



MEETING MINUTES

Criminal Justice Coordinating Commission

Wednesday, Nov. 19, 2025

7:30am – 9:00am

In Person Location: *Executive Office Building*

(101 Monroe Street, Rockville, MD 20850)

Auditorium (Located on the Lobby Level of the Building)

&

Virtual: [Microsoft Teams Meeting](#)

Or call in (audio only): [+1 443-692-5768,,269416772#](#)

Phone conference ID: 269 416 772#

Members Present: Maxwell Uy, Eric Schneider, Marc Yamada, James Bonifant, Sherri Koch, Monica Martin, Marielsa Bernard, Karen Bushell, Stefan LoBuglio, John Nesky
Earl Stoddard (Staff), Lindsay Bolt (Minute Taker)

(Online)- Florence Jewell (Vice Chair), Lori Garibay-Aquino, John McCarthy, Shan Anderson, Jeff Ewart, Jason West, Sean Mukherjee, Shakirra Haynes, Marcus Jones, Lakeisha Robinson, Antonio DeVaul, Ben Stevenson, Carole Brown, Kurt van der Walde

Members Absent: Dawn Luedtke (Chair), Richard Madaleno, Jeff Waldstreicher, Gail Roper, Mark Sroka, Debra Grandy

Guests: Major Greg Phillips, Zack, Tony Galladora, Susan Farag, Arnechia Moody, Lisa Mandel-Trupp, Tamera Bulla, Dr. Davis, Laurie Edberg, Keena Jones, Eric Stancliff, Kathy Estrada, Dr. Briders, Celeste Iroha, Ivan Downing

1. General Business

Earl Stoddard, Assistant Chief
Administrative Officer,
CJCC Staff

Summary

- Review of 9/17/2025 Minutes for approval
- End of Year Updates:
 - Review of proposed 2026 CJCC Meeting Schedule
 - Call for any CJCC Members within the Local Government interested in nomination to the CJCC Vice Chair position for 2026

- Presentation of Certificate of Appreciation for Public Member, Eric Schneider

Action:

- Board voted (17 Yes, 0 No) to approve the 9/17/2025 Minutes (1st Sheriff Uy/2nd Judge Bernard)
- Board voted (18 Yes, 0 No) to approve the proposed 2026 CJCC Meeting Schedule (1st Sheriff Uy /2nd Eric Schneider)

2. Standing Agency Updates

- Circuit Court (Judge Bonifant)
 - As of Oct 31, 2025 the Circuit Court has 950 pending Criminal matters which is approx. 250 more cases then at the beginning of the pandemic
 - Through 10/31/25, the court holds approximately 9 criminal jury trials/month
 - The Court was down 2 judges throughout the year
 - In Sept 2025, Gov. Moore appointed James Dietrich to Montgomery County Circuit Court
 - Currently there are 6 candidates to replace retired Judge Storm
 - Judge Bonifant raised concerns that the OPD continues to be down 5 attorneys and noted there could be around 80 cases/attorney
 - Statewide Behavioral Health in the Criminal Justice System – chaired by Chief Justice Fader and Asst Gov. Miller
 - Judge Bonifant is the Vice Chair on the Data Subcommittee
- District Court (Judge Koch)
 - District Court is currently down 2 judges which will become 3 by end of year.
 - Judge Koch does not believe we will get any new judges anytime soon (likely not til Fall 2026)
 - We are even short on visiting judges
 - Problem Solving Courts Update:
 - Currently in talks with MCPD to get a representative on the Problem Solving Courts Team as this is best practice
 - Continuing to pursue a Veterans Court

Questions/Comments from the Committee:

- A question was asked regarding the Courts reports that we are understaffed with regard to Judges and if that is a morale issue

- Both Judge Bonifant and Judge Koch note their team is dedicated to the job and there is no issue of morale concerns from their staff. We regularly meet with our Judges to review cases, making moves where necessary
- MCPD (Chief Yamada)
 - Highlighted a positive conviction of a 2023 gang related homicide which was a result of the partnership between the Gang Intelligence Investigators and prosecutors at the SAO
 - 5D is actively engaged with a 14 yr old male who is connected to 52 incidents/13 arrests
 - Notes the public (especially youth) need to be diligent when attempting to sell property (clothes/shoes/etc) on Social Media; MCPD continues to see these transactions turning into robberies
 - Introduced Capt. Tony Galladora who oversees the newly restructured Operational Intelligence Division, bringing the Drone as First Responder (DFR) and Real Time Intelligence Center (RTIC) under the same division for better communication within the department.
 - Capt. Galladora noted as we move the Drone Program to be more mobile with the Drone in a box option, it will increase the number of hours this program can function
 - Capt. Galladora also noted MCPD is intentionally being very transparent with the Community about the use of Automated License Plate Readers and the Drone Program among other things as a way to keep the Community informed
 - Chief Yamada noted on average Montgomery County has 20 homicides a year, and we may exceed that by year end. In contrast, our neighbors- Prince George's County have 63 and DC has 122 homicides respectively as of the start of Nov.
- State's Attorney (John McCarthy)
 - Highlighted the successful City of Rockville PD Gun Buy Back event and that the City of Takoma Park looks to do a similar one soon
 - His office will be publishing a dashboard within the next 30 days to show Dispositions and Citizen Complaint data
 - Noted ICE currently is offering \$50K signing bonus for attorneys with a starting salary of \$167K
- Office of the Public Defender- Montgomery County (Sean Mukherjee)
 - Agreed with others that his office is understaffed - Attorneys and Support staff
 - Noted the need of additional financial resources within the Office of the Public Defender

