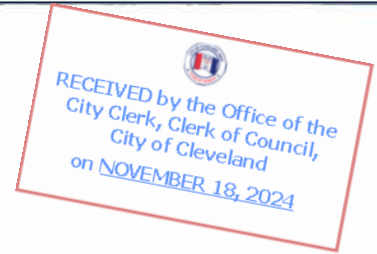




City of Cleveland
Justin M. Bibb, Mayor

Office of the Mayor
Cleveland City Hall
601 Lakeside Avenue, Room 202
Cleveland, Ohio 44114, USA
216/664-3990 • Fax 216/420-8766
www.clevelandohio.gov



November 1, 2024

The Honorable Blaine Griffin
President, Cleveland City Council
601 Lakeside Avenue
Cleveland, OH 44114

The Honorable Joseph Jones
Chair, Mayor's Appointment Committee
601 Lakeside Avenue
Cleveland, OH 4411

Dear Council President Griffin & Chair Jones:

Included below are the names of the Mayor's nominations for the Community Police Commission (CPC) to be considered at an upcoming meeting of Cleveland City Council's Mayor's Appointment Committee.

Community Police Commission (CPC)

- Shandra Moreira-Benito (reappointment for a four-year term)
- Sharena Zayed (reappointment for a four-year term)
- Tera Coleman (appointment for a four-year term)
- Maya Kincaid (appointment for a four-year term)
- Sheila Mason (appointment for a four-year term)
- Michael Nelson (appointment for a four-year term)
- Maura Garin (filling vacancy for two years remaining in four-year term)
- Untaya Miller (filling vacancy for two years remaining in four-year term)
- Imoh Umosen (filling vacancy for two years remaining in four-year term)

Additionally, application materials and resumes are attached for each candidate. Any questions can be directed to Ryan Puente, Deputy Chief of Staff and Chief of Government Affairs, at (216) 664-3544 or via email at rpunkte@clevelandohio.gov.

Sincerely,

Justin M. Bibb
Mayor | City of Cleveland

Last Name

Moreira-Benito

First Name

Shandra

Are you a resident of Cleveland?

Yes

Home Address

Cleveland, Ohio. 44109

Cell Phone**Home Phone**

[N/A](#)

Email Address

sbenito@clevelandohio.gov

Are you over 18 years of age?

Yes

Employment History, Resume, and References

Please list your current or most recent place of work, job title, and employer address:

Preterm

Director of Human Resources

12000 Shaker Boulevard

Cleveland, OH 44120

Please list your previous place of work, job title, and employer address:

The Nord Center

Director of Diversity and Inclusion

6140 South Broadway

Lorain, OH 44053

Please attach and submit a current CV/resume along with your application.

[Shandra Benito Resume_0.pdf](#)

References

Reference 1: Name

Dr. John Adams

Reference 1: Email Address

jadams5@clevelandohio.gov

Reference 1: Phone

Reference 2: Name

Rosie Palfy

Reference 2: Email Address

Reference 2: Phone

Reference 3: Name

Bethany Lewis

Reference 3: Email Address

Reference 3: Phone

Please attach the signed Background Check Authorization form.

[doc00443220240904151214.pdf](#)

Board/Commission Experience

Have you served on a Board/Commission before?

Yes

If yes, how many Boards/Commissions have you served on?

2

How many total years of Board/Commission experience do you have?

4

Name of most recent Board/Commission

Cleveland Community Police Commission

What role/capacity did you serve?

Commissioner and Chair of Accountability Committee

If you have served on more than one Board/Commission—please list, along with your role(s), below:

Cleveland Community Police Commission

Chair of Police Accountability and Discipline Committee

Member of the following committees and workgroups:

Police Policy Committee

Police Training Committee

Rules Committee

Executive Director Hiring Committee

Vehicle Pursuits Workgroup

Crisis Intervention and Behavioral Health Workgroup

Are you familiar with Robert's Rules of Order (or alternative rules of conduct)?

Yes

Demographic Information

What is your gender identity?

She/Her - Woman/Female

What do you consider your race?

White

What do you consider your ethnicity?

Hispanic/Latina

After reviewing the selection criteria established in Charter Section 115-5 for the Community Police Commission members, please indicate which of the below criteria applies to you (check all that apply):

Limited-English speakers, homeless, or who have mental-illness and substance-abuse disorders

Yes

Directly impacted by police violence, or be a family member of a person who has been killed by police

No

Been incarcerated and exonerated where police were involved in the wrongful conviction or incarceration

No

Gun-violence survivor or be a family member of a person killed by gun violence

No

Attorney with experience representing victims of police misconduct or criminally prosecuting police misconduct

No

Are you a representative of a community organization focused on civil-rights issues?

No

Are you a representative of a police association?

No

Please briefly describe how the selected criteria, demographic and experiential, applies to you (you may attach an addendum if more space is needed):

I am a person with a disability. I am hard-of-hearing, my first language was American Sign Language, and I use hearing-aids. I also have generalized anxiety disorder and come from a family with severe mental illness. While disability was not identified as one of the populations (just mental illness - which is also a part of the disability community) I think it is important for representation on the committee because of the strong link between disability and police violence. A report written by the Ruderman Family Foundation found that a third to half of people killed by police have some kind of disability but that disability is often left out of the conversation.

I am a licensed social worker (LSW) with over a decade of experience working in mental health and trauma. My current position is as the Director of Diversity and Inclusion at the Nord Center, which is the largest behavioral health provider in Lorain County, Ohio. I have also worked as a domestic violence advocate, in homeless shelters, a sexual assault advocate, a mental health case manager, a

Background Information

Have you been employed as a law enforcement officer during the past five (5) years?

No

If no, have you been a law enforcement officer at any time more than five (5) years ago?

No

Have you ever been employed by the Cleveland Division of Police in any capacity?

No

Have you ever been employed by the Cleveland Department of Public Safety?

No

Have you been employed with the City of Cleveland within the previous year?

No

Do you understand the role of the Commission and have you read and do you understand the responsibilities and duties of the Commission?

Yes

Do you acknowledge the potentially significant time commitment (10-15 hours/week) expected of each member?

Yes

Do you understand that applications for the Commission are public records, subject to disclosure upon request?

Yes

Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?

Yes

Do you speak any other languages?

No

Please answer the following questions

What do you see as the greatest challenge related to modern policing and community relations?

I believe the great challenge of modern policing and community relations is the fact that we use police officers to respond to and address an avalanche of societal issues that are not fundamentally issues of policing. I believe that public safety is connected to our education system, our social safety net, poverty and economic opportunity, employment, access to health care, access to mental health and substance use recovery and more. I believe that our current system often sets up officers for failure and increased trauma exposure. Law enforcement should not be expected to be mental health crisis counselors, domestic and sexual violence advocates, child welfare workers, medical care coordinators, referral screeners, social services transportation, homelessness navigators and more. When our officers are burnt out, have no ability to address many of the underlying problems of public safety, and are put in situations that they are not equipped to handle it exacerbates the other factors that contribute to police misconduct and broken relationships with the community including system of racism, oppression, sexism, homophobia, ableism etc.

Please describe how you see the oversight role of the Community Police Commission impacting policing in Cleveland?

I see the oversight role of the Community Police Commission as working to improving policing

and safety in our city in a way that creates positive change for all stakeholders, including law enforcement through relationship building, outreach, investment in alternative responses and public safety initiatives, making public safety decision making and operations more transparent, and helping to heal the relationship between the community and our Cleveland Division of Police.

In past professional or organizational experiences, how have you demonstrated your ability to be a collaborative, cooperative colleague? How do you measure your own effectiveness?

In my last two years as a Commissioner on the CPC I think that I have repeatedly demonstrated my ability to be a collaborative and cooperative colleague even in extremely difficult circumstances. I believe that I have handled myself with integrity and compassion for others and always strived to learn and be better than the day before. I measure my own effectiveness by continually seeking out feedback from those around me; community members, CPC staff, other commissioners, and city stakeholders and then incorporating their feedback. I have done this continuously throughout my two year term and it has helped me to grow and be a better commissioner.

Additional Information

Please provide other information you consider to be pertinent to your application or that uniquely qualifies you to be considered for appointment.

I am skilled at building bridges across differences, connecting with different types of people, and educating people in a way that is accessible to them. As a Director of Human Resources, Director of Diversity and Inclusion, and as a community organizer, educator, and trainer, I have worked on a daily basis with people on issues of racism, homophobia, sexism, ableism, transphobia, classism etc. who are in drastically different places in terms of their understanding of and feelings about these issues. I see my role to be someone who can make all people feel seen, heard, and cared about, while also pushing people forward and holding them accountable. I believe that I have a unique ability to do this work effectively.

Shandra Benito, MSW, LSW

Education: Masters of Social Work - University of Washington, Bachelors of Social Work - Seattle University

Languages: American Sign Language (fluent), English (fluent), Spanish (conversational)

Non-Profit Leadership Experience:

Director of Human Resources – Preterm June 24 – Present

I am responsible for all the hiring, onboarding and training, personnel management, union relationship management, professional development and continuing education, employee evaluations and discipline for a staff of over 50 employees at Ohio's largest abortion clinic. As it is the first time that Preterm has ever had a Director of Human Resources, I am responsible for building and standardizing personnel policies, processes, and systems.

Director of Diversity and Inclusion – The Nord Center July 21 – June 24

I have built the new Inclusion, Diversity, Equity, and Accessibility program at The Nord Center, a behavioral and mental health care agency in Lorain County. I provide DEI program and policy evaluation, monthly trainings and education on issues such as providing culturally and linguistically appropriate services, LGBTQ+ and gender accessibility, microaggressions, anti-racist and anti-oppression frameworks, disability accessibility, trauma-informed care, and more for both internal staff and for external community partners such as the Lorain Police Department and Lorain County Urban League. In addition to DEI training, I manage the agency's clinical continuing education and leadership development programs. I also support agency fundraising, community outreach, and strategic planning.

Executive Director – Art Access Jan 17 – July 21

I was responsible for the daily operations, strategic planning, budgeting, public outreach, human resource management and staff development, and overall management of the organization. Some notable achievements: I created an education and advocacy program, Breaking Barriers, through which I developed a 15-hour curriculum on disability and accessibility for cultural institutions. Through a partnership with our state arts division, we have provided training and consultation for over 50 of our state's largest cultural organizations. In addition, I managed an annual budget of over \$450,000, provided stewardship of our board of directors, and supervised 10 staff members and more than 20 contracted artists, teachers, and administrators. In my tenure as Executive Director, I have brought the organization from an over \$75,000 annual deficit to a \$30,000 surplus.

Founder + Lead Organizer - SLC Covid-19 Mutual Aid March 20 – July 21

In response to the Covid-19 pandemic and the subsequent huge demand for support for individuals and families in crisis I started a grassroots volunteer group to help provide emergency aid. We raised and distributed over \$800,000 of aid to 8,000 families in the form of emergency cash payments, grocery deliveries, hygiene and sanitation supplies, homeless supplies such as tents, blankets, hand warmers, water and more. As a volunteer lead organizer I have lead a volunteer network of over 200 volunteers and a leadership team of fifteen organizers.

Social Services, Community Organizing, and Research Experience:

Project CALM Juvenile Diversion Specialist – Applewood Centers Jan 22 – Present

On-call juvenile diversion specialist on evenings and weekends for youth being charged with Domestic Violence who have the opportunity to divert the criminal justice system. Provide mental health assessments, short term case management, and support to youth and families. Also facilitate placement for justice involved youth who need short term placement prior to arraignment to avoid detention.

Hospital Response Team Advocate – Rape Recovery Center Sept 17 – July 21

On-call advocate 40 hours a week on evenings, overnights, and weekends that responds to all hospitals in Salt Lake County when survivors seek medical attention or receive SANE/Rape Kits and provide compassionate emotional support and crisis intervention. Through this position I have provided over 800 hours of in person advocacy to over 200 survivors of diverse backgrounds and identities.

Member – Seattle Mayor’s Commission on People w/ Disabilities Sept 15-Jan 17

Provided consultation to various City of Seattle departments including transportation, parks and recreation, the Mayor’s Office, Seattle PD, Division of Social Services, and more. Served as a member of the Public Safety Committee and worked on SPD training around working with people with disabilities.

Women’s Advocate – Jesuit Volunteer Corps -YWCA of Missoula Aug 14 – July 15

Helped manage a seven-room domestic violence shelter and answered calls on a 24 hour crisis hotline. Provided case management, legal/medical/housing/financial/educational advocacy and crisis counseling on an ongoing basis to shelter residents and survivors in the community from diverse backgrounds including Native American/Indigenous communities, LGBTQ community, and rural communities in Montana. Ensured effective quarterly grant reporting and built organizational capacity through serving as the chair of the diversity committee. Evaluated accessibility of programs for members of the Disability community and developed organization policy and instructions for serving individuals with Limited English Proficiency.

