



## CITY OF NEW ORLEANS ETHICS REVIEW BOARD

525 St. Charles Avenue New Orleans, LA 70130-3409

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<https://www.nolaerb.gov/>

### BOARD MEETING

New Orleans City Hall, City Council Chambers, 1300 Perdido St, New Orleans, LA 70112

Monday, April 11, 2022

3:30 P.M.

### AGENDA

1. Call to order.
2. Approval of the minutes of prior ERB meeting.
3. Acceptance of public comments on candidates for appointment to IPM position: Stella M. Cziment, Conrad A. Joachim, and Tonya McClary ([CVs of candidates](#)). The ERB will accept written comments in advance of the meeting in the form of a PDF document emailed to [erb@nolaerb.gov](mailto:erb@nolaerb.gov).
4. Board discussion of candidates for appointment to IPM position.
5. Board vote on appointment of IPM.
6. Adjournment.

**Draft Minutes of  
Previous Board  
Meeting**



## Ethics Review Board for the City of New Orleans

### Special Board Meeting of March 21, 2022, at 3:30 P.M. in Council Chambers

#### Minutes

1. *Call to Order.*
  - 1.1. The chair called the special meeting to order at 3:31 p.m.
  - 1.2. Board members present:
    - 1.2.1. Wanda A. Brooks.
    - 1.2.2. Elizabeth Livingston de Calderon, Chair.
    - 1.2.3. Holly Callia.
    - 1.2.4. Michael A. Cowan.
    - 1.2.5. Monique G. Doucette.
    - 1.2.6. Tyrone G. Jefferson, Jr.
    - 1.2.7. Torin T. Sanders.
  - 1.3. Board members absent: None.
  - 1.4. Staff member present: Dane S. Ciolino, Executive Administrator and General Counsel.
  - 1.5. The agenda for the meeting is attached.
2. *Approval of Minutes.* Upon a duly made and seconded motion, the board unanimously approved the minutes of the following meetings:
  - 2.1. February 21, 2022; and,

- 2.2. March 10, 2022.
3. *Acceptance of Monthly Reports:* The board accepted written monthly reports from OIG, OIPM, and Ethics Trainer (no oral presentations).
4. *Interviews of Candidates for IPM Position*
  - 4.1. Candidates Stella M. Cziment, Conrad A. Joachim, and Tonya McClary appeared before the board.
  - 4.2. The board, though its general counsel, put round-robin questions to each of the candidates.
  - 4.3. The board gave the public an opportunity to propose questions for the candidates and put the public's questions to the candidates.
  - 4.4. The board questioned the candidates further.
5. *Discussion and Selection of Date for Live ERB Meeting to Appoint IPM.* The board selected April 11, 2022, as the date for a live meeting in council chambers to discuss and appoint the IPM.
6. *Adjournment.*
  - 6.1. A motion was made to adjourn the board meeting.
  - 6.2. The motion was seconded.
  - 6.3. The board unanimously voted to adjourn. The meeting was adjourned at 5:40 p.m.

\* END \*

**Item 1**

November 5, 2021

Dear Ethics Review Board Chair and Members:

As the current acting Independent Police Monitor, I bring experience, passion, and steady leadership to the Office of the Independent Police Monitor (OIPM), and I would be honored to continue serving the city of New Orleans as the permanent Independent Police Monitor.

For three years, I have served as second in command at the OIPM as Deputy Independent Police Monitor. I've overseen our misconduct work, responsible for the Complaints Division, Disciplinary Proceedings, Case Reviews, and the Community-Police Mediation Program. I have kept the voice and concerns of the community in the forefront of my work and facilitated countless meetings between the NOPD and community members, so they can be heard, and their experiences acknowledged and valued. I reviewed and assessed over two hundred disciplinary proceedings against NOPD employees, monitored on-scene police investigations, and advised on hundreds of complaints of officer misconduct. I have a strong working knowledge of NOPD policies, strategies, tactics, training, disciplinary expectations, and officer culture, and how all these things interact to impact the lives of New Orleanians. My policy recommendations that have been adopted by NOPD have changed the way New Orleans is policed, strip searches are conducted, retaliation is investigated, and conflicts are addressed within the department.

As Acting Independent Police Monitor, I set goals, execute projects, and accomplish real deliverables that have an impact on the community. I have generated new and compelling work product, including promoting OIPM to the community through social media, and completing our first Hurricane Report on the NOPD's performance during Hurricane Ida. Now, as the OIPM prepares for eventual sunset of the Federal Consent Decree, I have effectively worked with Federal Monitors, city and federal governmental leadership and agencies, along with community stakeholders to ensure the hard-won police reforms are sustained and our office pivots to what the future may hold for police oversight. I am prepared for our office to take a larger role in audits and investigatory work. I encourage the Ethics Review Board to reach out to the Federal Monitor to learn more about how our offices are working together to prepare for a post-Consent Decree New Orleans.

