



Metropolitan Government of Nashville & Davidson County

Community Oversight Board Nominee Questionnaires

This document contains the questionnaires submitted by the nominees to fill four vacancies on the [Community Oversight Board](#), which vacancies will be filled by the Metropolitan Council on February 16, 2021. If you are unable to view the following Adobe PDF documents due to a visual impairment, please call (615) 862-6780 between the hours of 8:00 a.m. and 4:30 p.m. Monday through Friday and staff can read the questionnaire responses to you.

INFORMATION SHEET FOR METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY COMMUNITY OVERSIGHT BOARD NOMINEES

Appearing before The Rules-Confirmations-Public Elections Committee of the Metropolitan Council

For each question below, if your response requires additional space beyond what is provided, please use a separate sheet of paper, identifying the number of the question being answered.

1. Full Name: Edward Means Baylor IV Phone: 615-856-8892

2. Residential address (physical, not a P.O. Box): [REDACTED]

City: Hermitage State: TN Zip Code: 37076

a) Have you been a resident of Davidson County for at least one (1) year? Yes No

b) Do you reside in an economically distressed community? Yes No

3. Preferred mailing address (if different from residential address):

City: _____ State: _____ Zip Code: _____

4. E-mail address (if available): bylrb@aol.com

5. For Nashville.gov publication:

Address: P.O. Box 722, Hermitage, TN 37076

Phone (required): 615-856-8892

Email: bylrb@aol.com

6. Please identify the group or individual nominating you for this position: (Check all that apply.)

Community organization. (Please identify the organization): Feeding Music City

Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)

Metro Council member(s). (Please identify the member(s)): Kevin Rhoten

Mayor

7. Do you have knowledge of issues pertaining to civil rights and equity? Yes No

8. Do you have experience with criminal justice and policing practices? Yes No

9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? Yes No

10. Are you an elected official? Yes No

11. Are you the spouse of:

(a) a person who is a current employee of any law enforcement agency; or

(b) a person who has served in a law enforcement capacity within the past five (5) years; or

(c) an elected official?

Yes No

12. Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County? Yes ___ No X

13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training? Yes X No ___

14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight? Yes X No ___

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment? Yes X No ___

16. Have you read the Acknowledgement of Ethical Rules? Yes X No ___

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County? Yes X No ___

18. In which Metropolitan Council district do you reside? 14

19. How long have you lived at your current residential address? 3 years, 5 months

If less than 5 years, please provide your previous address: 5085 Bonnamade Dr., Hermitage, TN 37076

20. Age: Under 16 16-18 19-24 25-40 41-64 65+

21. Complete educational background: _____

Jackson Central Merry High School, Jackson, TN, High School Diploma
1994-1998

Tennessee State University, Nashville, TN, Bachelor of Science in Criminal Justice, 1998-2002

Nashville School of Law, Nashville, TN, Juris Doctorate, 2003-2007

22. Occupation and Name of Employer: Attorney/Lawyer, Private Practice

23. Business address: P.O. Box 722

City: Hermitage State: TN Zip Code: 37076 Phone: 615-856-8892

24. Describe your professional/occupational experience: Emphasis on Family and Criminal Law

25. How many years have you worked in this field? 13 years

26. If retired or no longer employed, please identify your most recent employer: _____

IF YOU HAVE A CURRENT RESUME OR BIOGRAPHY, PLEASE ATTACH IT TO THIS INFORMATION SHEET.

27. Have you or your spouse ever been employed in a law enforcement capacity? Yes ___ No X

If yes, how long ago? _____ For how many years? _____

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues:

I first became familiar with civil rights and equity as a child. It was important to my parents, and elders, that at a young age I understand what my civil rights were. I then went on to college and law school to broaden my understanding of civil rights and equity.

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices:

I have a Bachelor of Science Degree in Criminal Justice as well as 13 years experience as a practicing attorney in Davidson County, Tennessee.

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe:

I have experience with Conflict Resolution

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency.

After moving to Nashville, TN in 1998, I have had several incidents of direct contact with Metro Nashville Police Officers. For example, traffic stops, requesting directions or needing assistance, requesting assistance on behalf of a client, etc.

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve:

My interest in serving on the Community Oversight Board would be to assist in rebuilding trust between the community and the Police Department. To also reaffirm the importance of accountability and to assist other board members by working as a team to develop any new policies and procedures that may need to be instituted by the Police Department.

33. Please explain your view of the role and responsibilities of the Community Oversight Board:

To oversee the actions of police officers and make sure that they conform with state statutes, the Constitution, the city ordinances of Metropolitan Nashville and the policies of the police department. The Community Oversight Board also has the responsibility to make recommendations to the police department as to any new policies they should adopt.

34. What do you see as primary factors related to good police/community relationships?

The main factor related to good policing/community relationships is trust. Other factors would be being able to relate to and understand each other, being willing to listen and truly hear what the other side is saying, showing compassion when necessary.

35. What qualifications and/or attributes make you qualified to serve on this Board?

I have experience in criminal law and conflict resolution. I also have experience working as a team for the benefit, and in the best interest of children, as well as the community.

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops? Yes No

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.
As a practicing attorney, I assist clients, and groups, reach reasoned and informed decisions. That includes, but is not limited to, working with clients, other attorneys, the courts, and the Tennessee Department of Children Services.

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.
I have practiced criminal law in Davidson County, TN for the past 13 years. I have also represented juveniles, that were facing criminal charges in the Davidson County, TN Juvenile Court

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service: N/A - I have not served on any Metropolitan Government boards or commissions

40. Have you ever served as a lobbyist? Yes No
If yes, please identify your clients: _____

41. Would your appointment to the Community Oversight Board result in any conflict of interest, or the appearance of any conflict of interest, for you or your immediate family members? Yes No

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name:
Facebook - My name, Linked in - My name, My Space - My Name (Hewlett used in 15 years)

43. Are you now under any charge(s) for any crime? Yes No
If yes, please identify: _____

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you? Yes No
If yes, please identify: _____

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? Yes No

EDWARD MEANS BAYLOR IV

PO Box 722, Hermitage, TN 37076

(H) (615) 856-8892

bylrb@aol.com

Professional Summary

Logical and resourceful attorney who effectively anticipates and evaluates legal issues to protect clients and resolve cases while being adept at predicting defense arguments of the opposing council and addressing important concerns or questions in an articulate manner.

Skills

- Family law
- Criminal defense
- Civil Litigation
- Probate and Estates
- State Administrative Hearings
- Sound judgment
- Strong interpersonal skills
- Accurate and detailed
- Accounting familiarity
- Advanced clerical knowledge

Work History

Attorney at Law

August 2008-Present

Law Office of Edward M. Baylor IV

Nashville, TN

- Drafted petitions, motions, orders, and subpoenas
- Interviewed clients and witnesses
- Served opposing counsel with copies of motions and orders
- Conducted legal research and prepare for hearings and trials
- Set cases and kept clients informed of court dates and their rights
- Represented clients in a variety of cases including: Child Support, Family Law, Civil Litigation, Criminal Law, Probate and Estates, and State Administrative Hearings

Staff Attorney

July 2013-March 2016

Child Support Services of Tennessee

Nashville, TN

- Established Paternity and modified court orders of child support
- Assisted parents, families, and caretakers by obtaining financial support for children
- Enforced Court Orders of Support

Probation Officer I

July 2006-July 2007

Tennessee Board of Probation and Parole

Nashville, TN

- Drafted sentencing reports for the criminal court judge
- Interviewed victims and perpetrators of crimes
- Conducted criminal background checks

Assistant Clerk

January 2004-July 2004

Tennessee General Assembly

Nashville, TN

- Attended house sub-committee meetings
- Clerked for the House Finance Ways and Means Committee
- Worked with General Assembly members in committees
- Ensured committees were provided with calendars
- Called and kept record of committee votes
- Logged notes of meetings
- Proofread legislative bills, meeting calendars and agendas
- Filed bills
- Prepared for House session meetings

INFORMATION SHEET FOR METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY COMMUNITY OVERSIGHT BOARD NOMINEES

Appearing before The Rules-Confirmations-Public Elections Committee of the Metropolitan Council

For each question below, if your response requires additional space beyond what is provided, please use a separate sheet of paper, identifying the number of the question being answered.

1. Full Name: Davette Blalock Phone: 615-485-6563

2. Residential address (physical, not a P.O. Box): [REDACTED]

City: Nashville State: TN Zip Code: 37211

a) Have you been a resident of Davidson County for at least one (1) year? Yes No

b) Do you reside in an economically distressed community? Yes No

3. Preferred mailing address (if different from residential address):

City: _____ State: _____ Zip Code: _____

4. E-mail address (if available): BlalockServices@comcast.net

5. For Nashville.gov publication:

Same as above

Address: _____

Phone (required): _____

Email: _____

6. Please identify the group or individual nominating you for this position: (Check all that apply.)

Community organization. (Please identify the organization): _____

Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)

Metro Council member(s). (Please identify the member(s)): Bob Nash

Mayor

7. Do you have knowledge of issues pertaining to civil rights and equity? Yes No

8. Do you have experience with criminal justice and policing practices? Yes No

9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? Yes No

10. Are you an elected official? Yes No

11. Are you the spouse of:

- (a) a person who is a current employee of any law enforcement agency; or
- (b) a person who has served in a law enforcement capacity within the past five (5) years; or
- (c) an elected official?

Yes No

12. Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County? Yes ___ No

13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training? Yes No ___

14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight? Yes No ___

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment? Yes No ___

16. Have you read the Acknowledgement of Ethical Rules? Yes No ___

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County? Yes No ___

18. In which Metropolitan Council district do you reside? 27

19. How long have you lived at your current residential address? 20 years

If less than 5 years, please provide your previous address: _____

20. Age: Under 16 16-18 19-24 25-40 41-64 65+

21. Complete educational background: John Overton High School

Some MTSU

Real Estate Broker

Insurance License

Certified Financial Planner School (series 7)

22. Occupation and Name of Employer: Self - Blalock Realty Group

23. Business address: 518 Heather Place

City: Nashville State: TN Zip Code: 37209 Phone: 615-485-6563

24. Describe your professional/occupational experience: Sales, past Metro Council member 2 years

25. How many years have you worked in this field? 29

26. If retired or no longer employed, please identify your most recent employer: _____

IF YOU HAVE A CURRENT RESUME OR BIOGRAPHY, PLEASE ATTACH IT TO THIS INFORMATION SHEET.

27. Have you or your spouse ever been employed in a law enforcement capacity?

Yes ___ No

If yes, how long ago? _____ For how many years? _____

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues:

As a metro council member for 8 years I was educated & surrounded with these issues almost daily. These issues were always looked at before voting on any bill.

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices:

Again my council experience. I have also attended the school put on by the police for council + other neighborhood leaders.

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe:

I feel I understand both sides because of my council "education" and my love of all people helps me stay open to all sides.

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency.

Police class put on for neighborhood leaders

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve:

I love my city, I love the people in it! I have NO ulterior Motive. I want a good mix of volunteers on the board. I think a woman's perspective is important. I want to do all I can to bring us all together as a community. No one will look at both sides equally more than I.

33. Please explain your view of the role and responsibilities of the Community Oversight Board:

Monthly meeting to review, inspect & recommend discipline or new processes to keep on police force the best they can be in the area of criminal misconduct & civil rights violations.

34. What do you see as primary factors related to good police/community relationships?

The community resource position is a wonderful start to uniting all our citizens. Having neighborhood meetings with the Police there building trust by sharing & educating about policies & procedures & allowing people to voice their questions & concerns!

35. What qualifications and/or attributes make you qualified to serve on this Board?

I understand the importance of this board having been apart of creating it. I have heard from all sides what they want & I know I will provide a level head & review every angle of every situation.

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops? Yes No

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.

I have had many community meetings where I led the group into educated decisions by allowing all voices to be heard, all information to be presented & other educated, non-partisan type views to be included. Education & listening will be key to any consensus.

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.

Metro Council Member 2011-2019

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service: *MAC 2012-2014*

40. Have you ever served as a lobbyist?
If yes, please identify your clients:

Yes No

41. Would your appointment to the Community Oversight Board result in any conflict of interest, or the appearance of any conflict of interest, for you or your immediate family members? Yes No

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name:

43. Are you now under any charge(s) for any crime?
If yes, please identify:

Yes No

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you?
If yes, please identify:

Yes No

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? Yes No

INFORMATION SHEET FOR METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY COMMUNITY OVERSIGHT BOARD NOMINEES

Appearing before The Rules-Confirmations-Public Elections Committee of the Metropolitan Council

For each question below, if your response requires additional space beyond what is provided, please use a separate sheet of paper, identifying the number of the question being answered.

1. Full Name: Davette Blalock Phone: 615-485-6563

2. Residential address (physical, not a P.O. Box): [REDACTED]

City: Nashville State: TN Zip Code: 37211

a) Have you been a resident of Davidson County for at least one (1) year? Yes No

b) Do you reside in an economically distressed community? Yes No

3. Preferred mailing address (if different from residential address):

City: _____ State: _____ Zip Code: _____

4. E-mail address (if available): _____

5. For Nashville.gov publication:

same as above

Address: _____

Phone (required): _____

Email: _____

6. Please identify the group or individual nominating you for this position: (Check all that apply.)

Community organization. (Please identify the organization): FOP

Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)

Metro Council member(s). (Please identify the member(s)): _____

Mayor

7. Do you have knowledge of issues pertaining to civil rights and equity? Yes No

8. Do you have experience with criminal justice and policing practices? Yes No

9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? Yes No

10. Are you an elected official? Yes No

11. Are you the spouse of:

(a) a person who is a current employee of any law enforcement agency; or

(b) a person who has served in a law enforcement capacity within the past five (5) years; or

(c) an elected official?

Yes No

12. Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County? Yes ___ No

13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training? Yes No ___

14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight? Yes No ___

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment? Yes No ___

16. Have you read the Acknowledgement of Ethical Rules? Yes No ___

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County? Yes No ___

18. In which Metropolitan Council district do you reside? 27

19. How long have you lived at your current residential address? 20 years

If less than 5 years, please provide your previous address: _____

20. Age: Under 16 16-18 19-24 25-40 41-64 65+

21. Complete educational background: John Overton High School

Some MTSU

Real Estate Broker

Insurance License

Certified Financial Planner School (series 7)

22. Occupation and Name of Employer: self - Blalock Realty Group

23. Business address: 518 Heather Place

City: Nashville State: TN Zip Code: 37209 Phone: 615-485-6563

24. Describe your professional/occupational experience: Sales, past Metro council member 8 yrs

25. How many years have you worked in this field? 29

26. If retired or no longer employed, please identify your most recent employer: _____

IF YOU HAVE A CURRENT RESUME OR BIOGRAPHY, PLEASE ATTACH IT TO THIS INFORMATION SHEET.

27. Have you or your spouse ever been employed in a law enforcement capacity?

Yes ___ No

If yes, how long ago? _____ For how many years? _____

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues:

As a metro council member for 3 years I was educated & surrounded with these issues almost daily. These issues were always looked at & noted before voting on any bill.

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices:

Again my council experience. I have also attended the school put on by the police for council & other neighborhood leaders.

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe:

I feel I understand both sides because of my council "education" and my love of all people helps me stay open to all sides.

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency.

Police class put on for neighborhood leaders.

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve:

I love my city, I love the people in it. I have no ulterior motive. I want a good mix of volunteers on the board. I think a woman's perspective is important. I want to do all I can to bring us all together as a community. No one will look at both sides equally more than I.

33. Please explain your view of the role and responsibilities of the Community Oversight Board:

Monthly meetings to review, inspect, & recommend discipline or new processes to keep our police force the best they can be in the area of criminal misconduct & civil rights violations.

34. What do you see as primary factors related to good police/community relationships?

The community resource position is a wonderful start to unifying all our citizens. Having neighborhood meetings with the police present building trust by sharing & educating about policies & procedures & allowing people to voice their questions & concerns.

35. What qualifications and/or attributes make you qualified to serve on this Board?

I understand the importance of this board having been apart of creating it. I have heard from all sides what they want & I know I will provide a level head & review every angle of every situation.

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops? Yes No

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.

I have had many community meetings where I led the group into educated decisions by allowing all voices to be heard, all information to be presented & other educated non-partisan type news to be included. Education & listening will be key to any consensus.

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.

Metro Council Member 2011-2014

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service: *MAC 2012-2014*

40. Have you ever served as a lobbyist? Yes No
If yes, please identify your clients: _____

41. Would your appointment to the Community Oversight Board result in any conflict of interest, or the appearance of any conflict of interest, for you or your immediate family members? Yes No

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name: _____

43. Are you now under any charge(s) for any crime? Yes No
If yes, please identify: _____

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you? Yes No
If yes, please identify: _____

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? Yes No

INFORMATION SHEET FOR METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY COMMUNITY OVERSIGHT BOARD NOMINEES

Appearing before The Rules-Confirmations-Public Elections Committee of the Metropolitan Council

For each question below, if your response requires additional space beyond what is provided, please use a separate sheet of paper, identifying the number of the question being answered.