Researcher – “The ‘Hearing’ Earnings Gap” May 13 – May 15

Worked with an Economics Professor in her econometrics analysis of the American Communities Survey evaluating earnings gaps between Deaf, Hard-of-Hearing and Hearing individuals after controls for variables such as education attainment, gender, and professional field. As a part of this project, I co-presented at the International Intersectional Conference in Vancouver B.C. This paper was published in the Journal of Disability Policy

Last Name

Coleman

First Name

Tera

Are you a resident of Cleveland?

Yes

Home Address

Cleveland, Ohio. 44113

Cell Phone**Email Address****Are you over 18 years of age?**

Yes

Employment History, Resume, and References

Please list your current or most recent place of work, job title, and employer address:

BakerHostetler LLP

Key Tower

127 Public Square | Suite 2000

Cleveland, OH 44114

Job Title: Counsel

Please list your previous place of work, job title, and employer address:

Calfee, Halter, & Griswold LLP

The Calfee Building

1405 East Sixth Street

Cleveland, OH 44114

Job Title: Associate

Please attach and submit a current CV/resume along with your application.

[T. Coleman Resume September 2024.pdf](#)

References

Reference 1: Name

Steven M. Dettelbach

Reference 1: Email Address

Available upon request.

Reference 1: Phone

Available upon request.

Reference 2: Name

Carole S. Rendon

Reference 2: Email Address

Reference 2: Phone

Reference 3: Name

Richard "Dick" M. Knoth

Reference 3: Email Address

Reference 3: Phone

Please attach the signed Background Check Authorization form.

[BackgroundCheckAuthorization_T.Coleman.pdf](#)

Board/Commission Experience

Have you served on a Board/Commission before?

Yes

If yes, how many Boards/Commissions have you served on?

7

How many total years of Board/Commission experience do you have?

10

Name of most recent Board/Commission

Holden Forests & Gardens

What role/capacity did you serve?

Strategic Planning Task Force

If you have served on more than one Board/Commission—please list, along with your role(s), below:

Teach for America – Ohio

- Chair, Governance Committee

The Link's Incorporated, Western Reserve (Ohio) Chapter

- Parliamentarian

- Executive Board

LAND Studio

- Governance Committee

Foundation for Appalachian Ohio

- Finance Committee

Cleveland Metropolitan Bar Foundation

- Executive Committee

Recovery Resources

- Associate Board Secretary

- Event Chair

Are you familiar with Robert's Rules of Order (or alternative rules of conduct)?

Yes

Demographic Information

What is your gender identity?

Cisgender female

What do you consider your race?

Black / African American

What do you consider your ethnicity?

African American

After reviewing the selection criteria established in Charter Section 115-5 for the Community Police Commission members, please indicate which of the below criteria applies to you (check all that apply):

Limited-English speakers, homeless, or who have mental-illness and substance-abuse disorders

Yes

Directly impacted by police violence, or be a family member of a person who has been killed by police

No

Been incarcerated and exonerated where police were involved in the wrongful conviction or incarceration

No

Gun-violence survivor or be a family member of a person killed by gun violence

No

Attorney with experience representing victims of police misconduct or criminally prosecuting police misconduct

Yes

Are you a representative of a community organization focused on civil-rights issues?

No

Are you a representative of a police association?

No

Please briefly describe how the selected criteria, demographic and experiential, applies to you (you may attach an addendum if more space is needed):

I am knowledgeable of the issues of those who have mental-illness and substance-abuse disorders.

- Having a parent who struggled with drug addiction, I have been deeply committed to supporting those affected by similar challenges. Over the past decade, I have been closely involved with Recovery Resources, a nonprofit organization dedicated to providing coordinated care to individuals battling mental illness, alcoholism, drug abuse, and other addictions.
- My volunteer work at Recovery Resources has been profoundly impactful. I have had the privilege of interacting with numerous clients, each with unique stories and struggles. This experience has afforded me invaluable insights into the complexities of addiction and the multifaceted care required to aid recovery. Through these interactions, I have gained a deeper understanding of the issues faced by those served by the agency and have been continually inspired by their resilience and determination to overcome adversity.

I am an attorney with experience representing victims of police misconduct.

- In my legal career, my pro bono work has focused on representing pro se plaintiffs in actions under 42 U.S.C. §1983; a section of the United States Code that provides for civil actions for the violation of one's civil rights. These cases involved actions brought by incarcerated individuals against prison guards or police officers for the use of excessive force.

Background Information

Have you been employed as a law enforcement officer during the past five (5) years?

No

If no, have you been a law enforcement officer at any time more than five (5) years ago?

No

Have you ever been employed by the Cleveland Division of Police in any capacity?

No

Have you ever been employed by the Cleveland Department of Public Safety?

No

Have you been employed with the City of Cleveland within the previous year?

No

Do you understand the role of the Commission and have you read and do you understand the responsibilities and duties of the Commission?

Yes

Do you acknowledge the potentially significant time commitment (10-15 hours/week) expected of each member?

Yes

Do you understand that applications for the Commission are public records, subject to disclosure upon request?

Yes

Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?

Yes

Do you speak any other languages?

No

Please answer the following questions

What do you see as the greatest challenge related to modern policing and community relations?

In the landscape of modern policing, one of the most serious challenges lies in the mutual fear that exists between the community and the police. Historical injustices and high-profile incidents of excessive force have led to pervasive mistrust in law enforcement. This is especially so among marginalized groups who are seemingly disproportionately targeted. Conversely, police officers are frequently trained with emphasis on the potential dangers posed by citizens. As a result, officers may approach interactions from a perspective of self-preservation, which may escalate tensions. Residents fear the police and the police are trained to fear the residents. This fear

dynamic is a multifaceted issue that not only negatively impacts the efficacy of law enforcement, but also the quality of life within communities.

Please describe how you see the oversight role of the Community Police Commission impacting policing in Cleveland?

Transparency in police operations and accountability measures are essential tools for rebuilding community trust and demonstrating a commitment to fair policing. I see the role of the Community Policy Commission as an avenue to give Cleveland residents insight into both, while simultaneously ensuring that the Cleveland police force itself has confidence in the fairness of proceedings and procedures.

In past professional or organizational experiences, how have you demonstrated your ability to be a collaborative, cooperative colleague? How do you measure your own effectiveness?

I've demonstrated my ability to be a collaborative and cooperative colleague simply by listening. I showcase to others my willingness to listen and understand their ideas, concerns, and suggestions prior to collaborating on a consensus and without pushing my own agenda. I know I'm effective at this when everyone on a project feels heard.

Additional Information

Please provide other information you consider to be pertinent to your application or that uniquely qualifies you to be considered for appointment.

I have an uncanny ability to maintain impartiality in difficult situations and I am proficient in Robert's Rules of Order.

PROFILE

Litigator with ten years' experience handling white-collar criminal defense, internal investigations, and complex civil litigation at full-service, Am Law 200 law firms. Extensive experience developing litigation strategy, leading internal investigations, and handling parallel civil litigation while simultaneously defending clients in related criminal investigations.

SELECT EXPERIENCE

Baker & Hostetler LLP, Cleveland, OH

Counsel – Commercial Litigation & White-Collar

February 2017-Present

- Represented public, private, and financial services companies in commercial actions in state and federal court, handling all aspects of litigation from inception to settlement and trial. Defended corporate and individual clients in white-collar investigations.
- Regularly advised clients concerning internal and external criminal investigations, commercial disputes, and pre-lawsuit strategy to avoid litigation.
- Select Experience:
 - Represented former CEO of fortune 300 company in alleged bribery scheme resulting in simultaneous state and federal civil litigation, criminal investigations, and regulatory inquiries.

Calfee, Halter, & Griswold LLP, Cleveland, OH

Associate – Litigation Department

September 2013-January 2017

- Represented public and private companies and government entities in state and federal court in tort and product liability actions, complex commercial litigation, public law, and construction disputes.
- Handled all aspects of litigation and case development including: management of client communication, fact development, litigation avoidance counseling, pre-lawsuit settlement discussions, evidentiary analysis, drafting pleadings, coordinating discovery strategy, depositions, motion practice, and trial strategy.
- Select Experience:
 - Obtained defense verdict in state jury trial for corporate client as second chair attorney to trial team. Handled all pretrial litigation matters and conducted direct and cross-examinations at trial.

Calfee, Halter, & Griswold LLP, Cleveland, OH

Summer Associate

June 2012-August 2012

- Rotated between firm practice areas including: litigation, corporate, construction, government relations, and oil and gas, to complete a wide range of research and writing projects.

Wiles, Boyle, Burkholder, & Bringardner Co., LPA, Columbus, OH

Law Clerk

May 2011-May 2012

- Researched and wrote legal memoranda related to all firm practice areas including: bankruptcy, real estate, corporate, construction, probate, administrative law, foreclosure, debtor-creditor, aviation, and landlord-tenant. Drafted litigation documents including: discovery, pleadings, and various motions.

EDUCATION

The Ohio State University Moritz College of Law, Columbus, OH

Juris Doctor

May 2013

- Ohio State Journal of Criminal Law, Managing Editor
- Black Law Students Association, Secretary

The Ohio State University, Columbus, OH
 Bachelor of Arts, Cum Laude
 Double Major: Political Science & Communication
 Minor: Economics

June 2010

- Politics, Society and Law Scholars Program
- Pi Sigma Alpha National Political Science Honors Fraternity
- OMA Prestige Scholarship Recipient
- Honor Society of Phi Kappa Phi
- Dean’s List Honoree
- Homecoming Court 2009-2010

ADMISSIONS

- U.S. Court of Appeals for the Sixth Circuit January 2020
- U.S. District Court for the Southern District of Ohio September 2017
- U.S. District Court for the Northern District of Ohio November 2013
- Ohio Bar November 2013

SELECT COMMUNITY & PROFESSIONAL INVOLVEMENT

Awards & Recognitions

- Crain’s Cleveland Business Notable Women in Law Honoree 2024
- Cleveland Metropolitan Bar Association, Legacy 150 Award Honoree 2023
 - “Legacy in the Making Awards recognize lawyers who, although early in their careers, have already demonstrated a career trajectory that is destined for greatness.”
- Best Lawyers, Commercial Litigation, Ones to Watch 2022-2023
- Crain’s Cleveland Business, Annual 40 Under 40 Feature 2021
- The National Black Lawyers, Top 40 Under 40, Ohio 2020
- Super Lawyers, Ohio Top Rated Attorney, Rising Star 2018, 2021-2023
- The International Pageant System, Miss West Virginia 2018-2019
 - Created and implemented program “Beat the Odds: Access to Higher Education for Disadvantaged Students” that aimed to improve K-12 student achievement and increase enrollment in postsecondary education among minority and low socio-economic students.

Publications & Speaking

- American Bar Association, White Collar Crime Committee, Summer/Fall Edition, Author 2023
 - “U.S. Supreme Court’s Dismissal of *In re Grand Jury* Leaves a Circuit Split on When to Apply the Attorney-Client Privilege to Dual-Purpose Communications”
- Global Investigations Review, Practitioner’s Guide to Global Investigations, 7th Edition, Author 2023
 - Chapter: “Individual Penalties and Third-Party Rights: The US Perspective”
- WOIO, Cleveland 19 News, recurring Legal Analyst 2021-2024
- WKYC, Channel 3 News, recurring Guest Legal Commentator 2021-2024
- WEWS, News 5 Cleveland, recurring Guest Legal Commentator 2023-2024
- Cleveland Metropolitan Bar Journal, March 2022, Author 2022
 - “Are You A ‘White Ally?’ Promoting & Growing White Allyship”
- CMBA International Women’s Day Summit, Guest Panelist 2022
- American Bar Association, The State of Criminal Justice, Author 2021
 - Part II: White-Collar Crime, Chapter 3, “A Discussion with Leaders in White-Collar Enforcement and Defense”
- Asian American and Pacific Islander Bar Association, Guest Panelist 2021
- BakerHostetler Coronavirus (COVID-19) Resource Center, Author 2020
 - “COVID-19 Update: Anti-Hoarding Enforcement”

- Federal Bar Association, Civil Rights Insider, Winter Edition, Author 2020
 - “You [Still?] Have the Right to Remain Silent: Constitutional Implications of Government Outsourcing Through ‘Internal’ Investigations”
- Ms. JD nonprofit, Pre-Law Bootcamp, Guest Panelist 2020
- Kaleidoscope Magazine, Education-Health Issue, Author 2014
 - “Educator Beyond the Classroom: Living the Dream through Calfee”
- Warner Girls’ Leadership Academy, Empowering Tomorrow’s Leaders, Keynote Speaker 2013

Commitment to Community & Legal Profession

- DigitalC, Board of Directors, Member 2024-Present
- The Judge John M. Manos American Inn of Court, Member 2024-Present
- Ohio Eighth District Judicial Conference Committee 2023-2024
- Holden Forests & Gardens, Board of Directors, Member 2022-Present
- LAND Studio, Board of Directors, Member 2022-Present
- Foundation for Appalachian Ohio, Board of Directors, Member 2021-Present
- Cleveland Metropolitan Bar Foundation, Board of Directors, Executive Committee 2021-Present
- Teach for America-Ohio, Board of Directors, Chair of Governance Committee 2020-Present
- Cleveland Metropolitan Bar Association, Race Equity and the Law, Co-Chair 2020-Present
- The William K. Thomas American Inn of Court, Member 2019-2023
- Practicing Law Institute, Instructor 2018-Present
- The Link’s Incorporated, Western Reserve (Ohio) Chapter 2018-Present
- UH Rainbow Babies and Children’s Foundation Associate Board, Secretary 2018-2023
- Eaton Corp., Back Stage Pass Inclusion and Diversity Mentoring Program, Member 2018
- Norman S. Minor Bar Association, Member 2017-Present
- Ohio State Bar Association Council of Delegates, 12th District Delegate 2017-2019
- Maple Heights High School Mock Trial Team, Legal Advisor 2014-2015
- American Bar Association, Member 2013-Present
- Ohio State Bar Association, Member 2013-Present
- Cleveland Metropolitan Bar Association, Member 2013-Present
- Recovery Resources Associate Board, Secretary 2014-Present
- Cleveland Metropolitan Bar Association, 3Rs Program, Volunteer 2011-2019

Last Name

Garin

First Name

Maura

Are you a resident of Cleveland?