Simultaneously, while implementing police reform as the Deputy and now Acting Independent Police Monitor, I have also developed credibility and trust with the NOPD for being fair, knowledgeable, and providing valuable feedback – even when in disagreement. This credibility and trust is why Chief Ferguson asked me to be the first representative from this office to participate in the recent Captain Promotional Interviews, a responsibility that was requested of our office and no other agency. I would request that the Ethics Review Board reach out to the leadership at the NOPD to learn more about how I interact with the department.

I am organized and comfortable leading teams and developing internal structure. Prior to the OIPM, I was the first director of a newly established Student Hearing Office and Transitions team within the Orleans Parish School Board. I oversaw the creation of this team under the Recovery School District for three years. While leading this team, I coordinated with staff, families, school and charter organization leaders, and community and governmental stakeholders to establish a shared vision and build new systems, strategies, and policies. Under my leadership, our team released more data, developed more transparent policies, and created new forms and hearing techniques, all of which resulted in 33% reduction in expulsions.

As my résumé highlights, I have held leadership positions in diverse settings and have worked inside city and state government and municipal and criminal district courts since graduating from Tulane Law School. I sincerely appreciate the opportunities I've had to serve this city and to get to know each of you.

Thank you for your consideration for the position of Independent Police Monitor.

Sincerely,  
Stella Cziment

**LICENSES**

**Louisiana Bar**, October 20, 2011.

**Notary Public – Orleans Parish with Statewide Jurisdiction**, 2012.

**MANAGEMENT AND POLICY EXPERIENCE**

**Office of the Independent Police Monitor (City of New Orleans)**, New Orleans, Louisiana

*Acting Independent Police Monitor*, May 2021 – Present

- Responsible for team vision, yearly budget, audit, and review plan, and execution of all office goals. Created, presented, and implemented a six-month Action Plan with budgetary and work product priorities including the recommendations of the Quality Assurance Review Advisory Committee (QARAC).
- Responsible for representing the office to the Ethics Review Board (ERB) and meeting with city and NOPD leadership including monthly meetings with Chief of Police and meeting with City Council.
- Responsible for liaising with the Federal Monitors at the Office of Consent Decree Monitors (OCDM) and Judge Morgan to reach compliance with the Federal Consent Decree including coordinating weekly meetings with the OCDM and completing audit oversight with the Professional Standards and Accountability Bureau within NOPD.
- Oversees all office operations including budget, staffing, supervision, quality assurance reviews and peer reviews, and coordinating with legal counsel. Recently completed the first approved Retention Schedule for the OIPM that is now on file with the La. Secretary of State.
- Coalition building, working with local police union leadership, and meeting with community leaders. Planning and conducting community outreach, producing public facing documents and reports.
- Provide recommendations to NOPD leadership regarding policy, practice, training, supervision, liability, and resource allocation. Recently providing more input into NOPD employment decisions including monitoring Captain Promotional Interviews at the request of Chief Ferguson and providing input on candidates during deliberations.
- Wrote the first Hurricane and Declared Emergencies Oversight Plan for the OIPM and completed a comprehensive report on the NOPD’s policing strategies and compliance during Hurricane Ida (*public release pending*).

**Office of the Independent Police Monitor (City of New Orleans)**, New Orleans, Louisiana

*Deputy Independent Police Monitor*, September 2018 – May 2021

- Second in command of the staff, contractors, and interns. Acted as the Independent Police Monitor when required.
- Managed four divisions of work: misconduct complaints, case reviews of NOPD misconduct investigations, NOPD disciplinary proceedings, and the Community-Police Mediation Program. Oversaw all relevant work product, staff, and contract attorneys. Wrote and implemented the policy and practice within these divisions.
- Oversaw misconduct complaint intake and referrals to the Public Integrity Bureau. Review all disciplinary proceedings, attend Superintendent Committee and Captain Panel hearings against officers, and provide official recommendations to NOPD leadership regarding the thoroughness of the investigation, legality and the requirements of the Federal Consent Decree, officer training, and NOPD policy and practice.
- Monitor NOPD activity including responding to critical incidents, deaths in custody, and officer-involved shootings.
- Work extensively with partners including NOPD and city government leadership, Federal Monitors, community organizations, and affected civilians regarding police activity, policy, and practice.

**Orleans Parish School Board (formally Recovery School District)**, New Orleans, Louisiana

*Director of the Student Hearing Office and Transitions*, August 2015 – August 2018

- Managed a five-person staff within the Orleans Parish School Board, reporting directly to the Chief of Student Access. This team was previously within the Recovery School District until the unification in 2018.
- Responsible for the Student Hearing Office team that conducted over 465 expulsion hearings and 480 disciplinary conferences a school year for the 82 Orleans Parish public schools along with managing the Hardship Transfer team and process. Created two new transfer methods for students receiving specialized services for special education or credit acceleration.
- Designed and wrote the New Orleans and the Baton Rouge Student Hearing Office Manuals that established districtwide policy concerning student discipline, created guidelines for advocate involvement, enrollment procedure for students serving and returning from expulsions and incarceration.