- Interest in working with McCarthy on ending or significantly amending the Citizen Criminal Complaint Process in Maryland as it diverts valuable time and resources

3. Briefing: Hate/Bias Incident Collection in Maryland Maj. Greg Phillips, Maryland State Police, Maryland Coordination and Analysis Center (MCAC)

Zachary Markenson, Hate Crimes Intelligence Analyst, MCAC

- Maj. Phillips and Mr. Markenson praised Montgomery County Police for their best collection processes in reporting Hate Crimes and Hate Bias Incidents
 - Maj. Phillips and Mr. Markenson note that while there is a State mandate to collect this information, it is not as widely reported, and processed in other Maryland jurisdictions
 - Maj. Phillips and Mr. Markenson do road shows in jurisdictions; on Fridays they meet with Community/Public members to train them on what Hate Crimes and Hate Bias Incidents are and then bring in Law Enforcement on Saturday to train them on how to collect/report this information to MCAC
- Maj. Phillips and Mr. Markenson presented a presentation which can be found at the end of these minutes:

Please note – several case examples have been included within the presentation shared at the end of these minutes. Information shared within can be sensitive in nature/these are case examples for informational purposes only.

- Defined the difference between a Hate Crime and a Hate Bias Incident both of which must be investigated by law enforcement and reported to MCAC
 - Incidents can and do evolve into Crimes
- Maryland defines 9 Protected Classes – Homelessness is a Protected class within Maryland specifically
- Reviewed Maryland Hate Crime Statutes
- Highlighted the difference between what was traditional incident reporting and what is now required under the Hate Bias Incident Reporting
- Shared Hate Bias Data
 - Top 3 Motivations:
 - Race (Anti-Black or African American)
 - Religion (Anti-Jewish)
 - Sexual Orientation (Anti-Gay Male)
- Noted that within the State of Maryland Hate Bias Report, Incidents are counted by individual motivation meaning if an incident involves Race, Religion, and Sexual Orientation as an example, this 1 incident would count

as 3 motivations – the FBI report only counts 1 incident and attributes it to 1 motivation even if several are present

- Discussed several cases that MCAC received over the past year from various jurisdictions in Maryland to show the incident and how it was classified and how incidents are a pathway to violence or crimes!

See PowerPoint Presentation enclosed proceeding the Minutes

Please note – several case examples have been included within the presentation shared. Information shared within can be sensitive in nature/these are case examples for informational purposes only.

4. Briefing: Montgomery County Hate/Bias Incident Complaint Portal Capt. Kathy Estrada, Crisis Response and School Resource Division, MCPD

- Capt. Estrada presented a presentation which can be found at the end of these minutes:
 - Highlighting why the portal was created and noted the form can be translated into approx. 75 different languages and dialects
 - [Link to Montgomery County Hate/Bias Incident Complaint Portal](#)
 - On the portal site you can find information:
 - definitions of Hate Crimes and a Hate/Bias Incident
 - how to report via the form, 311, or MCPS (for school related incidents)
 - Reporting of incidents is confidential and can be submitted anonymously
 - Described the process from the Complainant filling out the form, to notification of key partners, to determining who will address the complaint and a follow up letter which is sent to complainants if they provide contact information
 - The portal has collected 138 complaints since 12/4/2024

Questions/Comments from the Committee:

- Committee members suggested adding the 988 number as an additional resource for assistance on the Portal webpage

See PowerPoint Presentation enclosed proceeding the Minutes

5. Subcommittee

- The Committee was unable to discuss any Subcommittee updates due to the meeting running overtime. Subcommittee updates will be given at the January 28, 2026 mtg.

6. Wrap-Up and Adjourn

Earl Stoddard, Assistant Chief
Administrative Officer, CJCC Staff

- Meeting adjourned at 9:02am (1st Sheriff Uy/2nd Karen Bushell)

CJCC Meeting Minutes

Nov. 19, 2025

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*Next **Full Commission** Meeting: Wednesday, January 28, 2025 (7:30am-9am)*

***In Person Location:** Executive Office Building (101 Monroe Street, Rockville, MD) **Auditorium**
& **Virtual** via Microsoft Teams link*



MCAC

MARYLAND COORDINATION AND ANALYSIS CENTER

HATE BIAS INCIDENT COLLECTION IN MARYLAND

CLASSIFICATION: UNCLASSIFIED//FOR OFFICIAL USE ONLY

AGENDA

Hate Crime vs. Hate Bias Incident

Protected Classes

Legal Statutes and Mandate to Collect

Current Data and Trends

Pathway To Violence



HATE CRIME VS. HATE BIAS INCIDENT

Hate Crime: A crime or a threat of a crime targeting one person or a group of people because of their protected class status.