1. Full Name: Joe Blackburn Brown Phone: 615 351 1369

2. Residential address: [REDACTED]

City: Nashville___ State: TN___ Zip Code: 37215

a. Have you been a resident of Davidson County for at least one (1) year?
Yes_X_No ___

b. Do you reside in an economically distressed community? Yes___ No_X_

3. Preferred mailing address (if different from residential address):

City: _____ State: _____ Zip Code: _____

4. E-mail address (if available): Joe_B_Brown@comcast.net

5. For Nashville.gov publication:

Address: ___3427 Woodmont Blvd, Nashville, TN 37215_____

Phone (required): 615 351 1369_____

Email: Joe_B_Brown@comcast.net_____

6. Please identify the group or individual nominating you for this position: (Check all that apply.)

 X_ Community organization. (Please identify the organization): Woodmont Estates Neighborhood Watch

 Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)

 Metro Council member(s). (Please identify the member(s)): _____

 Mayor

7. Do you have knowledge of issues pertaining to civil rights and equity? Yes_X_ No ___

8. Do you have experience with criminal justice and policing practices? Yes_X_ No ___

9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? Yes_X_ No ___

10. Are you an elected official? Yes___ No_X_

11. Are you the spouse of:
(a) a person who is a current employee of any law enforcement agency; or
(b) a person who has served in a law enforcement capacity within the past five (5) years; or
(c) an elected official?
Yes___ No__X__

12: Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County?
Yes___ No__X__

13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training?
Yes_X__ No___

14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight?
Yes__X__ No___

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment?
Yes_X__ No___

16. Have you read the Acknowledgement of Ethical Rules?
Yes_X__ No___

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County?
Yes_X__ No___

18. In which Metropolitan Council district do you reside?
___25

19. How long have you lived at your current residential address?
_____30 Years

If less than 5 years, please provide your previous address: _____

20. Age: 65+

21. Complete educational background: McCallie School (High School) 1958; Vanderbilt University (BA) 1962; Vanderbilt University (JD) 1965; Basic Army Judge Advocate School 1965; Various other courses in Army Command and Control 1965-1992; Various courses Department of Justice in trial advocacy 1971-1991; Various courses in duties as Magistrate Judge U.S. Courts to include mediation, evidence, discovery, diversity and trial conduct. 1998-2020.

22. Occupation and Name of Employer: Retired_____

23. Business address: _____

City: _____ State: _____ Zip Code: _____ Phone: _____

24. Describe your professional/occupational experience: Reserve Duty Army Signal Corp 1962-65; Active-Duty US Army as Judge Advocate Officer 1965-1968; Active-Duty Army Military Judge 1969-71; Reserve Duty as Judge Advocate and Inspector General 1971-92. Assistant US Attorney and First Assistant US Attorney Middle District TN 1971-1981; United States Attorney Middle District Tn 1981-

1991; Special Assistant United States Trustee 1991-1998; and United States Magistrate Judge Middle District TN 1998-2020. Presently doing mediation for federal court cases.

25. How many years have you worked in this field? 55

26. If retired or no longer employed, please identify your most recent employer: U.S. Courts Nashville TN. _____

IF YOU HAVE A CURRENT RESUME OR BIOGRAPHY, PLEASE ATTACH IT TO THIS INFORMATION SHEET. See Attached.

27. Have you or your spouse ever been employed in a law enforcement capacity? Yes X No _____

If yes, how long ago? 1 year For how many years? Approximately 55 years as Judge Advocate, Military Judge, Department of Justice and Magistrate Judge.

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues: From my early work in the Army at Fort Gordon GA, I did a great deal of work with soldiers and dependents who needed legal assistance, I worked as a defense counsel and later as a prosecutor. Some of my cases involved prosecution of individuals who had abused their power in mistreating lower ranking soldiers. As an Assistant US Attorney and later as US Attorney I prosecuted a number of law enforcement officials including Sheriffs, a District Attorney, and members of the Governor Blanton office who abused their powers. Several of these prosecutions involved violations of federal civil rights. As a Magistrate Judge I have presided over jury trials of employment discrimination and 42 USC 1983 civil rights cases. I have handled discovery and pretrial issues in hundreds of 1983 cases and mediated hundreds more over the last 22 years. Since retirement I continue to mediate cases which allege violations of civil and employment rights.

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices:

My professedly experience over the last 50+ years has involved the enforcement of law as an attorney and judge. As a US attorney I tried to enforce all laws fairly, whether they were committed by law enforcement or public officials or by other members of the public without favor to race, creed, color, or religion. As a judge I have tried to be fair to all who appeared before me and tried wherever possible to help the parties work out their issues without unnecessary litigation.

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe:

I have had diversity training while with the Dept. of Justice and from the U S Courts over many years. I worked with the U S Sentencing Committee as chair of the US Attorneys Sentencing Guidelines Committee from the inception of the guidelines in 1987 until the end of my term in December 1991 to make them work fairly. I was on record as opposing the increased minimum mandatory that congress was enacting in late 1980. Then Attorney General Thornburg told me I must like standing in front of freight trains. That was the era of a member of congress proposing increased minimum mandatory and another member raising that proposal by 5 years. I have seen in the last 30 years that the increased minimum drug penalties have unfairly impacted many of our minority citizens. For the last 22 years I have worked to help diverse parties work out resolutions of what ever problems they brought before the court.

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency.

None of my immediate family has any law enforcement connections. As set out above I have not directly worked as a police officer but I have worked both in the army and later in the Department of Justice in the criminal area and in civil rights cases. I have handled cases as a Magistrate Judge and as a mediator that involved charges against Metro Government and individual police officers alleging civil right violations..

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve:

Having retired I now have additional time to devote to community efforts and projects. The Community Oversight Board is a new effort and got off to a controversial start. I would like to join the Board to continue the critical work needed to allow the Board to work effectively with the community and police to resolve the serious problems that we all face in there rapidly changing times. We need to work to insure we do not have abusive police practices that produced riots and civil unrest. On the other side we need to ensure citizens that allegations of misconduct are quickly and fairly investigated and resolved. We need to ensure our limited resources are used wisely by devoting more funds to education on how to deescalate encounters between citizens and the police. Use of deadly force should be the absolute last resort. Education on dealing with the mentally disturbed is needed along with additional trained personnel. The board can help improve communication between law enforcement and all citizens.

33. Please explain your view of the role and responsibilities of the Community Oversight Board:

The most critical function is to have good communication with all aspects of law enforcement. The Board must be willing to take a hard look and make prompt recommendations to correct problems before they get out of control. The Board must be willing to make recommendations on budget issues that affect the ability of the Police to have proper training, body cameras, mental health resources. The board must function as an effective bridge between citizens and law enforcement.

34. What do you see as primary factors related to good police/community relationships?

The ability to communicate with all parties and where we disagree do so without becoming disagreeable. The board must be able to provide oversight without trying to micromanage law enforcement. Where the Board finds problems, it needs to make firm recommendations for improvement. Open, frank communications are essential.

35. What qualifications and/or attributes make you qualified to serve on this Board?

Over the last 22 years as a Magistrate Judge I have seen the good and bad in law enforcement cases. I have granted search warrants and denied a few which did not establish probable cause. I have handled a great number of cases where law enforcement officers where alleged and where they did in fact violate individuals' civil rights. Is mediating many of theses case I have had the experience of seeing both sides of cases and appreciate the fact that there are usually two sides to an case. Often I have helped the parties resolve their issues without a full trial. I have a great deal of experience in helping opposing parties effectively communicate with each other to reach a solution. As an Assistant US Attorney and US Attorney in this district I have always tried to fairly enforce federal law. I have handled a number of cases against law enforcement and public figures who abused their power to include the governor's office for abusing pardons and paroles to Sheriffs and other officers who abused civil rights of citizens. I recognize abuse of power when I see it. Given my years in the Army, the Dept. of Justice and the Courts I am familiar with bureaucracy and how to both work with and around it to accomplish a mission.

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops

addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops?

Yes_ ___ No___

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.

As a Magistrate Judge on a weekly basis, I would have discovery disputes between lawyers. I instituted a practice that required rather than file formal discovery motions which would easily take a month to brief and resolve the parties had to schedule a telephone call with me and set out a joint statement of the problem. During the call I would listen to both sides and issue a ruling in 95% of the case. This resolved the issue in a week or less. I believe I have a well-deserved reputation to be able to listen to people with different ideas and help them come to a consensus. I know I rarely leave a discussion where there are different views without modify my own view or helping modify the view of others. Consensus is the art of being willing to engage in reasonable give and take in good faith. In every settlement session I have the litigation starts with each side having a very different view of the proper settlement. In well over 60% of the cases I mediate over the last 22 years I have helped the parties reach an agreement to resolve the case.

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.

I have served as Chair of the Canon and Constitution Committee of the Episcopal Diocese of Middle TN. We have worked on diversity and social justice issues. I have served on the Ethics Committee and the Federal Court Committee of the Nashville Bar Association. Those Committees have worked to provide equal justice for all. I have served on the Rules Committee of the Magistrate Judge Association to improve the Federal Civil and Criminal Rules.

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service.

None _____

40. Have you ever served as a lobbyist?

Yes___ No_ ___

41. Would your appointment to the Community Oversight Board result in any conflict of interest, or the appearance of any conflict of interest, for you or your immediate family members? Yes___ No_ ___

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name:

I have a Facebook account which is under my name. It is for family and friends and the Civil Air Patrol and some aviation groups. I have an account with Nextdoor which is a Green Hills neighborhood information group. I have a Twitter account I almost never post to. It shows I follow two people and have one follower.

43. Are you now under any charge(s) for any crime?

Yes___ No_ ___

If yes, please identify: _____

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you? Yes___ No_ ___

If yes, please identify: _____

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? Yes No

JOE B. BROWN Biography

Attend McCallie School , 1955-58

BA Vanderbilt 1958-62, Phi Beta Kappa and Owen award for highest grades in mathematics department. He was the Cadet Colonel of the Army ROTC unit and a Distinguished Military Graduate in 1962.

J.D. from Vanderbilt University in 1965, where he was elected to the Order of the Coif. Member of Law Review and Legislature Editor 1965

He is admitted to practice in Kentucky and Tennessee, US Court Of Military Appeals, Sixth Circuit and before the United States Supreme Court.

Following law school, Mr. Brown served as a Judge Advocate in the U.S. Army from 1965 until 1971. From 1968 -71 he was a Military Judge who tried over 2500 hundred Special Courts Martial. He was released from active Duty as a Major. He continued to serve in the reserve as a Staff Judge Advocate, Inspector General, Commander of the 124th Military Law Center and finally as Deputy Chief of the Army Litigation Service. He retired with the award of the Army Legion of Merit in the rank of Colonel in July of 1992 after 30 years of service..

Mr. Brown joined the U.S. Attorney's office as an Assistant U.S. Attorney in June of 1971 and served at the First Assistant from 1972 until 1981; then he was appointed U.S. Attorney for the Middle District of Tennessee where he served until December of 1991. He is the longest serving USA in the history of the district. During his 21 years of service in the U.S. Attorney's office, he was actively involved in criminal trial work. He was awarded a US Attorney's Flag by the Attorney General for work on US Attorney Budget and Sentencing Guidelines Committees. He was appointed to a full term by the Attorney General to the Attorney General's Advisory Committee. He was chair of the Attorney General's sentencing guidelines subcommittee from 1986 -1991 and was involved with the US Sentencing Committee in guideline training nationwide from 1987 to 1991 He prosecuted a number of major fraud cases including the Pardon and Parole scandal with the Governor's office and argued over 200 cases in the Sixth Circuit.

Mr. Brown joined the U.S. Trustee program in 1991 as a Special Assistant U.S. Trustee with duties as the National Coordinator for Criminal Bankruptcy Fraud. He wrote much of the U.S. Trustee Manual on Criminal Bankruptcy Fraud. He reviewed all criminal referrals from U.S. Trustees and worked nationwide with U.S. Attorneys and investigative agencies on criminal bankruptcy prosecutions. He lectured extensively to various groups on all aspects of criminal bankruptcy law.

Mr. Brown was appointed a United States Magistrate Judge for the Middle District of Tennessee on August 3, 1998 and served in that position until he retired the first time in 2006. He was immediately recalled on an annual basis and continued to serve as a recalled Magistrate Judge

until March 3 of 2020. He has volunteered to be recalled in the future as needed by the court nationwide. He is presently conducting private meditations for civil cases pending in Federal Court.

Judge Brown has taught Pretrial Procedure at Vanderbilt Law School and Federal Criminal Law for the Nashville School of Law.

He has served two terms on the Board of Directors of the Nashville Bar association ending both terms as Vice President. He has most recently served as Assistant Treasurer and Treasurer.

Judge Brown is an avid pilot and scuba diver and holds instructor ratings for both sports. He also shot high power rifle competitively for a number of years and holds a Distinguished Rifleman's Badge, the highest marksmanship award in the military.

He has served as a scout leader for many years. He completed wood badge training and has been awarded the Long Rifle Award for service to the Scouts.

He has been a member of the Civil Air Patrol (CAP) with the rank of Lt Col for over 24 years and is currently a command pilot and the Standards and Evaluations officer for the Southeast Region of CAP. He holds the Wright Brothers Award which is the highest award for pilots given by the Federal Aviation Administration after 50 years of accident-free flying.

He is a member of Saint David's Episcopal Church where he has served 3 terms on the Vestry and been elected Senior Warden twice and Junior Warden four times. He has been Chairman of the Canons and Constitution Committee of the Diocese of Tennessee for the past 10 years.

He was lucky enough to marry his college sweetheart at Vanderbilt, Marilyn, in 1963. and they have two children and six grandchildren.

Plans are under weigh later this year for trips to South Africa and France, Covid-19 limitations permitting. After that ?????

INFORMATION SHEET FOR METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY COMMUNITY OVERSIGHT BOARD NOMINEES

Appearing before The Rules-Confirmations-Public Elections Committee of the Metropolitan Council

For each question below, if your response requires additional space beyond what is provided, please use a separate sheet of paper, identifying the number of the question being answered.

1. Full Name: MARY D. BYRD Phone: 615 516 9473

2. Residential address (physical, not a P.O. Box): [Redacted]

City: Nashville State: TN Zip Code: 37209

a) Have you been a resident of Davidson County for at least one (1) year? Yes [checked] No

b) Do you reside in an economically distressed community? Yes No [checked]

3. Preferred mailing address (if different from residential address):

City: State: Zip Code:

4. E-mail address (if available): dedebyrd@hotmail.com

5. For Nashville.gov publication:

Address: 542 Hickory Trail Drive Nashville, TN 37209

Phone (required): 615 516 9473

Email: dedebyrd@hotmail.com

6. Please identify the group or individual nominating you for this position: (Check all that apply.)

- [checked] Community organization. (Please identify the organization): FOP
Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)
Metro Council member(s). (Please identify the member(s)):
Mayor

7. Do you have knowledge of issues pertaining to civil rights and equity? Yes [checked] No

8. Do you have experience with criminal justice and policing practices? Yes [checked] No

9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? Yes No [checked]

10. Are you an elected official? Yes No [checked]

11. Are you the spouse of:

- (a) a person who is a current employee of any law enforcement agency; or
(b) a person who has served in a law enforcement capacity within the past five (5) years; or
(c) an elected official?

Yes No [checked]

12. Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County? Yes ___ No

13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training? Yes No ___

14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight? Yes No ___

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment? Yes No ___

16. Have you read the Acknowledgement of Ethical Rules? Yes No ___

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County? Yes No ___

18. In which Metropolitan Council district do you reside? 35

19. How long have you lived at your current residential address? 25 years

If less than 5 years, please provide your previous address: _____

20. Age: Under 16 16-18 19-24 25-40 41-64 65+

21. Complete educational background: Anesthesia Certificate from
middle TN school of Anesthesia, BS in Nursing
From Univ. of TN at Chattanooga, HS diploma
From John Overton High School Nash, TN.

22. Occupation and Name of Employer: CRNA, PRN status with
Anesthesia Medical Group

23. Business address: 110 Suite 200, 29 Ave. N., Nashville TN 37203

City: Nashville State: TN Zip Code: 37203 Phone: 615 327 4304

24. Describe your professional/occupational experience: anesthesia, nursing

25. How many years have you worked in this field? 30

26. If retired or no longer employed, please identify your most recent employer: _____

IF YOU HAVE A CURRENT RESUME OR BIOGRAPHY, PLEASE ATTACH IT TO THIS INFORMATION SHEET.

27. Have you or your spouse ever been employed in a law enforcement capacity?

Yes ___ No

If yes, how long ago? _____ For how many years? _____

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues:

I have read multiple books and viewed multiple historical videos. I have toured the Civil Rights section of the Tennessee Public Library and participated in bookshops.

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices:

I have attended the Citizens Police Academy and graduated.

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe:

I have lived in Davidson County my whole life. I have volunteered for various community organizations. (My church, my childrens school, TANA)

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency.

I have a son-in-law who is a MNPD officer.

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve:

I feel that it is my civic duty to participate in my community. I want our community to trust the department that protects them.

33. Please explain your view of the role and responsibilities of the Community Oversight Board:

I feel that the board should ensure the civil rights of each citizen.

34. What do you see as primary factors related to good police/community relationships?

Communication and an unbiased approach to the issues that are submitted.

35. What qualifications and/or attributes make you qualified to serve on this Board?

I am an interested citizen who is concerned about our city's future. I have worked in the medical field for 40 years. I have a daughter who is a criminal attorney and a daughter who is a teacher. I believe in serving your community.

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops? Yes No

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.

I have worked in the operating room for over 30 years. As a group, we are responsible for a persons life. Every day I arrived at a consensus on a patient care plan, implemented, and debriefed.

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.

I have been elected to represent my fellow ORNAs in the past. I have volunteered at my church and my childrens school. This is the most civic duty I have been so interested in, that I have applied twice.

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service: none

40. Have you ever served as a lobbyist? Yes No

If yes, please identify your clients: _____

41. Would your appointment to the Community Oversight Board result in any conflict of interest, or the appearance of any conflict of interest, for you or your immediate family members? Yes No

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name:

Facebook, Instagram, Twitter, email; all in my own names

43. Are you now under any charge(s) for any crime? Yes No

If yes, please identify: _____

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you? Yes No

If yes, please identify: _____

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? Yes No

INFORMATION SHEET FOR METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY COMMUNITY OVERSIGHT BOARD NOMINEES

Appearing before The Rules-Confirmations-Public Elections Committee of the Metropolitan Council

For each question below, if your response requires additional space beyond what is provided, please use a separate sheet of paper, identifying the number of the question being answered.