- Created and coordinated internal and external trainings, professional workshops, and presentations about student discipline policy, Hardship Transfers, enrollment, and rights to special education services.
- Oversaw accountability measures to ensure legal compliance in enrollment and transfer students.

## **LEGAL EXPERIENCE**

### **Orleans Public Defenders**, New Orleans, Louisiana

*Staff Attorney – Trials Division, Criminal District Court, Orleans Municipal Court*, July 2012 – August 2015

- Led several felony bench trials as first chair, performed nine misdemeanor bench trials on various violent and non-violent charges, and co-chaired various jury and bench trials.
- Coordinated defense teams, including client service advocates, investigators, and social workers, in preparing and investigating cases for trial and developing trial strategy and theory.
- Wrote and successfully argued motions regarding suppressing, excluding, and obtaining evidence, resulting in the suppression of evidence and statements, and findings of no probable cause. Defended outcomes to the Fourth Circuit and Louisiana Supreme Court.
- Negotiated multiple plea bargains, pretrial release, and diversion opportunities, which required developed strong working relationships with assistant district attorneys and their supervisors.

### **Louisiana Commission on Human Rights**, New Orleans, Louisiana

*EEO Specialist & Contract Analyst*, November 2011 – September 2012

- Organized and conducted investigations of employment discrimination claims including completing final recommendations on findings of cause under Title VII, the Americans with Disabilities Act, and the Age Discrimination in Employment Act.
- Negotiated settlements and conciliation agreements between complainants and respondent parties.

## **ADDITIONAL EXPERIENCE**

### **Iowa Civil Rights Commission: Waterloo Commission on Human Rights**, Waterloo, Iowa

*Human and Civil Rights Summer Associate*, June – August 2008

- Designed training material to teach new employees how to open cases and work with complainants.
- Wrote closing statements for cases involving employment, public accommodation, and education discrimination.

### **International Federation of Women Lawyers (FIDA U)**, Kampala, Uganda

*Advocacy and Legislative Affairs Intern*, August 2007 – January 2008

- Participated in lobbying strategies and liaised between Ugandan government, grantors, and fellow advocacy groups.

### **American Red Cross Greater Carolinas Chapter**, Charlotte, North Carolina

*Disaster Action Team Coordinator (AmeriCorps)*, July 2006 – June 2007

- Managed and led 85 community volunteers on six Disaster Action Teams (DAT) who responded to local and national disasters such as fires, tornadoes, homeland security, storms, and other emergencies in the Southeast.
- Created the Disaster Action Team (DAT) Handbook and Captain Workshop, which was implemented at 11 chapters in the Carolinas region.

## **EDUCATION**

### **Tulane University Law School**, New Orleans, Louisiana

Juris Doctor, May 2011

- *Externships*: Externed at the Lawyers' Committee for Civil Rights Under Law in Washington, D.C. as the Community Development Law Clerk. Externed at the U.S. Equal Employment Opportunities Commission (EEOC) in New Orleans, Louisiana as the Enforcement Law Clerk.
- *Publications & Honors*: Paper titled "Cameroon: A Mixed Jurisdiction?" published in *Civil Law Commentaries* Winter 2009, Issue 2, Volume 2. Received Honors in Trial Advocacy Fall 2010.

### **Beloit College**, Beloit, Wisconsin

Bachelor of Arts *cum laude* with honors, Community Development and Reform, self-designed, May 2006

- *Specializations*: Studied multiculturalism and social change in Cape Town, South Africa. Studied advocacy strategy and public policy at the "Transforming Communities" program within American University in Washington, D.C.



**REFERENCES**

**Lerone Crayton**, Director of Student Hearing Office

Orleans Parish School Board  
2405 Jackson Ave., Building A  
New Orleans, Louisiana 70113  
Phone: (504) 570-6455  
Email: lcrayton@opsb.us

**Danny Engelberg**, Chief of Trials

Orleans Public Defenders  
2601 Tulane Ave., Suite 700  
New Orleans, Louisiana 70119  
Phone: (504)784-5674  
Email: DEngelberg@opdla.org

**Jee Park**, Executive Director

Innocence Project New Orleans  
4051 Ulloa Street  
New Orleans, LA 70119  
Phone: (240) 401-0791  
Email: JeeP@ip-no.org

**William Snowden**, Executive Director

Vera Institute for Justice, New Orleans  
1307 Oretha Castle Haley Blvd., Suite 203  
New Orleans, Louisiana 70113  
Phone: (414) 899-2616  
Email: wsnowden@vera.org

**Bonycle Sokunbi**, Acting Deputy Independent Police Monitor

Office of the Independent Police Monitor  
2714 Canal Street, Suite 201  
New Orleans, Louisiana 70119  
Phone: (205) 222-6632  
Email: Bonycle.thornton@gmail.com