Yes

Home Address

Cleveland, Ohio. 44102

Cell Phone**Email Address****Are you over 18 years of age?**

Yes

Employment History, Resume, and References

Please list your current or most recent place of work, job title, and employer address:

Step Forward - Human Resources Business Partner

1801 Superior Avenue, Suite 400

Cleveland, OH 44114

Please list your previous place of work, job title, and employer address:

The Centers - Senior Human Resources Business Partner

4500 Euclid Avenue

Cleveland, OH 44114

Please attach and submit a current CV/resume along with your application.

[HR RESUME 2024_1.pdf](#)

References

Reference 1: Name

Alicia Kirkman

Reference 1: Email Address

Reference 1: Phone

Reference 2: Name

Celeste McKissick

Reference 2: Email Address

Reference 2: Phone

Reference 3: Name

Susan Calhoun

Reference 3: Email Address

Reference 3: Phone

Please attach the signed Background Check Authorization form.

[Authorization.pdf](#)

Board/Commission Experience

Have you served on a Board/Commission before?

Yes

If yes, how many Boards/Commissions have you served on?

2

How many total years of Board/Commission experience do you have?

5

Name of most recent Board/Commission

Angelo Miller Foundation

What role/capacity did you serve?

Secretary

If you have served on more than one Board/Commission—please list, along with your role(s), below:

President and Board Member - Euclid Women's Caucus (during the 1980s)

Are you familiar with Robert's Rules of Order (or alternative rules of conduct)?

Yes

Demographic Information

What is your gender identity?

Female

What do you consider your race?

Caucasian/White

What do you consider your ethnicity?

Non-Hispanic/Latino - (Irish American)

After reviewing the selection criteria established in Charter Section 115-5 for the Community Police Commission members, please indicate which of the below criteria applies to you (check all that apply):

Limited-English speakers, homeless, or who have mental-illness and substance-abuse disorders

No

Directly impacted by police violence, or be a family member of a person who has been killed by police

No

Been incarcerated and exonerated where police were involved in the wrongful conviction or incarceration

No

Gun-violence survivor or be a family member of a person killed by gun violence

Yes

Attorney with experience representing victims of police misconduct or criminally prosecuting police misconduct

No

Are you a representative of a community organization focused on civil-rights issues?

No

Are you a representative of a police association?

No

Please briefly describe how the selected criteria, demographic and experiential, applies to you (you may attach an addendum if more space is needed):

While my exposure to gun violence was being in the wrong place at the wrong time (witness/victim of armed robbery), I am acquainted with individuals who have been, or their loved-ones have been victims of gun violence. I volunteered for passage of Issue 24 in 2021, and have met a number of individuals who have also been touched by gun violence.

Background Information

Have you been employed as a law enforcement officer during the past five (5) years?

No

If no, have you been a law enforcement officer at any time more than five (5) years ago?

No

Have you ever been employed by the Cleveland Division of Police in any capacity?

No

Have you ever been employed by the Cleveland Department of Public Safety?

No

Have you been employed with the City of Cleveland within the previous year?

No

Do you understand the role of the Commission and have you read and do you understand the responsibilities and duties of the Commission?

Yes

Do you acknowledge the potentially significant time commitment (10-15 hours/week) expected of each member?

Yes

Do you understand that applications for the Commission are public records, subject to disclosure upon request?

Yes

Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?

Yes

Do you speak any other languages?

No

Please answer the following questions

What do you see as the greatest challenge related to modern policing and community relations?

In my opinion, an unwillingness to hear the person on the opposite side is a big roadblock to improving policing and community relations. An effort to effect change must have cooperation and a suspension of judgement on both sides to make any type of headway toward solutions.

Please describe how you see the oversight role of the Community Police Commission impacting policing in Cleveland?

The reasoning behind Issue 24 was an attempt to effect a sense of accountability on the part of the Police Department as they go about their daily responsibilities. I see the role of a Commissioner as a liaison between the public, who have valid concerns, and the Police, who also at the end of the day have a responsibility to get their job done. Being trusted by both parties will be a lofty goal, but one that is needed for effective change.

In past professional or organizational experiences, how have you demonstrated your ability to be a collaborative, cooperative colleague? How do you measure your own effectiveness?

In my career as an HR professional, I have mediated and consulted on numerous occasions when disputes occurred. This was/is a large part of the work I do. I've learned basic positive communications strategies, such as refraining from using "red flag" words in a negotiation, and to acknowledge and honor the other's point of view. To influence the participants to a satisfactory outcome for both sides is an opportunity that cannot be ignored. My effectiveness has been measured as a rule by debriefing the interested/involved parties once a solution has been agreed upon.

Additional Information

Please provide other information you consider to be pertinent to your application or that uniquely qualifies you to be considered for appointment.

One of the reasons I moved to the City of Cleveland was that I wanted to participate in activities that could improve the lives of my fellow citizens. I am not a politician, but I have been part of many campaigns for issues and individuals that have allowed me to speak to my fellow Clevelanders about issues that are important to them. The passage of Issue 24 has shown that incidents of police misconduct, either proven or perceived, deserve a group of interested citizens who have the encouragement and participation of the Citizens of Cleveland to discern appropriate versus inappropriate activity. I am very committed to being able to participate in that endeavor. Thank you for your time.

Maura C. Garin

Cleveland, OH 44102

STEP FORWARD, October 2021, October, 2021 to Present

- Human Resources Business Partner – Provide Employee Relations support to managers and site administrators
- Actively recruit new employees for defined set of departments
- Administrator for FMLA and annual Head Start furlough

ROBERT HALF INTERNATIONAL, October, 2018 – March, 2020 (Part-time), and December, 2020 – March, 2021

Account Temps interim staff –

- Part-time Accounts Payable Clerk at University Circle, Inc. Enter invoices into Abila Accounting system, and see that payments are made to vendors. Filing and organization of office where needed.
- Administrative Assistant at StepForward, assisting in the allocation of CARES Act funds to County residents who needed rental and utility assistance.

WILLORY, Inc. October 2019 - February, 2020

Contract Recruiter for a non-profit mental health provider. Sourced candidates, scheduled interviews and assisted new hires with onboarding activities.

TROLLEY TOURS OF CLEVELAND, INC October, 2018 – March, 2020 (Part-time)

Driver Trainee and ticket sales associate

THE CENTERS FOR FAMILIES AND CHILDREN, November, 2016 - September, 2018

Senior Human Resources Business Partner

- Participated in process improvement activities, such as an HRIS conversion to Ceridian Dayforce and transition to Federally Qualified Health Center.
- Represented management in grievances and arbitration.
- Provide coaching and training for managers and supervisors in the areas of Labor and Employee Relations, corrective action and reward and recognition.

QUADAX, Incorporated, April 2015 - November, 2016

Benefit consultant for 800+ employee billing and IT solutions enterprise. Managed benefit enrollment and orientation, case manage FMLA and Workers' Compensation claims, and general employee relations.

ROBERT HALF INTERNATIONAL, December 2013- April 2015

Account Temps interim staff – Benefits analyst and HR generalist

Office Team interim staff member for various employer clients:

- Managed HR function as interim HR Director for a non-profit Head Start Program in Lorain County. Had full HR management, labor relations and recruiting responsibilities while the search for a permanent candidate was conducted;

NEW AVENUES TO INDEPENDENCE, Inc. - July, 2012 - June 2013

Senior HR Consultant for a 350 employee, not-for-profit agency for developmentally disabled adults.

- Managed day-to-day HR functions, including, benefits, HRIS, employee relations and Recruitment/Retention

KAISER FOUNDATION HEALTH PLAN – May, 1994- May, 2011

Human Resources Manager/Business Partner: Progressively responsible experience in HR for one the largest not-for-profit health plans in the US. This included promotion and transfer from Ohio Regional Offices to Fort Worth, Texas and Southern California.

Highlights

Program HR Manager 2007-2011 – Southern California Claims Administration

- Led the HR function for a startup \$240M program designed to update and restructure the claims payment process for the Health Plan. This included recruitment of project and program managers, labor negotiation and change management activities.
- Collaborated in the development of a telecommuting program for 100 + union Claims adjusters in Downey, California, based on improved production and quality metrics.

Human Resources Business Partner 2005-2007– Regional Service Center, Ft. Worth, Texas

- Managed HR and Labor Relations for the Health Plan's Membership Administration department in Fort Worth Texas, a 300-employee unionized satellite location servicing Regions outside of California.

Lead Human Resources Consultant – 2003-2005 – KP-IT – Oakland and Pasadena, California

- As a member of an HR consultant team for California and the Regions Outside of California (ROC), provided HR expertise to managers of IT employees, including investigations, training and employee relations.

Senior Human Resources Consultant – 1994-2003 - Ohio Region

- Employee relations, labor relations, and consultation with patient care, operations, and management leaders, including working cooperatively with physician partners. Led employee orientation process.
- Managed the Employment Services department, and a staff of 3 recruiters.

COMPUTER SKILLS

Proficiency in Windows, Word, Excel, PowerPoint, Outlook, Visio, and Web-based applications such as Icarian Recruitment Software, Paycom. Implementation experience with PeopleSoft, ADP, Workday, Ceridian Dayforce and KRONOS Timekeeping.

CERTIFICATIONS & ADDITIONAL TRAINING

- SPHR Certification (Senior Professional in Human Resources) from the Society of Human Resource Management, 2003.
- Meyers-Briggs Type Indicator Certification Training, 2004 (INFP).

EDUCATION

Kent State and Cleveland State University, Communications

REFERENCES available upon request.

Last Name

Kincaid

First Name

Maya

Are you a resident of Cleveland?

Yes

Home Address

Cleveland , Ohio. 44103

Cell Phone

Email Address

Are you over 18 years of age?

Yes

Employment History, Resume, and References

Please list your current or most recent place of work, job title, and employer address:

Hospitality Leader; RH rooftop Cleveland
4009 orange Place Beachwood Ohio 44122

Please list your previous place of work, job title, and employer address:

DFAS; United States federal Government.
1240 E 9 street, Cleveland Ohio 44109

Please attach and submit a current CV/resume along with your application.

[2024 resume.pdf](#)

References

Reference 1: Name

Brandon Brown

Reference 1: Email Address

Reference 1: Phone

Reference 2: Name

Haja Tunkara

Reference 2: Email Address

Reference 2: Phone

Reference 3: Name

Thomas Mulready

Reference 3: Email Address

Reference 3: Phone

Please attach the signed Background Check Authorization form.

[BackgroundCheckAuthorization_2.pdf](#)

Board/Commission Experience

Have you served on a Board/Commission before?

No

If yes, how many Boards/Commissions have you served on?

N/A

How many total years of Board/Commission experience do you have?

N/A

Name of most recent Board/Commission

N/A

What role/capacity did you serve?

N/A

Are you familiar with Robert's Rules of Order (or alternative rules of conduct)?

Yes

Demographic Information

What is your gender identity?

Female

What do you consider your race?

Black/ African American

After reviewing the selection criteria established in Charter Section 115-5 for the Community Police Commission members, please indicate which of the below criteria applies to you (check all that apply):

Limited-English speakers, homeless, or who have mental-illness and substance-abuse disorders

Yes

Directly impacted by police violence, or be a family member of a person who has been killed by police

Yes

Been incarcerated and exonerated where police were involved in the wrongful conviction or incarceration

Yes

Gun-violence survivor or be a family member of a person killed by gun violence

No

Attorney with experience representing victims of police misconduct or criminally prosecuting police misconduct

No

Are you a representative of a community organization focused on civil-rights issues?

No

Are you a representative of a police association?

No

Please briefly describe how the selected criteria, demographic and experiential, applies to you (you may attach an addendum if more space is needed):

I was raised in a blended home, where my mother, a nurse in the mental health space, married a Cleveland police officer. My biological father on the other hand was a army veteran with severe mental health issues, suffering from alcoholism, and substance abuse; which naturally created an abundance of opportunities for him to have negative (and sometimes extremely necessary)

interactions with law enforcement. Being his old child I was often forced to be his advocate.

