



Committee: Directly to Council
Committee Review: N/A
Staff: Marlene Michaelson, Council Staff Director
Purpose: Final action - vote expected
Keywords: #PolicingAdvisoryCommission; Boards, Committees & Commissions, selection

AGENDA ITEM #26
July 28, 2020
Action

SUBJECT

Appointments to the Policing Advisory Commission.

EXPECTED ATTENDEES

None.

COUNCIL DECISION POINTS

Bill 14-19 establishing the Policing Advisory Commission was signed into law December 12, 2019 and requires the Council to appoint 15 members including nine public members nominated by the Councilmembers; four public members nominated by the County Executive (two of whom are youth members); and the police chief, or a designee, and the president of the Fraternal Order of Police, or a designee, who will serve as non-voting ex-officio members.

The Council will vote to approve the nominations of the County Executive and the nominations of each Councilmember.

DESCRIPTION/ISSUE

Over 200 applicants applied to be selected as one of the 9 Council appointments to the Policing Advisory Commission. During the week of July 13, the Council interviewed 16 applicants. Each Councilmember has nominated one member.

The legislation states that members of the Commission should reflect a range of ethnicities, socioeconomic status, and places of origin to reflect the racial and economic diversity of the County's communities, including religious creed, age, sex - including on the basis of gender identity or orientation, disability, and geographic location, with emphasis on those disproportionately impacted by inequities.

Councilmembers have nominated the following individuals to serve on the Policing Advisory Commission:

Cherri Branson	Justice Reid
Caroline Fredrickson	Vernon Ricks
Jenn Lynn	Nadia Sandi
Shabab Ahmed Mirza	Eric Sterling
Jerome Price	

The County Executive has nominated the following individuals to serve on the Policing Advisory Commission:

Robin Gaster
Alicia Hudson
Dalbin Osorio (Youth Member age 26-35)
Jasmine Williams (Youth Member age 25 or Under)

This report contains:

Draft Resolution ©1-2
Information about Council Nominees ©3-4 (full resumes can be found online with the staff reports that were prepared for the interviews conducted the week of 7/13/20)
Information about County Executive's Nominees ©5-19

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Resolution No.: _____
Introduced: _____
Adopted: _____

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

Lead Sponsor: County Council

SUBJECT: Appointment of the Policing Advisory Commission

Background

1. Bill 14-19 establishing the Policing Advisory Commission was signed into law December 12, 2019. The bill created and specified the membership and duties of the Policing Advisory Commission.
2. The goal of the Commission is to create an entity that will inform the Council on policing best practices, by reviewing and engaging in oversight of police disciplinary matters. The Commission will advise the Council on policing matters; provide information regarding best practices on policing matters; recommend policies, programs, legislation, or regulations; comment on matters referred to it by the Council; conduct at least one public forum each year for community input on policing matters; accept correspondence and comments from members of the public; and engage in public education.
3. The Policing Advisory Commission will deliberate on policy issues, using data and focusing on best practices. The goal is to strengthen the Council's oversight role and help prevent problems from occurring. The Commission will consist of 13 public members who have an interest or expertise in policing matters and will reflect the diversity of the County's communities.
4. Members should reflect a range of ethnicities, socioeconomic status, and places of origin to reflect the racial and economic diversity of the County's communities, including religious creed, age, sex - including on the basis of gender identity or orientation, disability, and geographic location, with emphasis on those disproportionately impacted by inequities.
5. Members serve three-year terms and must participate in the MCPD Citizens Academy. The Council must designate the Chair and Vice-Chair until the Commission elects the Chair and Vice-Chair from among its members.
6. The Council is required to appoint nine members and the County Executive's four members (two of which will be youth members). The police chief, or a designee, and the president of the Fraternal Order of Police, or a designee, will serve as ex-officio members.