1. Full Name: Arnold Gene Hayes Phone: 615-260-8923

2. Residential address (physical, not a P.O. Box): [REDACTED]

City: Nashville State: Tennessee Zip Code: 37221

a) Have you been a resident of Davidson County for at least one (1) year? Yes No

b) Do you reside in an economically distressed community? Yes No

3. Preferred mailing address (if different from residential address): PO Box 218857

City: Nashville State: Tennessee Zip Code: 37221

4. E-mail address (if available): hayesag@bellsouth.net

5. For Nashville.gov publication:
Address: PO Box 218857, Nashville, TN 37221

Phone (required): 615-500-2907

Email: ahayes405@bellsouth.net

6. Please identify the group or individual nominating you for this position: (Check all that apply.)

Community organization. (Please identify the organization): _____

Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)

Metro Council member(s). (Please identify the member(s)): Sharon Hurt / Dave Rosenberg
 Mayor

7. Do you have knowledge of issues pertaining to civil rights and equity? Yes No

8. Do you have experience with criminal justice and policing practices? Yes No

9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? Yes No

10. Are you an elected official? Yes No

11. Are you the spouse of:

(a) a person who is a current employee of any law enforcement agency; or

(b) a person who has served in a law enforcement capacity within the past five (5) years; or

(c) an elected official?

Yes No

12. Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County? Yes___ No **X**

13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training? Yes **X** No___

14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight? Yes **X** No___

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment? Yes **X** No___

16. Have you read the Acknowledgement of Ethical Rules? Yes **X** No___

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County? Yes **X** No___

18. In which Metropolitan Council district do you reside? 35

19. How long have you lived at your current residential address? 10 months

If less than 5 years, please provide your previous address: 405 Ramble Wood CR, Nashville, TN 37221

20. Age: Under 16 16-18 19-24 25-40 41-64 65+

21. Complete educational background: _____

Vanderbilt University Masters of Theological Studies 2002

Belmont University Bachelors of Science, Computer Science 1989

Tuskegee University Bachelors of Science, Mechanical Engineering 1977

22. Occupation and Name of Employer: Does not apply (Retired - Ford Motor Company)

23. Business address: _____

City: _____ State: _____ Zip Code: _____ Phone: _____

24. Describe your professional/occupational experience: _____

25. How many years have you worked in this field? _____

26. If retired or no longer employed, please identify your most recent employer: _____

Ford Motor Company (25 years); Metro Nashville Public Schools (1 year)

IF YOU HAVE A CURRENT RESUME OR BIOGRAPHY, PLEASE ATTACH IT TO THIS INFORMATION SHEET.

27. Have you or your spouse ever been employed in a law enforcement capacity? Yes___ No X

If yes, how long ago? _____ For how many years? _____

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues:
Attended mass meetings & received youth training during the 1960's Civil Rights Movement
Core Member of Community Oversight Now
Former Subcommittee Chair of Noah. Church Leader for over 30 years

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices: I have respect and empathy for the challenging job of law enforcement.
I have served as a juror, visited inmates in local and state prison systems, etc.

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe: Have had senior level business experiences; Led and served on state and national boards; developed work teams; had extensive problem solving, safety, project management, organizing, and anti-racism training.

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency.
Most of my family has experienced direct contact with traffic stops. Overall my family's experiences have been neutral to positive toward law enforcement. I have served as a juror, and visited inmates.

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve: I would like to contribute to making Nashville a safer city for all. Having been an early proponent of police oversight, I hope to bring my knowledge, experience, research, lessons learned, and passion to the board.

33. Please explain your view of the role and responsibilities of the Community Oversight Board:
The Community Oversight Board:
- Provides independent oversight over allegations of MNPd officer misconduct.
- Has the authority to make policy recommendations to the entire Metro Nashville Davidson County Criminal Justice System

34. What do you see as primary factors related to good police/community relationships?
- Acknowledgement that continuous improvements are always the goal.
- Building trust, and community involvement
- Transparency and accountability
- Education and training

35. What qualifications and/or attributes make you qualified to serve on this Board?
Social justice activist committed to fighting for the "least of these" and making a difference in the lives of Middle Tennesseans. Over 30 years of professional experience at Fortune 500 companies, leading and managing teams in a unionized matrix environment. Active faith community leader at the local, state and national level.

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops? Yes No

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.

I co-led the development of procedures for process improvement work teams to reach a consensus, which encouraged issues to be resolved at the lowest level of the organization. If the team could not agree then they had to abide by the decision of the leadership partners (management and UAW-United Autoworkers).

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.

- **Community Oversight Now Core Team**
- **NOAH (Nashville Organized for Action and Hope) Subcommittee Chair**
- **Tennessee and Nashville NAACP Executive Committees**
- **Alameda Christian Church Elder, Board Moderator, Trustee, Outreach co-chair**

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service: **None**

40. Have you ever served as a lobbyist? Yes No
If yes, please identify your clients: _____

41. Would your appointment to the Community Oversight Board result in any conflict of interest, or the appearance of any conflict of interest, for you or your immediate family members? Yes No

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name:

I have three social media accounts, Twitter, Facebook, and Instagram, however, Facebook and Instagram are rarely used. These social media accounts are in my name.

43. Are you now under any charge(s) for any crime? Yes No
If yes, please identify: _____

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you? Yes No
If yes, please identify: _____

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? Yes No

Brief Biography of Arnold Hayes

Mr. Hayes is a native of Central Alabama, but has considered Nashville TN his home since 1983. His passion for social justice intensified as a child during the 1960's Civil Rights Movement while attending mass meetings, receiving youth training, listening to powerful speeches by notable civil rights leaders, and witnessing the first county African American candidates, since reconstruction, risk their lives to run for office. As a member of the Christian Church (Disciples of Christ) he serves at the local, state and national level on numerous boards and in various leadership capacities, while focusing on service, outreach and justice issues. For his outstanding service he received the National Convocation of the Christian Church Boomer Award, and in the Christian Church in Tennessee Disciples Merit Award. He completed over 80 hours of Crossroads Anti-racism Training, which sharpened his understanding of the negative effects of systemic racism on society.

Mr. Hayes holds degrees from Tuskegee University, Belmont University, and Vanderbilt University, in mechanical engineering, computer science, and theological studies respectfully.

He retired early from Ford Motor Company where he held positions in engineering, robotics programming, and management. Mr. Hayes was the first African American management employee in the then forty-five-year history of Ford's Nashville plant to serve on senior management's Plant Operating Committee, responsible for all aspects of plant operations, including accountability for meeting the division and company goals and objectives. He was a mentor, role model, and an advocate for workplace justice. After leaving Ford, in an effort to better reach youth, he also taught seventh grade mathematics at an inner-city middle school for one year.

Mr. Hayes has devoted much of his life and professional career to speaking for those that often have no voice. For this reason he strives to be a "drum major for justice." He is a core member of Community Oversight Now, and served as the treasurer for the Community Oversight Board Amendment 1 campaign. Mr. Hayes is an Executive Committee member of the NAACP TN State Conference, and was awarded the NAACP Charles L. White, Jr. Leadership Award, and the Nashville NAACP 100 Renaissance Ella Baker Award. He is a former member, and subcommittee chairperson for NOAH (Nashville Organized for Action and Hope).

He is married to Robin Kimbrough Hayes and together they have five children and a grandchild.

Arnold Hayes

Nashville, TN 37221
615-260-8923
hayesag@bellsouth.net

Significant involvement as a social justice activist committed to fighting for the least of these and making a difference in the lives of Middle Tennesseans.

- Over 30 years of professional experience at Fortune 500 companies, leading and managing teams in unionized matrixed environments.
- Active faith community leader at the local, state and national level

PROFESSIONAL EXPERIENCE

Metropolitan Nashville Public Schools

Nashville, TN 2008-2009

Middle School Mathematics Teacher

9:37 am, Feb 02 2021

FILED METROPOLITAN CLERK

Completed the extensive requirements and awarded a Teach Tennessee Alternative license by the State of Tennessee. Provided innovative instruction for 120 students.

Ford Motor Company

Nashville, TN 1983-2008

Retired following 25 years of successful service. While partnering with the United Auto Workers (UAW), held a variety of management, engineering, computer/robotics programming and work development positions during my tenure, including the following:

Nashville Production System Coordinator

- Served on senior management's Plant Operating Committee, responsible for all aspects of plant operations, including accountability for meeting the division and company goals and objectives. Led the deployment of the plant's operating system, and the establishment and nurturing of Work Groups throughout the plant. Conducted numerous Simulation Workshops with the assistance of a Massachusetts Institute of Technology (MIT) professor to convey and promote correct business practices.

Superintendent

- Successfully managed seventy-three employees in achieving targeted production rates. As Material Planning & Logistics Superintendent, effectively managed fifty-five shipping, receiving, warehousing, and production employees. Ensured that the plant exceeded Ford Motor Company's Delivery Rating target.

Plant Engineering Supervisor

- Effectively managed a cross-functional section of seven engineers, one maintenance supervisor, and two designers, including capital expenditures. Developed a point system for evaluating employees and driving performance improvement.

Manufacturing Engineer

- Provided exceptional engineering and software support for robotic applications. Led the plant and the glass division in a successful launch of lead-free paint well ahead of schedule. Developed a "production part/trademark database" to provide the windshield area prompt part specification information.

Facilities Maintenance Engineer

- Led the windshield preventive maintenance development effort. Developed an *Oracle* based computerized maintenance management system. Was the system administrator for the plant's first *Novell* computer network. Programmed and implemented several new computer programs that enhanced and expedited the daily functions of the department.

Scott Paper Company
Mobile, AL 1980-1983
Project Engineer

Clark Equipment Company,
Buchanan, MI 1978-1980
Design Engineer

EDUCATION

Vanderbilt University; *Masters of Theological Studies*
Nashville, TN 2002

Belmont University; *Bachelors of Science, Computer Science*
Nashville, TN 1989

Tuskegee University; *Bachelors of Science, Mechanical Engineering*
Tuskegee, AL 1977

COMMUNITY EXPERIENCE

Community Oversight Now

- Core Team Member
- Treasurer for 2018 Midterm Election Amendment One Campaign
- Completed the five-day James Lawson Institute.

National Association for the Advancement of Colored People (NAACP)

- Current member of the Tennessee NAACP Executive Committee
- Current member of the Nashville NAACP Branch Executive Committee

Nashville Organized for Action and Hope (NOAH)

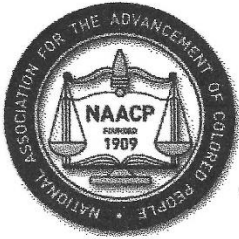
- Former NOAH Subcommittee And Nominating Committee Chairperson
- Completed 3 day Gamaliel Organizing Training

Christian Church Disciples of Christ

- A Member of the General Nominating Committee Of The Christian Church (Disciples Of Christ) of the United States and Canada
 - Former Board Member Of Disciples Divinity House At Vanderbilt University
 - Former Board of Directors Of Greenwood Cemetery in Nashville, TN
 - Former Board Member of the National Convocation, Including Serving As The President Of The Disciples Men.
 - Former Christian Church in Tennessee Executive Committee – Planned The 2016 Regional “State” Assembly
 - Hosted an Injustice Anywhere Nashville event in Aug 2016 (COB oversight suggested)
 - Local Transportation Chairperson For The 2011 General Assembly Of The Christian Church (Disciples Of Christ) hosted in Nashville, TN
 - Alameda Christian Church, Elder, and Board member. Former Board Moderator, Co-chairperson Mobile Food Pantry, Trustee, Webmaster.
 - Completed 80 hours of Crossroads Anti-racism training.
-

AWARDS

- 2020 Christian Church in Tennessee Disciples Merit Award
- 2019 Nashville NAACP 100 Renaissance Ella Baker Award
- Tennessee State Conference of the NAACP 2018; *Charles L. White, Jr. Leadership Award.*
- National Convocation Of the Christian Church (Disciples Of Christ) 2012 *Boomer Award.*
- Vanderbilt University 2002 Graduating Class; *CBP Award*



Tennessee State Conference NAACP

27 A Brentshire Square | Jackson, TN 38305

January 24, 2021

9:37 am, Feb 02 2021

FILED METROPOLITAN CLERK

Metropolitan Clerk's Office
1 Public Square, Suite 205
Historic Metropolitan Courthouse
Nashville, Tennessee 37201

Ladies and Gentlemen:

I am writing this letter of recommendation on behalf of Mr. Arnold Hayes whom I believe would make an excellent Community Oversight Board Member for Metro Nashville and Davidson County.

Mr. Hayes is a tireless advocate for Civil Rights and Social Justice who always puts the good of others at the top of his agenda. He works well across social, political and economic lines.

I have witnessed his passion for social justice over the past four years while he has served on the Executive Committee for the Tennessee State Conference of the NAACP. He represented our organization well as a core team member of Community Oversight Now. He is an active NAACP member and has planned and participated in criminal justice workshops at our state convention. In recognition of his faithful service, he was awarded the Tennessee State Conference of the NAACP 2018 Charles L. White, Jr. Leadership Award.

Mr. Hayes' professional experience at Fortune 500 companies and his 30 plus years of church leadership, along with His commitment for looking out for the "least of these" should make him a perfect fit for this board. He is sincere, dedicated and a man of good character that will add value to the oversight team!

Respectfully,

Gloria J. Sweet-Love, President
Tennessee State Conference NAACP
ttnaACP3@bellsouth.net
(731) 660-5580

Phone: (731) 660-5580 • Fax: (731) 660-5002
Email: ttnaACP3@bellsouth.net



BRENDA GILMORE
STATE SENATOR, DISTRICT 19TH
DAVIDSON COUNTY

LEGISLATIVE OFFICE:
768 CORDELL HULL BUILDING
425 5TH AVENUE, NORTH
NASHVILLE, TENNESSEE 37243-0154
(615) 741-2453
FAX: (615) 253-0361
EMAIL: sen.brenda.gilmore@capitol.tn.gov

Tennessee State Senate

NASHVILLE

DEMOCRATIC FLOOR LEADER

MEMBER OF COMMITTEES

FINANCE
REVENUE SUB-COMMITTEE
PENSION & INSURANCE JOINT SUB-COMMITTEE
FISCAL REVIEW COMMITTEE
TRANSPORTATION
EXECUTIVE BOARD NATIONAL BLACK CAUCUS OF
STATE LEGISLATORS (NBCSL)
EXECUTIVE BOARD NATIONAL CAUCUS of
ENVIRONMENTAL LEGISLATORS (NCEL)

January 25, 2021

10:25 am, Feb 02 2021

Metropolitan Clerk's Office
1 Public Square Suite 205
Historic Metropolitan Courthouse
Nashville, Tenness 37201

FILED METROPOLITAN CLERK

To Whom It May Concern:

Please accept this letter of my enthusiastic support for Mr. Arnold Hayes for a position with the Community Oversight Board.

Mr. Hayes is one of the original developers of the Community Oversight Board. He is also a member of the Nashville NAACP and has a passion for his community.

I endorse the efforts of the Community Oversight Board to create a safer Nashville. I see this as an invaluable project that will benefit both Metro Nashville Police Department (MNPD) and citizens involved.

I can personally testify that Mr. Hayes is highly reputable, professional and committed to helping build better relations with the community and MNPD.

Sincerely,

Brenda Gilmore
State Senator, District #19



TRI STAR MEDICAL GROUP
Sterling Primary Care

10:25 am, Feb 02 2021

FILED METROPOLITAN CLERK

4200 Stammer Place, Nashville, TN 37215

Phone 615-320-4100 Fax 615-320-4346

January 31, 2021

To whom it may concern,

I am writing this letter of recommendation on behalf of Mr. Arnold Hayes whom I believe would make an excellent *Community Oversight Board Member for Metro Nashville and Davidson County*. I have witnessed his church leadership and passion for social justice over the past few years while attending Alameda Christian Church. His tireless work toward making the Community Oversight Board a reality is to be admired.

Mr. Hayes' professional experience at Fortune 500 companies, his over 30 years of church leadership, and commitment for looking out for the "least of these" should make him a perfect fit for this board. The other personal quality that Arnold would bring to the board would be a steady hand. He is not inflammatory and has the ability to navigate choppy waters without being deterred. His "cool head" would be a stabilizing force in any organizational setting. Please feel free to contact me if further information is needed.

Sincerely Yours,



Robert S. Quinn, MD

Department of Political Science
1301 East Main Street
MTSU P.O. Box 29
Murfreesboro, Tennessee 37132
Office: (615) 898-2708 • FAX: (615) 898-5460

**MIDDLE
TENNESSEE**
STATE UNIVERSITY
February 1, 2021

Metropolitan Nashville Councilmembers
1 Public Square, #204
Nashville, TN 37204

10:25 am, Feb 02 2021

FILED METROPOLITAN CLERK

Dear Metropolitan Nashville Councilmembers:

My name is Dr. Sekou Franklin and I am an Associate Professor in the Department of Political Science at Middle Tennessee State University (MTSU). I live in North Nashville and have worked with numerous community and civil rights groups in the past decade. I am a member of Community Oversight Now, the coalition that worked on the passage of Amendment 1. From 2000-2001, I worked with the National League of Cities and assisted with the development of the organization's first ever Campaign to Promote Racial Justice.

I am very pleased to write this recommendation letter on behalf of Mr. Arnold Hayes, who has been nominated to the Community Oversight Board (COB). Mr. Hayes spent most of career as an engineer, working in management, and advocating for diversity in corporate America. Most recently, he has served as a quasi-advisor to the Tennessee NAACP executive council and works on state-level criminal justice issues for the organization.

