Office of General Ethics to ensure appropriate level of attention and consistent approach is obtained in the resolution.

Training:

Governing statutes, and regulations for DEC Authority, Executive Order, Statutes, Regulations, Policies, Directives, and Standard Operating Procedures. Conflict Identification and

Management (18 USC 208, 5 CFR 2635 Subparts D, E, 5 CFR 2640), Conflict of Interest real vs. Appearance, identifying conflict, and managing conflict. Reviewing Financial Disclosures, Public Financial Disclosure Report (OGE-278 and OGE-278 T), Confidential Financial Disclosure Report (OGE 450), HHS Supplemental Financial Disclosure Reporting Requirements (HHS-717/1) 5 CFR 5502, Outside Activities, Official Duty Activities, Gifts from Outside Sources, Gift Exception: Widely Attended Gathering (WAG), Gift Exception: Award from Outside Organization, Gift Exception: Honorary Degree, Gifts Between Employees, Managing and Reporting Non-Compliance, Seeking Employment, Post Employment Prohibitions, and the Personnel Action Management

Education and Certifications:

Post University – Bachelor’s Degree Legal Studies

Post University – Associate Degree Legal Studies

Post University – Undergraduate Degree Paralegal Studies

Executive Level Project Management (Certification)

Project Management Institute (Certification)

Adjunct Ethics Counsel Program (Certification)

.

REFERENCES:

Martha Diaz-Ortiz

Ethics Program Director, and Chief Ethics Officer

National Institutes of Health

Frances Plyler, PhD

Senior Ethics Consultant

Karen Butler

Senior Administrative Officer

Health & Human Services

Office of Compliance Inspections and Examination

Joseph Tolbert, III

1125 Kayak Avenue
Capitol Heights, MD 20743

Dear Sir/Madam:

I would like to express my interest in the Police Accountability Board. I am passionate about the law and the protection of our civil liberties; I hope to pursue this passion by appointment to the Board.

As someone who is extremely dedicated, organized, and hardworking, I believe I would be a substantial asset to the Police Accountability Board. I am fair and do not conform to any ideas or ideologies. I am known throughout my community and people trust me to do the right thing, even when it is not popular. It would be an honor to serve on the accountability board. Attached is my resume where you can view further details regarding my academic and professional accomplishments.

Sincerely,

Joseph Tolbert III

Joseph Tolbert, III

1125 Kayak Avenue
Capitol Heights, MD 20743

Dedicated paralegal professional with demonstrated success in providing legal support and services. Trustworthy and committed to exceptional work performance. Detail oriented and a quick learner who possesses an ability to work under pressure.

Highlights:

- Lobby for equal employment of returning citizens
- Provided testimony at County Council hearings for bills that were in opposition of labor unions
- Advocate for voter registration
- Participated in campaign activities for endorsed candidates
- Served as a speaker at campaign rallies
- Current team leader at Washington Hilton

Community Service:

- **Memberships**
 - DC Central Kitchen – Executive Board Member
 - Justice Task Force – Member
- **Legislative Advocacy**
 - Provided oral and written testimony in support of justice reform legislation
 - Hosted a Voter Registration for returning citizens
- **Campaign Participation**
 - Canvasser Organizer with oversight over 50 campaign employees – Jaime Harrison Campaign - Candidate for U.S. Senator of South Carolina
 - Campaign Volunteer for Prince George’s County Circuit Court Judge – Gladys Weatherspoon
 - Campaign Volunteer for Prince George’s County Circuit Court Clerk – Mahasin Amin
 - Campaign Volunteer for Prince George’s County Executive – Donna Edwards
- **Communications**
 - Created and hosted a podcast to educate and elevate the needs of returning citizens
- **Community**
 - Host annual back to school drive
 - Host annual holiday toy drive
 - Hosted toiletry drive for transitional housing
- **Returning Citizens Advocacy**
 - Transitional Housing
 - Employment/Living Wages
 - Health Care (Mental and Physical)
- **Mentorship**
 - Jonathan Y. Newton, Esquire - Mentor

Work Experience:**Assistant Paralegal/Investigator
Law Office of Jonathan Newton****01/2019 - Present
Largo, Maryland**

- Conduct intake interviews
- Helped with preparation of court cases and filings when needed
- Reviewed Discovery
- Participate in discussion of legal defenses as needed
- Conduct legal research using LexisNexis

**Event Coordinator
Washington Hilton****02/2016 - Present
Washington, DC**

- Set up event space in a timely and safe fashion according to instructions/details outlined on Banquet Event Orders (BEOs) and floor plans; chairs, tables, linen, displays, etc.
- Refresh meeting rooms during scheduled breaks or upon request
- Breakdown and clean-up of event space in a timely and safe fashion
- Storage and organization of banquets equipment

**Kitchen Assistant
D.C. Central Kitchen****09/2015- 02/2016
Washington, DC**

- Prepare and cooked food items according to recipes, daily menus and supervisor's instructions
- Systematically taste and smell all prepared dishes, and observe color, texture and garnishes.
- Assist kitchen staff in producing food for banquets, catered events and various agencies.
- Maintain kitchen sanitation and equipment cleaning schedule
- Manage client's orders in a friendly, timely and efficient manner