Action

The County Council for Montgomery County, Maryland approves the following resolution:

1. Appointment of the following County Executive designees to the Policing Advisory Commission:

Robin Gaster
Silver Spring, MD

Youth Member Age 26-35
Dalbin Osorio
Gaithersburg, MD

Alicia Hudson
Silver Spring, MD

Youth Member Age 25 or Under
Jasmine Williams
Clarksburg, MD

2. Appointment of the following County Council designees to the Policing Advisory Commission:

Cherri Branson
Silver Spring, MD

Justice Reid
Bethesda, MD

Caroline Fredrickson
Silver Spring, MD

Vernon Ricks
Potomac, MD

Jenn Lynn
Germantown, MD

Nadia Salazar Sandi
Silver Spring, MD

Shabab Ahmed Mirza
Silver Spring, MD

Eric Sterling
Chevy Chase, MD

Jerome Price
Rockville, MD

3. The County Council designates Vernon Ricks as Chair and Cherri Branson as Vice-Chair.
4. The term of the Commission expires on July 31, 2023.

This is a correct copy of Council action.

Selena Mendy Singleton, Esq.
Clerk of the Council

Montgomery County Council Appointees to the Policing Advisory Commission

The Council selected the following Montgomery County residents to serve on the Policing Advisory Committee: Cherri Branson, Caroline Fredrickson, Jenn Lynn, Shabab Ahmed Mirza, Jerome Price, Justice Reid, Vernon Ricks, Nadia Salazar Sandi, and Eric Sterling.

Cherri Branson is the third vice president of the Montgomery County Chapter of the NAACP and spent more than two decades working as legislative and legal counsel in the U.S. House of Representatives. She is the former director of the County's Office of Procurement. In 2014 she served as a Councilmember and raised concerns about police accountability, the use of force and transparency in the police complaint process. She also was a member of the County's Charter Review Commission. Branson resides in Silver Spring.

Caroline Fredrickson is a senior fellow at the Brennan Center for Justice and a visiting professor from practice at Georgetown Law Center where she teaches courses in labor, employment and constitutional law and democracy. She is the former president of the American Constitution Society, where she was a spokesperson for the progressive movement on issues such as policing, civil and human rights, the importance of courts in America, anti-discrimination efforts and more. Fredrickson resides in Silver Spring.

Jenn Lynn is the executive director for Upcounty Community Resources, Inc. and serves on the Montgomery County Commission for People with Disabilities. She is a disability rights advocate and has worked with her son to train more than 3,000 law enforcement officers about communicating and de-escalating police encounters with those with developmental, cognitive and intellectual disabilities. Lynn resides in Germantown.

Shabab Ahmed Mirza is a research assistant for LGBTQ Progress at the Center for American Progress. As a policy professional, she has studied the impact of policing on marginalized communities and has developed recommendations for advancing criminal justice reform. She is also a community organizer and currently serves as a board member and treasurer for Desis for Progress. Mirza resides in Silver Spring.

Jerome Price is a teacher of U.S. and African American History for Montgomery County Public Schools. He created and runs the Jaguars Scholars Leadership Program that supports high-achieving African American and Latino students at Richard Montgomery High School. He also worked with school administrators, faculty and students to develop lesson plans to combat hate following the 2017 Charlottesville protests. Price resides in Rockville.

Justice Reid is a general manager for Microsoft where he has led efforts to partner with police departments in several jurisdictions to customize information technology solutions to meet law enforcement objectives. Reid is familiar with the inner workings of law enforcement and how private and public entities can come together for the greater good. Reid resides in Bethesda.

(continued)

Vernon Ricks is chair of the Chief of Police African American Community Liaison Committee, vice president of the board of directors for Montgomery Community Media, and serves as a member of the County's Alcohol Beverage Advisory Board. Ricks was elected as the first Black municipal official in Montgomery County, serving as a councilman and mayor pro-tem in the City of Takoma Park. Ricks served in the U.S. Air Force and worked for the Xerox Corporation for 33 years. Ricks resides in Potomac.

Nadia Salazar Sandi is a union organizer for LiUNA Mid-Atlantic. She has also worked as an advocacy and policy manager for Identity Inc. Sandi has implemented organizing campaigns in the fields of immigrant rights, social justice and labor rights and has worked to build relationships with leaders throughout the country to develop strategies to foster community involvement through advocacy and civic engagement. Sandi resides in Silver Spring.

Eric Sterling has worked for more than a decade as the executive director for The Criminal Justice Policy Foundation. He also worked as assistant counsel in the U.S. House of Representatives and as an assistant public defender. He served on the County's Alcohol and Other Drug Abuse Advisory Council for 10 years and served three terms as chair. He also served on the Maryland Medical Cannabis Commission. Sterling resides in Chevy Chase.

