

April 16, 2020

The Honorable Marc Elrich  
Montgomery County Executive  
Montgomery County Council  
Stella Werner Council Office Building  
100 Maryland Ave.  
Rockville, MD 20850

Dear County Executive Marc Elrich:

I am applying for the position of member of the Police Accountability Board, or the Administrative Charging Committee. I am eager to continue my career in public service which I have diligently furthered in my work on the Policing Advisory Commission and now hope to apply in service on the Police Accountability Board or the Administrative Charging Committee for the betterment of the Montgomery County community. I am applying for consideration to serve on both entities because I possess skills and experience I believe are essential for both.

Here are some of my qualifications which make me a valuable addition to the Board as well as to the Committee:

- **Consummate fair and impartial fact finder and adjudicator**
- **Uncommon ability to understand and interpret codes, statutes, and regulations.**
- **In-depth ability to apply knowledge of the law to make fair and sound judgment often under adverse conditions.**
- **Consummate ability to prioritize tasks; evaluate own work product; and evaluate effectiveness of operational procedures.**
- **Former educator who thrives in working with culturally diverse populations**
- **Exceptional ability to communicate effectively, verbally and in writing; establish and maintain effective working relationships with supervisors, colleagues and the public**

I have always been an advocate for the underserved, and have great passion to improve policing of Montgomery County residents. Having said that, I have also developed an even greater respect and appreciation for law enforcement from having met and dialogued with MCPD stakeholders, receiving their input and expression of concerns.

As co-chair of the former Hiring & Discipline Subcommittee of the PAC, I worked in the animus of collaboration, while engaging community and MCPD stakeholders in the subcommittee's work. The subcommittee was asked to review legislative bills brought before the PAC and to

draft recommendations on those bills on behalf of the PAC. This work was not completed without contention, but, owing in significant part to my efforts, diverging discourse was welcome and respected, and the subcommittee's recommendations were approved by the PAC. In recognition of my effectiveness in that work, I have been currently asked to chair the Hiring & Recruitment Subcommittee of the PAC. I owe my success on the PAC to the ability to thoroughly research the issues, listen in earnest to stakeholders presenting divergent points of view on issues, and to engage in robust discussion and discourse while maintaining fairness and efficiency.

My professional experience as a lawyer, has equipped me with sharp advocacy skills and ability to persuasively, and respectfully, advocate a point of view. My nearly 14 years served as a Hearing Examiner for the D.C. Child and Family Services Agency equipped me with the skills to hear from adverse parties on issues and make an impartial and fair decision on the evidence of record and application of law to the facts of the cases brought before me. I intend to employ those same skills to my work as a member of the Police Accountability Board or the Administrative Charging Committee.

Having resided in Montgomery County for most of my life, I have a diverse professional and cultural background that has afforded me knowledge of diverse areas of the law and education. Cultural diversity, promotion and support of it, has been a major impetus in my career as a lawyer. I have provided legal representation to immigrant adults and children, assisting them in obtaining legal status. A former multicultural educator, teaching afforded me the opportunity to work with multicultural populations and equipped me with the skills to clearly and effectively enable persons to comprehend even quite complex subject matter.

I am confident that my skills would prove an asset as a member of the Police Accountability Board or the Administrative Charging Committee. I look forward to the opportunity to meet with you to discuss my qualifications further.

Yours truly,  
*/s/ Alicia D. Hudson*  
Alicia D. Hudson, Esq.

## **Alicia D. Hudson**

**SUMMARY:** *career in public service as a multicultural advocate and educator for community empowerment*

### **EDUCATION:**

**Bachelor of Arts, Spanish** **1988**

Colgate University, Hamilton, NY

3.67 G.P.A. in major

Dean's List 1988; Honors, January Semesters 1986 and 1987

**Juris Doctor**

University of Maryland School of Law,

Baltimore, MD

**2003**

### **SPECIAL SKILLS:**

- Exceptional adjudicator and moderator
- Fluent in Spanish
- Exceptional legal research abilities and in-court representation of indigent litigants
- Highly effective collaborative skills as a commissioner for the Policing Advisory Commission (PAC)
- Coach to sixth-grade students for Law Writing Essay Competition: first and second place winners 2009-DC Schools
- Professional Development presenter 2013 (Brightwood E.C.) and Instructional Workshop presenter