**Sales and Repair Manager
2 Brothers Cycles****01/2007 — 01/2011
Capitol Heights, MD**

- Hired and trained all sales staff for store
- Determined merchandise price schedules and discount rates
- Monitored customer preferences to determine focus of sales efforts

Education:

Blackstone Career Institute – Paralegal Certificate 2002
Allentown, PA, United

References: Upon Request

Sonia Y.W. Pruitt
16212 Jerald Road, Laurel, MD 20707

PHILOSOPHY

My personal mission is to always provide a unique learning experience in the educational domain of the criminal “legal” system, social justice, police accountability, and other related subjects, by leading open, interactive conversations on race and equity, as they apply to the role of policing, “law enforcement,” and “public safety.” This is accomplished using historical context, and wide-ranging knowledge of and experience in the subject matter.

PROFESSIONAL EXPERIENCE in EDUCATION

Knowledgeable professor, successful at teaching a diverse population of students at the college level. Dedicated to student success through the facilitation of critical thinking and success-building skills. Proficient in integrating current events and cultural themes into course materials to contextualize subject matter and facilitate lifelong learning.

- **Howard University, Washington, DC (August 2022 – present)**

- Department of Sociology and Criminology**

- Adjunct Lecturer

- Experienced in creating and implementing course syllabi, lesson plans and activities to successfully meet learning objectives for the following course:

- Principles of Criminal Justice

- **Montgomery Community College, Rockville, Maryland (January 2016 – present)**

- Department of Sociology, Anthropology, and Criminal Justice**

- Associate Professor of Criminal Justice (August 2020 – present)

- Adjunct Professor of Criminal Justice (January 2016 – August 2020)

- Experienced in creating and implementing course syllabi, lesson plans and activities to successfully meet learning objectives for the following courses:

- Administration of Justice
 - Introduction to Law Enforcement
 - Criminal Investigation
 - Organization and Administration
 - Contemporary Issues in Criminal Justice

PROFESSIONAL EXPERIENCE in LAW ENFORCEMENT

- **Police Captain (Retired), Montgomery County (Maryland) Police Department (1992-2020)**

As Director of the Community Engagement Division, facilitated non-traditional methods of engaging the community. This included representing the Police Department in welcoming delegates of international law enforcement and criminal justice organizations, to discuss community engagement, social justice, and police equity.

Police veteran of 28 years with expertise in the following specialized law enforcement areas:

- Community engagement and outreach
- Organizational leadership
- Administrative leadership
- Internal affairs investigations
- Criminal investigations
- Background investigations/Recruitment/Hiring
- Media services/Public information
- School resource officer program
- Emergency Call Center

Credentials/training include:

- Instructor Certification – Maryland Police Training Commission
- Certification in Media Relations/Public Information with a focus on Enhancing Policing Communications, Partnership and Community-Oriented Services – Mid-Atlantic Regional Community Policing Institute
- National Black Police Association Leadership Institute
- Strategic Police Leadership - Johns Hopkins University
- Leadership in Police Organizations - Montgomery County Police

- **Founder, The Black Police Experience (BPX) (2020 to present)**

BPX is a venture created to educate stakeholders about the history of the intersectionality of law enforcement and the Black community. It also has the mission of advocating for social justice, equity, and effective police reform to raise the quality of life for vulnerable populations. This is accomplished through partnerships with anthropologists, sociologists, historians, researchers, and law enforcement officials, through focus groups, webinars, opinion pieces, legislative testimony, social media content, and media interviews. Also provides consulting and expert witness services.

- **Founding Member, The National Strategy for Blacks in Policing (NSBP) (2021 to present)**

NSBP is a coalition of Black law enforcement and race and equity experts, formed to facilitate a pathway for legal representation on a national level, for Black officers who find themselves under investigation for disrupting the unethical and/or illegal actions of fellow officers, and who are experiencing mistreatment and/or discrimination in their law enforcement agencies. NSBP has partnered with entities such as the National Bar Association and We The People in furtherance of this mission. In addition, NSBP seeks to provide guidance and evidence-based options for re-imagining public safety that reduces racially based interactions; prioritizes and invests in the Black community; redefines the role of active Black officers; and supports officers who advocate on behalf of themselves, the Black community, or other Black officers.

- **Member, Conscious Leaders Group (CLG) (2020 to present)**

CLG is an affiliate of law enforcement executives in the State of Maryland that has collaborated closely with the Maryland legislature—through collaborative discussions and testimony—to affect the passing of effective, equitable and sustainable police reform measures.

- **Member, Board of Directors and Speakers Bureau
The Law Enforcement Action Partnership (LEAP) (2020 to 2022)**

LEAP is a nonprofit organization of police, prosecutors, judges, corrections officials, and other law enforcement officials advocating for criminal justice and drug policy reforms. The focus is on the greatest threats to public safety, promoting alternatives to arrest and incarceration, addressing the root causes of crime, and working toward healing police-community relations.