Gaster

Chief Executive Marc Eirich
Rockville MD

Robin Gaster Ph.D.

June 15, 2020

Chief Executive Eirich,

While we have been spared the disasters encountered elsewhere (Minneapolis, Ferguson, Cleveland), we still have a police department (MCPD) that is separated from the community and for which much of the community has a significant degree of distrust. This is not inevitable. We can reconnect, and Montgomery County is well positioned to become a model for Maryland and even the US as a whole. But the well-intentioned initiatives of recent years - such as assigning officers to community relations, listening tours by senior officers - have no chance of substantial success.

I personally became involved in Montgomery County policing in October 2014, when my family was subjected to a police assault at my house in Silver Spring. I saw firsthand what damage out-of-control-officers can do, even though this was far short of what others have experienced. And while I fully understand that these actions may not be typical, my subsequent work on the Policing Advisory Commission (PAC) concept - in conjunction with my friends at the NAACP and other progressive groups - reflects my deeply-held belief that policing does not have to be done this way. Policing by consent and community policing must be the way forward. I have testified to that effect in Annapolis.

The PAC offers an opportunity for us to take a new path. By focusing on policy and operations, not the disciplining of individual police officers, we can build new bridges between MCPD and both the community in general and those specific communities that have felt most excluded from influence over MCPD.

In my view, the PAC has four primary functions:

- To act as a pathway through which **community voices can reach the police** effectively. Sometimes these will come directly from citizens, sometimes from nonprofits, and indeed sometimes from elected representatives. The PAC must ensure that all those voices are heard and heard clearly.
- To act as a pathway through which **MCPD can explain its policies and operations**, and respond to questions and concerns. Personal conversations with police officers have shown me that MCPD does important work in the community that remains under the radar. The PAC must be a place where MCPD explains clearly what it does, and why.
- To provide the **detailed analysis and recommendations** that should drive policy. The PAC's job is to review specific areas of concern (e.g. use of force policy) and to provide the Executive and the Council with recommendations for improvement that are data-

driven and supported by clear and well-founded analysis, and that have support in the community.

- To help MCPD **ensure that it follows best practices**, and benchmarks itself against the best county police forces in the US. We don't need to reinvent the wheel, but MCPD must put in place systems to identify best practices, and then to acquire and implement them.

The PAC can become an important example for our state and for the US as a whole. It can show that there are effective ways to bridge the gap between the police department and the community, to the benefit of us all.

I believe that I bring several useful qualifications to the PAC. I have worked on the PAC since its inception, and played a significant role in helping to develop, formalize, and then pass the legislation that created the PAC. In the course of that work, I authored the initial white paper on the PAC, and further papers on the racial composition of traffic stops in Montgomery County, and on MCPD data for IAD investigations (via the Open Data Portal and the IAD Annual Report). Both identified significant questions for MCPD to answer.

Beyond policing, I have a deep background and many years of experience in research, and would help the PAC formulate the right research questions. Much of my experience has been in managing and extracting meaning from data, and this capability is badly needed: my own work (see resume) shows that MCPD's current data practices are lacking, and that their improvement should be a high priority.

I also have extensive experience working in teams (and indeed running them). I worked with the same team at the National Academies for a decade and at Takoma Soccer for more than 20 years. The Silver Spring Food Project, which I coordinate, is a collaborative effort of neighbors to build a year-round food drive. Being a team player will be a central characteristic of successful PAC members.

Finally, I recognize that while the PAC has been years in the making, it has arrived just in time. It can help to facilitate many long-overdue conversations, respond quickly to the urgent need for reform, and help provide guidance toward actions that will indeed help to build the trust we need. Timing is everything in politics, and the time for the PAC - and for police reform - is now.

Sincerely,



Robin Gaster

Dr. Robin Gaster - Short Biography

Dr. Gaster is president of [Incumetrics Inc.](#) He is a visiting scholar at [George Washington University Institute of Public Policy](#), and a non-resident fellow at the [Information Technology and Innovation Foundation](#). He is currently working on a book about Amazon, scheduled for publication early in 2021.