Mr. Hayes is the most qualified nominee to the COB. He spent two and a half years working on the establishment of the COB. In fact, he first began developing the proposal for a COB in October 2016. In early 2017, he and others met with Vice-Mayor David Briley, Councilmember Sam Coleman, and Mike Jameson to discuss a preliminary draft proposal of the COB. He also met with Mayor Megan Barry and Mayor David Briley to discuss police accountability and the COB. Through his work with Community Oversight Now, NOAH, and the Tennessee NAACP, he has given 15 presentations in Nashville and other cities in Tennessee about why the COB will help improve police-community relations.

Overall, Mr. Hayes is an exceptionally hard worker, efficient, has a high level of integrity, and will fairly adjudicate complaints without bias. His appointment is critical to restoring trust between the community and the police.

I wish to thank you for the opportunity to offer my opinion of Mr. Hayes. I highly recommend him for the COB. Please contact me if there is any further information that I may offer for your consideration.

Respectfully,



Sekou M. Franklin, Ph. D.

ALAMEDA CHRISTIAN CHURCH

(Disciples of Christ)

4006 Ashland City Hwy. - Nashville, Tennessee 37218-2404

Church School 9:00 A.M.
Worship Services 10:30 A.M.
Prayer and Bible Study
Wednesday 5:30 p.m.
(615) 742-1194
www.alamedacc.org

Perry D Wiggins III, Pastor



12:36 pm, Feb 02 2021

FILED METROPOLITAN CLERK

February 2, 2021

Metropolitan Clerk's Office
1 Public Square, Suite 205
Historic Metropolitan Courthouse
Nashville, TN 37201

It is with the utmost confidence that I write this letter of recommendation on behalf of Mr. Arnold Hayes. From my personal relationship with Mr. Hayes over the past several years, I know he would be an excellent member of the Metropolitan Nashville Community Oversight Board. I have witnessed, from a very close vantage point, Mr. Hayes' strong and compassionate leadership, his unwavering commitment and service to the church and the community, and his passion for social justice during my over twenty-five years of first being an elder and now the pastor of Alameda Christian Church (Disciples of Christ).

Mr. Hayes' tireless and dedicated activist work and leadership in helping make a Community Oversight Board a reality here in Nashville is highly commendable and a strong reason why he should be on this board. He has been one of the leading citizens in helping create a Community Oversight Board. He was the first person to introduce NOAH, a social justice group of which I am a part of, to the idea of supporting and helping develop a Community Oversight Board for Metropolitan Nashville and Davidson County.

Mr. Hayes has been a church servant leader for over forty years. During these years as a leader he has focused on service, outreach and social justice issues that seek to help those who are the "less thans" in society. As a faithful and trusted Elder here at Alameda, Mr. Hayes has had significant financial and trustee duties and responsibilities; including preparing annual budgets and on occasion, representing Alameda in legal matters.

Mr. Hayes has committed so much of his life to standing up for and being a voice for the voiceless and the oppressed. This commitment has been recognized by others. Mr. Hayes has been awarded the NAACP Charles L. White, Jr. Leadership Award and the Nashville NAACP 100 Renaissance Ella Baker Award.

Mr. Hayes' commitment to looking out and deeply caring for those on the margins of society would make him an idea choice for this board. For these reasons, and without any reservations whatsoever, I strongly recommend Mr. Arnold Hayes to be appointed a member of the Metropolitan Nashville Community Oversight Board. The Nashville community desperately needs Mr. Hayes' expertise, experience and his tremendous and compassionate commitment to justice, equality and respect for all people.

Sincerely,

Rev. Perry D. Wiggins III

REV. DR. NORMAN REED
P.O. BOX 7623
GREENWOOD, INDIANA 46142

January 26, 2021

Metropolitan Clerk's Office
1 Public Square, Suite 205
Historic Metropolitan Courthouse
Nashville, Tennessee 37201

Dear Sir/Madam:

I am writing this letter of recommendation on behalf of Elder Arnold Hayes whom I believe would make an excellent Community Oversight Board Member for Metro Nashville and Davidson County. I have witnessed his church leadership and passion for social justice for over thirty years while I was his pastor at Alameda Christian Church and later while I was the Manager of Greenwood Cemetery. He is to be commended for his sincere desire to help the Community Oversight Board be a credible and valued asset to the Nashville community.

Also, I know Mr. Hayes to be a person of high moral character. He has always exercised excellent ethical practices in both personal and business relationships.

Elder Hayes has been a church leader for over thirty years. He has the ability to look at things and situations objectively and render fair and just assessments, focusing on service, outreach, and justice related issues.

Elder Hayes has served as chairperson or a member on various local, state, and national boards. He has significant financial and trustee experience, including preparing annual budgets and representing in legal matters.

Elder Hayes' commitment, professional and church experience should make him a perfect fit for this board.

Regards,



Rev. Dr. Norman Reed

INFORMATION SHEET FOR METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY COMMUNITY OVERSIGHT BOARD NOMINEES

Appearing before The Rules-Confirmations-Public Elections Committee of the Metropolitan Council

For each question below, if your response requires additional space beyond what is provided, please use a separate sheet of paper, identifying the number of the question being answered.

1. Full Name: Brandy Marie Hayes Phone: 615-557-6559

2. Residential address (physical, not a P.O. Box) [Redacted]

City: Nashville State: TN Zip Code: 37201

- a) Have you been a resident of Davidson County for at least one (1) year? Yes X No
b) Do you reside in an economically distressed community? Yes No X

3. Preferred mailing address (if different from residential address):

City: State: Zip Code:

4. E-mail address (if available): bhayes43@Ford.com | Brandy Marie.1257@gmail.com

5. For Nashville.gov publication:

Address:

Phone (required): 615-557-6559

Email:

6. Please identify the group or individual nominating you for this position: (Check all that apply.)

- X Community organization. (Please identify the organization): FDP-Andrew Jackson Lodge #005
Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)
Metro Council member(s). (Please identify the member(s)):
Mayor

7. Do you have knowledge of issues pertaining to civil rights and equity? Yes X No

8. Do you have experience with criminal justice and policing practices? Yes X No

9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? Yes No X

10. Are you an elected official? Yes No X

11. Are you the spouse of:

- (a) a person who is a current employee of any law enforcement agency; or
(b) a person who has served in a law enforcement capacity within the past five (5) years; or
(c) an elected official?

Yes No X

12. Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County? Yes ___ No

13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training? Yes No ___

14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight? Yes No ___

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment? Yes No ___

16. Have you read the Acknowledgement of Ethical Rules? Yes No ___

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County? Yes No ___

18. In which Metropolitan Council district do you reside? 31

19. How long have you lived at your current residential address? 1yr

If less than 5 years, please provide your previous address: 5160 Rice Rd Apt 349 Antioch

20. Age: Under 16 16-18 19-24 25-40 41-64 65+

21. Complete educational background: Warren Co High School - GED

Motlow State Community College,

Nashville Tech Skills - COMP TIA - A+ Certification 2008

22. Occupation and Name of Employer: Discounts - Ford Motor Credit

23. Business address: 9009 Carothers Pkwy.

City: Franklin State: TN Zip Code: 371067 Phone: 800-787-7000

24. Describe your professional/occupational experience: Finance

25. How many years have you worked in this field? Since 2016

26. If retired or no longer employed, please identify your most recent employer: N/A

IF YOU HAVE A CURRENT RESUME OR BIOGRAPHY, PLEASE ATTACH IT TO THIS INFORMATION SHEET.

27. Have you or your spouse ever been employed in a law enforcement capacity?

Yes ___ No

If yes, how long ago? _____ For how many years? _____

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues:

Equal social opportunities and protection under the law regardless of race or religion or sexual orientation. My understanding demands impartial policing, no bias in justice in decisions making involving fair trials, the right to vote, access to government and transparency throughout.

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices:

My father Paul J. Holloway was Hamilton Co Sheriff Deputy for 30+ years. I have many other family members who were also in law enforcement and this allowed me the opportunity to be very involved in my father's career. Through his career he held many different positions and in some cases giving me the opportunity to be present and engage with other officers.

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe:

I have a good understanding of Tennessee laws and a very good understanding of MNPB policy and practices related to training and ongoing education since I'm engaged to a MNPB officer.

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency.

I have been in contact with MNPB on several occasions whether it was reporting a crash, witnessing an assault on Broadway and most recently at the Christmas day bombing in which I was displaced from my home as a direct result of the incident.

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve:

My interest in the COB is to bring my own personal experiences of law enforcement and life to the table. I know the hard work these men and women do and the training they receive because I am very close friends with many officers in different departments. I am very familiar with MNPB policy & procedure. I think I could share a lot of positive information with others in understanding the life of an officer. I can share the other side, the kind, sensitive, well trained side of law enforcement.

33. Please explain your view of the role and responsibilities of the Community Oversight Board:

To investigate any allegations which involve a MNPB officer who potentially committed misconduct. But also knowing this does not give me the right authority to act as a judge or juror. My role is to assure transparency and accountability.

34. What do you see as primary factors related to good police/community relationships?

Engaging in the community, offering problem solving ideas to command staff. Developing community partnerships with businesses and neighborhoods and implementing community programs engaging and educating the public. I see staffing as a huge factor in accomplishing community policing.

35. What qualifications and/or attributes make you qualified to serve on this Board?

I AM FAIR. I AM A CRITICAL THINKER AND ABLE TO REMAIN OPEN TO THE FACTS OF A CASE WITHOUT BIAS OR PREJUDICE.

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops? Yes No

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.

As an employee of the Manchester Chamber of Commerce I served on the Board of Directors for the Coffee Co - Moore Co United Way. We had numerous meetings which brought diverse opinions and mindsets to the table but always concluded with decisions being made.

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.

Not in the past 5 years

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service: N/A

40. Have you ever served as a lobbyist? Yes No

If yes, please identify your clients:

41. Would your appointment to the Community Oversight Board result in any conflict of interest, or the appearance of any conflict of interest, for you or your immediate family members? Yes No

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name:

Facebook Brandy Hallaway

43. Are you now under any charge(s) for any crime? Yes No

If yes, please identify:

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you? Yes No

If yes, please identify:

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? Yes No

**INFORMATION SHEET FOR METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON
COUNTY COMMUNITY OVERSIGHT BOARD NOMINEES**

**Appearing before The Rules-Confirmations-Public Elections Committee
of the Metropolitan Council**

For each question below, if your response requires additional space beyond what is provided, please use a separate sheet of paper, identifying the number of the question being answered.

1. Full Name: Stephanie Kang Phone: 615-969-1962

2. Residential address (physical, not a P.O. Box): [REDACTED]

City: Nashville State: TN Zip Code: 37211

a) Have you been a resident of Davidson County for at least one (1) year? Yes No

b) Do you reside in an economically distressed community? Yes No

3. Preferred mailing address (if different from residential address):

City: _____ State: _____ Zip Code: _____

4. E-mail address (if available): kang.syj@gmail.com

5. For Nashville.gov publication:

Address: 3717 Tibbs Dr Nashville, TN 37211

Phone (required): 615-969-1962

Email: kang.syj@gmail.com

6. Please identify the group or individual nominating you for this position: (Check all that apply.)

Community organization. (Please identify the organization): API Middle TN

Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)

Metro Council member(s). (Please identify the member(s)): _____

Mayor

7. Do you have knowledge of issues pertaining to civil rights and equity? Yes No

8. Do you have experience with criminal justice and policing practices? Yes No

9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? Yes No

10. Are you an elected official? Yes No

11. Are you the spouse of:

(a) a person who is a current employee of any law enforcement agency; or

(b) a person who has served in a law enforcement capacity within the past five (5) years; or

(c) an elected official?

Yes No

12. Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County? Yes___ No X

13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training? Yes X No___

14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight? Yes X No___

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment? Yes X No___

16. Have you read the Acknowledgement of Ethical Rules? Yes X No___

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County? Yes X No___

18. In which Metropolitan Council district do you reside? District 16

19. How long have you lived at your current residential address? 1 year

If less than 5 years, please provide your previous address: _____

20. Age: Under 16 16-18 19-24 25-40 41-64 65+

21. Complete educational background: _____

_____ Doctor of Public Health, 2020, Harvard University

_____ Masters of Science in Global Health, 2017, Northwestern University

_____ Bachelors of Science in Behavioral Neuroscience, 2012, Northeastern University

22. Occupation and Name of Employer: Health Policy Director, U.S. House of Representatives

23. Business address: 200 C St SW

City: Washington State: DC Zip Code: 20515 Phone: _____

24. Describe your professional/occupational experience: Health systems, public health, education, and policy

25. How many years have you worked in this field? 10 years

26. If retired or no longer employed, please identify your most recent employer: _____

IF YOU HAVE A CURRENT RESUME OR BIOGRAPHY, PLEASE ATTACH IT TO THIS INFORMATION SHEET.

27. Have you or your spouse ever been employed in a law enforcement capacity? Yes___ NoX

If yes, how long ago? _____ For how many years? _____

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues:

My entire career has been centered around equity and justice. My work in health care and education have aimed to close gaps and guarantee them as a human right at the community and policy level. Specifically, I have several years of experience implementing community-based programs for underserved communities; currently, I work as the Health Policy Director for a Congresswoman and work actively with community groups to advance equity issues.

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices: _____

My family has personally experienced my sibling go through the criminal justice system. I have intimately seen the stark difference for when policing practices are centered on community-based strategies, safety, support, and accountability, and when they are not.

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe: I have training in behavioral science, public health, translating evidence into policy, and policy analysis expertise that can help provide a multi-disciplinary lens to the work of the COB. I also have experience building data systems, which is critical to capture to inform the recommendations and guidelines produced by the COB.

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency.

My family member has had direct interaction with law enforcement. I have had to serve as his liaison and communicator to help de-escalate situations and ensure his safety. I've also had interactions where there was established respect and his well-being was prioritized.

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve: I believe my public health and policy background can serve as an important asset to the COB's work. I would like to use my public health lens to approach the many facets that are involved in policing practices from the ground up. Also, there has not been an API member or someone from my neighborhood (I was born and raised in 37211), which is the most diverse in Nashville and has the highest percentage of Asian Pacific Islanders. I would be honored to represent both of these communities on the COB.

33. Please explain your view of the role and responsibilities of the Community Oversight Board:

I believe my role is to support the COB as an independent entity that represents a diverse and community-connected perspective that informs and creates recommendations and guidelines for policies, procedures, training, and data analysis that influence policing practices in Nashville. My responsibility is to be an active and dedicated member who contributes their skill set, expertise, experiences, and perspective to serve and fulfill the critical purpose and mission of the COB.

34. What do you see as primary factors related to good police/community relationships?

The factors related to good policy and community relationships are both direct and indirect. Racial equity must be at the core. Effective structures of accountability and building of mutual trust is critical. Collaboration and visibility within the community in non-enforcement contexts, and internal diversity, are also important.

35. What qualifications and/or attributes make you qualified to serve on this Board?

I have a decade experience in community-based work, coalition building, data translation, and policy writing. I also cover gun violence prevention in my policy portfolio, which is critical to improved community policing practices. I am also a Nashville native and have seen throughout my life how this issue has evolved in my community.

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops? Yes X No

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.

When I arrived to Congresswoman Jayapal's office, I was immediately tasked with being the liason between the office and a diverse array of organizations that included physicians, nurses, labor unions, racial justice organizations, disability rights groups, and more. I had to quickly organize a structure to receive feedback from each of these constituencies, hear their concerns, non-negotiables, and then negotiate between all the groups a consensus that captured each of their core goals and maintained the overarching goal of the policy we were creating.

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.

Board Member- API Middle TN; Former President of the Doctor of Public Health Coalition; Founder of the Social Medicine Consortium, Boston Chapter. API Middle TN connects me with a diverse group fo API individuals who are active in their communities. Forming the Doctor of Public Health Coalition from scratch was a deep exercise in consensus-building and organizing. In the Social Medicine Consortium, we supported an organization that worked to guarantee access to clean water to individuals in the prison system.