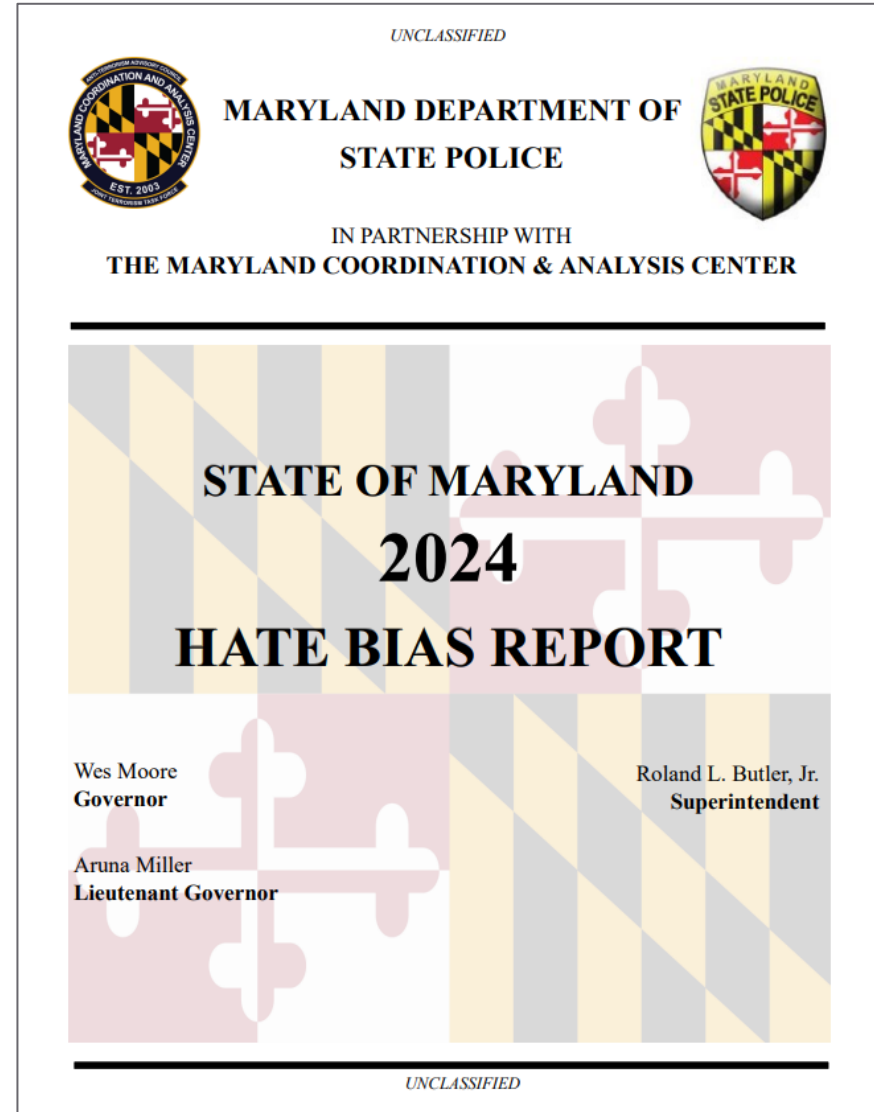
Hate Bias Incident: Any act or expression of hostility or aggression that is motivated, at least partially, against a protected class but does not constitute a crime under state or federal law.



MARYLAND PROTECTED CLASSES

Protected Classes

1. Race
2. Religious Beliefs
3. Gender
4. Color
5. Sexual Orientation
6. Gender Identity
7. National Origin
8. Disability
9. Homelessness



MARYLAND HATE CRIME STATUTES

MD. Criminal Law Code § 10-302

A person may not deface, damage, or destroy, or attempt or threaten to deface, damage, or destroy, personal or real property that is owned, leased, or used by a religious entity or for any religious purpose including:

1. a place of worship;
2. a cemetery;
3. a religious school, educational facility, or community center; and
4. the grounds adjacent to them.

MD. Criminal Law Code § 10-303

A person may not, by force or threat of force, obstruct or attempt to obstruct another in the free exercise of that person's religious beliefs.

MD. Criminal Law Code § 10-304

Motivated either in whole or in substantial part by another person's or group's race, color, religious beliefs, sexual orientation, gender, gender identity, disability, or national origin, or because another person or group is homeless, a person may not:

1. commit a crime or attempt or threaten to commit a crime against that person or group;
2. deface, damage, or destroy, or attempt or threaten to deface, damage, or destroy the real or personal property of that person or group; or
3. burn or attempt or threaten to burn an object on the real or personal property of that person or group;



MARYLAND HATE CRIME STATUTES

MD. Criminal Law Code § 10-305 & § 10-305.1

A person may not deface, damage, or destroy, attempt or threaten to deface, damage, or destroy, burn or attempt or threaten to burn an object on, or damage the real or personal property connected to a building that is publicly or privately owned, leased, or used, including a cemetery, library, meeting hall, recreation center, or school:

1. because a person or group of a particular race, color, religious belief, sexual orientation, gender, gender identity, disability, or national origin, or because a person or group that is homeless, has contacts or is associated with the building; or
2. of there is evidence that exhibits animosity against a person or group, because of the race, color, religious beliefs, sexual orientation, gender, gender identity, disability, or national origin of that person or group or because that person or group is homeless.

A person may not place or inscribe an item or a symbol, including an actual or depicted noose or swastika, whether temporary or permanent, on any real or personal property, public or private, without the express permission of the owner, owner's agent, or lawful occupant of the property, with the intent to threaten or intimidate any person or group of persons.