Dr. Gaster's primary professional interests lie in economic innovation metrics and assessment, small business and particularly startups, regional economic development, transformation in education, and the rise of the big technology companies. He is editor of the [Great Disruption](#) blog.

Between 2004 and 2017, Dr. Gaster was lead researcher on the National Academies multi-volume study of Small Business Innovation Research programs. He was responsible for researching and drafting 10 inter-related volumes of reports, as well for as the underlying primary research. He was also lead researcher on the National Academies' study of the Manufacturing Extension Partnerships, and built a data analysis engine for the National Institute of Standard and Technology for comparing the innovation capacity of states and regions.

Consulting clients over the past four decades include the US Navy, SBA, the European Commission, Deloitte and Touche, the Economist Intelligence Unit, TEKES (the Finnish National Technology Agency), VINNOVA (the Swedish National Technology Agency), and the Electric Power Research Institute (EPRI), as well as many corporate clients such as Philips, Olivetti, Mitsubishi Research, and Dataquest, and think tanks such as the Brookings Institution, the Berkeley Roundtable on the International Economy, Education Week, and the Economic Strategy Institute. His work has been published in *Foreign Policy* and *The Atlantic*.

Dr. Gaster has founded several companies, primarily focused on aggregating and deploying electronic information, including local and industry-specific information services. These have involved extended partnerships, including those with Deloitte and EPRI.

Dr. Gaster received a Ph.D from U.C. Berkeley in 1985, an M.A. from the University of Kent (U.K.) in 1978, and a B.A. from Oxford University (U.K) in 1976. His doctoral thesis won a national academic prize; he also received a Congressional Fellowship at the Office of Technology Assessment.

Previously, Dr. Gaster has been an assistant professor at the University of Virginia, and has worked at the International Monetary Fund and the Office of Technology Assessment of the US Congress. He has also taught at the University of California, Berkeley; American University; and George Mason University.

A resident of Silver Spring MD for more than 30 years, Dr. Gaster is married with two adult children both of whom went through Montgomery County public schools. He is coordinator of the [Silver Spring Neighborhood Food Project \(SSNFPL\)](#) a year-round food drive aimed at helping to eliminate hunger in the region. In partnership with Manna, SSNFP organizes bi-monthly food collections by neighbors for neighbors. He has also been a Commissioner of [Takoma Soccer](#) for more than 20 years, a league focused on providing inexpensive access to youth sports, especially for under-privileged youth, and was also coach of a high level travel soccer team for some years. He holds a D level national soccer coaching badge.

A full biography is available at [Linked In](#).

Policing-Related Activities

Dr. Gaster became personally focused on policing issues after his family experienced an assault by Montgomery County police at his home in Silver Spring in October 2014. Subsequent efforts have in part been motivated by the need to ensure that other families do not face similar trauma, and that the police connect to the community in ways other than dominance.

The mandate and structure for the Policing Advisory Commission was initially laid out in "Improving MCPD and Rebuilding Community Trust - The Case for a Policing Advisory Board." a white paper written by Dr Gaster and circulated to County politicians and Annapolis delegation members in the spring of 2018. Politicians such as Marc Eirich, Hans Reimer, Evan Glass, Tom Hucker, Lorig Charkoutian, Will Smith, and Jamie Raskin were all briefed individually, and were encouraged to move forward with enabling legislation.

In conjunction with colleagues from many organizations in Montgomery County - for example the NAACP, Identity, and JUFJ - Dr. Gaster has helped to shepherd the PAC from concept to reality. As part of that process, Dr. Gaster has provided two further papers based on analysis of publicly-available MCODE data.

Traffic policing in Montgomery County explores the question of racial bias in traffic stops using 2017 data. It shows that Black drivers are significantly more likely to be stopped, as are Hispanic drivers. Once stopped, Black and Hispanic drivers are much more likely to be given citations, and Hispanic drivers receive more citations per stop.

This analysis was not designed to determine *why* there were different outcomes by race. However, it did show that there are significant questions that do need to be answered, especially as traffic stops appear to be by far the most common form of interaction between MCPD and citizens.

Complaints and Community Trust - Building Bridges with Data examines Internal Affairs Division (IAD) and MCPD data for formal complaints received by MCPD. It shows that the data provided by MCPD are simply insufficient to determine whether a complaint was sustained, and, if so, what actions were taken by MCPD. IAD has therefore failed in one of its basic missions.