**Jason Williams**, District Attorney

New Orleans District Attorney  
619 S. White Street  
New Orleans, LA 70119  
Phone: (504) 491-9458  
Email: jrw@orleansda.com

**Item 2**

Tonya McClary  
129 Painted Trail  
Forney, TX 75126  
(240) 603-5443

City of New Orleans Ethics Review Board  
Via email: [erb@nolaerb.gov](mailto:erb@nolaerb.gov)

Dear Members of the Ethics Review Board,

I am excited to express my interest in the position of Independent Police Monitor (IPM) for the City of New Orleans. It would be an honor to come back to New Orleans and head the office that I worked for formerly before starting in my current role. I am confident that my leadership, skills, and experience will enable me to be an effective IPM and take the office to new heights and levels of achievement. For more than two decades, I have dedicated my life to work in the areas of criminal justice, civil and human rights. In that time, I have worked as a police monitor, director, supervisor, lawyer, advocate, community organizer and minister. My work has encompassed many issues, including policing, civilian oversight, indigent defense, juvenile justice, human rights education, women, and girls.

I am currently the very first Police Monitor for the city of Dallas, Texas and the Director of the Office of Community Police Oversight (OCPO). In that capacity I oversee the Dallas Police Department (DPD), which is the ninth largest police department in the county. As the first Police Monitor and Director for OCPO it has been my job to build the office from the ground up. That means hiring all the staff, writing all the policies for both OCPO and how to work with DPD and engaging the Dallas community. I also staff and direct the Community Police Oversight Board (CPOB) which has 15 members who are appointed by City Council members and the Mayor.

I started my new role in late February of 2020 and two weeks later the City of Dallas and the rest of the country was in a pandemic. Starting an office from the ground up is hard enough, but you can imagine how hard it is building an office during a pandemic. Especially when a large part of the success of the office is having the civilians in Dallas know that the office exists and developing trust in the community through community outreach and engagement. However, despite all of that the OCPO and CPOB have been very successful in their work. A large part of that is the vision and foundation I have laid for both the office and the Board.

In the short time I have been heading the office we have managed to get some major policy changes within DPD. One of significant one is a 72-hour video release policy for officer involved shootings and other critical incidents. This may not seem that impactful to you since New Orleans already releases video footage to the public, but the civilians in Dallas have been fighting for this policy for 40 plus years. Not only did I get the policy enacted in the DPD's General Orders, I also wrote a significant part of the policy. I also made the policy retroactive so that families that have had a loved one killed prior to the policy taking effect in June of 2020 can also now see the footage and hopefully get closer to closure in their lives. My office also hosts for DPD the showing of all video footage to the families of the deceased person that was killed by DPD. This policy ensures that a neutral party is always in the room to answer questions that DPD may not be able to answer for several reasons and gives the family of the loved one someone that is not affiliated with the police department as a contact during such an emotional time.

I can bring the level of expertise I have to Dallas in part because of the work that I did in my former role as the Chief Monitor at the Office of the Independent Police Monitor (OIPM) in New Orleans. In that capacity, I built and directed the Use of Force Department. As the Chief Monitor, I directly monitored all critical incidents and uses of force by the New Orleans Police Department (NOPD) and their subsequent investigations. I also handled oversight of disciplinary hearings and complaints that involved use of force, made training and tactical recommendations at monthly Use of Force Review Board meetings, and created public reports for each critical incident with the findings from our monitoring. Because use of force cases often garners public attention, I frequently served as a spokesperson for the OIPM on local and national media outlets.

In addition to my use of force work, I also served on the office's management team alongside the Police Monitor and Deputy Monitor to manage all office operations and strategic planning and represented the office at high level meetings with NOPD, City officials, the Consent Decree Monitors, and national police oversight partners. I also supervised the attorneys and volunteers who worked in my department and I also supervised the New Orleans Community-Police Mediation Program. Because of my passion for community outreach and advocacy, I also took on the role of recruiting and supervising a Public Allies Fellow who will primarily be working with a group called Families Overcoming Injustice (FOI). This group is made up of loved ones who have had a family member killed by the NOPD. FOI started meeting many years ago as a support group for one another. However, over time they learned that they shared many of the same concerns about the investigation of their loved one's cases. The group moved from being solely a support mechanism to making policy changes within the NOPD in the form of "*A Family Bill of Rights*".

Before joining (OIPM), my work in policing encompassed working with groups at all levels of government to develop strategies to offset brutality in communities, document human rights abuses, and work with police agencies on the development of community policing standards. I also assisted some of these same groups in addressing issues internationally to independent monitoring bodies, like the United Nations. I developed partnerships with national police organizations (such as the National Black Police Association and 100 Blacks in Law Enforcement Who Care), which carried the understanding and support of the police, to review responses to police brutality and inadequate responses from internal affairs departments. Working with groups like these was important to understanding police culture and ensuring that there was interest and cooperation from police departments when recommendations were being put forward.