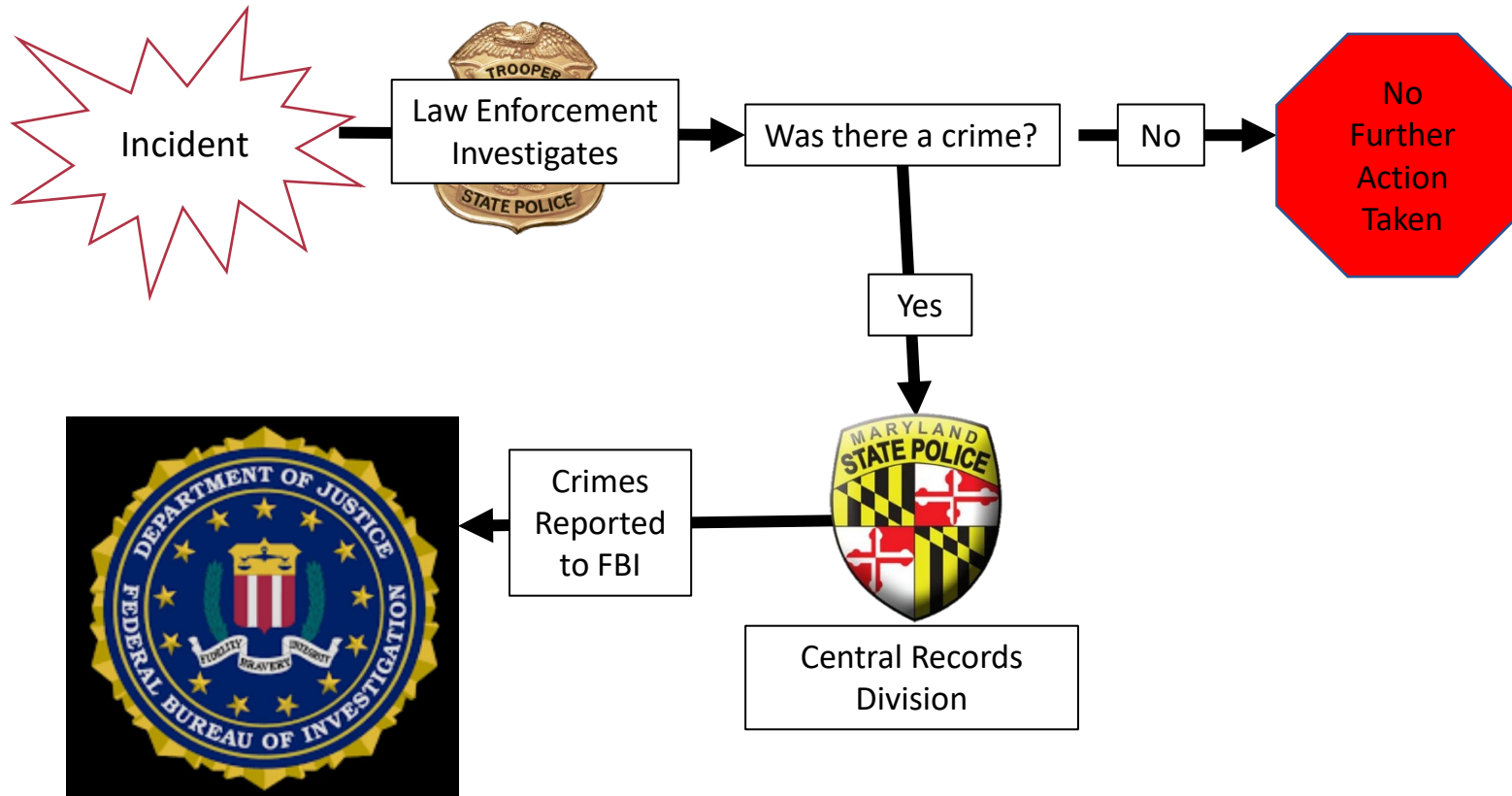
MANDATE TO COLLECT

According to Maryland Code Public Safety § 2-307 (b)(1), the Maryland Department of State Police **shall collect and analyze information about incidents** apparently directed against an individual or group because of race, color, religious beliefs, sexual orientation, gender, disability, national origin, or homelessness.