The data that is publicly available is structured so poorly that necessary information simply cannot be extracted from the data. Data from the Open Data Portal do not even distinguish between minor and major complaints, while data from the Annual Report were internally inconsistent.

More important, some data are simply not provided at all - for example, data on complainant demographics, data on offense location and on officer function (e.g. SWAT, traffic), as well as data on aggregated complaints by officer (anonymized of course).

The IAD Annual Report is lacking in a number of other ways, most notably in the complete failure to provide any information about actions taken where complaints were sustained. There is also no benchmarking against complaints data from other jurisdictions, which would provide critically important context. Absent those comparisons, we simply don't know whether MCPD numbers are good or bad.

Below are issue areas that a PAC could address (in no particular order)

- Use of force policy. What is best practice? Does MCPD meet best practice? How do we know? This is a key concern and needs to be addressed urgently.

- **Tracking all interactions with citizens.** Does MCPD require universal reporting of civilian interactions? Does it have systems in place to identify systemic sources of negative incidents?
- **Race and racism.** Has MCPD analyzed its own activities to ensure that it is not systematically biased? What data are tracked to guard against bias? Does it implement implicit bias training?
- **Mental illness.** How do MCPD officers approach mentally ill people; what support is available (training, MCPD specialists, other specialists)?
- **De-escalation training.** What does MCPD offer? Is it comprehensive? Mandatory? Regularly refreshed? Included in official police policies and procedures? Tracked? What are policing guidelines for encounters?
- **Body cameras and data.** What are MCPD rules about use of cameras by officers? Are there significant punishments for officers who **fail** to use cameras as directed? What policies govern the retention of camera footage and its release?
- **Traffic stops.** MCPD traffic made about 130,000 traffic stops in 2019 (data from Open Data Portal). What happened to those who are stopped (i.e. what results follow from citations)? Are demographic analyses published? Is 130,000 an appropriate number for a jurisdiction the size of Montgomery County? How do stops correlate with accidents (surely the prime reason for stops)?
- **Tracking outcomes across the justice system.** Is there a system in place to track activities and outcomes from initial police intervention through arrest, charges, and eventual disposition? Arrests are by themselves a poor metric of success. What internal MCPD metrics could be published to help citizens understand police activity? How are these connected to the courts and other correctional data?
- **Community policing.** Are there (enough) beat cops? Especially in high density areas (e.g. downtown SS)? How could MCPD become more of a community police force? It was a national leader in community policing some decades ago.
- **Gangs and MCPD in schools.** What is MCPD strategy, and how does it connect to other key stakeholders: schools, municipalities, VA/DC, athletic clubs etc.? Some jurisdictions are reconsidering the role of police officers in schools - should MC do likewise?
- **Benchmarking.** Data without benchmarks are just noise without meaning. Does MCPD benchmark its metrics against other jurisdictions? How often and how comprehensively? Which jurisdictions?
- **Budgets and funding.** Does MCPD have appropriate funding to meet requirements? What do benchmark jurisdictions tell us?
- **Internal affairs.** How effective is internal investigation? Outcomes data are a mess - how should they be improved? What information should be released to complainants at the end of the process? What aggregate discipline statistics are - and should be - published? Why do complainants not know specific outcomes?
- **Force demographics.** What are the demographics of MCPD? How many officers are recruited from within the county, and how many live there? What share of recruits are military veterans? Officers from elsewhere? Do the former require special training to adjust to civilian encounters?
- **Policing and surveillance.** Does MCPD use license plate readers? Stingrays? Facial recognition? If so, for how long is the information retained, under what guidelines? Which other agencies have access to that data?

June 5, 2020

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

Dear County Executive Marc Eirich:

I have a diverse professional background equipping me with knowledge of diverse areas of the law and education, and have resided in Montgomery County for most of my life. My elementary school was Parkside Elementary, and is now Montgomery County Parks & Planning at Parkside. I am pursuing this position because I am eager to continue my career in public service which I began as an educator for disadvantaged and impoverished populations and now hope to apply my skills in service on the Policing Advisory Commission for the betterment of the Montgomery County community. I have always been and remain an advocate for the underserved, and have great passion to improve policing of Montgomery County residents, in particular, minorities.