- **Chairwoman, The National Black Police Association (2018 to 2020)
Vice-Chairwoman (2016-2018)
Board of Directors (2010-2016)**

Responsible for leading the oldest Black law enforcement association and non-profit in the United States, also serving Canada and the United Kingdom. Responsible for:

- Collaboration with social justice partners domestic and international.
- Establishing training and education forums for police officers and citizens.
- Community outreach and relations.
- Efforts in seeking justice equity for underserved and vulnerable communities—in particular, the Black community.

- **Member, Board of Directors, National Law Enforcement Officers Museum (2017-2020)**

NLEOM, founded in 1984, is dedicated to telling the story of American Law Enforcement. Captain Pruitt was a member committed to the true image of the diversity of policing in America, which is largely underrepresented.

- **Member, Board of Directors, Montgomery County (Maryland) Collaboration Council of Children, Youth & Families (2019)**

The Collaboration Council is a local catalyst and nonpartisan broker of public and private services, where agencies and other groups collaborate and invest to achieve positive results in the community. The goal is to address the needs of Montgomery County, Maryland's children and their families.

EDUCATION

Northcentral University, Phoenix, Arizona

Currently pursuing a Doctorate degree in Criminal Justice with a focus on Policing

Argosy University, Washington, DC

MA in Forensic Psychology, 2012

University of Maryland University College, College Park, Maryland

BS in Criminal Justice, 2004

Howard University, Washington, DC

Major: Microbiology Minor: Chemistry

Non-Degree, 1981-1987

RECENT HONORS

2019 – Proclamation – Montgomery County Council - in recognition for being the first African American female who attained the rank of Captain in the 99-year history of the Montgomery County (Maryland) Police Department

2019 – Exceptional Leadership Award – Coalition of Black Police Officers/Montgomery County

2018 – Outstanding Leadership Award – Omega Psi Phi Fraternity

Recipient of numerous meritorious and commendation awards for incomparable leadership and recognized with several letters of thanks and appreciation for professional law enforcement and community outreach service, as well as work in the realm of social justice.

RECENT PRESENTATIONS

- Montgomery College Department of Sociology, Anthropology, and Criminal Justice & The Office of Equity and Inclusion - Unintended Consequences: The Criminal Legal System and Its Slippery Slope
- Montgomery County, Prince George's County & Washington, DC Councils - How Do We Effectively Address Violent Crime in Our Region -
- Institute of the Black World – “Beyond Reforming the Police”
- National Association of Blacks in Criminal Justice – Keynote—“NABCJ 4-C Formula for Justice: Cooperation, Collaboration, Courage, and Commitment”
- National Bar Association – “Excessive Use of Force, Parts I & II”
- National Consortium on Racial and Ethnic Fairness in the Courts – “Reimagining Policing”
- The Campaign to End Qualified Immunity sponsored by Ben & Jerry's

PUBLISHED OPINIONS/INTERVIEWS

- “Sonia Pruitt and Carlton T. Mayers, II: Want police accountability? End qualified immunity for officers” – April 11, 2022
- “Why are cops fighting vaccine mandates?” – CNN (online) – October 26, 2021
- “The tragic messages the Gabby Petito case sends” – CNN (online) – October 8, 2021
- “Raising cigarette tax will further stress relationship between police, vulnerable communities” – The Baltimore Sun – October 1, 2021
- “Congress only having a ‘framework’ for police reform is unacceptable” – CNN (online) – June 28, 2021
- “Delaying the release of police bodycam footage of Andrew Brown Jr.’s death sounds like an excuse” – CNN (online) – April 27, 2021
- “Why a Black police group issued a stirring defense of Colin Kaepernick” – The Washington Post – September 6, 2018
- “Reform more than criminal justice to end opioid epidemic” – USA Today – February 2, 2017

**Additional published/broadcast opinions on Policing, Law Enforcement, and Social Justice
(list of media outlets, not all-inclusive):**

ABC News * Axios * BBC * Bipartisan Report * Black Enterprise * Black News Channel *
Blavity * Bloomberg Law * Cato Institute * Chicago Sun Times * CNN * Court TV *
Good Morning America * The Daily Drum, WHUR * Daily Koz * The Dr. Wilmer Leon Show *
The Guardian * Ebony * Essence * ESPN* The Hill * The Intercept * The Kojo Nnamdi Show *
MSNBC * National Geographic * NPR * PD Stories with Tom Morris, Jr., A&E * Reality
Check - Charles Ellison * The Rematch - Etan Thomas * Reuters * Revolt TV * The Rock
Newman Show * The Root * The Santita Jackson Show * The Tavis Smiley Show * Time *
TMZ * The Undeclared/ESPN * USA Today * Viacom * Vibe * Vox * The Washington Post *
Watch the Yard * Local news outlets in Washington, DC, Maryland, and Virginia

OTHER MEMBERSHIPS

- International Association of Chiefs of Police
 - 20/20 Bipartisan Justice Center
 - National Organization of Black Law Enforcement Executives
 - National Black Police Association
 - National Association of Black Law Enforcement Officers
 - Tau Beta Sigma, National Honorary Band Sorority, Inc.
-