In addition to police accountability and oversight work, I served as a criminal defense litigator for almost two decades. In that time, I have handled cases at the trial, appellate and clemency stages. I also have experience running a legal department in my role as the Circuit Court Chief at the Maryland Office of the Public Defender. In that capacity I was responsible for direct oversight of 70 staff members comprised of attorneys, paralegals, social workers, secretaries, and intake workers. I also had to develop budgets, assist in HR matters and a host of other administrative duties. As a Supervising Attorney at the Orleans Public Defenders Office, I supervised 10-15 staff attorneys, pre-trial services staff, investigators, and a court support administrative assistant.

Besides the subject matter expertise, I have developed over the years, I have also had the pleasure and challenge of being the "first" in several situations, taking positions and/or departments and developing them from the ground floor. For example, my current position as described above. Also, the Chief Monitor position at OIPM was newly created when I started. Part of my mandate was to build the department, create the policies that would govern it, develop best practices for use of force civilian oversight and other foundational tasks. The department has now become a model for other oversight agencies in the country working on use of force. I was also part of the first

leadership team at the Orleans Public Defender's Office (OPD) in New Orleans, Louisiana as a supervising attorney when the office became the first full-time public defender agency in the state. OPD was a "new" office post Hurricane Katrina. We developed innovative approaches to indigent defense and responded to the changing landscape of criminal justice in New Orleans.

The IPM needs to be a visionary leader and a person that can think outside the box to create systems and partnerships that will nurture the Office of the Independent Police Monitor and maintain its status as a cutting-edge office in the field of community police oversight. If you ask colleagues about me, they will say that I am a visionary, a developer, and a coalition builder. Because I have spent much of my career working on issues related to criminal justice, civil and human rights, I have made lasting relationships with many of the organizations and people that have been fighting for reform in policing and oversight for years. All these strengths and talents are needed to lead, grow, and sustain the OIPM.

Thank you for your consideration of my candidacy for the IPM of the Office of the Independent Police Monitor. I look forward to discussing this opportunity with you further.

Sincerely,

*Tonya McClary, Esq.*

# **TONYA D. McCLARY**

129 Painted Trail Forney, TX 75126

Phone: 240-603-5443

## **EDUCATION:**

**University of Baltimore School of Law**, Baltimore, Maryland

Juris Doctor, July 1994

**University of Maryland Baltimore County**, Catonsville, Maryland

Bachelor of Arts English & African American Studies; Minor in Psychology 1991

## **BAR MEMBERSHIP:**

Texas State Bar, Admitted 2016

Louisiana State Bar, Admitted 2008

Maryland State Bar, Admitted 1995

United States District Court - District of Maryland, Admitted 1996

## **EMPLOYMENT:**

**Office of Community Police Oversight**, Dallas, TX

Police Monitor and Director

February 2020-Present

First Police Monitor for the City of Dallas. Establish, build, and manage the inaugural Office of Community Police Oversight (OCPO). Accepts complaints filed by members of the public against Dallas police officers. Facilitates mediated resolution process between a complainant and Dallas police officers. Monitors Internal Affairs Division investigations into external administrative complaints against Dallas police officers. Initiates independent investigations when necessary of complaints against Dallas police officers. Monitors the Police Department's investigation of a critical incident involving a Dallas police officer. Develops community outreach programs to engage the community and to create awareness of the OCPO. Supports the CPOB's efforts to promote transparency and accountability and to foster community relationships with the Dallas Police Department. Makes presentations before the Community Police Oversight Board, City Council, and community organizations.

**Office of the Independent Police Monitor**, New Orleans, LA

Chief Monitor

June 2017-February 2020

Has direct oversight of the OIPM Use of Force Department. Directly monitors investigations that involve the use of force by the New Orleans Police Department, as well as other investigations. Handles oversight of disciplinary hearings and complaints that involve use of force for OIPM. Supervises the work of attorneys and volunteers whose work is related to the use of force. Work also includes reviewing, compiling, organizing, evaluating, and summarizing statistical data and producing reports. Serves as the liaison for OIPM between the office and the Federal Consent Decree Monitoring team (OCDM). Engages the community in a variety of ways on issuing of policing that impact them. Coordinates the volunteer program for the entire office. Assists the Independent Police Monitor in the management of the office as part of the management team.

**Regional Public Defender for Capital Cases, Terrell, Texas**

Assistant Public Defender

June 2015-May 2017

Represents indigent people at the trial level who are charged with capital offenses in rural counties in East Texas.

**Maryland Office of the Public Defender**

Circuit Court Chief (District One), Baltimore City, Maryland

April 2013-May 2015

Has direct oversight of seventy (70) staff comprised of attorneys, paralegals, secretaries, and intake workers. Works closely with Felony Supervisors and District One leaders to maintain a high standard of representation through ensuring accountability while fostering mentorship, teamwork, and communication. Actively consults with attorneys on case preparation and trial strategy. Monitors the distribution of felony cases and attorney caseloads to ensure optimal client outcomes. Ensures accountability through the regular evaluation of attorney and staff performance. Fosters a culture of excellence, resourcefulness, and zealously amongst attorneys and staff. Works closely with the Training Division and other Statewide Divisions to ensure effective representation through the development of relevant policies, practices, and trainings.