Here are some of my qualifications which make me a valuable addition to the Commission:

- **Fluent in Spanish**
- **Former educator experienced in working with culturally diverse students and staff**
- **Uncommon ability to understand and interpret codes, statutes, and regulations.**
- **In-depth ability to apply knowledge of the law and listening skills to make fair and sound judgment often under adverse conditions.**
- **Exceptional ability to communicate effectively, verbally and in writing; establish and maintain effective working relationships with supervisors, colleagues and the public**
- **In-depth ability to prioritize tasks; evaluate own work product; and evaluate effectiveness of operational procedures.**

A former educator in Montgomery County Public Schools and D.C. Public Schools, I excelled as an English for Speakers of Other Languages (ESOL) teacher, effectively co-teaching with classroom teachers to enable our students to achieve their best academically and socio-cognitively. Teaching equipped me with consummate skill to support and collaborate with others, and to clearly and effectively enable persons to comprehend even quite complex subject matter. My professional experience as a lawyer, has equipped me with sharp advocacy skills and ability to persuasively present a point of view. I should like to work with other members of the Policing Commission to collectively present our position and plan to work with the Montgomery County Police Dept. in effort to improve policing in Montgomery County. Finally, as I mentioned, I am bilingual so I am fluent in Spanish. I am able to read, write and speak Spanish proficiently, and thus am well equipped to effectively serve Spanish-speaking clients.

I am confident that my skills would prove an asset as a member of the Montgomery County Policing Advisory Commission. I look forward to the opportunity to meet with you to discuss my qualifications further.

Yours truly,
Alicia D. Hudson
Alicia D. Hudson, Esq.

Alicia D. Hudson



SUMMARY: *career in public service as a multicultural educator and advocate for indigent and underserved persons*

EDUCATION:

Bachelor of Arts in 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, **2003**

Baltimore, MD

SPECIAL CERTIFICATES, SKILLS/CONTINUING EDUCATION:

- Fluent in Spanish
- Teaching certificate for the State of Maryland; Advanced Teacher status per IMPACT (LIFT)- DC Public Schools
- Proficient in Corel WordPerfect, Microsoft Word, Excel and Publisher
- Essential **Trial Skills** Series: Direct Examination and Witness Preparation
- Coach to sixth-grade students for Law Writing Essay Competition: first and second place winners 2009-DC Schools
- **Mediation** studies-Alternative Methods of Dispute Resolution; Counseling and Negotiation (University of Md. School of Law, 2003)

TEACHING LICENSES: Advanced Teaching License (MD 2006) Standard II Certificate (DC 2008)

BAR MEMBERSHIPS: District of Columbia Bar 2006 Maryland Bar 2014

PROFESSIONAL EXPERIENCE:

EDUCATION

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

Instructor, English for Speakers of Other Languages (ESOL)

Montgomery County Public Schools MD

2003-2006

- Instructed third and fourth grade students in English, focusing on oral presentation, grammar and composition
- Interpreted in Spanish and English during teacher-parent conferences and EMT (Educational Management Team) meetings as well as IEP (Individualized Educational Plan) special education meetings
- Provided reading intervention classes for combined classes of ESOL and special education students

LAW

Hearing Examiner (per case basis)

2008- present

Child and Family Services Agency, Office of Fair Hearings and Appeals

Washington, DC

- Hear cases brought at the request of Petitioners to determine whether the Child and Family Services Agency was correct in its finding of substantiated abuse and/or neglect by Petitioners
- Write findings of fact and decisions in affirming or vacating the Agency's determination of abuse and/or neglect with Order to remove or retain petitioner's name in the Child Protection Registry

Attorney (case-by-case basis, summers)

2006-2016

A & S Properties

Washington, DC

- Represented landlord in mediation and in-court proceedings in complaints for repossession and settlement agreements

Pro Bono Legal Representation

2015-2018

- Kids in Need of Defense (KIND), successfully obtained Special Immigrant Juvenile Status (SIJS) for an unaccompanied minor 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 proceeding against student in Arlington Immigration Court through Immigration and Customs Enforcement's (ICE) consent
- Drafted pertinent legal forms to complete the U.S. Citizens and Immigration Services application process for obtaining a U visa for immigrant applicant; assisted immigrant applicant in obtaining financial assistance and/or other assistance as determined by eligibility
- Provided all written and verbal correspondence in Spanish to Spanish-speaking immigrant clients.