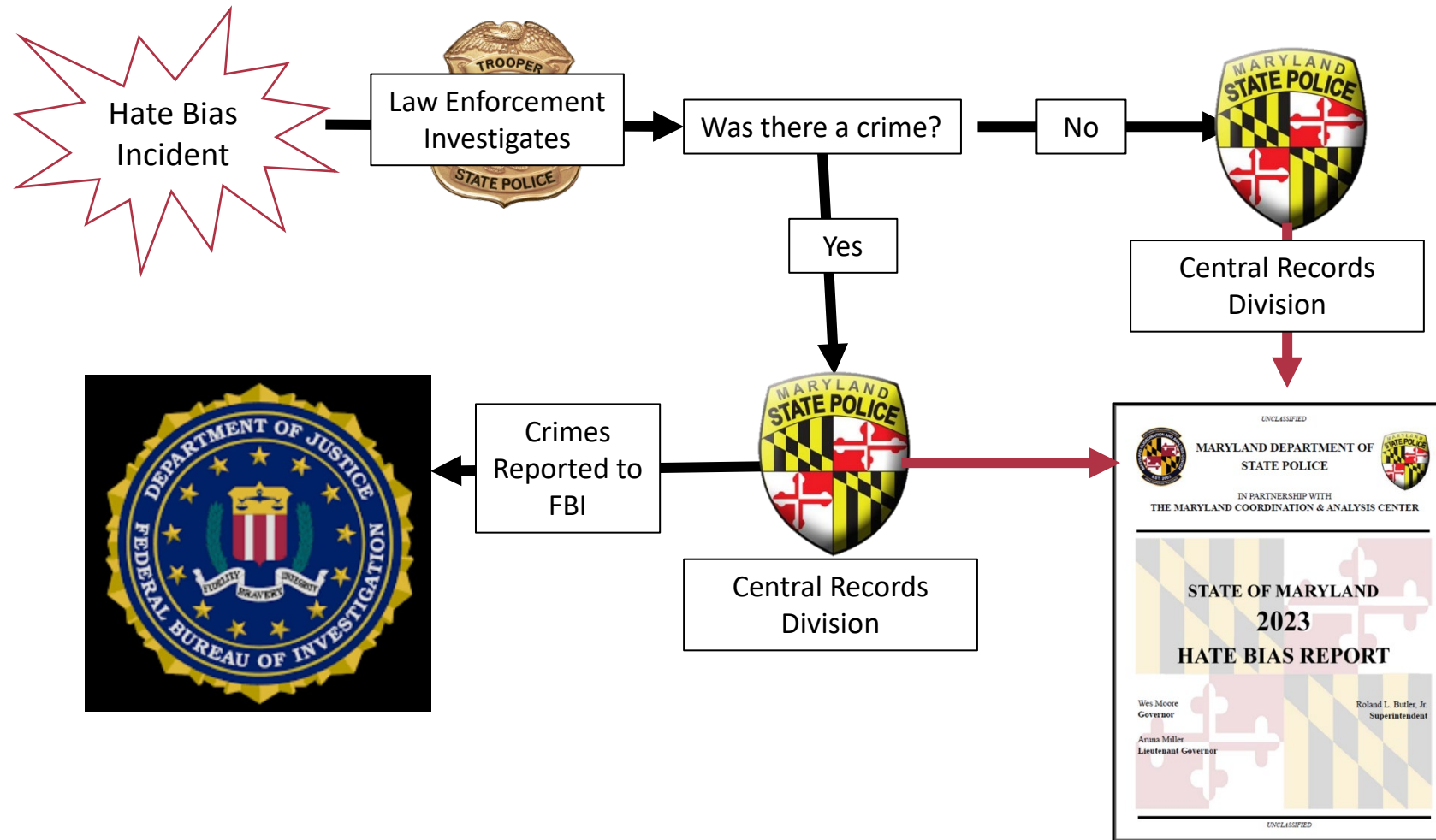
- Each local law enforcement agency and the State Fire Marshal shall provide the Department with the information described in paragraph (1) of this subsection.