**BAR MEMBERSHIPS:** District of Columbia Bar 2006 Maryland Bar 2014

### **PROFESSIONAL EXPERIENCE:**

**Commissioner**

**Montgomery Co. Policing Advisory Commission (PAC)**

**2020-present**

- Chair of the Hiring & Recruitment Subcommittee: research best practices for hiring and retention in law enforcement agencies across the nation; pursuant to the foregoing, consult sources of research expertise such as National Association of Civilian Law Enforcement Oversight (NACOLE) and Maryland Police Training and Standards Commission; meet with community and MCPD stakeholders as well as consult academic experts in the subject matter.
- Co-chaired the Hiring & Discipline Subcommittee of the PAC: organized virtual meetings in order to research issues impacting MCPD hiring and disciplinary procedures and policies; pursuant to these virtual meetings with community stakeholders, scheduled speakers from within MCPD and also enlisted the assistance of academicians to present and educate subcommittee members on the issues
- Drafted, with other subcommittee members, recommendations to the Montgomery Co. Council on Bills 34-20, 39-21 and 49-21; all recommendations were approved by the PAC and submitted as the formal recommendations thereof; attended and participated in work sessions of the County Council on the legislative bills

**Fair Hearings Examiner**

**2008- present**

**Child and Family Services Agency, Office of Fair Hearings and Appeals  
Washington, DC**

- Adjudicate fair hearing cases brought at the petition of Appellants to remove or affirm the Agency's decision to place their names in the Child Protection Register. Conduct the proceeding, administer oaths, and determine admissibility of evidence into the record. As the impartial fact finder, upon the close of the proceeding, decide whether the Child and Family Services Agency's decision should be affirmed or rescinded based on determining whether the Agency was correct in its finding of substantiated abuse and/or neglect by Petitioner. Review the evidence of record, including recorded testimony. Apply the law to the facts in drafting the Decision and Order affirming or vacating the Agency's listing the Appellant's name in the Child Protection Register.
- The matters adjudicated include abuse and/or neglect with Order to remove or retain petitioner's name in the Child Protection Register. Also adjudicate adoption, foster care and placement proceedings of minor children in the D.C. Metro area.
- Of the hundreds of decisions I have rendered, appealable only to the D.C. Court of Appeals, no decisions were overturned.

### **Immigration Law Attorney**

**2013-2018**

- As counsel for private litigants, successfully obtained Special Immigrant Juvenile Status (SIJS) for unaccompanied minors detained and arrested by the border patrol. Obtained custody for relative guardian of child in D.C. Superior Court and a predicate order affirming findings for SIJS for students; successfully obtained dismissal of deportation proceedings against the immigrant student in Arlington Immigration Court through obtaining Immigration and Customs Enforcement's (ICE) consent
- For Catholic Charities pro bono client: drafted pertinent legal forms to complete the U.S. Citizens and Immigration Services application process for obtaining a U visa for immigrant applicant; assisted the immigrant applicant in obtaining financial assistance and/or other assistance as determined by eligibility; prepared the client for interviews pursuant to ICE's investigation
- Provided all written and verbal correspondence in Spanish to Spanish-speaking immigrant clients.
- Legal counsel presenter on Immigration Law for Reid Temple Law Day event

### **MULTICULTURAL EDUCATION INSTRUCTOR**

#### **Instructor, English As a Second Language (ESL)**

**2008-2015**

#### **Brightwood Educational Campus**

#### **Washington, DC**

- **Implemented a Newcomers' Program** to provide intensive instruction through small group intervention support for newcomer ESL students and ESL students who are identified as non-English proficient (NEP) and low English-proficient students in levels 1 and 2 of English proficiency
- Co-taught reading and language arts and math to ESOL students in full-inclusion classroom setting of combined ESL and non-ESL students.

#### **English Instructor (part-time eve.)**

**2008-2009**

#### **Montgomery College**

#### **Workforce Development and Continuing Education: Adult ESOL & Literacy-GED Program**

#### **Wheaton, MD**

- Instructed English for Speakers of Other Languages (ESOL) to adult immigrant students
- Course content taught included professional development and life skills
- Lessons focused on intensive grammar study and development of listening comprehension and verbal skills

*References furnished upon request*