Despite living most of my life in the home with a police officer I have unfortunately been assaulted by a police officer in a case of mistaken identity, while enjoying a night out with friends in the down town Cleveland area. The unfortunate circumstance only worked out favorably for me, and “went away” because it was discovered, not that I wasn’t the person the police were in search of that evening; but that my step father was a police officer; at which point the very aggressive officer released me.

I was wrongfully arrested, denied medical attention and improperly identified following a car accident in Cleveland heights. The officer accused me of being on drugs and falsely stated that I admit to him that I was schizophrenic. He also accused me of attempting to assault him, which he attributed to my apparent mental health issue and obvious drug use. What my attorney was able to uncover was that the officer mistook “scoliosis” for “ Schizophrenia” and that both bloodwork and breathalyzer identified that I was not intoxicated, nor did I have drugs in my system at that time or ever. It was also discovered upon an examination after I was released from Cleveland Heights city jail, but I did suffer a concussion during my car accident, and that the officer had falsely stated that I denied healthcare at the time from the arrest.

Finally it was also identified that the officer wrote in his report, having arrested Erika Anderson, the owner of the vehicle that was involved in the car accident where I was arrested. He never took my ID. He assumed that I was Erika Anderson, the owner of the car who was in fact my mother.

Background Information

Have you been employed as a law enforcement officer during the past five (5) years?

No

If no, have you been a law enforcement officer at any time more than five (5) years ago?

No

Have you ever been employed by the Cleveland Division of Police in any capacity?

No

Have you ever been employed by the Cleveland Department of Public Safety?

No

Have you been employed with the City of Cleveland within the previous year?

No

Do you understand the role of the Commission and have you read and do you understand the responsibilities and duties of the Commission?

Yes

Do you acknowledge the potentially significant time commitment (10-15 hours/week)

expected of each member?

Yes

Do you understand that applications for the Commission are public records, subject to disclosure upon request?

Yes

Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?

Yes

Do you speak any other languages?

No

Please answer the following questions

What do you see as the greatest challenge related to modern policing and community relations?

I feel that the media plays a huge part in the divide between police and the community. In my experience with the police overall I do believe that majority of them go into the profession of policing with a mind and heart to help people. Of course there are those who have their own nefarious agendas, and seek policing out as a means of power and expressing that power over others; Psychologically that is to be expected . I believe that the media bolsters the idea that the majority is this way be it movie, television, or reality such as news media. I also believe that there is a disconnect in the fact that a lot of policing is done by people who are not organically connected to the spaces and places they are policing in, which naturally makes them ignorant to the needs and nuances in those spaces.

Please describe how you see the oversight role of the Community Police Commission impacting policing in Cleveland?

I believe that the oversight role of the community police commission assist naturally and creating trust between the process and the people. Often civilians feel very disconnected from the internal process when it comes to accountability inside of the system. I believe that this commission bridges that gap and it is the responsibility of this commission to assess circumstances as a part of this commission as advocates for The communities that they are a part of and the people that they represent by still being rational and unbiased.

In past professional or organizational experiences, how have you demonstrated your ability to be a collaborative, cooperative colleague? How do you measure your own effectiveness?

Being collaborative is a huge part of what I do, professionally, and as a part of any organization I have ever joined. It is imperative to be effective in my role, for example, as a leader in the hospitality space that I am open-minded to other peoples point of view, take feedback and unwavering in my values. I believe that I am extremely effective as a part of a team as a cooperative member or colleague and as a leader.

Additional Information

Please provide other information you consider to be pertinent to your application or that uniquely qualifies you to be considered for appointment.

As a person who was raised in a household with police, I have seen policing from several angles. While I have been the victim of unfortunate circumstances involving the police, I have also been in the most gracious position with police. I have seen many different types of people and had an opportunity to assess their personalities and behaviors from a personal level and understand how those personalities affected the way they approached their job. I think it gives me a very unique perspective, and I believe extremely necessary for a commission of this nature.

MAYA KINCAID

| Cleveland, OH 44103

Skills

- Financial records and processing
- Results-oriented
- Excellent communication
- Training and development
- Operations management
- Contract negotiation/review/drafting
- Quick learner
- Microsoft Office
- Excellent relationship builder
- Reports generation and analysis
- Event Planning
- Operations Oversight
- Food Service expert

Experience

Development Manager | ACLU of Ohio - Cleveland, OH | 10/2022 - 12/2022

- Raised awareness and attracted donors through marketing campaigns.
- Worked with volunteers to guide fundraising activities, managed finances and strategized with board members to innovate opportunities to attract new donors.
- Raised funds by coordinating events.
- Created online fundraising campaigns using social media platforms with insightful content designed to highlight organizational objectives and attract givers.
- Coordinated with prospective donors to receive corporate sponsorships and initiate matching gift campaigns to achieve funding goals.

Customer Contact Specialist | DFAS - Cleveland, OH | 12/2020 - 05/2022

- Evaluated benefits for each caller to determine service needs and address concerns.
- Educated clients on how to navigate company systems and work within established frameworks to obtain desired services.
- Assisted roughly 100+ callers per week in fast-paced environment.
- Processed customer account changes using government systems and software.
- Delivered fast, friendly and knowledgeable service for routine and non routine questions and service complaints.

Food and Beverage Manager | Marriot Hotel - Cleveland, Ohio | 08/2019 - 03/2020

- Managed food and beverage operations for upscale urban hotels, including bar and restaurant service with relentless focus on hospitable and gracious guest services.
- Evaluated and analyzed levels of guest satisfaction and focused on continuous improvement and innovative foodservice solutions.
- Maximized revenue and profits of hotel food services through customer satisfaction, employee engagement and meticulously clean, sanitary and safe environments.
- Created and delivered orientation and training for new team members and professional development activities for experienced associates.
- Designed exceptional menus, purchased superior goods, continuously improved and modernized operations and liaised between guests, service staff and kitchen.
- Efficiently resolved problems or concerns to satisfaction of all involved parties.
- Trained all front of house staff on restaurant policies and procedures, guest service techniques and communication skills to ensure positive experience.

Host Manager, Event Coordinator | XO Prime Steaks - Cleveland, OH | 05/2012 - 06/2018

- Responsible for all customer care and service needs from initial greeting to departure,
- Organized hostess scheduling,
- Reservations, inquiries, and facilitated guest questions, organized large parties and executed plans in practical event setting, managed peers in service.
- Delivered an exceptional level of service to each customer by listening to concerns and answering questions.
- Provided onsite training.

Personal Banker | Fifth Third Bank - Cleveland, OH | 07/2015 - 05/2018

- Expanded client base through consistent product promotion and sales strategy.
- Established connections with new clients through proactive follow-up strategies.
- Maximized branch revenue by optimizing daily operations and increasing efficiency.
- Created strategic financial solutions to suit client needs and promote branch services.
- Trained employees on cash drawer operation.
- Discussed loan needs and financial histories with clients and conveyed information regarding application processes.
- Filed completed packages quickly and efficiently.
- Maintained complete confidentiality of all submitted information according to release guidelines.
- Organized loan files, updated databases, prepared general correspondence and communicated with stakeholders.
- Provided financial literacy counseling to individuals and families on budgeting, debt management, credit repair, and other financial topics.
- Conducted one-on-one meetings with clients to assess their current financial situation and develop a plan to improve it.

Lead Host | Red Restaurant Group | 08/2014 - 01/2016

- Responsible for all customer care and service needs from initial greeting to departure
- Organized hostess scheduling, reservations, inquiries, and facilitated guest questions
- Organized large parties and executed plans in practical event setting, managed peers in service.
- Personally built several client relationships, and participated in management training.
- Cross-trained and provided back-up for other customer service representatives when needed.
- Guaranteed positive customer experiences and resolved all customer complaints.

Office manager | Sellers Realty - Cleveland, Ohio | 02/2013 - 05/2015

- Proactively identified and solved complex problems that impact management and business direction
- Provided scheduling and ensured timely and effective allocation of resources and calendars.
- Implemented new credit card payment system to support online orders.
- Organized software licenses and handled all system updates.
- Boosted revenue, utilizing highly proficient collection methods while adhering to regulatory compliance protocol.
- Scheduled appointments and maintained master calendar.

Teller | PNC Bank - Cleveland, Ohio | 06/2009 - 08/2012

- Meets all teller expectations; exceeds customer service requirements and needs, works well as part of a team.
- Accurately and efficiently handles all transactions, and customer care requirements.
- Maintains daily balance, and meets all bank compliance standards.
- Supplied tellers with coin and currency as needed.
- Managed opening and closing times for the main branch.

Education and Training

Glenville High School | 2009

ICan Schools (Scholastic Intern k-8 Teaching assistant)

References

- Mansfield Frazier: *Mentor, Business Owner (18 yrs) (Deceased)*
216.469.0124
- Shielymar Agular: *TMobile Manager (7yrs)*
440.787.0004
- Thomas Mulready: *Mentor, business advisor, friend (1 yr)*
216.221.6017
- Delante' Thomas: *Friend, advisor (5 yrs +)*
216.235.6968
- Micheal Hood- The Cleveland Foundation

Other Notable Accomplishments

- NMLS License holder- 2016-present
- Owner Operator of Dressed To Kale LLC (DressedtuKale.com)
- Founder Of Kukua Inc. (KukuaMeansGrow.org & Kukua Farm)
- Fund raising chair: Glenville Alumni Alliance

Contact Information

Last Name Mason First Name Sheila

Are you a resident of Cleveland?
All Commission members must be residents of Cleveland.

YES NO

Home Address _____

City Cleveland State OH Zip Code 44121

Cell Phone _____ Home Phone _____

Email Address _____

Are you over 18 years of age?

YES NO

Employment History, Resume, and References

Please list your **current or most recent** place of work, job title, and employer address:

The Village of Woodmere
Police Department
Chief of Police (Retired)
27899 Chagrin Blvd., Woodmere, Ohio 44122

Please list your **previous** place of work, job title, and employer address:

Cuyahoga Community College
Police Department
Police Sergeant
2500 Community College Ave.
Cleveland, Ohio 44115

Please **attach and submit a current CV/resume** along with your application.

CV/Resume included?

YES NO

References

Please list three professional and/or community references:

Reference 1:

Name: Carolyn M. Williams

Email Address: _____

Phone: __

Reference 2:

Name: Daphne Evans

Email Address: _____

Phone: __

Reference 3:

Name: Wesley Haynes

Email Address: _____

Phone: __

Board/Commission Experience

Have you served on a Board/Commission before?

YES NO

If yes, how many Boards/Commissions have you served on? N/A

How many total years of Board/Commission experience do you have? N/A

Name of most recent Board/Commission:

N/A

What role/capacity did you serve? N/A

If you have served on more than one Board/Commission—please list, along with your role(s), below:

N/A

Are you familiar with Robert's Rules of Order (or alternative rules of conduct)?

YES NO

Selection Criteria

"The Commission will consist of 13 persons broadly representative of the racial, social, economic, and cultural interests of the community, including those of the racial-minority, immigrant/refugee, LGBTQ+, youth, faith, business, and other communities, to reflect the overall demographics of Cleveland residents. At least two Commission members must represent community organizations focused on civil-rights issues. At least one Commission member must be, represent, or be knowledgeable of, as applicable, the issues of those who are limited-English speakers, homeless, or who have mental-illness and substance-abuse disorders; those who have been directly impacted by police violence, or be a family member of a person who has been killed by police; those who have been incarcerated and exonerated where police were involved in the wrongful conviction or incarceration; gun-violence survivors or be a family member of a person killed by gun violence; an attorney with experience representing victims of police misconduct or criminally prosecuting police misconduct." [Charter of the City of Cleveland, Section 115-5.](#)

Demographic Information

Please note:

It is a charter requirement that the City fulfill these criteria in its commissioner nominations. The specific criteria you fulfill and your reason for fulfilling may potentially become public and, therefore, is not confidential. Please do not submit any information that you are uncomfortable with the public potentially knowing.

What is your gender identity? Female

What do you consider your race? Black

What do you consider your ethnicity? Black or African American

After reviewing the selection criteria established in Charter Section 115-5 for the Community Police Commission members, please indicate which of the below criteria applies to you (check all that apply):

"Be, represent, or be knowledgeable of, as applicable, the issues of those who are":

- Limited-English speakers, homeless, or who have mental-illness and substance-abuse disorders
- Directly impacted by police violence, or be a family member of a person who has been killed by police
- Been incarcerated and exonerated where police were involved in the wrongful conviction or incarceration
- Gun-violence survivor or be a family member of a person killed by gun violence
- Attorney with experience representing victims of police misconduct or criminally prosecuting police misconduct

Are you a representative of a community organization focused on civil-rights issues?

YES NO

Are you a representative of a police association?