References furnished upon request

Dalbin A. Osorio, LMSW/LGSW

Education:

August 2019-May 2021

Lynch School of Education @ Boston College

Masters in Educational Leadership & Policy, *Public Policy*

September 2013- May 2015

Silberman School of Social Work @ Hunter College

Masters in Social Work, *Office of Management and Leadership*

New York, NY

April 2008-August 2009

Monroe College

BBA in Business Administration, *Magna Cum Laude*

Bronx, NY

Experience:

September 2019-Present

Montgomery County Collaboration Council

Program Manager, Children with Intensive Needs

June 2018-September 2019

Village Academy of Maryland

School Therapist

November 2016-June 2018

District of Columbia Government's Child and Family Services

Social Worker, Permanency Administration

November 2015-October 2016

Latin American Youth Center *Foster Care Social Worker, On-Call Youth Worker, and LGBTQ*

Training Facilitator

January 2014- October 2015

SKIP of New York *Medicaid Service Coordination Quality Assurance Coordinator*

- Conduct internal audits on a continuing basis.
- Conduct site visits on an as needed basis.
- Database creation of internal tracking systems
- Track site visit reports submitted by Medicaid Service Coordinators.
- Track community habilitation and day habilitation plans on internal database.
- Track and report incidents to the Office of Persons with Developmental Disabilities.

- Provide monthly data reports to Medicaid Service Coordination Supervisors, MSC QA Supervisor, Director of Programs, and Deputy Director.

August 2010-January 2014

Graham-Windham *Case Planner, 2013 Graham-Windham Mission Award Recipient*

- Manage, and provide case management to a caseload of 12-15 families.
- Assess client needs and make referrals to appropriate service providers.
- Maintain contact with other professionals, both internally and in the community, to assist clients in meeting permanency goals.
- Build relationships of trust and provide practical help to youth, parents and foster parents.
- Conduct one-to-one sessions with clients and lead groups on a variety of topics.
- Complete timely, detailed and accurate court and agency documents.

October 2004- May 2010

BELL Foundation *Site Director*

- Established and maintained cooperative and effective working relationships with children and adults contacted in the course of work
- Understood, carried out and communicated oral and written directions
- Communicated effectively with the staff and community
- Facilitated effective meetings, make presentations, and provide formal and informal training, assistance and guidance to program participants and educational staff
- Gathered and analyzed data to prepare clear, concise reports, proposals, procedure manuals and documentation incorporating text, graphs and graphics, utilizing software programs for word processing and spreadsheet
- Worked independently with directives, strictly adhering to program requirements, deadlines and due dates
- Worked collaboratively with educators, agencies, and the general public
- Maintained accurate records and files
- Attended in-service training, conferences and meeting, as needed
- Provided leadership, expertise, and ongoing support to supervisors, students, and teachers
- Developed materials & training, deliver and evaluate classes for students, teachers & administrators
- Developed a base of supervisor understanding and support
- Annually evaluated and revised student program to increase its effectiveness
- Analyzed costs and demonstrated program benefits
- Provided leadership in knowledge, methods, and materials related to mentoring
- Provided support to teachers in assuming and growing in their roles and responsibilities
- Maintained confidentiality in communication with all students
- Provided and promoted observations of people at work among teachers and students
- Maintained my own professional growth through graduate and/or staff development courses, professional organizations, seminars, and reading of professional literature
- Attended and/or present on mentoring at relevant professional conferences
- Scheduled time willingly with students, teachers, and administrators
- Got involved in solving specific problems with work conflicts, in mentoring pairs, with supervisors and other persons who are not program participants
- Monitored the effectiveness of program activities throughout the year
- Solicited feedback from Students, Teachers, and Administrators

- Visited all Students in classrooms and provided feedback to them on their work and professional growth

Qualifications:

1. Fluent in both English & Spanish
2. Golden Key Honour Society Member since December 2014
3. Three years of experience in non-profit management in a supervisory capacity
4. 10+ years of Youth Development experience
5. Volunteer Experience with Feeding America, St. Mary's Youth Ministry, and the Graham-Windham Youth Leadership Academy.
6. Familiarity with search engine functionality and social media tools
7. Experience with event planning and coordination
8. Proficient in Microsoft Office, including but not limited to: PowerPoint, Access, Outlook and Excel with a focus on quantitative and qualitative data analysis
9. Four years of experience with NYC/DC child welfare programs
10. DC Local Ambassadors Lead for the March 4 Racial Justice
11. Organizing for Action Fellow, 2017
12. Maryland Education Policy Fellow, 2020
13. Mid-Atlantic Region Director for the Black Caucus of the Young Democrats of America 17-19

References:

Available Upon Request

Marc Eirich

County Executive, Montgomery County
101 Monroe St
Rockville, MD 20871

Re: Youth Advisory Appointment by County Executive to Police Advisory Commission

Dear Mr. Eirich,

Throughout my time at Clarksburg HS, my interests as a student have been centered around my desire to see change in our criminal justice system. Now I'm excited to further advance my ability to affect change in this area as a student at American University in the fall. My passion for this issue has been stimulated by my personal experiences: constantly hearing my peers express their mistrust in police and witnessing firsthand how officers can abuse their power. As incarceration numbers in this country continue to surpass any other developed nation and tensions between police and communities of color continue to escalate every day, it's critical to provide channels for people with all different perspectives to express their concerns and ideas directly to the police.

As the youth member, I would offer a perspective that is paramount to the success of a board that values the views of all its constituents. Particularly, as a young black woman in a very diverse community, I regularly see discrepancies in the attitudes towards police based on race and I see where the divide in these attitudes is rooted. Focusing efforts on teaching officers new ways to approach interactions with youth in order to build trust rather than fear will make for better relations for years to come. Also, in our generation social media is the root of gathering and spreading information. It is critical for the board to be deliberate in its efforts to hear and incorporate the perspectives of youth around the county, in addition to spreading awareness of both the issues and solutions discussed by the commission.

The solutions are there. Policy changes that would end policing of minor "broken window" offenses, limit use of force, require independent investigation and prosecution of police brutality cases, modify training to emphasize de-escalation, and increase community representation and oversight have all proven to be effective means of decreasing police brutality. The sooner communities begin to consider and implement such policies, the sooner the significant threat police brutality poses to public safety is diminished. Improved relations between police and the community will also make everyone safer as citizens feel more comfortable going to law enforcement to ask for help and share information regarding crime in their neighborhoods.

Last summer I had the opportunity to work in Councilmember Hans Riemer's office at the time that this commission was being put together. For a brief time, I was charged with researching similar commissions in other states. I found great programs that provide a productive channel for people to bring about change in their community policing, which makes me excited for the things this commission can do for our county.

Local governments have the grave responsibility, now more than ever, to mend broken relations between the police and the people they are charged to protect. We need people on this commission who are dedicated to seeing that happen, which is why I think I would serve well as the youth member of the policing advisory board. I'm also honored to have the endorsement of the Montgomery County **NAACP**. I have reviewed the requirements for being a commission member and I am prepared to participate in the Montgomery County Police Department Citizens Academy, attend all meetings held at the call of the chair, and commit the time necessary to fulfill all responsibilities given to commission members. Thank you for your consideration.

Jasmine Williams

Jasmine Williams

Student

SKILLS

Collaborative team member who works well with adults and peers

Effective communicator, both oral and written, as well as excellent listening skills

Organized, responsible, and passionate about issues around equity and social justice

EXPERIENCE

Montgomery County Council, Rockville MD - Junior Legislative Aide

JUN 2019

I shadowed Councilmember Hans Riemer and conducted research for several project initiatives, including the Policing Advisory Commission.

EDUCATION

Clarksburg High School, Clarksburg MD

SEP 2016 - JUN 2020

I earned a 4.63 weighted GPA and throughout my four years, I played a varsity sport every season, completed 9 AP classes, and earned 3 national honors society recognitions.

American University, Washington DC - Bachelor's Degree

FALL SEMESTER 2020

I will be studying Justice and Law as a freshman in the fall, and I was awarded the Presidential Scholarship which covers the cost of tuition.

AWARDS

APPS scholar - signature program at Clarksburg HS for students taking a rigorous course load