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service: N/A

40. Have you ever served as a lobbyist? Yes No X
If yes, please identify your clients:

41. Would your appointment to the Community Oversight Board result in any conflict of interest, or the appearance of any conflict of interest, for you or your immediate family members? Yes No X

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name:
twitter: @stephkangDrPH ; facebook: @stephanie.kang.9; instagram: @stephkangg --I use my name for all accounts

43. Are you now under any charge(s) for any crime? Yes No X
If yes, please identify:

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you? Yes No X
If yes, please identify:

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? Yes X No

Stephanie Kang

3717 Tibbs Dr. Nashville, TN stephanie_kang@hms.harvard.edu 615.969.1962

EDUCATION

Harvard T.H. Chan School of Public Health, *Doctor of Public Health*
 Northwestern University, *M.S. in Global Health*
 Northeastern University, *B.S. in Behavioral Neuroscience*

December 2020
 June 2017
 May 2012

PROFESSIONAL EXPERIENCE

U.S. House of Representatives, Office of Congressman Pramila Jayapal

Health Policy Director
 Health Policy Advisor
 Health Policy Fellow

February 2019-Present
 February 2021-Present
 March 2020-January 2021
 February 2019-February 2020

Rep. Jayapal (WA-07) is the co-chair of the Congressional Progressive Caucus (CPC) and lead sponsor of H.R. 1384 The Medicare for All Act of 2019

- Leads efforts for introduction and building legislative support for two COVID-19 emergency healthcare bills that build on public health insurance programs to expand coverage during the pandemic
- Drafted, introduced, and built co-sponsorship for H.R. 1384, H.R. 3131, “The South Asian Heart Health Awareness & Research Act”, and H.R. 4701, “The Health Equity & Access Under the Law for Immigrant Women & Families Act”
- Operates as the liaison for the Medicare for All coalition of unions, physicians, nurses, business owners, and more, by coordinating an inside-outside strategy of building co-sponsorship, rallies, petition drop-offs, virtual townhalls, op-eds, and media campaigns
- Coordinated and conducted several member-level Medicare for All caucus briefings and staff-level trainings; created and delivered advocate toolkits, talking points, fact sheets, and policy analysis on single-payer for congressional offices
- Designed and ran a bi-weekly e-newsletter on important legislative updates, media clips and movement-based actions, disseminated across 120 Congressional offices and outside organizations
- Provides legislative and policy support on health care, gun violence prevention, women’s issues, and social security
- Served as the lead policy advisor on the Unity Health Policy Taskforce set up by President Joe Biden and Senator Bernie Sanders

Doctor of Public Health Coalition

Founder & President

August 2018-January 2020

National coalition of DrPH students and professionals to leverage the resources and expertise of public health leaders and create powerful collaborations

- Initiated and developed relationships across 25 institutions in the US to develop a platform for DrPH students and alumni to breakdown siloes and encourage partnership and collaboration across public health leaders

Social Medicine Consortium, Brigham & Women’s Hospital, Boston, MA

Founder & Co-Lead – Boston Chapter

January 2018-February 2019

Global consortium fighting for health equity through education, training, service and advocacy through local actions, efforts, and networks

- Founded the Boston chapter as part of a global network across six countries to achieve health justice across medical centers, universities, and organizations through education and supporting local campaigns
- Hosted monthly sessions for our members to support local organizations and receive community organizing training workshops to develop local capacity and serve as a connector for resources and networks

The Global Fund to Fight AIDS, Tuberculosis & Malaria, Geneva, Switzerland

Human Rights Team – Community, Rights & Gender

June 2018-August 2018

Multilateral 21st century finance institution and partnership organization between governments, civil society, private sector and people affected by the diseases

- Provided technical assistance for a \$100 million project implementation of baseline assessments, in-country multi-stakeholder meetings, and creation of five-year strategies to address human rights barriers for key and vulnerable populations

Harvard Medical School, Boston, MA

Program Director – MEDscience

January 2014-July 2017

NGO STEM program that uses a unique interactive pedagogy to promote self-efficacy and 21st century skills in underserved high school students

- Expanded program capacity by ten-fold by codifying program materials, conducting quality improvement evaluations, and designing teacher-training curriculums
- Delivered accredited professional development workshops in problem-based learning techniques made available to 40+ incoming Boston Public School high school science teachers yearly
- Directly managed and trained 50+ staff and volunteers involved with simulation-based teaching, research assistance, and program operations; developed training manual and orientation program to streamline training process for incoming staff
- Created research tools to measure student outcomes and dashboard metrics; obtained survey results for 1000+ students showing significant improvement in self-efficacy, critical thinking, teamwork skills and interest in science
- Principal Investigator on qualitative research study on program’s efficacy amongst high school students using ATLAS.ti

Community Health Council, Orangers, Haiti
2017

August 2014-June

Program Director

NGO global health organization collaborates with community leaders in developing areas to deliver conscientious and sustainable medical interventions

- Organized in partnership with local community and clinical leaders to deliver high-quality clinics in Orangers with capacity to see 600+ patients per day for primary care, dental, and women's health with 30+ local clinicians and community health workers
- Prepares and maintains budget plans, allocation of funding and financial records for several projects; organizes and coordinates several fundraising events and medical supply donations throughout the year
- Directed an HIV/AIDS screening, counseling, and patient-treatment connector clinic in Corail, largest displacement camp in Haiti in collaboration with Partners in Health and Caravaan

Brigham & Women's Hospital, Department of Surgery, Boston, MA

July 2012-June 2014

Program Coordinator – QI Program for CVC Placements; Clinical Research Coordinator - Surgical Translational Research (STAR)

Collaborative research center at Brigham & Women's Hospital focused on translational, clinical and outcomes research in the Surgical ICU

- Supported an award-winning safety and QI team; interface with several departments to implement mandatory central venous catheter placement training programs; designed and deployed hospital-wide subclavian CVC training program for 400+ physicians
- Direct oversight and implementation for 20+ investigator-initiated and industry-sponsored studies including protocol write up, IRB submission, patient consent procedures, and project deployment focused on advancing critical care outcomes
- Collaborated daily with staff physicians, fellows, nurses, respiratory therapists, unit coordinators and hospital administrators in the ICU and OR to implement study procedures focused on advancing critical care outcomes

Harvard NeuroDiscovery Center, Laboratory for Drug Discovery in Neurodegeneration, Cambridge, MA.

June 2010-July 2012

Research Assistant

Academic research center for translational drug discovery focused on developing potential therapeutic options for various neurodegenerative diseases

- Developed and performed biochemical assays to understand kinetic mechanisms of genetic mutations related to Parkinson's & Alzheimer's disease, specifically LRRK2 (Leucine-Rich Repeat Kinase 2) gene

P.F. Chang's Restaurant/Moo... Restaurant

May 2010-May 2012

- Maintained part-time employment, alongside a full-time research position and full-time enrollment throughout my college career in order to finance my tuition and living expenses

RECOGNITIONS & AWARDS

API Middle TN, Board Member

January 2021-Present

New Leaders Council, 2021 Fellow

Spring 2021

Harvard Graduate Student Leadership Institute, Fellow

Fall 2018- Spring 2019

Charity Warriors Winner, Charity Warriors 2nd Annual Competition

February 2016

Partners in Excellence Award, Brigham & Women's Hospital

January 2014

Best Abstract Award, NEAGO & ESGO

June & August 2013

Excellence Scholarship, Northeastern University

September 2007-2012

SPEAKING ENGAGEMENTS

APIA Congressional Conference, Health and Human Services Panel

September 2019

Women's National Democratic Club, 2020 Health Care Panel

July 2019

Platform National Convention, Health Care Panel

July 2019

National Health Care for the Homeless Council, Achieving the Universal Solution in an Incremental World

May 2019

AMSA/NPA Conference, All Means All: The Path to Improved Medicare for All

March 2019

PEER-REVIEWED PUBLICATIONS

- Reilly, C., **Kang, S.**, et al. (2019). "Pedagogical moves and student thinking in technology-mediated medical problem-based learning: Supporting novice-expert shift." *British Journal of Educational Technology*, 50 (5), 2234-2250.
- Carrasco, H., Napier, H., Giber, D., **Kang, S.**, et al. (2019). "Accompanimeter 1.0: creation and initial field testing of a tool to assess the extent to which the principles and building blocks of accompaniment are present in community health worker programs." *Global Health Action*, 12, (1).
- Elias, K., **Kang, S.**, Liu, X., et al. (2014). "Anesthetic selection and disease-free survival following optimal primary cytoreductive surgery for stage III epithelial ovarian cancer" *Annals of Surgical Oncology*, 22 (4), 1341-8.
- Liu, M., **Kang, S.**, Soumya, R., et al. (2011). "Kinetic, Mechanistic, and Structural Modeling Studies of Truncated Wild-Type Leucine-Rich Repeat Kinase 2 and the G2019S Mutant" *Biochemistry*, 50 (43), 9399-9408.

COMMUNITY OVERSIGHT BOARD NOMINEE FORM AND RESUME

1. Full Name: **Makayla N. McCree** Phone: **(770)547-2167**
2. Residential address (physical, not a P.O. Box): [REDACTED]
- City: **Antioch** State: **TN** Zip Code: **37013**
- a) Have you been a resident of Davidson County for at least one (1) year? **Yes**
- b) Do you reside in an economically distressed community? **Yes**
3. Preferred mailing address (if different from residential address): **N/A**
4. E-mail address (if available): **Makaylamccree93@yahoo.com / Makayla.McCree@mail.house.gov**
5. For Nashville.gov publication: Address: **604 Blue Lake Trail**
- Phone (required): **(770)547-2167**
- Email: **Makaylamccree93@yahoo.com**
6. Please identify the group or individual nominating you for this position:
- Community organization. (Please identify the organization): **Stand Up Nashville**
- Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)
- Metro Council member(s). (Please identify the member(s)): **CM John Rutherford**
- Mayor
7. Do you have knowledge of issues pertaining to civil rights and equity? **Yes**
8. Do you have experience with criminal justice and policing practices? **Yes**
9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? **No**
10. Are you an elected official? **No**
11. Are you the spouse of: (a) a person who is a current employee of any law enforcement agency; or (b) a person who has served in a law enforcement capacity within the past five (5) years; or (c) an elected official? **No**
12. Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County? **No**
13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training? **Yes**
14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight? **Yes**

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment? **Yes**

16. Have you read the Acknowledgement of Ethical Rules? **Yes**

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County? **Yes**

18. In which Metropolitan Council district do you reside? **31**

19. How long have you lived at your current residential address? **10 Months**

If less than 5 years, please provide your previous address:

5360 Edmondson Pike, Nashville, TN 37211

4960 Edmondson Pike #J, Nashville, TN 37211

20. Age: **19-24**

21. Complete educational background:

Tennessee State University 2016 – 2020

Bachelor of Science in Political Science

22. Occupation and Name of Employer: **Representative Jim Cooper (Staff Assistant)**

23. Business address: **605 Church Street**

City: **Nashville**

State: **TN**

Zip Code: **37219**

Phone: **(615)736-5295**

24. Describe your professional/occupational experience: **Assisting and Volunteering in the Public Sector**

25. How many years have you worked in this field? **3**

26. If retired or no longer employed, please identify your most recent employer: **N/A**

27. Have you or your spouse ever been employed in a law enforcement capacity? **No**

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues:

My background with civil rights and equity issues can best be seen through my work with organizations like the NAACP and the National Association of Colored Women's Clubs. Civil rights and equity issues are not political issues for me, they are lived experiences. The fight for them are the only way that marginalized communities can thrive in this country.

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices:

As the daughter of a formerly incarcerated person, I was exposed to criminal justice issues at young age. In 2014 I began to research policing practice and law enforcement unions after the fatal

shooting of Michael Brown. During that time, I worked with churches in Atlanta, GA to start conversations between law enforcement officers and Black youth.

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe:

I have experience with issues at the intersection of law enforcement and education. I gained this experience by working for the Office of Emergency Management at Tennessee State University. This office closely worked with campus police and the Metro Nashville Police Department to ensure a campus safety. My time in this office would be beneficial to the Community Oversight Board because it allowed me to see firsthand the stressed relationship between police and minority communities and have honesty dialog about how to move forward.

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency.

To my knowledge, no member of my family nor I have had direct contact Metro Nashville Police Department.

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve:

I wish to serve on the Community Oversight Board because I do not want to live in a community where tolerance for misconduct and lack of accountability exist. Every case before the board should be viewed unbiasedly and through the lens of an equity. This is only possible when diversity in age, gender, sexual orientation, race, and place of origin are represented.

33. Please explain your view of the role and responsibilities of the Community Oversight Board:

To my knowledge, the role and responsibility of a Community Oversight Board member is to investigate allegations of misconduct that Metro Nashville Police Department (MNPd) officers have committed against members of the community, as well as make policy suggestions and recommendations to MNPd.

34. What do you see as primary factors related to good police/community relationships?

I believe that trust, transparency, and accountability are primary factors related to good police/community relationships. It is impossible to have effective policing without community trust and it is impossible to gain the community's trust and cooperation unless there's transparent and accountability when misconduct occurs.

35. What qualifications and/or attributes make you qualified to serve on this Board?

I am a great candidate to serve on the Community Oversight Board because I passionate creating more diverse and equitable spaces in the public spaces. I believe my most important attribute that qualifies me to serve in this compacity is that am verifiably in tune with economically distressed and overlooked demographics that need to be represented on the COB.

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops? **Yes**

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.

During the 2018 – 2019 academic school year, I served as the Speaker of the House for my university's Student Government Association. That spring semester the freshman girl's dormitory began to experience maintenance issues. These issues consisted of mold, vermin, insufficient showers, and no hot water during the winter months.

The goal of SGA was to meet with the president's office to find solutions to the issues the freshman girls were facing. After the top five student leaders had a conversation, we were insured that the issues would be resolved in a timely manner. This was not the case. The did not meet any of the deadlines giving in our initial meetings.

Since administrators proved incapable for finding solutions in a timely manner, The SGA President and I gathered students who were affected by the neglect. This created space for the young women directly affected by the issues to let their voices be heard. The very next day student leadership received an invitation to the president's home where a plan of action was agreed upon. This conversation resulted in the Presidents spending one night in the conditions of the students, university staff conducting a walkthrough of all resident facilities, the director of maintenance being terminated, and reasonable timeline was created for all problems to be solved.

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.

1. Office of International Affairs | Advisory Board Member / Global Scholar

This position was appointed by the Director of the Office of International Affairs. Being a member on this advisory board allowed me the opportunity to engage with international/ Immigrant students and help to provide a better learning experience for them at Tennessee State University. This is relevant to my nomination because

2. The Women's Center Student Advisory Board

This position was appointed by the Director of the Women's Center. I was appointment as the student chair of community engagement. This experience is relevant because it allowed me to work and build relationship with organizations on campus and the community at large.

3. Harvard Kennedy School Black Policy Conference 2019

This conference allowed me to engage in solution centered conversation with some of our nations greats minds and leaders. This is relevant to my nomination because my time at Harvard broaden what I understood about equity and inclusion which will help me to see issues address to the board with that same lens.

4. TSU Cadre of AIPAC

The Tennessee State University chapter of the American Israel Public Affairs Committee allow me the opportunity to learn more about the Jewish community and the plights they face globally. I think it was extremely important and relevant to my nomination because it learned how to navigate space and speech around policy that I did not whole heartedly agree with.

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service: **None**

40. Have you ever served as a lobbyist? **No**

41. Would your appointment to the Community Oversight Board result in any conflict of interest, or the appearance of any conflict of interest, for you or your immediate family members? **No**

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name:

Instagram: @makaylamccree

Facebook: Makayla McCree

Twitter: @MakaylaMcCree

LinkedIn: Makayla McCree

43. Are you now under any charge(s) for any crime? **No**

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you? **No**

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? **Yes**

PROFESSIONAL SUMMARY

Dynamic and motivated professional with a progressive desire to gain knowledge and hands-on experience with political organizations. Proficient in coordination of entity branding and services. Skilled in leadership, community outreach, event planning, and conflict resolution. Values collaborative teamwork to develop innovative ideas and programs to transform policy and best practices.

EDUCATION

Tennessee State University

Bachelor of Science in Political Science
GPA: 3.6/4.0

Nashville, TN
May 2020

Study-Abroad Opportunity-A 20-day Cultural Immersion in 2017 with Columbian counterparts that resulted in a research presentation on Social and Urban Innovation. There gained intercultural communication skills by working through language and cultural barriers at University of EAFIT.

EXPERIENCE

Representative Jim Cooper TN-5 (Staff Assistant)

Summer 2018 – Present

Nashville, TN

- Managed all incoming constituent contact in the District Office.
- Assisted with the coordination and execution of 5 programs sponsored by Rep. Cooper's administration.
- Coordinated the schedule for Rep. Jim Cooper and Chief of Staff in the District Office.

Jim Cooper for Congress (Director of Operations)

Summer 2020

Nashville, TN

A position on a Congressional Campaign tasked with overseeing the organization's daily operations.

- Coordinated a virtual Volunteer/Internship program consisting of 25 participants.
- Organized and executed all direct voter contact via phone, email, 527 yard signs, and Large stationaries to Davidson, Cheatham, and Dickson County.

Phil Bredesen for Senate Campaign (Intern)

Summer 2018

Nashville, TN

An internship that provided experience working in public relations and event planning on a citywide/statewide scale.

- Distributed school essentials at a back to school rally to over 350 families in Memphis, TN.
- Liaison between elected officials/Respected person of the greater Nashville area to campaign events.

The Office of Congressman Jim Cooper (Intern)

Summer 2018

Nashville, TN

A seven-week internship assisting with public policy and cases studies concerning Veterans, Immigrants, Health care, Voting Rights and National Debt.

- Organized daily briefing on current events and presented findings to Congressman Cooper.
- Designed voter safety plan for the state of Tennessee.
- Appointed as an officer for naturalization ceremonies for the duration of service.

Office of Emergency Management at Tennessee State (Intern)

Fall 2016

Nashville, TN

An internship position that allowed me to research and brand the security at Tennessee State University.

- Solved data analysis programming for emergency management personnel and the key campus partners.
- Conducted student surveys on emergency management efficiency and effectiveness. Sole brander for department.

EXTRACURRICULAR INVOLVEMENT

Phi Alpha Delta Law Fraternity <ul style="list-style-type: none">• Member	Spring 2020
National Association for the Advancement of Colored People <ul style="list-style-type: none">• Member	August 2018 – Present
The National Association of Colored Women’s Clubs Inc. WOE <ul style="list-style-type: none">• Member	December 2020 – May 2020
Student Government Association <ul style="list-style-type: none">• Sophomore President• Speaker of the House	April 2018 – May 2019
Office of International Affairs Advisory Board Member <ul style="list-style-type: none">• Advisory Board Member	August 2017-May 2019
Student Council for College of Liberal Arts <ul style="list-style-type: none">• Vice President	August 2018-April 2019
The Women’s Center Student Advisory Board <ul style="list-style-type: none">• Community Engagement	August 2017- May 2018

AWARDS AND ACCOMPLISHMENTS

- Monty Bruell for Mayor Volunteer 2021
- Stand Up Nashville Fellow 2020
- Marquita Bradshaw for Senate Volunteer 2020
- Dean’s List (2016-2020)
- Harvard Kennedy School Black Policy Conference 2019
- 2018 Thurgood Marshall College Fund Scholar Conference
- Recipient of the TSU Foundation Scholarship
- TSU Cadre of AIPAC
- Global Scholar
- Phi Eta Sigma Honor Society

**INFORMATION SHEET FOR METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON
COUNTY COMMUNITY OVERSIGHT BOARD NOMINEES**

**Appearing before The Rules-Confirmations-Public Elections Committee
of the Metropolitan Council**

For each question below, if your response requires additional space beyond what is provided, please use a separate sheet of paper, identifying the number of the question being answered.