YES NO

Please briefly describe how the selected criteria, *demographic and experiential*, applies to you (you may attach an addendum if more space is needed):

I'm a member of N.O.B.L.E which is a Police Organization
National Organization of Black Law Enforcement Executives
N.O.B.L.E. Greater Cleveland Chapter
We are Law enforcement Leaders working with our
Community Leaders united in our mission to promote justice,
equity, and Excellence in the Administration of justice.

Background Information

Have you been employed as a law enforcement officer during the past five (5) years?

YES NO

If no, have you been a law enforcement officer at any time more than five (5) years ago?

YES NO

If yes:

Dates of service July 2010 to July 31, 2024 Retired

Employer and Employer Address Woodmere Police 27899 Chagrin Blvd
Woodmere, Ohio 44122

Have you ever been employed by the Cleveland Division of Police in any capacity?

YES NO

Have you ever been employed by the Cleveland Department of Public Safety?

YES NO

Have you been employed with the City of Cleveland within the previous year?

YES NO

Do you understand the role of the Commission *and* have you read and do you understand the responsibilities and duties of the Commission?

YES NO

Do you acknowledge the potentially significant time commitment (**10-15 hours/week**) expected of each member?

YES NO

Do you understand that applications for the Commission are public records, subject to disclosure upon request?

YES NO

Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?

YES NO

Do you speak any other languages?

YES NO

If yes, please specify below:

Please answer the following questions (200 words or less)

What do you see as the greatest challenge related to modern policing and community relations?

Trust and Communication between
Law Enforcement and our Communities.

Please describe how you see the oversight role of the Community Police Commission impacting policing in Cleveland?

C.P.C. being able to have an open Communication
with the various unions and interest groups.
You must have accountability and
transparency for Both the Community and
the Police department.

In past professional or organizational experiences, how have you demonstrated your ability to be a collaborative, cooperative colleague? How do you measure your own effectiveness?

Being in Law Enforcement and N.O.B. L.E. G.C.C., working in Collaboration with CL3 Alliance, which is a Partnership between all three of Cleveland's Professional Sports team. The goal is to have an open Communication between our youth and law enforcement. I can measure my success by the youth remembering my name at the next meeting or when I'm asked to come and speak at their school.


Additional Information (200 words or less)

Please provide other information you consider to be pertinent to your application or that uniquely qualifies you to be considered for appointment.

- * I am a Resident in the City of Cleveland.
- * I Believe in holding Police Officers Accountable.
- * I Believe in holding the Union accountable.
- * I Believe when an Officer has done his job the right way, we should show support.
- * I have the Experience on All Levels even as a union Rep.

SHEILA MASON



 Cleveland, OH 44121

 [Bold Profile](#)

PROFESSIONAL SUMMARY

Accomplished Chief of Police at The Village of Woodmere, adept in leveraging law enforcement expertise and community engagement to significantly reduce crime rates and enhance public safety. Spearheaded innovative training programs and recruitment campaigns, demonstrating exceptional leadership and media relations skills. Successfully managed crisis situations, emphasizing teamwork and collaboration.

SKILLS

- Procedural knowledge
- Law Enforcement
- Law Enforcement Expertise
- Special Events Coordination
- Teamwork and Collaboration
- Community Engagement
- Media Relations

EDUCATION

Cuyahoga Community College
Cleveland, OH • 05/2014

Associate of Applied Science:
Criminal Justice

East High
Cleveland, OH • 06/1975

High School Diploma

CERTIFICATIONS

Numerous certification in the Law Enforcement profession and Home Security.

MMA Judge for the State of Ohio

WORK HISTORY

The Village of Woodmere - Chief of Police (Retired)
27899 Chagrin Blvd. • 07/2010 - 07/2024

- Leveraged social media platforms for effective communication with the public about important safety alerts, events, and department news updates.
- Implemented community-oriented policing initiatives, strengthening trust between officers and citizens.
- Developed comprehensive training programs to ensure officer preparedness, resulting in increased professionalism and performance.
- Reduced crime rates by establishing an intelligence-led policing model.
- Spearheaded successful recruitment campaigns, attracting highly qualified candidates from diverse backgrounds to join the force.
- Effectively managed crisis situations utilizing negotiation skills along with tactical command thus mitigating threats posed to public safety.
- Increased staff retention by providing opportunities for professional development, mentorship, and career advancement within the department.

Cuyahoga Community College Metro Campus - Police Sergeant (Retired)

2500 Community College Ave., Cleveland Ohio 4411 • 09/1977 - 07/2009

- Supervised and coordinated daily operations of patrol shifts of up to 80 officers.
- Served as mentor and role model for the patrol division.
- Accompanied police officers during shifts to evaluate performance and resolve incorrect behaviors.
- Developed and maintained positive relationships with community members.
- Enhanced officer safety through the development of comprehensive training programs and ongoing performance evaluations.
- Mentored new officers, promoting culture of continuous learning and

professional development within department.

- Directed traffic enforcement initiatives, significantly reducing number of road accidents in high-risk areas.
- Answered emergency calls for help from citizens and business owners.
- Managed personnel schedules, ensuring adequate coverage for shifts while minimizing overtime expenses.
- Community Policing Events

AFFILIATIONS

- N.O.B.L.E. National Organization of Black Law Enforcement Executives

Last Name

Miller

First Name

Untaya

Are you a resident of Cleveland?

Yes

Home Address

Cleveland , Ohio. 44108

Cell Phone**Home Phone**

[n/a](#)

Email Address**Are you over 18 years of age?**

Yes

Employment History, Resume, and References

Please list your current or most recent place of work, job title, and employer address:

Cuyahoga Community College

Student Success Specialist

2900 Community College Avenue

Cleveland, Ohio 44115

*I have been at this location for about 10 years w/ various job titles

Please list your previous place of work, job title, and employer address:

Amara Home Care

Scheduler

4320 Mayfield Rd Suite 110 A

South Euclid, OH 44121

Please attach and submit a current CV/resume along with your application.

[Cover letter-Resume.pdf](#)

References

Reference 1: Name

Jeanetta Roby Autrey

Reference 1: Email Address

Reference 1: Phone

Reference 2: Name

Dr. Andrea Moss

Reference 2: Email Address

Reference 2: Phone

Reference 3: Name

Dr. Terry Webb

Reference 3: Email Address

Reference 3: Phone

Please attach the signed Background Check Authorization form.

[City of Cleveland Background check.pdf](#)

Board/Commission Experience

Have you served on a Board/Commission before?

Yes

If yes, how many Boards/Commissions have you served on?

7

How many total years of Board/Commission experience do you have?

20 years

Name of most recent Board/Commission

Council of Advisors (Orchard STEM School), SEIU 1199

What role/capacity did you serve?

Advisor, Members strength & Health and Safety Rep

If you have served on more than one Board/Commission—please list, along with your role(s), below:

Council of Advisors (Orchard STEM School)

SEIU 1199

SAC- sectary

PAC-vice president

SPO- co chair

PTA- co chair, treasurer

Are you familiar with Robert's Rules of Order (or alternative rules of conduct)?

Yes

Demographic Information

What is your gender identity?

female

What do you consider your race?

Black

What do you consider your ethnicity?

non Hispanic

After reviewing the selection criteria established in Charter Section 115-5 for the Community Police Commission members, please indicate which of the below criteria applies to you (check all that apply):

Limited-English speakers, homeless, or who have mental-illness and substance-abuse disorders

Yes

Directly impacted by police violence, or be a family member of a person who has been killed by police

Yes

Been incarcerated and exonerated where police were involved in the wrongful conviction or incarceration

No

Gun-violence survivor or be a family member of a person killed by gun violence

Yes

Attorney with experience representing victims of police misconduct or criminally prosecuting police misconduct

No

Are you a representative of a community organization focused on civil-rights issues?

No

Are you a representative of a police association?

No

Please briefly describe how the selected criteria, demographic and experiential, applies to you (you may attach an addendum if more space is needed):

I have been directly impacted by gun violence in my community and with family members. My son was shot during an attempted carjacking. My daughter has lost 5 close classmates (friends) since 9th grade and was targeted during a drive by shooting. Her car was shot up and caused her PTSD. My current position, I assist those who are homeless or facing homelessness, mental illness and stance abuse disorders by connecting to community resources as well as finding solutions.

Background Information

Have you been employed as a law enforcement officer during the past five (5) years?

No

If no, have you been a law enforcement officer at any time more than five (5) years ago?

No

Have you ever been employed by the Cleveland Division of Police in any capacity?

No

Have you ever been employed by the Cleveland Department of Public Safety?

No

Have you been employed with the City of Cleveland within the previous year?

No

Do you understand the role of the Commission and have you read and do you understand the responsibilities and duties of the Commission?

Yes

Do you acknowledge the potentially significant time commitment (10-15 hours/week)

expected of each member?

Yes

Do you understand that applications for the Commission are public records, subject to disclosure upon request?

Yes

Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?

Yes

Do you speak any other languages?

No

Please answer the following questions

What do you see as the greatest challenge related to modern policing and community relations?

Unfortunately, grievances between law enforcement and the community has increased and put a strain in community relations. The community no longer trust law enforcement which leads to fear, anxiety and many times hostility. The lack of culture sensitivity leads to poor communication and gives an us verses them mentality. If law enforcement can bridge the social gap between citizens and transform community policing. Hopefully the community would be more invested and develop trust. Also screening for bias can assist with eliminating many issues caused by stigmas. I realized the greatest challenge was asked, but honestly we must also consider historical tensions/systemic racism, use of force and accountability, lack of transparency, over-policing and under-policing, cultural disconnect and communication. They all seem to be intertwined at this point. More than one approach will be required for the sake of rejuvenating the Cleveland community.

Please describe how you see the oversight role of the Community Police Commission impacting policing in Cleveland?

The CPC will assure a system of check and balance by sending a unified message that no one is above the law. There are innocent people being incarcerated and an increase in police brutality. I am hopeful that implementing more strategic strategies around evolving in harmony and cohesiveness will bridge the gap between law enforcement and the community. Everyone wants a sense of belonging and want to be heard and valued. Community policing requires the trust and respect of both parties. There is a stigma with police, and the community simply don't trust them. I would also like to see quality training for officers with those with disabilities, mental illness and substance abuse. Partnering with community agencies can be a start. We need big brother and big sister programs to keep young offenders off the streets and committing crimes. I have ideas for a more inclusive, respectable community. Individuals need to know you care. The key take aways that will impact CPC are unified accountability, strategic community engagement, specialized training for officers and preventative programs for youth. I have a vision of a more inclusive, caring community that demonstrates a proactive and compassionate approach to

resolving some of these longstanding challenges.

In past professional or organizational experiences, how have you demonstrated your ability to be a collaborative, cooperative colleague? How do you measure your own effectiveness?

I displayed collaboration and cooperation with partnering with every department on campus. I am unbiased and a team player that genuinely care about individuals and the outcome of the community. I accept and value all perspectives. I measure my effectiveness by relationships built, retention rates and resources utilized. The most gratifying is the countless number of students who has expressed their gratitude and shared those experiences/efforts in surveys and customer satisfaction reports to my supervisors. My purpose on this earth is to serve.

Additional Information

Please provide other information you consider to be pertinent to your application or that uniquely qualifies you to be considered for appointment.

Associates degree in Criminal Justice

Associates degree in Law Enforcement

Bachelors in Urban Affairs

Certificate in Public Management

Conflict and Resolution training

Grant/Proposal writing

Untaya T. Miller

Cleveland, Ohio 44108

September 4, 2024

The Office of Mayor Bib
601 Lakeside Ave, E #210
Cleveland, Ohio 44114

Attention: The Office of Mayor Bibb

I am writing to express my interest in the Cleveland Community Police Commission position. With a solid foundation in policy analysis, community engagement, and conflict resolution, I am eager to contribute to your team and support your mission of fostering safer and more connected communities.

In my recent role as a student success specialist at Cuyahoga Community College, I have honed my skills in addressing diverse community needs and facilitating effective communication between various stakeholders. My over 10 years of experience in roles focused on community engagement make me a strong candidate for this position. Not to mention, the experience I developed from serving on boards and committees within my community.

I am particularly proud of my ability to resolve conflicts and assist with creating policies that enhance community relations. My diplomatic approach, coupled with a solution-oriented mindset and a keen attention to detail, allows me to effectively manage issues and bring about positive outcomes in an unbiased approach. I believe in standing up and fighting for what is right.

I hold a degree from Cleveland State University, which further supports my deep understanding of community dynamics and public administration. I am completing my master's at Cleveland State University for Higher Education and Organizational Leadership.

I am enthusiastic about the opportunity to bring my strengths in policy analysis, community engagement, and conflict resolution to the Community police commission. I am confident that my skills and experiences will allow me to make a significant impact in this role.

Sincerely,

Untaya Miller

Untaya Miller

Untaya T. Miller

Cleveland, OH 44108

PROFESSIONAL PROFILE

An energetic, gregarious and result oriented individual with experience in problem solving, case management, event planning and management, seeking to attain an awarding and challenging opportunity in a professional environment in which I can utilize and enhance my education, skills and life experiences. My experience has equipped me to aid in my community within depth advocacy, counsel, and service as patrons navigate life.