TRADITIONAL INCIDENT REPORTING

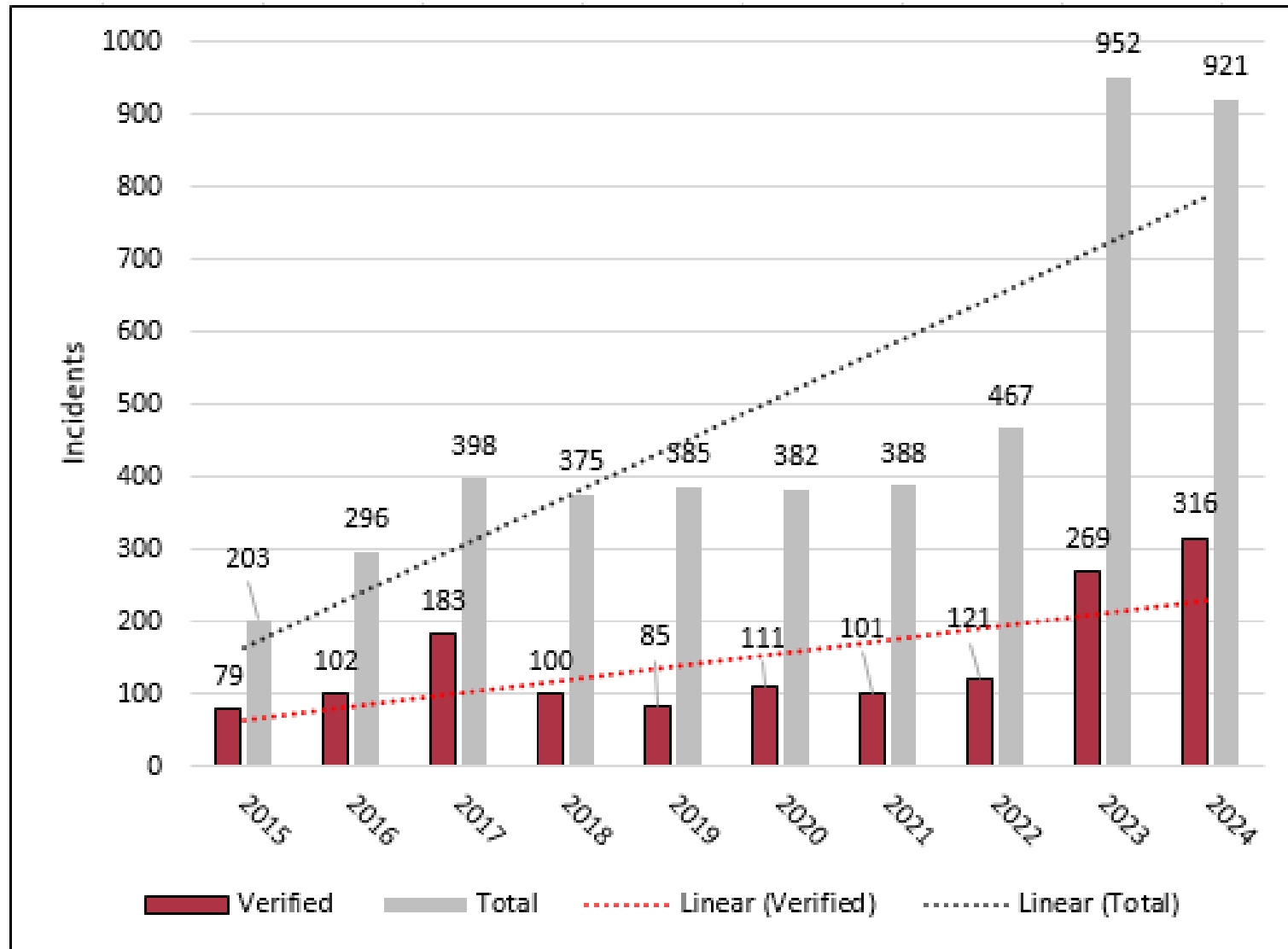


HATE BIAS INCIDENT REPORTING



MARYLAND COORDINATION AND ANALYSIS CENTER

10-YEAR HATE BIAS TREND

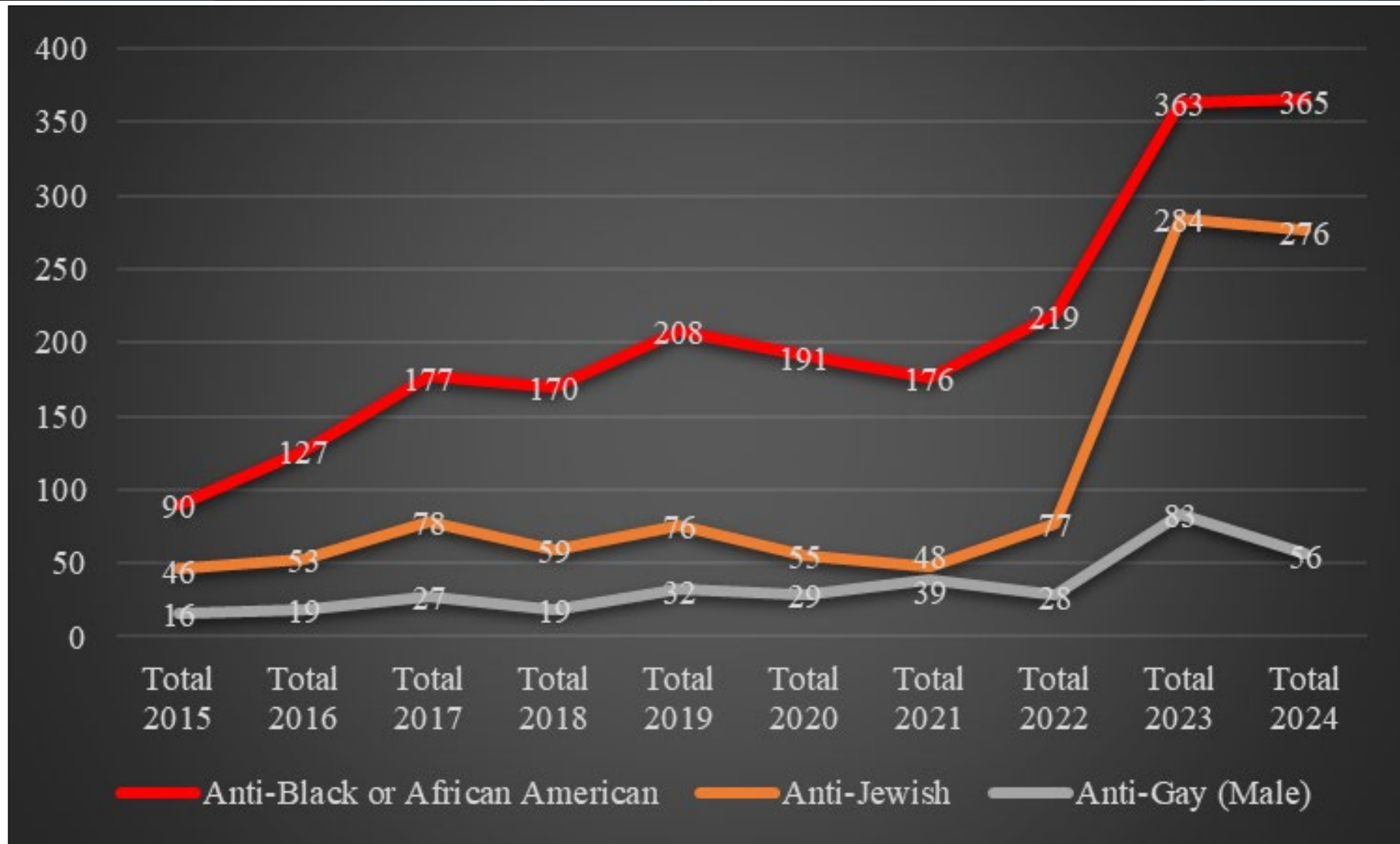


HATE BIAS DATA OVERVIEW

Hate Bias Motivation for Maryland Incidents	2020	2021	2022	2023	2024
Race / Ethnicity / Ancestry Total	293	276	311	528	505
Religion Total	63	57	105	316	316
Sexual Orientation Total	36	59	68	135	116
Disability Total	0	0	2	8	8
Gender Total	2	0	2	3	5
Gender Identity Total	5	9	15	14	19
Homeless Total	1	1	3	1	0
Bias Motivation Total	400	402	506	1,005	969
Total Incidents	382	388	467	952	921