1. Full Name: Sarah Ann Paschal Phone: 615-410-6174

2. Residential address (physical, not a P.O. Box): [REDACTED]

City: Hermitage State: TN Zip Code: 37076

a) Have you been a resident of Davidson County for at least one (1) year? Yes No

b) Do you reside in an economically distressed community? Yes No

3. Preferred mailing address (if different from residential address):

City: _____ State: _____ Zip Code: _____

4. E-mail address (if available): sarahpaschal79@gmail.com

5. For Nashville.gov publication:

Address: 5027 Bonnameade Dr Hermitage, TN 37076

Phone (required): 615-410-6174

Email: sarahpaschal79@gmail.com

6. Please identify the group or individual nominating you for this position: (Check all that apply.)

Community organization. (Please identify the organization): Magnitude 10.0 Gymastics

Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)

Metro Council member(s). (Please identify the member(s)): _____

Mayor

7. Do you have knowledge of issues pertaining to civil rights and equity? Yes No

8. Do you have experience with criminal justice and policing practices? Yes No

9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? Yes No

10. Are you an elected official? Yes No

11. Are you the spouse of:

(a) a person who is a current employee of any law enforcement agency; or

(b) a person who has served in a law enforcement capacity within the past five (5) years; or

(c) an elected official?

Yes No

12. Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County? Yes___ No x

13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training? Yes x No___

14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight? Yes x No___

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment? Yes x No___

16. Have you read the Acknowledgement of Ethical Rules? Yes x No___

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County? Yes x No___

18. In which Metropolitan Council district do you reside? District 14

19. How long have you lived at your current residential address? 10 years

If less than 5 years, please provide your previous address: _____

20. Age: Under 16 16-18 19-24 25-40 41-64 65+

21. Complete educational background: AA. In Criminal Justice, BA in Criminal Justice Administration.

22. Occupation and Name of Employer: Unemployment Hearing Analyst with Thomas&Company

23. Business address: 1 Vantage Way

City: Nashville State: TN Zip Code: 37076 Phone: 615-242-8246

24. Describe your professional/occupational experience. Help employers with their UI Hearings, submit documents to Judges, Participate in hearings when needed.

25. How many years have you worked in this field? 5 years

26. If retired or no longer employed, please identify your most recent employer: _____

IF YOU HAVE A CURRENT RESUME OR BIOGRAPHY, PLEASE ATTACH IT TO THIS INFORMATION SHEET.

27. Have you or your spouse ever been employed in a law enforcement capacity? Yes___ No X

If yes, how long ago? _____ For how many years? _____

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues:
I started my own organization helping the homeless of Nashville, TN.
I have helped with LGBT friends companies.

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices: Most of my experience came from college. I did work at CCA for a contract company working in the kitchen as an officer. I studies Criminal Justice since i was in 11th grade between pathways in the highschool and college classes. I also worked 4 years total in private security. I would love more experience.

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe: I am very impartial and fair. I do not follow media as I feel they are bias and impartial. I feel this is an asset as I can make decisions based on facts presented.

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency.
N/A

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve: I have always had a love for Criminal Justice and studied hard and excelled in all classes. I feel I can provide unbias, and fair decisions as I do not allow others to persuade me from finding out the truth.

33. Please explain your view of the role and responsibilities of the Community Oversight Board:
I feel their role and responsibility it to make fair, impartial decisions on police actions. They need to be able to distinguish between what is right or wrong and be able to make that decision based on evidence and not on what they feel others wants them to decide.

34. What do you see as primary factors related to good police/community relationships?
Establishing fair treatment, decisions based on hard evidence, trust in the system, and un-biasness.

35. What qualifications and/or attributes make you qualified to serve on this Board?
I look at the evidence that is presented and not just on acusations. I do not allow media to persuade my ability to make decisions and I have no prejudiceness against any race, religion, gender or police.

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops? Yes No

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.
In college, we had to do mock juries and I was always the prosecutor.
I was able to use the evidence that was presented on both sides to get the jury to make a fair decision.

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.
I am the Co-Founder of Feeding Music City. We hand out food and necessities to the homeless.

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service: _____

40. Have you ever served as a lobbyist? Yes No
If yes, please identify your clients: _____

41. Would your appointment to the Community Oversight Board result in any conflict of interest, or the appearance of any conflict of interest, for you or your immediate family members? Yes No

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name: _____

43. Are you now under any charge(s) for any crime? Yes No
If yes, please identify: _____

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you? Yes No
If yes, please identify: _____

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? Yes No

Sarah Paschal
5027 Bonnameade Dr Hermitage, TN 37076
Sarahpaschal79@gmail.com
[615-410-6174](tel:615-410-6174)

Objective:

To grow within a career that helps protect and enhance the lives of people with in the community.

Education-

- Daymar Institute A.A Criminal Justice Nashville, TN 2010
- * Internship at CCA in Nashville as Kitchen Officer
- Graduated Summa Cum Laude
- Strayer University B.A Criminal Justice Administration
Nashville, TN March 2012

Work History:

Thomas and Company. Unemployment Hearing Analyst
Nashville, TN 2015- current

- Processed initial Unemployment requests
- Contacted all 50 state agencies
- Trained new employees
- Onboarding committee chair
- Worked with HR representatives to assist in hearings for UI.
- Handles 40 clients with several clients very high volume claims.

Ryman Entertainment Security Guard
Nashville, TN 2013-2014

- Secure Music Venue
- Respond emergencies
- Customer Service
- Protection of Entertainers

Daycare Provider Self-employed Hermitage, Tn 2013-2015

- Provide care for children
- Education
- Meal preparation

Customer Service Representative Opryland Hotel Nashville, TN 2010-2013

- Cashier
- Computer work
- Taking orders
- Answering phones

Special Event Security- Rock Solid Security Nashville, TN 2008-2010

- Secure different music venues
- Public relations
- Customer Service

General Manager- Off the Grill Franklin, TN 2006-2007

- Responsible for product ordering
- Catering management
- Marketing

- Responsible for employee
- Catering management

Sales Assistant- 3 Day Blinds, San Diego, Ca 2003-2005

- Responsible for product ordering
- Collections
- Marketing
- Measuring

Customer Service- Albertsons Lancaster/San Diego, Ca 1999-2003

- Cashier
- Customer Service
- Highest grossing sales for the summer
- Employee training.

INFORMATION SHEET FOR METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY COMMUNITY OVERSIGHT BOARD NOMINEES

Appearing before The Rules-Confirmations-Public Elections Committee of the Metropolitan Council

For each question below, if your response requires additional space beyond what is provided, please use a separate sheet of paper, identifying the number of the question being answered.

1. Full Name: Joseph Ravenell Phone: 615-260-2078

2. Residential address (physical, not a P.O. Box): [REDACTED]

City: Nashville State: TN Zip Code: 37221

a) Have you been a resident of Davidson County for at least one (1) year? Yes No

b) Do you reside in an economically distressed community? Yes No

3. Preferred mailing address (if different from residential address):

City: _____ State: _____ Zip Code: _____

4. E-mail address (if available): marching1011@gmail.com

5. For Nashville.gov publication:

Address: 802 Silkwood Drive Phone (required): 615-260-2078 Email:

marching1011@gmail.com

6. Please identify the group or individual nominating you for this position: (Check all that apply.)

Community organization. (Please identify the organization): _____

Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)

Metro Council member(s). (Please identify the member(s)): Dave Rosenberg

Mayor

7. Do you have knowledge of issues pertaining to civil rights and equity? Yes No

8. Do you have experience with criminal justice and policing practices? Yes No

9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? Yes No

10. Are you an elected official? Yes No

11. Are you the spouse of:

(a) a person who is a current employee of any law enforcement agency; or

(b) a person who has served in a law enforcement capacity within the past five (5) years; or

(c) an elected official?

Yes No

12: Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County? Yes___ No X

13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training? Yes X No___

14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight? Yes X No___

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment? Yes X No___

16. Have you read the Acknowledgement of Ethical Rules? Yes___ No X

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County? Yes X No___

18. In which Metropolitan Council district do you reside? 35

19. How long have you lived at your current residential address? 5 years

If less than 5 years, please provide your previous address: _____

20. Age: Under 16 16-18 19-24 25-40 41-64 65+

21. Complete educational background: Bachelor of Science Degree in Criminal Justice from South Carolina State University; Graduated from Cross High school in Cross, South Carolina

22. Occupation and Name of Employer: Investigator: Federal Public Defenders Office, Nashville

23. Business address: 810 Broadway Room 200

City: Nashville State: TN Zip Code: 37203 Phone: 615 736-5047

24. Describe your professional/occupational experience: 21+ years experience working for the United States Secret Service and 14+ years as an Investigator for the Federal Public Defenders Office.

25. How many years have you worked in this field? 21 years in the Secret Service & 14 years as an Investigator for the Federal Public Defenders Office.

26. If retired or no longer employed, please identify your most recent employer: _____

IF YOU HAVE A CURRENT RESUME OR BIOGRAPHY, PLEASE ATTACH IT TO THIS INFORMATION SHEET.

27. Have you or your spouse ever been employed in a law enforcement capacity? Yes X No ___

If yes, how long ago? 14 years ago For how many years? 23 years

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues: As an Investigator for the Federal Public Defenders Office, several of the cases I have investigated involved cases where Police Officers are being accused of civil right violations. My role was to investigate /review all files, body cam footage, video, audio and other evidence to determine how the law should apply to each case being reviewed. In addition, as a federal agent, I was trained on civil rights violations.

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices: The first 23 years of my career were with the United States Secret Service. A portion of our time was devoted to providing protection to the current or former President of the United States(Carter/ Bush/Regan/Clinton) and other dignitaries(Multiple Popes, Nelson Mandela, etc). The other portion of the role was serving as an investigator. I worked very closely with local, national, and international police entities predominantly on money laundering cases. Responsibilities included working with informants, interviewing witnesses and/or suspects, reviewing evidence, performing under cover operations, making arrests, and serving on multiple task forces. Traveled extensively with a lot of local experience in New York City, Nashville, and South Africa.

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe: My experience working on both prosecution and defense cases, my investigative skills, and my local/global experience will give me a very unique perspective that I believe the Community Oversight Board could benefit from. Also, due to my investigative work, I am skilled at effective listening.

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency. None

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve: I hope my passion for justice is clear from my 30+ years of service. It would be an honor to serve as a board member and help create effective bridges between law enforcement, the community, and the organization. Additionally, I believe I am uniquely qualified having extensive experience in both prosecutor and defense cases.

33. Please explain your view of the role and responsibilities of the Community Oversight Board: I believe a board member's responsibility is to help uphold the mission of the agency. This would include partnering with agency staff to act as a liaison between the community and law enforcement. The role would also include reviewing current processes and procedures, identifying any potential policing issues that may exist and working together as a team to resolve those issues. We would also resolve any issues the community may raise. Lastly, we could make recommendations on how law enforcement might build better relationships in the community.

34. What qualifications and/or attributes make you qualified to serve on this Board?

Investigating cases for both defense and prosecution takes great attention to detail. Often what might be overlooked or minuscule pieces of evidence, can often solidify the outcome of a case. Having experience on both sides also means I have fine tuned the ability to see cases from both sides and create a holistic view of what has transpired.

I have been fortunate to travel extensively, working with police and government agencies all over the United States and internationally. I believe this broad knowledge would be beneficial as it pertains to big picture thinking.

Lastly, as an investigator, I am very familiar with many of the policing processes including collection of evidence, documentation, interviewing witnesses, and other standard policing protocols.

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops?
Yes X No___

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.
Working as an investigator, you have multiple stakeholders including the lawyer, the paralegal, the legal secretary, the client, etc, and each of them will have their own perspective. Reaching quorum is often in the details and effective relationship building. First, it requires effective listening, gather of information, and finding supporting documents, witnesses, and new information. This helps to influence the outcome by having details and supporting documents. Building relationships and effective communication are also critical components to being able to collaborate and commit to next steps.

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.
As passionate as I am about the judicial system, I am equally passionate about the rehabilitation of people who have been incarcerated. Often system issues make it difficult for many to be set up for success. For many years, I have mentored incarcerated inmates through my church, as well as, Prison Fellowship via Charles Bass and River Bend State prisons. I have overseen the Prison Fellowship Angel Tree annual Holiday toy drive . I volunteered at the polls this election season as a Metro poll watcher. Lastly, I have volunteered to assist ex-offenders navigate the voting process and protocols.

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service: N/A _____

40. Have you ever served as a lobbyist? Yes___ No X If
yes, please identify your clients: _____

appearance of any conflict of interest, for you or your immediate family members? Yes No X

41. Would your appointment result in any conflict of interest Yes No X

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name: Twitter, Facebook, Instagram, Tumblr

43. Are you now under any charge(s) for any crime? Yes___ No X If
yes, please identify: _____

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you? Yes___ No X

If yes, please identify: _____

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? Yes X No ___

INFORMATION SHEET FOR METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY COMMUNITY OVERSIGHT BOARD NOMINEES

Appearing before The Rules-Confirmations-Public Elections Committee of the Metropolitan Council

For each question below, if your response requires additional space beyond what is provided, please use a separate sheet of paper, identifying the number of the question being answered.

1. Full Name: Joseph Ravenell Phone: 615-260-2078

2. Residential address (physical, not a P.O. Box): 802 Silkwood Drive

City: Nashville State: TN Zip Code: 37221

a) Have you been a resident of Davidson County for at least one (1) year? Yes No

b) Do you reside in an economically distressed community? Yes No

3. Preferred mailing address (if different from residential address):

City: _____ State: _____ Zip Code: _____

4. E-mail address (if available): marching1011@gmail.com

5. For Nashville.gov publication:

Address: 802 Silkwood Drive Phone (required): 615-260-2078 Email:

marching1011@gmail.com

6. Please identify the group or individual nominating you for this position: (Check all that apply.)

Community organization. (Please identify the organization): _____

Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)

Metro Council member(s). (Please identify the member(s)): _____

Mayor

7. Do you have knowledge of issues pertaining to civil rights and equity? Yes No

8. Do you have experience with criminal justice and policing practices? Yes No

9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? Yes No

10. Are you an elected official? Yes No

11. Are you the spouse of:

(a) a person who is a current employee of any law enforcement agency; or

(b) a person who has served in a law enforcement capacity within the past five (5) years; or

(c) an elected official?

Yes No

12. Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County? Yes___ No X

13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training? Yes X No___

14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight? Yes X No___

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment? Yes X No___

16. Have you read the Acknowledgement of Ethical Rules? Yes___ No X

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County? Yes X No___

18. In which Metropolitan Council district do you reside? 35

19. How long have you lived at your current residential address? 5 years

If less than 5 years, please provide your previous address: _____

20. Age: Under 16 16-18 19-24 25-40 41-64 65+

21. Complete educational background: Bachelor of Science Degree in Criminal Justice from South Carolina State University; Graduated from Cross High school in Cross, South Carolina

22. Occupation and Name of Employer: Investigator: Federal Public Defenders Office, Nashville

23. Business address: 810 Broadway Room 200

City: Nashville State: TN Zip Code: 37203 Phone: 615 736-5047

24. Describe your professional/occupational experience: 21+ years experience working for the United States Secret Service and 14+ years as an Investigator for the Federal Public Defenders Office.

25. How many years have you worked in this field? 21 years in the Secret Service & 14 years as an Investigator for the Federal Public Defenders Office.

26. If retired or no longer employed, please identify your most recent employer: _____

IF YOU HAVE A CURRENT RESUME OR BIOGRAPHY, PLEASE ATTACH IT TO THIS INFORMATION SHEET.

27. Have you or your spouse ever been employed in a law enforcement capacity? Yes X No___

If yes, how long ago? 14 years ago For how many years? 23 years

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues: As an Investigator for the Federal Public Defenders Office, several of the cases I have investigated involved cases where Police Officers are being accused of civil right violations. My role was to investigate /review all files, body cam footage, video, audio and other evidence to determine how the law should apply to each case being reviewed. In addition, as a federal agent, I was trained on civil rights violations.

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices: The first 23 years of my career were with the United States Secret Service. A portion of our time was devoted to providing protection to the current or former President of the United States(Carter/ Bush/Regan/Clinton) and other dignitaries(Multiple Popes, Nelson Mandela, etc). The other portion of the role was serving as an investigator. I worked very closely with local, national, and international police entities predominantly on money laundering cases. Responsibilities included working with informants, interviewing witnesses and/or suspects, reviewing evidence, performing under cover operations, making arrests, and serving on multiple task forces. Traveled extensively with a lot of local experience in New York City, Nashville, and South Africa.

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe: My experience working on both prosecution and defense cases, my investigative skills, and my local/global experience will give me a very unique perspective that I believe the Community Oversight Board could benefit from. Also, due to my investigative work, I am skilled at effective listening.

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency. None

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve: I hope my passion for justice is clear from my 30+ years of service. It would be an honor to serve as a board member and help create effective bridges between law enforcement, the community, and the organization. Additionally, I believe I am uniquely qualified having extensive experience in both prosecutor and defense cases.

33. Please explain your view of the role and responsibilities of the Community Oversight Board: I believe a board member's responsibility is to help uphold the mission of the agency. This would include partnering with agency staff to act as a liaison between the community and law enforcement. The role would also include reviewing current processes and procedures, identifying any potential policing issues that may exist and working together as a team to resolve those issues. We would also resolve any issues the community may raise. Lastly, we could make recommendations on how law enforcement might build better relationships in the community.

34. What qualifications and/or attributes make you qualified to serve on this Board?

Investigating cases for both defense and prosecution takes great attention to detail. Often what might be overlooked or minuscule pieces of evidence, can often solidify the outcome of a case. Having experience on both sides also means I have fine tuned the ability to see cases from both sides and create a holistic view of what has transpired.

I have been fortunate to travel extensively, working with police and government agencies all over the United States and internationally. I believe this broad knowledge would be beneficial as it pertains to big picture thinking.