EDUCATION

Cleveland State University, Cleveland, OH **Present - December 2025**
Master's Degree: Adult, Professional, and Higher Education

Malone University, Canton, OH (Transferred) **2018**
Master's Degree: Organizational Leadership

Cleveland State University, Cleveland, OH
Maxine Goodman Levin College of Urban Affairs

- Bachelor of Arts Degree **2016**
- Certificate in Public Management **2014**

Dean's List: Fall 2011 & Spring 2013

Cuyahoga Community College, Cleveland, OH

- Associate's Degree of Arts **2015**
- Associate's Degree in Criminal Justice **2015**
- Associate's Degree in Law Enforcement **2011**

Dean's List: Fall 2008- Spring 2011
Phi Theta Kappa National Honors Society

COMPUTER SKILLS

MS Office Suite (PowerPoint, Access, Excel, Word, Outlook), Internet Explorer, Banner, SARS, DARS, One Record and Tri-C My Space, BlackBoard, Cisco

Accustomed with: Ohio Attorney General, BankMobile, FASFS.gov, SSS.gov

EMPLOYMENT HISTORY

Cuyahoga Community College, Cleveland, OH **December 2022- present**
Student Success Specialist

- Connects new, returning, and continuing students with enrollment and completion support and services
- Serves on College-wide and campus councils/committees as a subject matter expert for First Year Experience (FYE), engagement and completion initiatives. Designs and recommends new initiatives for council/committee approval and implementation. In collaboration with council/committee members, develops strategies to meet short and long-term College retention and completion goals.
- Employs a case management approach to working with, supporting, communicating and tracking interactions with identified student populations (i.e., new, continuing, and returning); refers students to appropriate support services
- Ensures that students have an academic plan on file through campus events and personal outreach
- Provides direction to Student Ambassadors/Peer Mentors and their interactions with students

to support the enrollment process from registration and engagement through retention and completion. Provides input for all recruitment, hiring and performance management activities.

- Is responsible for college-wide training, daily schedules, financial aid compliance tracking, mentoring assignments and all case management tracking
- Initiates contact and direct referrals for students who receive unsatisfactory academic progress Reports.

Cuyahoga Community College, Cleveland, OH

2015- December 2022

Enrollment Center Representative

- Provides first-level enrollment services support to new, returning, and continuing students with the following areas: admissions, registration, cashiering/payment of student fees, financial aid, scholarships, completion support and services.
- Created guides and provided training for Student Ambassadors/EC Concierges to aid students while on campus using kiosks for Enrollment Services. Not limited to Employee and student "How To's to assist with success and continuing support.
- Collaborates with Faculty and Financial Aid to strengthen, enhance and encourage for an educational and social environment for First Year Students and other target groups. Whose goal is to enrich our students learning, as well as our faculty's work environment by providing an accepting, inclusive community that attracts and supports a diverse faculty, staff and student body with retention and completion goals via Care Team and Mentoring.
- Registration assistance for First Year Experience (FYE), virtual and in-person, while collaborating with Counseling and Financial aid.
- Serve on College-wide and Campus committees to advocate for employee and student needs. Attended over 50 hours of both professional and personal training in various areas to enrich my understanding in various areas.
- Experience with integrated communication platforms, to include email, internet and social media demonstrated with RNP call list, Semester Registration, during Day to Day student inactions and Care Teams.
- Implements a case management approach when working with, supporting, communicating and tracking interaction with identified student population with a commitment to student customer satisfaction, quality and accuracy; refers students to appropriate support services, employing The Campus Handshake via Care Team and Mentoring. Not limited to targeted interventions for new and continuing students to support student success.

Cuyahoga Community College, Cleveland, OH

2014- 2015

Office Assistant

- Assisted the International, PESOP and Veteran Coordinators with filing
- Scheduling appointments SARS, mail merge and contact clients
- Assist and Interact with various ethnic backgrounds

Amara Home Care, Bedford Hts., OH

2012-2014

Scheduler/Office Assistant

- Scheduled aides to clients according to their personal care & homemaking needs
- Investigated client and aide complaints
- Managed and filed documents in client/aides' personal files
- Contacted payer sources to identify/update illegible hours

Cuyahoga Community College, Cleveland, OH

2009- 2012

Student Ambassador/Peer Mentor

- Assisted the Dean's and Campus President's office
- Provided customer service to students, staff and faculty
- Participated with New Student Orientation (NSO) /Conducted campus tours for prospective students
- Participated in public presentations for prospective students
- Created flyers, Excel files and mail merges, Prepared large volumes of mailings and marketing materials
- Answered calls for Enrollment Center & Financial Aid departments
- Served on several panels and focus groups geared towards the improvement of Cuyahoga Community College
- Communicated with individuals of all ethnic and cultural backgrounds on a daily basis

Precious Little People, Inc., Cleveland, OH

Office Manager/Teacher/Center Supervisor

2001-2008

- Employment and enrollment intake, bookkeeping staff and children files
- Coordinated fieldtrips/projects and conducted interviews
- Transported to and from school and fieldtrips
- Maintained monthly voucher log, attendance/sign-in & out/ transportation forms
- Oversaw 4-9 employees during daily operations
- Addressed complaints/concerns
- Prepared children for kindergarten and created weekly lesson plans
- Coordinated & maintenance of supplies and equipment
- Supervisory training (Starting Point)

VOLUNTEER WORK / PROFESSIONAL DEVELOPMENT

Served on PTA, SPO and PTO-PAC

Council of Advisors Board- Orchard STEM School

SEIU 1199 Member Strength & Health Safety Committee Rep

Cheerleading Coach & coordinator: Muny, Pop Warner, All Star and High School

Event planner & coordinator: various events

Attended over 75 hours of both professional and personal training in various areas including Conflict Resolution

Last Name

NELSON,

First Name

MICHAEL

Are you a resident of Cleveland?

Yes

Home Address

CLEVELAND, Ohio. 44103

Cell Phone**Home Phone****Email Address****Are you over 18 years of age?**

Yes

Employment History, Resume, and References

Please list your current or most recent place of work, job title, and employer address:

Attorney in Private Practice
3615 Superior Avenue, Suite 3101-D
Cleveland, Ohio 44114

Please list your previous place of work, job title, and employer address:

Judge, Cleveland Municipal Court
Justice Center, courtroom 15-C
1200 Ontario, Cleveland, Ohio 44115

Please attach and submit a current CV/resume along with your application.

[MLN BIOJan 24 \(1\) 0.docx](#)

References

Reference 1: Name

Reference 1: Email Address

AttyJhard@aol.com

Reference 1: Phone

Reference 2: Name

Kenny Dowell

Reference 2: Email Address

Reference 2: Phone

Reference 3: Name

Allen Boseman

Reference 3: Email Address

Reference 3: Phone

Please attach the signed Background Check Authorization form.

[consent \(2\).pdf](#)

Board/Commission Experience

Have you served on a Board/Commission before?

Yes

If yes, how many Boards/Commissions have you served on?

Five or six - just appointed to the Board of Trustees of the St, Clair Superior Development Corporation

How many total years of Board/Commission experience do you have?

44+ years: 10 plus years on the Cleveland NAACP Board of Directors, 15 years NEORSD, 6 years Cleveland Civil Service Commission and 10 years Central State University Board of Trustees and 3 years Central State University Foundation

Name of most recent Board/Commission

St.Clair Superior Development Corporation

What role/capacity did you serve?

Currently serve as a member of the Board

If you have served on more than one Board/Commission—please list, along with your role(s), below:

President and member of the Northeast Regional Sewer District,
Vice Chair and Commissioner of the Cleveland Civil Service Commission,
President and member of the Board of the Central State University Foundation,
Member and Secretary of the Central State University Board of Trustees
President of the Cleveland Branch NAACP and Chairman of the Branches Criminal Justice Committee

Are you familiar with Robert's Rules of Order (or alternative rules of conduct)?

Yes

Demographic Information

What is your gender identity?

Male

What do you consider your race?

Black American

What do you consider your ethnicity?

African-American

After reviewing the selection criteria established in Charter Section 115-5 for the Community Police Commission members, please indicate which of the below criteria applies to you (check all that apply):

Limited-English speakers, homeless, or who have mental-illness and substance-abuse disorders

No

Directly impacted by police violence, or be a family member of a person who has been killed by police

Yes

Been incarcerated and exonerated where police were involved in the wrongful conviction or incarceration

No

Gun-violence survivor or be a family member of a person killed by gun violence

No

Attorney with experience representing victims of police misconduct or criminally prosecuting police misconduct

Yes

Are you a representative of a community organization focused on civil-rights issues?

Yes

Are you a representative of a police association?

No

Please briefly describe how the selected criteria, demographic and experiential, applies to you (you may attach an addendum if more space is needed):

In my capacity as criminal justice committee chairman of the Cleveland Branch of the NAACP and as an active member of the branch, I collaborated with Attorney James Hardiman in soliciting support from other community leaders in requesting the intervention of the United States Department of Justice into investigating whether there was a pattern and practice of police misconduct involving African Americans by the Cleveland Division of Police.

As a Cleveland Municipal Court Judge, i took action that caused the U.S. Marshall's office and local media into investing conditions at the Cuyahoga County Jail.

Background Information

Have you been employed as a law enforcement officer during the past five (5) years?

No

If no, have you been a law enforcement officer at any time more than five (5) years ago?

No

Have you ever been employed by the Cleveland Division of Police in any capacity?

No

Have you ever been employed by the Cleveland Department of Public Safety?

No

Have you been employed with the City of Cleveland within the previous year?

Yes

Do you understand the role of the Commission and have you read and do you understand the responsibilities and duties of the Commission?

Yes

Do you acknowledge the potentially significant time commitment (10-15 hours/week) expected of each member?

Yes

Do you understand that applications for the Commission are public records, subject to disclosure upon request?

Yes

Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?

Yes

Do you speak any other languages?

No

Please answer the following questions

What do you see as the greatest challenge related to modern policing and community relations?

Beyond the issue of recruitment and retention of personnel, the dual challenges facing urban communities similar to Cleveland, are (1) the mistrust that exist between Police and African Americans and other peoples of color, and (2) the cultural gap between the police and communities of color within the service area.

Please describe how you see the oversight role of the Community Police Commission impacting policing in Cleveland?

The commission is not only a rules enforcement entity but also should serve as a partner in suggesting methodologies which will create a greater spirit of respect and cooperation between the Cleveland Division of Police and the constituents they serve. Such a spirit of respect and cooperation will benefit the community by creating a relationship between the Division of Police and the community which will make the community safer. Simply stated, citizens will be more comfortable calling the police and police will have a vested interest in protecting constituents and responding to calls.

In past professional or organizational experiences, how have you demonstrated your ability to be a collaborative, cooperative colleague? How do you measure your own effectiveness?

I have served as a problem solver on each of the boards I have served. My tenure on the boards has resulted in improved board member relationships and morale, improved community outreach and as a voice of reason when necessary. One additional plus is that most of the boards I've served on have been compose of people with diverse viewpoints, and life experiences. However, they the members have always served with the goal of insuring we serve the mission of the organization as a first priority.

Additional Information

Please provide other information you consider to be pertinent to your application or that uniquely qualifies you to be considered for appointment.

As my bio indicates, I have had a career of community service and that service includes service on public and private boards. I also benefitted from mentors who occupied positions of responsibility and respect within our community. My board experience has ranged from activist to administrative, from being a steward of one of the largest construction budgets, to insisting that diversity and competence are represented in the agencies over which those boards had oversight.

I have also had to make tough decisions regarding personnel recommendations. Had to look a person in the face and tell them that because of budget cuts we can no longer afford them or for disciplinary reasons that they are no longer a fit within our organization.

Finally, I also understand that serving on a board similar to this one requires a certain amount of patience and understanding that it is a public board, and the public has a right to be heard.

Should I be selected, i will bring that same level of commitment combined with my experience to the Cleveland Pollice Commission. Thank You and please excuse any typos.

JUDGE MICHAEL L. NELSON, SR., (Retired)

CLEVELAND MUNICIPAL COURT

Michael Leroy Nelson, Sr., served as a Judge on the Cleveland Municipal Court. Michael is a life-long resident of Cleveland, Ohio. His road to the bench began at an early age, when he lost his biological father to violence on the mean streets of Cleveland. Michael's mom subsequently remarried and she along with his stepfather Osa Reid and grandmother, Marie Graham instilled in Michael and his brothers and sister a sense of community. Michael was educated in both the United States and Canada. His early education began at Longwood Elementary School in Cleveland's Central neighborhood, followed private school at the Ramah Seventh Day Adventist Academy, and Patrick Henry Junior High School. He also attended high school at the prestigious Kingsway Academy in Oshawa, Ontario, Canada before returning to Cleveland and graduating from the renowned Cleveland Glenville Senior High School.

Michael received his Bachelor of Arts degree in Education in 1972 from Central State University. While at Central State, Michael's organizational skills were first displayed when he recruited students to travel to Cleveland to work in the historic campaign of Carl B. Stokes to become the first African American to be elected Mayor of a major American city.