10 YEAR COMPARISON OF TOP THREE HATE BIAS MOTIVATIONS



2024 HATE BIAS MOTIVATIONS

Hate Bias Motivations	Verified	Total Reports	Overall Total (%)
Anti-Black or African American	130	365	37.7%
Anti-Jewish	64	276	28.5%
Anti-Gay (Male)	24	56	5.8%
Anti-LGBT (Mixed Group)	26	47	4.9%
Anti-Hispanic or Latino	17	39	4.0%
Anti-Asian	2	29	3.0%
Anti-White	16	28	2.9%
Anti-Multiple Races, Group	7	23	2.4%
Anti-Islamic (Muslim)	8	22	2.3%
Anti-Transgender	9	18	1.9%
Anti-Other R/E/A	6	12	1.2%
Anti-Lesbian	7	11	1.1%
Anti-Arab	4	8	0.8%
Anti-Multiple Religions, Group	1	6	0.6%
Anti-Female	2	5	0.5%
Anti-Other Christian	2	4	0.4%
Anti-Mental Disability	0	4	0.4%
Anti-Physical Disability	1	4	0.4%
Anti-Other Religion	1	2	0.2%
Anti-Catholic	0	2	0.2%
Anti-American Indian or Alaskan Native	0	1	0.1%
Anti-Protestant	0	1	0.1%
Anti-Buddhist	0	1	0.1%
Anti-Hindu	1	1	0.1%
Anti-Sikh	1	1	0.1%
Anti-Bisexual	1	1	0.1%
Anti-Heterosexual	1	1	0.1%
Anti-Gender Non-Conforming	1	1	0.1%

Total	332	969	
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MARYLAND COORDINATION AND ANALYSIS CENTER

IMPLIED THREATS

- Extremely graphic video sent to executive of non-profit organization focused on fighting hate
- Video is synthetically generated (created by AI)
- Individual that sent the video is a neo-Nazi in a neighboring state



IMPLIED THREATS CONTINUED

Agency Reporting: Howard County Police Department

Agency Investigating: Howard County Police

Date and Time of Incident: 10/13/2024 17:41

County: Howard **Zipcode:** 21075

Location Type: Residence/Home

No Hate Group Involved

Local Case Number: XXXXXXXXXX

Investigating Status: Continuing

Case Status: Inconclusive

Case Clearance: N/A

Submitted on: 4/28/2025

Crimes Reported

097 - Written Intimidation

Bias Motivation Reported

RELIGION - Jewish

Offender

Age: UNK

Gender: Unknown

Race: Unknown

Ethnicity: Unknown

Victim

Type: Individual

Age: 39

Gender: Male

Injury: Not Applicable

Race: White

Ethnicity: Unknown

Type: Individual

Age: 36

Gender: Female

Injury: Not Applicable

Race: White

Ethnicity: Unknown

Weapons Used

None/Not Applicable

Property Damaged

Circumstances

Victim found a Magnolia Journal subscription in their mailbox made out to their address and the recipient's name of Ismail Haniyeh, who was a political leader of Hamas and assassinated in July 2024. Victim felt that this was directed to them, because they are Jewish and it was intended to scare them.



HATE BIAS PATHWAYS TO VIOLENCE

Baltimore County Resident

- January 2022, offender was the suspect in the placement of a noose on a porch and in the distribution of offensive flyers placed inside Ziploc bags in Calvert County
- May 2023 a concerning flyer in a library copier in Anne Arundel County
- May 2023 roommate and the offender argued over his intention of constructing and burning a wooden cross in Anne Arundel County

W.A.R.

White Aryan Revolution
"Fighting for White rights"

1. We are sick and tired of watching our rights as White Americans disappear at a rapid pace.
2. We are sick and tired of seeing blm riot, burn our cities down, loot, rob, kill etc.
3. We are sick and tired of the public school system brainwashing our White children with White guilt, they push onto White people that we are all privileged when in fact we are losing our rights at a extremely rapid pace. The schools also want to teach our youth that it's okay to be homosexual and to make matters even worse they want to teach them there is multiple sexes not only female and male.

***We have Christian Identity beliefs. The jews like to alter the Bible and remove books from the Bible. If you look at the original transcripts you will see that when Noah passed out drunk he was sleeping naked and his son Shem covered him up. Well Ham his other son uncovered him and was making fun of Noah. So God cursed Ham's son Canaan by darkening his skin and making him a slave to Shem forever and sending him to modern day Africa. They were named the canaanites in the Bible. Think about it Africans are dark skinned and they were sold to our ancestors as slaves. The Holy Bible states that homosexuality is an abomination. We are a non violent organization but we are also trained to protect ourselves along with our White race and defend our fellow White Americans at all costs.

We live by the famous quote by David Lane the 14 Words

"WE MUST SECURE THE EXISTENCE OF OUR PEOPLE AND A FUTURE FOR WHITE CHILDREN" 14/88

Email us for more information or for membership at warevolution@protonmail.me



QUESTIONS?



MARYLAND COORDINATION AND ANALYSIS CENTER



Montgomery County Hate/Bias Incident Complaint Portal

Crisis Response & School
Resources Division

Agenda

1

Portal Justification

2

Portal Parts

- *Definitions
- *Process
- *Form

3

Matrix

4

Statistical information
and other data

5

Questions

Montgomery County Hate/Bias Incident Complaint Portal

- Created to simplify the reporting of hate/bias incidents
- Aims to better support a diverse community
- Keeps Anonymity: report without providing info
- Provide training and positive education to community members
- Languages



Montgomery County Hate/Bias Incident Complaint Portal

Access the Montgomery County Hate/Bias Incident Complaint Form



Image text: Call out hate. Keep us safe. Report to 3-1-1. It's Quick & Anonymous.