Lastly, as an investigator, I am very familiar with many of the policing processes including collection of evidence, documentation, interviewing witnesses, and other standard policing protocols.

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops?
Yes X No ___

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.
Working as an investigator, you have multiple stakeholders including the lawyer, the paralegal, the legal secretary, the client, etc, and each of them will have their own perspective. Reaching quorum is often in the details and effective relationship building. First, it requires effective listening, gather of information, and finding supporting documents, witnesses, and new information. This helps to influence the outcome by having details and supporting documents. Building relationships and effective communication are also critical components to being able to collaborate and commit to next steps.

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.
As passionate as I am about the judicial system, I am equally passionate about the rehabilitation of people who have been incarcerated. Often system issues make it difficult for many to be set up for success. For many years, I have mentored incarcerated inmates through my church, as well as, Prison Fellowship via Charles Bass and River Bend State prisons. I have overseen the Prison Fellowship Angel Tree annual Holiday toy drive . I volunteered at the polls this election season as a Metro poll watcher. Lastly, I have volunteered to assist ex-offenders navigate the voting process and protocols.

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service: N/A _____

40. Have you ever served as a lobbyist? Yes ___ No X If
yes, please identify your clients: _____

appearance of any conflict of interest, for you or your immediate family members? Yes ___ No X

41. Would your appointment result in any conflict of interest Yes ___ No X

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name: Twitter, Facebook, Instagram, Tumblr

43. Are you now under any charge(s) for any crime? Yes ___ No X If
yes, please identify: _____

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you? Yes ___ No X
If yes, please identify: _____

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? Yes X No ___

INFORMATION SHEET FOR METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY COMMUNITY OVERSIGHT BOARD NOMINEES

Appearing before The Rules-Confirmations-Public Elections Committee of the Metropolitan Council

For each question below, if your response requires additional space beyond what is provided, please use a separate sheet of paper, identifying the number of the question being answered.

1. Full Name: Brenda JANE ROSS Phone: 615-506-8337

2. Residential address (physical, not a P.O. Box): [REDACTED]
City: Nashville State: TN. Zip Code: 37207

- a) Have you been a resident of Davidson County for at least one (1) year? Yes No
- b) Do you reside in an economically distressed community? Yes No

3. Preferred mailing address (if different from residential address):
City: _____ State: _____ Zip Code: _____

4. E-mail address (if available): abgr54@gmail.com

5. For Nashville.gov publication:
Address: 813 Stockell Street
Phone (required): 615-506-8337
Email: abgr54@gmail.com

6. Please identify the group or individual nominating you for this position: (Check all that apply.)
 Community organization. (Please identify the organization): Our Revolution Nashville+Mid-TN
 Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)
 Metro Council member(s). (Please identify the member(s)): _____
 Mayor

7. Do you have knowledge of issues pertaining to civil rights and equity? Yes No

8. Do you have experience with criminal justice and policing practices? Yes No

9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? Yes No

10. Are you an elected official? Yes No

11. Are you the spouse of:
(a) a person who is a current employee of any law enforcement agency; or
(b) a person who has served in a law enforcement capacity within the past five (5) years; or
(c) an elected official? COB
Yes No

12. Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County? Yes No

13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training? Yes No

14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight? Yes No

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment? Yes No

16. Have you read the Acknowledgement of Ethical Rules? Yes No

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County? Yes No

18. In which Metropolitan Council district do you reside? 5th

19. How long have you lived at your current residential address? 15+ years

If less than 5 years, please provide your previous address: _____

20. Age: Under 16 16-18 19-24 25-40 41-64 65+

21. Complete educational background: _____

Bachelor of Science 2008 Social Work Tn-State University
Bachelor of Arts 1976 Sociology Fisk University
Master of Science 1980 Guidance & Counseling Tn-State University

22. Occupation and Name of Employer: O'Neill Property Management

23. Business address: 1120 Dickerson Pike Suite B

City: Nashville State: Tn Zip Code: 37207 Phone: 615-650-0008

24. Describe your professional/occupational experience: Collections

25. How many years have you worked in this field? 15 years

26. If retired or no longer employed, please identify your most recent employer: Presently work parttime @ O'Neill Property Management

IF YOU HAVE A CURRENT RESUME OR BIOGRAPHY, PLEASE ATTACH IT TO THIS INFORMATION SHEET.

27. Have you or your spouse ever been employed in a law enforcement capacity?

Yes ___ No *

If yes, how long ago? _____ For how many years? _____

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues:

My experience began in 1970's addressing community safety issues in PMA, Pa. and not stopped. My ability to listen to folks, research, and participation of workshops, membership to organization that address procedures to address issues

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices:

Education, community activist, attending community and organizational meetings - attending MNPD - community meetings - assigned to West Precinct Sub-Station as Special worker. - taken from campaign with judges as well as research

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe:

Leadership Skills - listening skills - Partnership experience with several community and organization locally and nationally

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency.

Oldest son had several charges (drug)

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve:

Continue on Executive Committee as 2nd Chair elected August 2020. The COB will hear 8 to 10 proposed resolution reports in the next couple of months interested in applying Board Policy procedures as well as training experience results in agreeable proposed resolution report Also to continue representing community on board

33. Please explain your view of the role and responsibilities of the Community Oversight Board:

The board has power to investigate allegations of MNP officers have committed against members of public. Establish monitoring programs and policy advisory reports. Support staff on COB - Review - Proposed Resolution Report and vote on MNP Resolution

34. What do you see as primary factors related to good police/community relationships?

Training, Community Trust, Collaboration, Policing Strategies, Communication between both parties, ability to learn from each other Transparency

35. What qualifications and/or attributes make you qualified to serve on this Board?

I feel qualified as a trusted community activist to represent community. Have attended Citizens Police Academy training. Served on Policy Committee, Rules Committee and MNP Committee of COB. Attend several training sessions local and attended week National Association for Civilian Oversight of Law Enforcement in Detroit Michigan Sept. 2019

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops? Yes No

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.

Present situation of COB is compliant and officers able to speak on their behalf at end of results of proposed resolution report. NO decision has been approved; Presently working through comfort level of both parties. Tabled to next meeting to fully have time to listen and provide input from all members.

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.

Present chair of Our Revolution Nashville and Mid-TN
See attached resume for full list

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service: Community Oversight Board January 2019 to January 2021

40. Have you ever served as a lobbyist? Yes No
If yes, please identify your clients:

41. Would your appointment to the Community Oversight Board result in any conflict of interest, or the appearance of any conflict of interest, for you or your immediate family members? Yes No

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name:

abgr54@yahoo.com - abgr54@gmail.com - -bross@oneillproperties.comcast - bross@cob - Twitter - and Instagram - use my own NAME

43. Are you now under any charge(s) for any crime? Yes No
If yes, please identify:

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you? Yes No
If yes, please identify:

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? Yes No

BRENDA JANE ROSS

813 Stockell Street
Nashville, TN 37207
Cell: (615) 506-8337
Email: abqr54@gmail.com

EDUCATION:

Bachelor of Science, 2008
Social Work
Tennessee State University
Nashville, TN

Bachelor of Arts, 1976
Sociology/Physical Education
Fist University
Nashville, TN

Master of Science, 1980
Guidance and Counseling
Tennessee State University
Nashville, TN

Unpublished Thesis – Attitudes of Black Students on Cohabitation

EMPLOYMENT:

Vanderbilt University Center for Research
On Health Disparities
Stress and Health Study

Nashville, TN

Interviewer, Stress and Health Study

March 2011 – January 2011

Contact potential participants; track sample individuals who have moved since screening; secure the participation of potential participants; schedule interviews and the morning visit by a study nurse; obtain well informed signed consent from participants; conduct interviews; provide both oral and written consent from all participants; maintain complete records off all my activities and appointments; assure proper data management after interviews are completed; abide by project rules and specific timetables; maintain confidentiality of all data and materials at all times; assist in other project activities as requested by the research team

Screener, Stress and Health Study

July 2010 – March 2011

Visited assigned households in Nashville, TN to recruit participants for Sociology Departments Stress and Health Study; Recorded data required for future contact of interested participants; submitted data to coordinator

U.S. Census Bureau
Crew Leader Assistant/Enumerator

Nashville Office
April 2010 – July 2010

Conducted interviews; met enumerators on daily; collected completed Enumerators questionnaires and reviewed for completion; reviewed AA binders for accurate entries; collected

and reviewed enumerator's daily pay and work record; conducted observations and on job training of enumerators

Tennessee State University
Project Director, Addressing Barriers
To Diabetes Self-Management Study
TSU Center for Health Research and the School of Nursing

3500 John Merritt Blvd
January 2009 – September 2010

Overseer of all aspects of the project; recruited TSU graduate and undergraduate students for field interviewer positions; interviewed, hired and trained interviewers; being creative to recruit older adults (55 years and older) with diabetes in Nashville (Davidson and surrounding counties) to participate in study by contacting churches, community groups/organizations, senior citizens agencies; attending community activities/festivals; utilized contact with media; trained TSU undergraduate nursing school students on how to obtain participants AIC and recorded data as well as measurement of participants height, weight, blood pressure; data collections; overseeing database management; tracking participants; data analysis; writing reports manuscripts

Team Leader
Nashville Men's Prevention Health Survey
Prostrate Cancer Screen Barrier in Men Age 40 to 70
TSU Center for Health Research

June 2008 – December 2008

Trained and supervised interviewers in field to recruit participants; community mapping of assigned areas of community for interviewers; data collection; database input

O'Neill Properties
Office Assistant

1120 Dickerson Road
April 2004 – Present

- Coordinate and manage office files
- Answer telephone
- Show available housing units
- Collection of rent
- Assist tenants of maintaining housing

Metro Social Services
Program Specialist III

523 A Mainstream Drive
October 2006 – Retired January 2008

- Assisting individuals and families that experience complex and diverse needs
- Assist customers in obtaining needed information for navigating and gaining access to community resources

Homeless Outreach Worker

July 2005 – October 2006

- Planned and coordinated service deliveries for the homeless
- Assisted in identifying needs of the homeless
- Kept abreast of nation trends regarding homeless issues

- Provided direct services to customers at risk of experiencing homelessness
- Provided crisis counseling to individuals and families experiencing homelessness

Community Outreach Advocate

November 2002 – July 2005

- Developed partnerships with government departments, community agencies and neighborhood groups to respond to community needs and provide services
- Kept abreast of community issues, trends, and resources to share with MSS employees and others
- Responded to specific requests from the Mayor's Office, Council Members, and area businesses
- Provided direct service to customers through Family Services program components with special focus on homeless individuals and families
- Coordinated with other homeless service providers regarding direct services as well as community initiatives such as Homeless Count, and planning for ending chronic homelessness

Case Manager

July 1996 – November 2002

- Provided customer service and community coordination in the Edgehill community as well as other neighborhoods in Metro Nashville Davidson County in need of specific services
- Assigned to Edgehill Enterprise Center with Metro Police West Sector Bike Unit and Family and Children's Services
- Provided financial assistance, information/referrals and case management for residents of Edgehill Homes and the surrounding community
- Established Edgehill Partners collaboration which consisted of two community organizations (Organized Neighbors of Edgehill and Sunnyside neighborhood groups) as well as other professional and private service providers

Case Manager/Program Coordinator

September, 1993 – June 1996

- Assigned to YWCA/Dollar General JOBSWORK site in the Sam Levy Community
- Provided case management to participants in program
- Supervised three case managers and one clerical staff person at other JOBSWORK Programs at the Martha O'Bryan Resource Centers located in the James Cayce Homes

Outreach Worker Metro Nutrition Program

June 1983 – July 1993

- Conduct assessments to determine eligibility of homebound seniors for home delivered meals
- Coordination of home delivered meals delivery of other community agencies in Metro Davidson County
- Developed weekend and holiday meal deliveries for Senior Citizens, Inc.

Meharry Community Mental Health Center 1005 D.B. Todd Boulevard, Nashville, TN

Mental Health Specialist

October 1977 – June 1983

- Conducted Assessments for Individual Therapy
- Provided Individual Therapy to clients
- Chart Auditor for Quality Control Unit
- Emergency Room evaluation team member for clients needing emergency psychiatric hospitalization

Boards of Committees:

- Metropolitan Government of Nashville Davidson County Community Oversight Board, Executive Board Second Vice Chair (2020 – 2021)
- COB By Laws & Rules Committee
- COB Policy & Procedures Committee
- Board Chair, Our Revolution Nashville & Mid-Tennessee
- Member, Northwest Nashville Civitan Club
- Member, The Boyz, Inc.
- Member, Dickerson Road Merchants Association
- Member, NAACP
- Member, Mom's Demand Action
- Member, Coalition for Nashville Neighborhoods
- Member, McFerrin Park Neighborhood Association
- Member, New Hope Missionary Baptist Church
- Executive Board Member, Board Chair – Nashville Prevention Partnership
- Executive Board Member – Alcohol and Drug Council of Middle Tennessee, Inc.
- Board Member – Belmont University School of Social Work Advisory Council
- Board Member – Nashville Coalition for the Homeless
- Mayors Task Force Core Committee Ending Chronic Homelessness in 10 Years
- Metro Police Department Racial Profiling Steering Committee
- Interdepartmental Homeless Task Force
- Homeless Outreach Partners Committee
- Homeless GAPS Committee
- African American Risk Reduction Committee
- Special Project Coordinator for Nashville's Night Out Against Crime Steering Committee
- Metro Board of Education Safe and Drug Free Schools
- Governor's Prevention Initiative
- Red Shield Family Initiative
- Dickerson Road Area Development Planning

Community Events and Activities:

- Steering Committee – Black Lives Matter Street Mural

- Chairperson District 5 Community Forum 2011
- Treat or Treat Lischey Street 2010
- Keep Guns Out of Schools
- R/UDAT (Rediscover Eat Nashville)
- MDHA – HOPE 6 Relocation (Sam Levy Homes and John Henry Hale Homes)
- Lane Garden HUD Relocation Project
- Tornado Response Team, 1998
- Hillside Apartment HUD Relocation
- Team Mother for Police Athletic League football and baseball teams
- District 5 Committee, Neighborhoods Against Crime
- Jefferson Street United Merchants Jazz and Blues Committee

National Memberships:

- National Our Revolution
- Community Anti-Drug Coalition of America
- Center for Substance Abuse Prevention
- National Association of Social Workers

Campaign Experience:

Campaign Team Member-

- 2020 – Judge Jennifer Smith for Criminal Court
- 2020 – James Turner for State Representative
- 2019 – Zulfat Suala for Metro Council at Large
- 2019 – Burkley Allen for Metro Council at Large
- 2019 – Jim Shulman for Vice Mayor
- 2019 – Judge Patricia Moskal for Chancery Court
- 2018 – Event Scheduler – Councilman Jim Shulman for Vice Mayor
- 2018 – Campaign Organizer—Councilman Nevada Scott Davis for State Representative District 54
- 2018 – Volunteer – Stacey Abrams for Governor of Georgia
- 2018 – Campaign Organizer – Judge Angie Blackshear Dalton for Criminal Court
- 2018 – Event Coordinator – Karen Y Johnson for Register of Deeds Davidson County Nashville, TN
- 2018 – Event Coordinator – Judge Ann Martin for General Sessions Court
- 2016 – Campaign Manager – Dr. Corey Gathings for Metro School Board
- 2016 – Bernie 2016 – African American Outreach Team – State of Tennessee and State of PA
- 2015 – Campaign Organizer for Linda Jones for General Sessions Court
- 2015 – Campaign Coordinator for Councilman Nevada Scott Davis
- 2011 – Campaign Team Member – Nevada Scott Davis for District 5 Councilman
- 2011 – Scott Davis for Metro District 5 Council Campaign
- 2009 – Campaign Team Member – Jamie Hollins for District 5 Councilman

INFORMATION SHEET FOR METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY COMMUNITY OVERSIGHT BOARD NOMINEES

Appearing before The Rules-Confirmations-Public Elections Committee of the Metropolitan Council

For each question below, if your response requires additional space beyond what is provided, please use a separate sheet of paper, identifying the number of the question being answered.

1. Full Name: Carol M. Swain Phone: (615) 310-8617

2. Residential address (physical, not a P.O. Box): [REDACTED]

City: Nashville State: TN Zip Code: 37211

a) Have you been a resident of Davidson County for at least one (1) year? Yes No

b) Do you reside in an economically distressed community? Yes No

3. Preferred mailing address (if different from residential address): P.O. box 1385

City: Brentwood State: TN Zip Code: 37024

4. E-mail address (if available): CarolMswain@gmail.com

5. For Nashville.gov publication:
Address: Prefer P.O. box listing

Phone (required): 615 310-8617

Email: CarolMswain@gmail.com

6. Please identify the group or individual nominating you for this position: (Check all that apply.)

- Community organization. (Please identify the organization): FOP
 Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)
 Metro Council member(s). (Please identify the member(s)):
 Mayor

7. Do you have knowledge of issues pertaining to civil rights and equity? Yes No

8. Do you have experience with criminal justice and policing practices? Yes No

9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? Yes No

10. Are you an elected official? Yes No

11. Are you the spouse of:
(a) a person who is a current employee of any law enforcement agency; or
(b) a person who has served in a law enforcement capacity within the past five (5) years; or
(c) an elected official?
Yes No

12. Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County? Yes ___ No

13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training? Yes No ___

14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight? Yes No ___

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment? Yes No ___

16. Have you read the Acknowledgement of Ethical Rules? Yes No ___

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County? Yes No ___

18. In which Metropolitan Council district do you reside? 20

19. How long have you lived at your current residential address? 4 years

If less than 5 years, please provide your previous address: 1109 Halcyon Ave, Nashville
37204

20. Age: Under 16 16-18 19-24 25-40 41-64 65+

21. Complete educational background: Ph.D., Political Science, MA
Political Science, Masters Legal Studies (MLS),
BA Criminal Justice, AAS. Business

22. Occupation and Name of Employer: Retired University Professor

23. Business address: _____

City: _____ State: _____ Zip Code: _____ Phone: _____

24. Describe your professional/occupational experience: 28 years as a professor
at Vanderbilt and Princeton Universities.