**Orleans Public Defenders Office, New Orleans, Louisiana**

Supervising Attorney

June 2008-March 2013

Represents indigent people facing criminal charges in Orleans Parish. Handles high level felony cases. Supervises a group of 10-15 staff attorneys, pre-trial services staff, investigators, and a court support administrative assistant. Serves on Leadership Team for the office and is involved in strategic planning, lawyer training and development.

**Louisiana Capital Assistance Center, New Orleans, Louisiana**

Staff Attorney

September 2007 –June 2008

Handles death penalty cases in Louisiana primarily at the trial level. Also works on cases at various appellate levels in Louisiana and other southern states.

**American Friends Service Committee, Philadelphia, Pennsylvania**

National Criminal Justice Director

February 2002-September 2007

Responsible for national criminal justice work, including challenging the public mind-set about issues of crime and justice, and stimulating participation of communities of color and religious communities in debate and in action. Responsible for supporting regional programs, including program development; for interpreting AFSC experience to national organizations and policymakers; and for national initiatives.

**National Coalition to Abolish the Death Penalty, Washington, D.C.**

Domestic Program Director/Soros Justice Fellow

February 2000-January 2002

Worked on a two-year project entitled "Advocacy Link," which is focused on bridge-building between the capital litigation and grass-roots abolitionist communities to create an effective model of advocacy on behalf of persons facing death sentences.

Program Consultant

July 1999-January 2000

Responsible for reformatting the program objectives of the "Stop Killing Kids" campaign which aimed at ending juvenile executions in the United States. Lead coordinator on the Gary Graham (Shaka Sankofa) juvenile death penalty case from Houston, Texas.

**NAACP Legal Defense and Educational Fund, Inc.,** New York, New York

Research Director, Criminal Justice Project

May 1997-July 1999

Work included the design, implementation and execution of public policy & public information strategies for LDF's administration of justice docket; publication of "Death Row U.S.A.", a quarterly publication containing national statistical and legal information; tracking status of death penalty cases before the U.S. Supreme Court; research and writing on capital punishment and criminal justice issues; designing strategies around individual cases, community organizing and legislative lobbying; serving as academic liaison and public spokesperson for the criminal justice project.

**Lumumba & Associates,** Jackson, Mississippi

Community Organizer

April 1997

Organized a grassroots public education campaign around the highly charged juvenile death penalty case in Mississippi of Azi Kambule: coordinated efforts with local and national media to bring a spotlight on the case; worked with local and national clergy to help bring the victim's and defendant's families together to help with reconciliation efforts; worked with legal counsel on various aspects of the case, including investigation, interviewing of client and witnesses, trial preparation, legal research, etc.

**Baltimore City Office of the Public Defender,** Baltimore, Maryland

District Court Attorney

January 1997-March 1997

Represented low-income clients on various types of District Court level criminal and traffic cases. Conducted trials, Preliminary hearings, Violation of Parole Hearings. Conducted interviews with clients and witnesses. Prepared motions.

**McClary and Associates,** Forney, TX.

Founder and Principal

January 1997-Present

Handles criminal, civil, civil rights and human rights cases locally and nationally at various stages of the litigation process. Undertake and develop mitigation strategies in capital and other felony cases. Leads campaigns addressing various issues related to criminal justice and indigent defense reform. Trains groups of attorneys across the country on various skills in criminal defense. Coordinates fundraising for various church and prison ministries.

**Amnesty International USA, Mid-Atlantic Regional Office,** Washington, D.C.

Ralph J. Bunche Fellow

August 1995-December 1996

Coordinated and implemented cultural diversification plans and projects within the Mid-Atlantic Region. Organized regional Death Penalty program, which included: writing and editing a bi-monthly newsletter to regional membership, supporting the State Death Penalty Abolition Coordinators network, maintaining Death Penalty files, organizing, and supporting demonstrations, vigils, etc. around the Death Penalty, planning and implementing other Regional Office campaign activities. Designed and implemented Black History Month Speaker series. Represented Amnesty International at public speaking events. Worked with Mid-Atlantic Amnesty membership (local and student) on projects, recruitment, and retention of group members.