<https://www.montgomerycountymd.gov/mcg/report-hate-bias.html>



Montgomery County Hate/Bias Incident Complaint Portal

- Contains information
 - What is a Hate Crime?
 - What is a Hate/Bias Incident?
 - How to Report
 - Complete the online reporting form
 - Dial 911/Non-emergency number
 - Montgomery County Public Schools Incidents
 - Form
 - Hotline



Montgomery County Hate/Bias Incident Complaint Portal

- Confidentiality
- Reporting incidents will help Montgomery County track trends in hate-based incidents, even if they are not crimes. You can also choose to submit anonymously, but we will not be able to follow up with you about the incident.
- Montgomery County stands firm on privacy and inclusivity. We do not ask about anyone's immigration status. The county does not engage in immigration enforcement or investigations. Our commitment is to foster a welcoming community for all residents, regardless of background.



Montgomery County Hate/Bias Incident Complaint Portal

- The process
 - Complainant fills out the form
 - Notification: Annabelle Estrada, Hate Bias Incident Coordinator, CRSRD Director, and Deputy Director
 - The matrix is used to decide where the complaint should be sent
 - Follow-up letter to confirm that it was received and resources (if the complainant provides contact information)



Montgomery County Hate/Bias Incident Complaint Portal

Montgomery County Police Department

On behalf of the Montgomery County Department of Police, I am contacting you to provide resources after the distressing experience you have undergone as a victim of a hate/bias incident. Your courage in coming forward and reporting this incident is commendable.

As a victim of a hate incident, please know that there are resources available to you through Montgomery County. These resources include the following:

- **Office of Human Rights**—Understand that some hate-motivated incidents do not rise to the level of a hate crime but may still leave individuals feeling victimized. Some examples include name-calling, offensive language, or hateful speech/writings. For additional information, locate the Know Your Rights flyer from the Office of Human Rights webpage, <https://www.montgomerycountymd.gov/humanrights/know-your-rights-stop-hate.html>
- **The Committee Against Hate/Violence** - If personal property was damaged as a result of a hate/bias incident, individuals and private institutions may be eligible under County law for reimbursement for property damage up to a limit of \$2,000 for each hate/violence act, and up to \$4,000 for medical expenses incurred from physical injury. For more information, please call 240-777-8450 or visit <https://www.montgomerycountymd.gov/humanrights/outreach/hate-committee.html>

We understand that this may be a challenging time for you, and we want to assure you that you are not alone. Our Victim Assistance Program is available to provide support, resources, and guidance to help you navigate through this process. Please call 240-777-1355 or the Crisis Line at 240-777-4357 for immediate assistance.

Once again, we appreciate your cooperation and bravery in coming forward. Together, we will work towards ensuring justice and preventing such incidents from occurring in the future.

Montgomery County Hate/Bias Incident Complaint Portal

- For reported incidents that involve public property that has been defaced by writing, drawing, or painting of bias-related graffiti, complaints will be referred to the appropriate agency for removal of the graffiti and closed administratively.
 - For Montgomery County signage/roadway, email the complaint to:
 - Trafficops@montgomerycountymd.gov
 - For Maryland State Highway Administration property, fill out an online request form at <https://www.roads.maryland.gov/mdotsha/pages/index.aspx?pageid=519>
 - Property defacement occurring within the corporate limits of an allied jurisdiction, or property belonging to Maryland National Capital Park and Planning Commission, should be referred to the appropriate allied agency for disposition (Takoma Park Police Department, Rockville Police Department, Gaithersburg Police Department, or MNCPP Police Department)



Montgomery County Hate/Bias Incident Complaint Portal

- For incidents that involve the allegation of a crime that affects a person, such as an assault, harassment/stalking, the misuse of communications equipment, damage to private property, etc., the complaint should be referred to the appropriate agency where the incident occurred if contact information is provided by the filing complainant (Montgomery County Police Department, MNCPP Police Department, Takoma Park Police Department, Rockville Police Department, Gaithersburg Police Department, or Metro-Transit Police Department) so an appropriate investigation can be conducted. If the complaint is filed anonymously, the complaint will be closed administratively with no follow-up.



Montgomery County Hate/Bias Incident Complaint Portal

- Verbal Offensive Language – 10 (7.25%)
 - Woman yelled at by unknown man – stated he had a better time in another state where there are no black people
- Graffiti – 33 (23.91%)
 - Hate graffiti on overpasses, tunnel of park, bus stop signs, stickers on vehicles and signs, and business buildings
- Email From Same Woman – 46 (33.33%)
- Complaints regarding discrimination and unfair termination/treatment - 2 (1.45%)
 - Woman reported feeling discriminated against based on name and race, sent to Baltimore Police (their jurisdiction)
- 138 total since December 4th, 2024



Montgomery County Hate/Bias Incident Complaint Portal

- A complaint added in portal that was also documented by police – 10 (7.25%)
- Derogatory language and slurs on social media – 2 (1.45%)
 - Believes MCPS teacher is promoting hate and violence based on their beliefs
- Voicemail 1 (.72%)
 - Antisemitic voicemail sent to Jewish organization
- Written threat related to where they are employed and how the business runs – 2 (1.45%)
 - Unhappy that company follows DEI practices
- Unable to categorize - 32 (23.19%)
 - Hateful signs posted in neighborhood, roommate problems, woman saying she is going to be jumped, etc.





Thank you

- Captain Kathy Estrada
 - Kathy.estrada@montgomerycountymd.gov
- Lieutenant Rod Cox
 - Roderick.cox@montgomerycountymd.gov