25. How many years have you worked in this field? _____

26. If retired or no longer employed, please identify your most recent employer: Vanderbilt
University

IF YOU HAVE A CURRENT RESUME OR BIOGRAPHY, PLEASE ATTACH IT TO THIS INFORMATION SHEET.

27. Have you or your spouse ever been employed in a law enforcement capacity?

Yes ___ No X

If yes, how long ago? _____ For how many years? _____

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues:

2 terms on Tenn Advisory Committee to the U.S. Civil Rights Commission. I have also written books and articles addressing certain aspects of these issues.

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices:

I am an expert on American politics, race relations, and I closely follow information related to law enforcement.

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe:

As a candidate for Nashville Mayor, I visited every police precinct and met with dispatchers and fire fighters. I am keenly aware of the challenges of first responders.

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency.

(See the statement above)

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve:

I believe my background and training equips me to be sensitive to community, as well as law enforcement concerns. I agreed to have my name placed into nomination because I believe I can be a bridge builder and resource to the community.

33. Please explain your view of the role and responsibilities of the Community Oversight Board:

The board has the responsibility of investigating complaints against the Metro Police Dept and individual officers. I also hope it has an equal commitment to working with community groups who seek to reduce crime and negative interactions.

34. What do you see as primary factors related to good police/community relationships?

Trust and commitment to public service are essential. I believe the board should work with affected communities to reduce crime as well as investigate complaints.

35. What qualifications and/or attributes make you qualified to serve on this Board?

My race, education, knowledge of law enforcement and desire to improve the Nashville community.

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops?

I am assuming that these are ~~not~~ Yes No
scheduled far enough in advance for planning,

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.

I have provided expert advice in legal matters where parties avoided litigation. I have also been a strong proponent of racial reconciliation and commitment to the constitution and civil rights laws.

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.

I have served as a board member for Youth for Christ working with inner-city families and I engage in church-related volunteer activities in various communities as needed.

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service: None

40. Have you ever served as a lobbyist? Yes No
If yes, please identify your clients: _____

41. Would your appointment to the Community Oversight Board result in any conflict of interest, or the appearance of any conflict of interest, for you or your immediate family members? Yes No

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name:
Face book, CarolMSwain Twitter, CarolMSwain Instagram, ~~dr~~ dr carolMSwain, Linked In, CarolMSwain

43. Are you now under any charge(s) for any crime? Yes No
If yes, please identify: _____

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you? Yes No
If yes, please identify: _____

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? Yes No

INFORMATION SHEET FOR METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY COMMUNITY OVERSIGHT BOARD NOMINEES

Appearing before The Rules-Confirmations-Public Elections Committee of the Metropolitan Council

For each question below, if your response requires additional space beyond what is provided, please use a separate sheet of paper, identifying the number of the question being answered.

1. Full Name: Mark A. Wynn Phone: 615-579-3994

2. Residential address (physical, not a P.O. Box): [REDACTED]

City: Nashville State: TN Zip Code: 37217

a) Have you been a resident of Davidson County for at least one (1) year? Yes No

b) Do you reside in an economically distressed community? Yes No

3. Preferred mailing address (if different from residential address):

City: [REDACTED] State: TN Zip Code: 37217

4. E-mail address (if available): markwynn@edge.net

5. For Nashville.gov publication:

Address: 2500 Murfreesboro Road - Suite 105 - PMB 135, Nash. Tn 37217

Phone (required): 615-360-3994

Email: markwynn@edge.net

6. Please identify the group or individual nominating you for this position: (Check all that apply.)

Community organization. (Please identify the organization): Fraternal Order of Police

Private petition signed by fifty (50) Davidson County residents. (Attach to Nomination Form.)

Metro Council member(s). (Please identify the member(s)): _____

Mayor

7. Do you have knowledge of issues pertaining to civil rights and equity? Yes No

8. Do you have experience with criminal justice and policing practices? Yes No

9. Are you a current employee of any law enforcement agency, or have you served in a law enforcement capacity within the past five (5) years? Yes No

10. Are you an elected official? Yes No

11. Are you the spouse of:

(a) a person who is a current employee of any law enforcement agency; or

(b) a person who has served in a law enforcement capacity within the past five (5) years; or

(c) an elected official?

Yes No

12. Do you hold any public office or position in the Metropolitan Government of Nashville and Davidson County? Yes___ No

13. Will you agree to complete orientation and training related to civil rights, equity, criminal justice, and policing practices -- including the completion of Metropolitan Nashville's Citizen Police Academy, or an equivalent training? Yes No___

14. Will you agree to receive ongoing civil rights and equity training from entities concerned with police oversight? Yes No___

15. Will you agree to attend Metro Government's cultural diversity/sexual harassment awareness training within three (3) months of this appointment? Yes No___

16. Have you read the Acknowledgement of Ethical Rules? Yes No___

RESPONSES TO THE FOLLOWING QUESTIONS ARE OPTIONAL FOR ALL NOMINEES:

17. Are you a registered voter in Davidson County? Yes No___

18. In which Metropolitan Council district do you reside? 29

19. How long have you lived at your current residential address? 22 years

If less than 5 years, please provide your previous address: _____

20. Age: Under 16 16-18 19-24 25-40 41-64 65+

21. Complete educational background: High School - Columbia Central - Columbia, Tennessee 1974

Nashville Metropolitan Police Academy 1980 - Federal Bureau of Investigation National Academy 1994 Quantico, Va.

(see attached bio/resume)

22. Occupation and Name of Employer: Owner Wynn Consulting - Domestic and Sexual Violence Prevention Training

23. Business address: 2516 Somerset Drive

City: Nashville State: TN Zip Code: 37217 Phone: 6153603994

24. Describe your professional/occupational experience: (see attached bio/resume)

25. How many years have you worked in this field? 44 years

26. If retired or no longer employed, please identify your most recent employer: _____

IF YOU HAVE A CURRENT RESUME OR BIOGRAPHY, PLEASE ATTACH IT TO THIS INFORMATION SHEET.

27. Have you or your spouse ever been employed in a law enforcement capacity? Yes No

If yes, how long ago? 21 years ago For how many years? 23 years

28. Please describe your background, experience, and/or familiarity with civil rights and equity issues:

I currently advise and consult for the Office of Victims of Crime and the Office of Violence Against Women for the US Department of Justice on the issues of gender based violence and anti-bias policing. In 2016/17 I conducted a departmental review of the Chicago Police Department's investigative response to domestic and sexual violence committed by officers for the Civil Rights Division at DOJ. I'm currently a member of a working group to deal with national systematic racism and domestic violence at Johns Hopkins University.

29. Please describe your background, experience, and/or familiarity with criminal justice and policing practices:

In my tenure at the MNP I attained the rank of detective lieutenant. During that time I worked as a patrol officer, crime scene technician, homicide detective, member of the Murder Squad, patrol sergeant, criminal intelligence officer responsible for investigation of hate groups, member of the Special Weapons and Tactics team for 25 years, crime scene technician sergeant, detective sergeant in the Domestic Violence Division and later lieutenant in the same division. I was an adjunct instructor at the academy for crime scene investigation, patrol response to domestic violence, Deviant Movements and Occult Crimes, firearms and SWAT operations.

30. Do you have any other areas of experience or expertise that would be beneficial to the Community Oversight Board? If so, please describe:

I help create the Domestic Violence Division in 1995 and convinced the department to change its policy of investigating officers for domestic violence as an administrative offense to a full and complete criminal investigation. I investigated and managed cases of domestic violence and sex assault committed by officers for six years.

31. Please describe any direct contact that you or an immediate family member have had with the Metro Nashville Police Department or any other law enforcement agency.

N/A

32. Briefly explain your interest in serving on the Community Oversight Board and the reasons you wish to serve:

I've worked in police reform for the past 35 years at the International Association of Chiefs of Police, the National Organisation of Black Law Enforcement Executives and the National Sheriff's Association. I hope to bring that experience to suggest reform for the Nashville Metropolitan Police Department so that they may raise the standard of care and service to the people of Nashville.

33. Please explain your view of the role and responsibilities of the Community Oversight Board:

To investigate incidents of misconduct by officers and to offer solutions and policy recommendations to Nashville Metropolitan Government.

34. What do you see as primary factors related to good police/community relationships?

I'm a believer in community policing. As long as accountability is woven into the fabric at every level it works well with community engagement and partnerships, problem solving and prevention, a willingness to organizational change, and an ongoing evaluation of how victims and communities experience law enforcement and never losing sight of the positive and negative impacts of police intervention especially with diverse and underserved populations.

35. What qualifications and/or attributes make you qualified to serve on this Board?

My forty three years of law enforcement experience and work in changing the national police response to gender based violence. I was on the Board of Directors for the National Coalition Against Domestic Violence for three years.

36. The Community Oversight Board Charter Amendment requires members to receive orientation and training related to civil rights, equity, criminal justice, and policing practices. Conferences and workshops addressing these topics are often conducted during regular business hours and may require out-of-town travel for a period of several days. Will your schedule allow you to attend such conferences and workshops? Yes No

37. The Community Oversight Board will require significant cooperation and consensus-building between its members. Provide a specific example of how you have personally contributed toward a group arriving at a consensus or, if not a consensus, a reasoned and informed decision.

One of my jobs for the Department of Justice is to evaluate and advise cities on the best approach to create a Community Coordinated Response to domestic and sexual violence. Building consensus to produce a shared vision is hard work but fundamental to CCR.

38. Please list any community activities and elected or volunteer positions in which you have served within the last five (5) years that you believe are important or relevant to your nomination.

My wife Valerie and I created the non-profit Mary Parrish Center a transitional housing program for victims of domestic and sexual violence in east Nashville.

39. Please identify all Metropolitan Government boards and commissions on which you serve/served, and your dates of service: In 2013 I served on the executive committee of the Nashville and Davidson County Domestic Violence Community Safety Assessment.

40. Have you ever served as a lobbyist? Yes No
If yes, please identify your clients: _____

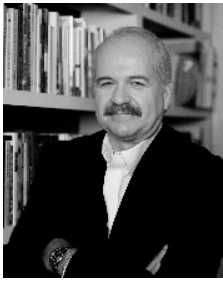
41. Would your appointment to the Community Oversight Board result in any conflict of interest, or the appearance of any conflict of interest, for you or your immediate family members? Yes No

42. Please list all social media accounts you maintain or have editorial access to, whether in a personal or professional capacity; and state whether or not you use your own name or another name:
Website - www.markwynn.com, Wynn Consulting Facebook page, Wynn Consulting LinkedIn page, Mark Wynn personal FB page.

43. Are you now under any charge(s) for any crime? Yes No
If yes, please identify: _____

44. Has any civil order of protection or restraining order relating to domestic violence or any other subject ever been entered against you? Yes No
If yes, please identify: No and I'm very glad this question is on the application.

45. Do you agree that, if appointed to the Community Oversight Board, you will render decisions in a fair, impartial, and objective manner, without prejudice or sympathy toward any particular person or profession, basing your decision solely upon the facts and evidence before you? Yes No



Lt. Mark Wynn (ret)

2516 Somerset Drive
Nashville, Tennessee 37217
Office: 615-360-3994
Cell: 615-579-3994

markwynn@edge.net – www.markynn.com

Owner/Operator WYNN CONSULTING

Domestic and Sexual Violence Prevention Training and Consulting

“Mark is woven into the fabric of the battered women’s movement”, said Lynn Rosenthal, our country’s first White House adviser on violence against women. He is a national trainer to police executives, patrol officers, training officers, prosecutors, judges, legislators, social service providers, healthcare professionals and victim advocates in all fifty states for over thirty years. An international lecturer at police academies in Australia, Canada, Germany, England, Northern Ireland, Russia, the Republic of Mauritius, the Republic of Georgia, the Federated States of Micronesia, Aruba, China, the Islands of the Bahamas, Brazil, Turkey, Cyprus, Singapore, the Republic of Namibia, the Republic of Ghana and the Republic of Moldova. He is a Fulbright Specialist for the Department of State and is a survivor, enabling him to teach both effectively and passionately. In short, he is devoted to ending domestic/sexual, elder and child abuse as a police officer, detective, educator, program supervisor and now consultant and advisor.

Law Enforcement Career

- Twenty-one year member of the Nashville Metropolitan Police Department – Served as Lieutenant to the Domestic Violence Division – member of the Special Weapons and Tactics (SWAT) Team for fifteen years.
- A key creator of the largest police domestic violence investigative unit in the United States responsible for investigations of elder, child abuse, domestic and sexual violence.
- 1994 Graduate of the Federal Bureau of Investigation National Academy – Session 178
- Co-wrote the Police Officer Standards and Training certified curriculum on Law Enforcement Intervention and Investigation to Domestic and Sexual Violence (Tennessee)

Awards/Recognitions

- 2017 selected a Fulbright Specialist U.S. Department of State’s Bureau of Educational and Cultural Affairs (ECA)
- Selected in 1995 as one of the top ten police officers in the United States by the International Association of Chiefs of Police and Parade Magazine
- Recipient of 121 commendations and 51 awards and certificates including the 1995 National Improvement of Justice Award and the 1998 Nashvillian of the Year Award.
- 2012 Family Justice Center Alliance Lifetime Achievement Award
- 2011 “Visionary Award” by End Violence Against Women International
- 2011 Distinguished Faculty Award by the National District Attorney’s Association

Speaking/Testifying

- In October of 1995 Lt. Wynn was invited to the White House by President Clinton to deliver a speech on strategies to prevent domestic violence in the United States.
- In April 1993 Lt. Wynn was called to testify before Congress for the Energy and Commerce Committee – Subcommittee on Health and Environment. He spoke on the public health issue of violence in the family.
- In June of 1994 he testified a second time before Congress going before the House of Representatives’ Committee on the Judiciary on the positive effects on mandatory arrest in incidents of family violence.
- In October of 1998 he was selected to represent U.S. Law Enforcement before the first United States/Russian conference on Violence Against Women in Moscow.

Teaching

- Consultant to Global Rights for Women Justice for Victims of Violence
- Subject Matter Expert/Trainer – Attorney Generals Alliance - Africa
- Faculty member to the National Law Enforcement Leadership Institute on Violence Against Women for the International Association of Chiefs of Police
- Consultant and trainer for the National Center on Domestic and Sexual Violence – Austin, Texas
- Adjunct Instructor/Faculty to the National College of District Attorney’s conferences on Family Violence for twenty years. United States, Micronesia
- Adjunct instructor to the Tennessee Law Enforcement Academy in Nashville for 31 years
- Trainer/Consultant to the American Bar Association International Rule of Law Initiative – China, The Republic of Georgia
- Past instructor to the Nashville Metropolitan Police Academy – Recruit and In-Service Courses of Intervention and Investigation of Domestic and Sexual Violence

Affiliations

- Member of the Advisory Board National Coalition Against Domestic Violence
- Advisory Board Member of the Mary Byron Foundation
- Adverse Childhood Experience Committee- National Domestic Violence Resource Center
- Member of International Association of Chiefs of Police National Strategic Partnership on Violence Against Women Faculty and National Leadership Institute
- Past board member to the American Bar Association’s Commission on Domestic Violence.
- Consultant to the National Stalking Resource Center of the National Center for Victims of Crime.
- Consultant to the US Department of Justice:
 - Office of Victims of Crime
 - Office of Violence Against Women
 - Civil Rights Division
- Consultant and Speaker for the US Department of State
- Member of the National Organization of Black Law enforcement Executives (NOBLE)
- Member of the National Sheriff’s Association
- Member of Fraternal Order of Police since 1980
- Qualified as “expert” on the issue of family violence in state and federal court
- 2013 Executive Committee Member - Domestic Violence Safety and Accountability Assessment - Office of Mayor – Nashville/Davidson County, Tennessee

PUBLICATIONS/FILMS

- 2017 *The Crime of Domestic Violence* – National Roll Call Training Film Series - IACP
- 2016 *Domestic Violence in the Law Enforcement Family – Past, Present and Future* – The Domestic Violence Report
- 2015 *Safety Planning for Our First Responders* – Domestic Violence Report – Vol 20, No 5 June/July
- 2013 *Officer Safety in Domestic Violence Responses* - Officer Safety Corner – Police Chief Magazine
- 2013 *Makers – Women Who Make America* - PBS – Documentary social revolution in American history.
- 2007 *Code of Silence* - Officer Involved Domestic Violence - You Have the Power – Nashville, Tennessee
- 2003 *Stalking Real Fear Real Crime* - Roll Call Training Video - National Center for Victims of Crime
- 2002 *I Wish the Hitting Would Stop* Red Flag – Green Flag Resources - Curriculum Elementary Teachers and Children
- 2001 *There’s No Place Like Home* (Article) Vinelink - Online Community for Victim Services
- 2001 *Stalking - Patrol Response* - California Police Officers Standards and Training Video
- 1999 *Bridging Domestic Violence and Child Abuse* - Video - National Children’s Alliance DOJ
- 1999 *Interviewing Domestic Violence Victims* - California Police Officers Standards and Training Video
- 1996 *Domestic Violence Intervention and Investigation* - Tennessee Police Officer Standards and Training Curriculum
- 1996 *Seeds of Change* - The Nashville Community Coordinated Response to Domestic Violence - Video
- 1995 *What Can We Do About Violence* - PBS Bill Moyers Special - Advisor/Character
- 1992 *Cries of Help* - Guest/Subject - National Broadcasting Company “Dateline NBC”
- 1987 *Albuquerque Journal* Narrator advisor- Domestic Violence First Responders DOJ