Upon graduation, Michael joined the Cleveland Public School System as an elementary school teacher. Dissatisfied with the discriminatory treatment of Black teachers during the early days of court ordered school desegregation of Cleveland schools, Michael organized Black teachers and founded the Alliance of Concerned Teachers (ACT). After successfully protecting the jobs of Black teachers, Michael secured a Department of Labor grant of \$500,000.00 to establish the ACT Alternative School focusing on computer science.

In 1985, Michael was employed by the Glenville Development Corporation (GDC) where he was responsible for its housing rehabilitation program. It was while working at GDC, that Michael applied to the Case Western Reserve University School of Law.

In 1986, Michael enrolled in the Case Western Reserve University School of Law. Michael graduated in 1989 and entered the private practice of law in 1990. Michael has been fortunate to serve a broad range of clients including the State of Ohio, the Cuyahoga County Metropolitan Housing Authority, the City of Cleveland, the Cuyahoga County Port Authority, the Cleveland Branch of the National Association for the Advancement of Colored People (NAACP) and many other private and public entities as well as a host of individuals in civil and criminal matters.

Michael has served on numerous boards and commissions including the Northeast Ohio Regional Sewer District, the Central State University Board of Trustees, the Civil Service Commission of the City of Cleveland, National President of the Central State University Alumni Association, The Central State University Foundation Board of Directors, President of the Cleveland Branch of the NAACP, Board of Trustees of the St. Clair Superior Development Corporation and as founding President of the Greater Cleveland Chapter of the 100 Black Men of America. While serving as President of the Central State University National Alumni Association, Michael led the alumni in the fight to successfully prevent the State of Ohio from closing the University.

Being elected Judge did not slow Michael's commitment to civil rights. Early in his term he made national news by declaring that the Cuyahoga County, Ohio jail, was so dangerous that

he would not send any nonviolent offenders to the jail. His decision caused both the FBI and the United States Marshall Service, to investigate the jail, both of which agreed with the Judge.

Michael has received numerous accolades including the Thurgood Marshall Fund Alumnus of the Year, The Central State University Alumnus of the Year, the Central State University Achievement Hall of Fame, the Norman S. Minor Black Lawyer's Association's Trail Blazer Award and the Greater Cleveland Delta Sigma Theta Sorority Foundation Trail Blazer Award.

Michael is married to Donna Kelso Nelson, he has four children, Michael Jr., Nichole, Ebony, and Rayne, five grandchildren and two great grandchildren and is a member of the Grace Community Seventh Day Adventist Church, Kappa Alpha Psi Fraternity, and the National Negro Golf Association.

Last Name

Umosen

First Name

Imoh

Are you a resident of Cleveland?

Yes

Home Address

Cleveland, Ohio. 44114

Cell Phone**Email Address****Are you over 18 years of age?**

Yes

Employment History, Resume, and References

Please list your current or most recent place of work, job title, and employer address:

PNC Bank

Project Manager

8220 Carnegie Ave Cleveland OH, 44103

Please list your previous place of work, job title, and employer address:

PNC Bank

Compensation Associate (Human Resources)

1900 East 9th Street Cleveland OH 44114

Please attach and submit a current CV/resume along with your application.

[Imoh Umosen Resume 1.docx](#)

References

Reference 1: Name

Dan Roberson

Reference 1: Phone

Reference 2: Name

Amanda Talton

Reference 2: Phone

Reference 3: Name

Mariko Weaver

Reference 3: Phone

Please attach the signed Background Check Authorization form.

[Signed Authorization.pdf](#)

Board/Commission Experience

Have you served on a Board/Commission before?

Yes

If yes, how many Boards/Commissions have you served on?

1

How many total years of Board/Commission experience do you have?

0-1

Name of most recent Board/Commission

Cleveland State University Alumni Association - Young Alumni Council

What role/capacity did you serve?

Marketing and Philanthropy

Are you familiar with Robert's Rules of Order (or alternative rules of conduct)?

Yes

Demographic Information

What is your gender identity?

Male

What do you consider your race?

African American

What do you consider your ethnicity?

African

After reviewing the selection criteria established in Charter Section 115-5 for the Community Police Commission members, please indicate which of the below criteria applies to you (check all that apply):

Limited-English speakers, homeless, or who have mental-illness and substance-abuse disorders

No

Directly impacted by police violence, or be a family member of a person who has been killed by police

Yes

Been incarcerated and exonerated where police were involved in the wrongful conviction or incarceration

No

Gun-violence survivor or be a family member of a person killed by gun violence

No

Attorney with experience representing victims of police misconduct or criminally prosecuting police misconduct

No

Are you a representative of a community organization focused on civil-rights issues?

No

Are you a representative of a police association?

No

Please briefly describe how the selected criteria, demographic and experiential, applies to you (you may attach an addendum if more space is needed):

As an African American male between the ages of 18-30, I have been impacted by police violence on several occasions. Because of this, I understand in my personal experience misconduct by police and what these experiences feel like. I was once stopped outside a Walmart where I had to give the officer my social security number to verify if I had outstanding warrants without cause. In a Cleveland suburb (Shaker Heights) my brother and friend were parked outside his house eating food, and were circled by a police cruiser. Once behind us they put on their floodlights and we were ordered to stay in the vehicle until they approached us. When they came to the car and saw we were eating, they apologized and said that there was an increase in robberies in the area and which led them to be suspicious of us. During this time I was also

stopped and frisked walking home from a party at 9pm. The responding officer accused me of dealing drugs and fighting without evidence,. The officer proceeded to place my hands behind my back and was going to take me to the police station until another officer let him know it was a party going so I could be let go. It is due to these experiences I feel as if I would be an asset to the Police Oversight Committee because I understand how it feels to be directly involved with police misconduct.

Background Information

Have you been employed as a law enforcement officer during the past five (5) years?

No

If no, have you been a law enforcement officer at any time more than five (5) years ago?

No

Have you ever been employed by the Cleveland Division of Police in any capacity?

No

Have you ever been employed by the Cleveland Department of Public Safety?

No

Have you been employed with the City of Cleveland within the previous year?

No

Do you understand the role of the Commission and have you read and do you understand the responsibilities and duties of the Commission?

Yes

Do you acknowledge the potentially significant time commitment (10-15 hours/week) expected of each member?

Yes

Do you understand that applications for the Commission are public records, subject to disclosure upon request?

Yes

Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?

Yes

Do you speak any other languages?

No

Please answer the following questions

What do you see as the greatest challenge related to modern policing and community relations?

The greatest challenge related to modern policing and community relations is discrimination and racial bias. For community members it's important that there is mutual trust between them and the police that serve. There is a disproportionately negative experience that communities of color share compared to other demographics. This distrust then leads to a host of other issues like minorities being treated harshly in cases where someone is having a mental health crisis and instead of de-escalation, tensions are heightened and a general wellness check could turn fatal. To address these concerns a collaborative effort of dialogue, commitment to reform, and a collaboration between various stakeholder and community groups can work to bolster the relationship between police and community.

Please describe how you see the oversight role of the Community Police Commission impacting policing in Cleveland?

I see the oversight role of the Community Police Commission impacting the policing in Cleveland positively. The goal of reviewing misconduct would be to ensure that the Cleveland Policing model is fair, effective, and addresses the needs and concerns of community members. I believe that the commission will be able to increase transparency, enhance community trust, advocate for various resources and training, and ensure proper policies are followed so that we can facilitate dialogue and be a connector between the community and the police who serve. I believe that the oversight role can help in this effort.

In past professional or organizational experiences, how have you demonstrated your ability to be a collaborative, cooperative colleague? How do you measure your own effectiveness?

My involvement in community work underscores my commitment to fostering positive change and promoting equity within urban environments. Because of this, my main priority is to ensure that I collaborate with organizations so that they can provide programming from their respective fields that would benefit community members. I am particularly passionate about urban planning and its role in creating inclusive, sustainable communities where all residents have equal access to resources and opportunities. In my current work at PNC Bank, I am a certified minority small business advocate and have partnered with various community entities around the city of Cleveland such as the Youth Opportunities Unlimited, Cleveland Clinic Stokes Scholars, and the Urban League of Cleveland. In order to juggle these relationships so that we all reach the same goal of helping the community I ensure all voices are heard, I listen before speaking, and take all views into consideration when trying to deliver community programming to have maximum impact. I measure my own effectiveness examining how many people I help, guide, and encourage to reach their fullest potential.

Additional Information

Please provide other information you consider to be pertinent to your application or that uniquely qualifies you to be considered for appointment.

I work at the PNC Fairfax Connection and work with various community institutions (Cleveland State, Tri-C, Urban League, Youth Opportunities Unlimited, etc) to help spread awareness and resources about current events going on in the Fairfax district as well as Cleveland as a whole.

Any messaging or information in support of the Council I can provide to community members through various channels. I am a candidate that has a Bachelor's degree in Political Science from Cleveland State University and a Master's degree in Business Administration and a dedication to community service. My educational/banking background provides me with a comprehensive understanding of governance, policy analysis, and strategic decision-making which I know are significant elements for effective committee participation.

Imoh Umosen

OBJECTIVE

Driven and motivated professional with proven experience in the financial services industry seeking a challenging role to leverage strong interpersonal skills and strategic mindset to foster positive organizational culture and promote growth.

RELEVANT SKILLS

Data Analysis, Microsoft Excel, PowerPoint, Office, Tableau, general knowledge of SQL.

PHONE

[REDACTED]

EMAIL

[REDACTED]

LINKEDIN

Imoh Umosen

EXPERIENCE

JUNE 17TH, 2024 - PRESENT

Project Manager | PNC Bank | Cleveland, OH

Oversee all adult programming at the PNC Fairfax Connection. Focusing on community outreach working with various community institutions, teaching financial literacy, providing small business resources, and enhancing community continuity.

AUGUST 26TH, 2022 - JUNE 16TH, 2024

Compensation Associate | PNC Bank | Cleveland, OH

Proficient in comprehensive compensation analysis, market research, and job evaluations; Collaborates with HRBP Team, adheres to HR equity guidelines, well-versed in compensation laws (FLSA) and (Equal Pay Act).

JULY 06TH 2020 - AUGUST 25TH 2022

Sr Operations Analyst | PNC Bank | Cleveland, OH

Prepared reports for management detailing risk procedures, performance, and operations; Cooperated with audit and compliance teams to implement controls, verified international/domestic wire transactions.

SEPTEMBER 10TH, 2018 - JULY 5TH, 2020

Consumer Support Specialist | PNC Bank | Brecksville, OH

Selected to serve as 2nd review team member for Covid assistance, piloted new email service to improve customer interaction, serviced various credit products; educated customers on financial alternatives, handled escalations/disputes.

EDUCATION

Cleveland State University | Cleveland, OH

Bachelor's degree in political science, Minor in communications

Louisiana State University - Shreveport | Shreveport, LA - 2024

Master's degree in business administration - 3.8 GPA

Concentration - Entrepreneurship, Small Business & Family Enterprise

CERTIFICATIONS

AWS Academy - Cloud Foundations Graduate

Certified Minority and Women's Business Advocate - Completed PNC training to support financial wellness in underrepresented groups.

**COMMUNITY
SERVICE**

Cleveland State University Alumni Association: Young Alumni Council (YAC) Committee Member

AA EBRG Employee Business Resource Group: Volunteer Committee Member

Community institutions supported:

PNC Fairfax Connection/PNC Partner Up/Youth Opportunities Unlimited/
Urban League of Cleveland/Cleveland Clinic Stokes Scholars
Program/Cleveland Water Department/YWCA

Last Name

Zayed

First Name

Sharena

Are you a resident of Cleveland?

Yes

Home Address

Cleveland, Ohio. 44127

Cell Phone**Home Phone**

[N/A](#)

Email Address

szayed@clevelandohio.gov

Are you over 18 years of age?

Yes

Employment History, Resume, and References

Please list your current or most recent place of work, job title, and employer address:

Neighborhood Connections
Contractor -Network Steward
1971 E 66th St, Cleveland, OH 44103

Please list your previous place of work, job title, and employer address:

University Settlement
Network Weaver
5115 Broadway Ave
Cleveland, Ohio 44127

Please attach and submit a current CV/resume along with your application.

[Sharena Zayed CV Resume 2024 CPC.docx](#)

References

Reference 1: Name

Bridgette Smith Jackson

Reference 1: Email Address

Reference 1: Phone

Reference 2: Name

Erika Brown

Reference 2: Email Address

Reference 2: Phone

Reference 3: Name

Rebecca Mauer

Reference 3: Email Address

rmaurer@clevelandcitycouncil.org

Reference 3: Phone

216-664-4233

Please attach the signed Background Check Authorization form.

[Sharena Zayed Background check authorization form.pdf](#)

Board/Commission Experience

Have you served on a Board/Commission before?

Yes

If yes, how many Boards/Commissions have you served on?

approx. 4

How many total years of Board/Commission experience do you have?

I have 5 years of concurrent board/commission experience

Name of most recent Board/Commission

Cleveland Community Police Commission

What role/capacity did you serve?