## **ASSOCIATIONS:**

- **American Bar Association Section on Individual Rights and Responsibilities**, Death Penalty Committee Vice-Chair, 1999-2014
- **Amnesty International USA:**  
Chair of Multi-Cultural Advisement and Assessment Committee, 2001-Present  
Member of Legal Support Network, 2001-Present  
Chair of Women's Steering Committee, September 2000 –September 2004
- **Council on Foreign Relations**, Term Member 1999 – 2004
- **Kairos Outside North Texas**, Advisory Council and Fundraising Coordinator, 2017-Present
- **National Association for the Advancement of Colored People (NAACP)**, Member of National Prisoner Rights Subcommittee, 2006-Present
- **US Human Rights Network**, Coordinating Committee and Chair of Criminal Punishment Caucus, 2002-2007

## **HONORS:**

- **National Center for Human Rights Education**, 2<sup>nd</sup> Annual Human Rights Guardian Award for work on Prisoner's Human Rights, December 10, 2004
- **Women's Global Leadership Institute**, Rutgers University 2001
- **Who's Who Among American Law School Students**, 1993-1994
- **Black Law Student Association**, University of Baltimore School of Law, Vice - President, 1993-1994
- **Humanitarian of the Year**, University of Maryland Baltimore County, 1989
- **Omicron Delta Kappa** - Leadership Honor Academy
- **Sigma Tau Delta** - English Honor Society

## **SPEECHES, DEBATES, TRAININGS & COMMUNITY ORGANIZING (Partial List):**

- Presenter, Racial Equity Network VI: Batson Challenges and Discussing Race During Voir Dire at University of North Carolina Chapel Hill School of Law, October 2016
- Faculty, Defender Institute Basic Trial Skills Program, Rensselaer Polytechnic Institute, Troy, NY 2015- Present
- Co-facilitator, Beyond Diversity 101, 2016-Present
- Faculty, NLADA Life in the Balance—A Capital Case Training for Mitigation Specialist, Defense Investigators and Defense Attorneys, From 2002- Present.
- Trainer, Training of Trainers Workshop for Human Rights Educators at the University of Minnesota Human Rights Center, 2002 and 2003
- Testified before International Tribunal at World Conference on Racism on human rights abuses effecting women in prison, 2001
- Guest lecturer on Amnesty International's *USA Campaign* Speaking tour to Canada, Wales, and England, 1999
- Keynote speaker at Prince William County Human Rights Commission December 10th event, 1996
- Trainer and closing plenary speaker on Youth Organizing at the National Coalition to Abolish the Death Penalty National Convention, 1996
- Guest lecturer at Georgetown University, Pennsylvania State University, American University, Tougaloo College, Jackson State University, Norfolk State University, Howard University, Morgan State University, Temple University, Yale Law School, New York University Law School, University of North Carolina-Chapel Hill

## **PUBLICATIONS**

*The Forgotten Population: A Look at Death Row in the United States Through the Experiences of Women*, produced by National Criminal Justice Program of the American Friends Service Committee, the ACLU Capital Punishment Project, the ACLU Women's Rights Project, the ACLU National Prison Project, and the National Clearinghouse for the Defense of Battered Women, November 2004

*Sexuality and Capital Punishment: The Execution of Wanda Jean Allen*, Outfront Magazine, Amnesty International Winter 2002.

*The Death Penalty & Women in Prison, the next step: a field report from death penalty abolitionist.* BLU Magazine Press 2000.

*A Question of Justice*, Response Magazine June 1999.

## **BOARD OF DIRECTORS**

- Families and Friends of Louisiana's Incarcerated Children, January 2022
- National Death Row Assistance Network, July 2009 – Present
- Hollygrove Market and Farms, June 2012 – April 2013
- TOVA: Artistic Projects for Social Change, 2006-2008, Chair 2008
- National Center for Human Rights Education, 2005-2006
- National Black United Fund, 2005-2006
- Amnesty International USA, Executive Committee, 2001 –2005
- Justice Works Community, 1998-2001
- The National Coalition to Abolish the Death Penalty, 1996-1999; Vice-Chair 1999

**References**  
**Independent Police Monitor—Office of the Independent Police Monitor**

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770-356-0105 (cell)  
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**Item 3**

February 2, 2022

To: Mr. Dane S. Ciolino

From: Conrad A. Joachim

104 N. Airline Hwy, #128

Gonzales, LA 70737

Dear Mr. Ciolino,

I am interested in the Independent Police Monitor (IPM) advertised for New Orleans, LA.

I have twenty seven (27) years of law enforcement experience. Currently, I am a senior manager with the Drug Enforcement Administration (DEA) in Metairie, LA. Prior to DEA, I was a patient care advocate working as a New York City Paramedic in a 911 system. As part of my vast experience specifically related to the advertised position, I was in charge of the DEA's Western Field Office as the Senior Inspector for the Office of Professional Responsibility (OPR). In that capacity, I provided oversight of all investigations, administrative and criminal, involving violations of the DEA Standard of Conduct in the Los Angeles Division, the Seattle Division, the San Francisco Division, the Phoenix Division, and Asia. I also performed quality control review of investigations conducted by the Office of the Inspector General (OIG) in order to ensure they were in compliance with the standards established by OPR and the DEA Board of Professional Conduct (HRB).