Co- Chair

If you have served on more than one Board/Commission—please list, along with your role(s), below:

CPC- Co-Chair

Stop the Pain- Chair

Chagrin Arts- Member

Third Federal Foundation Anniversary Grant Committee - Co-Chair

Are you familiar with Robert's Rules of Order (or alternative rules of conduct)?

Yes

Demographic Information

What is your gender identity?

Female

What do you consider your race?

Black

What do you consider your ethnicity?

African American and Arab

After reviewing the selection criteria established in Charter Section 115-5 for the Community Police Commission members, please indicate which of the below criteria applies to you (check all that apply):

Limited-English speakers, homeless, or who have mental-illness and substance-abuse disorders

No

Directly impacted by police violence, or be a family member of a person who has been killed by police

Yes

Been incarcerated and exonerated where police were involved in the wrongful conviction or incarceration

No

Gun-violence survivor or be a family member of a person killed by gun violence

Yes

Attorney with experience representing victims of police misconduct or criminally prosecuting police misconduct

No

Are you a representative of a community organization focused on civil-rights issues?

No

Are you a representative of a police association?

No

Please briefly describe how the selected criteria, demographic and experiential, applies to you (you may attach an addendum if more space is needed):

I am both Black and Palestinian, bringing a unique perspective to issues of racial and ethnic representation. I have been personally impacted by gun violence, and my family has experienced the devastating effects of police misconduct. While I do not work directly with an organization focused solely on civil rights, the organizations I collaborate with address key civil rights issues such as voting rights, housing, safe living conditions, and access to education, all of which are critical to the overall well-being of marginalized communities.

Background Information

Have you been employed as a law enforcement officer during the past five (5) years?

No

If no, have you been a law enforcement officer at any time more than five (5) years ago?

No

Have you ever been employed by the Cleveland Division of Police in any capacity?

No

Have you ever been employed by the Cleveland Department of Public Safety?

No

Have you been employed with the City of Cleveland within the previous year?

No

Do you understand the role of the Commission and have you read and do you understand the responsibilities and duties of the Commission?

Yes

Do you acknowledge the potentially significant time commitment (10-15 hours/week) expected of each member?

Yes

Do you understand that applications for the Commission are public records, subject to disclosure upon request?

Yes

Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?

Yes

Do you speak any other languages?

No

Please answer the following questions

What do you see as the greatest challenge related to modern policing and community relations?

The greatest challenge related to modern policing and community relations, particularly in Cleveland, revolves around the deep disconnect between law enforcement and communities affected by systemic social issues. Tragic incidents, such as those involving Tamia Chappman, Tamir Rice, and others, underscore this divide. Communities facing issues like lack of accountability, single-parent households, illiteracy, and mental health conditions often have heightened tensions with police. These tensions are worsened when officers lack cultural competency and fail to understand the complexities of these challenges. Misinterpreting behaviors related to socio-economic stress and mental health can escalate situations, sometimes resulting in fatal outcomes. Furthermore, systemic issues within communities can cause policing to be seen as adversarial rather than supportive, damaging trust and cooperation. Another challenge lies within the police force itself. Some officers join with a genuine desire to protect, serve, and create positive change, but some uphold outdated traditions rooted in historical practices that should no longer be tolerated. It is critical to recognize and support the officers who strive for meaningful reform while encouraging others to rethink traditional practices that stem from the nation's darker past. Addressing these challenges requires a multifaceted approach, especially in efforts to balance public safety with public trust.

Please describe how you see the oversight role of the Community Police Commission impacting policing in Cleveland?

I believe the oversight role of the Community Police Commission (CPC) in Cleveland is essential for bridging gaps between law enforcement and the community. Composed of 13 appointed citizens with deep ties to the city, some of whom have been directly impacted by police actions, the CPC provides a unique accountability framework rooted in firsthand experience. Our role includes many tasks but some of the most important are reviewing police policies, overseeing complaint investigations, and recommending improvements to ensure law enforcement practices align with community values and needs. By incorporating citizens' voices, the CPC ensures that policies are fair, empathetic, and responsive to community concerns. CPC oversight raises transparency, builds trust, educates residents, and enhances communication between the police and residents. By addressing the root causes of conflict, the CPC promotes accountability and drives reforms that create a safer, more equitable environment for all.

Ultimately, the CPC's involvement is key to ensuring that policing in Cleveland is both community-centered and effective.

In past professional or organizational experiences, how have you demonstrated your ability to be a collaborative, cooperative colleague? How do you measure your own effectiveness?

In my nearly 20 years of direct care and community work, I have consistently demonstrated my ability to be a collaborative and cooperative colleague by actively listening to team members, incorporating their feedback, and fostering an environment where diverse expertise is leveraged for collective problem-solving. In leadership roles, such as facilitating team meetings for client housing and employment projects, I've worked to ensure that every voice is heard, which has led to tangible successes, including clients securing stable housing and gaining employment.

I also measure my effectiveness through both tangible outcomes and interpersonal feedback. This includes client results, peer evaluations, and client satisfaction surveys. By continuously reflecting on these measures and seeking constructive feedback, I ensure that my collaborative approach remains effective and responsive to both the team and clients. Additionally, my effectiveness is reflected in how communities respond to my leadership and collaboration, such as when I helped form a support group for mothers affected by gun violence or organized community efforts through groups like Neighbor Up, Slavic Village Development, and Citizens to Bring Back North Broadway during COVID. These responses help me understand how my approach positively impacts those I serve and work with.

Additional Information

Please provide other information you consider to be pertinent to your application or that uniquely qualifies you to be considered for appointment.

Sharena Zayed

Cleveland, Ohio 44127
szayed@clevelandohio.gov

9/6/2024

Dear City of Cleveland,

I am writing to formally submit my application for reappointment to the Cleveland Community Police Commission (CPC). Over the past two years, I have had the honor of serving as a commissioner, and for the past year, I have been entrusted by my peers—nine out of thirteen fellow commissioners—to serve as co-chair. This experience has allowed me to contribute meaningfully to the commission's mission and to collaborate with diverse stakeholders in Cleveland to improve public safety and community trust.

As co-chair, my fellow co-chair and I have focused on enhancing community awareness of the CPC's work, cultivating relationships with city officials, community members, stakeholders, and fostering a culture of collaborative engagement. Through these efforts, we have seen tangible improvements in key areas, including more efficient records requests and increased public involvement in the process. These accomplishments underscore the value of our collective efforts and the importance of maintaining momentum toward achieving constitutional policing in our city.

I strongly believe that I am well-positioned to continue this work. My background as a community organizer has equipped me with the skills necessary to build trust and foster meaningful connections within diverse communities. I am committed to advocating for policies and practices that reflect the needs and concerns of all Clevelanders, especially those who have been historically marginalized.

I am confident that my leadership, community engagement experience, and dedication to the mission of the Cleveland Community Police Commission, along with my lived experience of having my family impacted by police misconduct, make me a well-qualified and natural choice for reappointment. I am passionate about continuing the progress we've made and contributing to further advancements in police accountability and transparency in Cleveland.

Thank you for considering my application. I look forward to the opportunity to discuss my qualifications further and to continuing the important work of ensuring constitutional policing in our community.

Sincerely,
Sharena Zayed

Co-Chair, CPC

SHARENA ZAYED

Relationship Building | Community Organizing | Advocacy

Cleveland, OH 44127

Professional Summary

Experienced community organizer with a background in working with marginalized communities through building collaborations and resident-led change. Experience includes first-hand knowledge of issues facing the health and wellbeing of individuals from years of working in a direct service healthcare environment and through volunteer service roles on boards and appointed commissions. Skilled at building authentic trust through relationship management, connecting residents and mobilizing stakeholders. Demonstrated leadership in consensus-building and deploying philanthropic resources into communities.

Professional Experience

Network Steward

July 2024 – Present

Neighborhood Connections – Cleveland, OH

- Establish and nurture strong relationships among residents, businesses, and community organizations to create a thriving and supportive environment.
- Organize and facilitate community meetings that bring together neighbors of diverse backgrounds to discuss neighborhood improvement initiatives.
- Coordinate outreach efforts, including designing promotional materials, conducting door-to-door canvassing, and managing email campaigns to advertise events and engage participants.
- Connect residents with local resources, community organizations, and institutions to foster collaboration and collective growth.

North Broadway Network Weaver

November 2021 – June 2024

University Settlement – Cleveland, OH

- Coordinate internal communications between neighborhood organizations as well as strengthen communication with community members.
- Develop engagement goals, a process for project-based engagement and outreach, and measurable evaluation criteria
- Connect residents with each other as well as with community organizations and other institutions.
- Lead community-building activities with partnering organizations.
- Lead efforts to identify, cultivate, and develop neighborhood leaders and volunteers
- Develop engagement goals, a process for project-based engagement and outreach, and measurable evaluation criteria
- Work to develop a community operating culture shift and new norms of neighboring and interdependence.
- Support real estate, planning, public art, and placemaking projects by ensuring the inclusion of community voices
- Provide thought leadership for organizational approach and community engagement practice around social justice, equity, diversity, and inclusion
- Build trust with residents by actively supporting all individuals in developing their personal power and taking positive action steps to improve their quality of life.
- Actively support individuals with positional power in overcoming the bias and fears associated with building relationships outside of traditional boundaries.
- Represent organization at neighborhood and citywide meetings

QBHS/Community Outreach Specialist**April 2020 - March 2023***Life Enhancement – Cleveland, OH*

- Provided recovery-oriented rehabilitation services on an individual basis in a community setting consisting of Therapeutic Behavioral Services, Psycho-social Rehabilitation Services, and Community Psychiatric Support and Treatment.
- Worked to continually assess client needs and appropriateness.
- Promoted development and execution of community outreach and client assessment.
- Required to work on the street and in the community.
- Educated those in the community and within organizations of programming available to them.
- Recruited new staff.
- Planned community engagement events.

Qualified Mental Health Specialist**July 2017 – December 2019***Family Solutions – Cleveland, OH*

- Provided recovery-oriented rehabilitation services on an individual basis in a community setting consisting of Therapeutic Behavioral Services, Psycho-social Rehabilitation Services, and Community Psychiatric Support and Treatment.
- Worked to continually assess client needs and appropriateness.
- Responsible for completing and submitting all documentation on time.
- Participated in treatment plan development and provided community support program services to clients and their families including assistance in crisis intervention.
- Assisted in community outreach, made decisions concerning assisting clients to meet basic needs such as educational, medical, vocational, housing.

Patient Care Nursing Assistant**January 2009 – March 2018***Cleveland Clinic – Cleveland, OH*

- Performed basic patient care activities.
- Demonstrated critical thinking skills, decisive judgment and the ability to work with minimal supervision.
- Worked in a stressful environment and took appropriate action.
- Worked with diverse patient population including elderly, MRDD, pediatrics, and those suffering from physical and mental health diagnosis.
- Assisted in interventions to keep mental health patients safe, provided quality nursing care and taught the patients coping skills to deal with their mental illnesses with the goal of promoting independence and inclusion.
- Assisted in leading therapeutic activities.

PAS Financial Counselor**October 2008 – June 2011***Cleveland Clinic – Cleveland, OH*

- Executed Patient Access Financial Counselor responsibilities including Front Desk, Admitting Office, Pre-registration, and In-patient rooms.
- Worked with diverse patient population including elderly, MRDD, pediatrics, and those suffering from physical and mental health diagnosis.
- Verified, pre-certified schedules and financial counseling.
- Trained new team members.
- Utilized appropriate reports to contact insurance payers for resolution to accounts, maintained departmental logs for statistical reporting, assisted with completion of the Medicaid qualification questionnaire and the HCAP/Financial Assistance Form, made referrals to community resources, and provided explanation of payment options and collections of monies due.

Community Experience

Co-Chair

January 2023 - Present

Cleveland Community Police Commission (CPC) - Cleveland, OH

- Serve as one of 13 individuals who have been appointed to serve as part of the Consent Decree between the City of Cleveland and U.S. Department of Justice. Role is tasked with bringing life experience and subject-matter expertise in policing, criminal justice, homelessness, human resources and community affairs to create a balanced oversight body that reflects the racial, social and cultural diversity of the city of Cleveland.

Anniversary Grant Committee Co-Chair

April 2023 – Present

Third Federal Foundation – Cleveland, OH

- Lead a committee of Slavic Village residents to recommend an \$85,000 grant in honor of the 85th anniversary of Third Federal Savings and Loan. Working alongside the President and Executive Director, the role included identifying and interviewing potential committee members, inviting and reviewing proposals, interviewing grant finalists and leading the committee through the decision-making process for the final award. Ongoing responsibilities include reviewing grant reports and stewardship of the grant dollars.

Board Chair

Stop the Pain, Inc.

Founding Member

Citizens to Bring Back North Broadway

Former Board Member

Chagrin Arts

Education

Neighborhood Leadership Institute

Class 40

2024

Cuyahoga Community College – Cleveland, OH

Certified Patient Access Specialist

Certified State Tested Nurse's Aide

2005