Although not specifically related to the advertised position, I command native level fluency in Spanish, French, and Haitian Creole. My resume is enclosed. If you have questions or need more information, you can reach me at (305) 984-0399 or [www.jch533@aol.com](mailto:www.jch533@aol.com).

Kind Regards,

Conrad Joachim

**CONRAD A. JOACHIM**  
Jch533@aol.com | 305-984-0399

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Dynamic, highly motivated, Executive Manager with vast experience leading a diverse workforce, and implementing strategic direction in both foreign and domestic posts of duty. Detail oriented in the in the field of building coalitions in the workforce, and ensuring a safe and secure working environment for employees and company assets.. Proven leader with extensive experience ensuring organizational assets are secure and accounted for. Forward thinking and decisive leadership characteristics have led to positions of increased responsibility and promotion to the Executive Management level within federal law enforcement. A problem solver who consistently earned the confidence of his counterparts and colleagues throughout a twenty-two year history of service. Accountable manager, assuming full responsibility for all programs under his area of responsibility.

Success Driven Law Enforcement Professional. Advanced experience conducting international investigations. Possess Top Secret Security Clearance. Vast experience with law enforcement engagement, strong business acumen. Demonstrated success at building strong teams and coalitions, analyzing internal and external threats, and developing effective mitigation plans. Goal oriented, results driven.

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## PROFESSIONAL EXPERIENCE

UNITED STATES DEPARTMENT OF JUSTICE  
DRUG ENFORCEMENT ADMINISTRATION [DEA]

**ASSISTANT SPECIAL AGENT IN CHARGE- NEW ORLEANS DIVISION- [2019-PRESENT]**

RESPONSIBLE FOR THE OVERALL SUPERVISION AND MANAGEMENT OF TWO ENFORCEMENT GROUPS, TWO DIVERSION GROUPS, ONE SPECIAL SUPPORT GROUP, AND ALL ADMINISTRATIVE FUNCTIONS IN THE NEW ORLEANS DIVISION.

**SENIOR INSPECTOR – WESTERN FIELD OFFICE- CALIFORNIA – [2016 TO 2019]**

Senior Inspector managing DEA engagement with the Office of the Inspector General (OIG) for the Western Region of the United States (U.S). Provide investigative direction and implement strategies for all issues relating to violations of DEA's Standard of Conduct. Provide oversight of subordinate inspectors involve in administrative and criminal investigation of DEA employees, Task Force Officers, and contractors. Oversee all integrity related investigations in Los Angeles, San Diego, San Francisco, Alaska, Guam, Hawaii, Phoenix, and Seattle. Continuous engagement with the United States Attorney's Office on matters with a criminal component. Collaboration with private sector stakeholders in regards to fraud, waste, and abuse against the U.S. government.

**INSPECTOR – DEA OFFICE OF PROFESSIONAL RESPONSIBILITY – Washington, DC [2014 TO 2016]**

Served as Inspector in DEA Headquarters' Office of Inspection. Advisor to the Deputy Chief Inspector on issues related to DEA's Standard of Conduct. Regularly Liaised with other DEA headquarter components and the U.S. Attorney's Office on administrative and criminal matters related to fraud, waste, and abuse against the U.S. government.

- Provided investigative briefings, candid oral presentations, and recommendations to the Chief Inspector regarding significant investigations involving integrity matters under my area of responsibility.
- Worked closely with the Office of the Inspector General on significant investigations involving violations of DEA's Standard of Conduct.
- Collaboration with inter-agency partners to coordinate integrity related investigations involving DEA employee, Task Force Officer, and contractor.

## ADDITIONAL PROFESSIONAL EXPERIENCE

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**Group Supervisor – Ponce, Puerto Rico [2008 TO 2011] and Miami, Florida [2011-2014]**

- Directed counterdrug operations under the High Intensity Drug Trafficking Area Initiative. Provided pivotal leadership to the Caribbean Law Enforcement community. Educated regional counterparts on the emerging threat of prescription drug abuse.

**Assistant Country Attache** – American Embassy – Port-au-Prince, Haiti [2003 To 2006]

- Developed bilateral investigations and built lasting relationships with the Haitian Government, and West Indies law enforcement counterparts.

**Special Agent** – Miami Division [1998 To 2008]

- Conducted complex investigations involving criminal violations of the Controlled Substance Act.

## **EDUCATION**

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**HARVARD UNIVERSITY- SENIOR EXECUTIVE FELLOWS PROGRAM- CAMBRIDGE, MA**

**MASTER OF BUSINESS ADMINISTRATION- AMERICAN INTERCONTINENTAL UNIVERSITY- MIAMI, FL**

**BACHELOR OF SCIENCE – CITY UNIVERSITY OF NEW YORK – Brooklyn, NY**

**Barry University- Post Baccalaureate Certificate in Legal Studies (Paralegal)**

## **ADDITIONAL LANGUAGE SKILLS**

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Verified fluency in **Spanish**

Verified fluency in **French**