



Massachusetts Commission Against Discrimination

Meeting Minutes

Date/Time: August 24, 2023 at 1:00PM
Place: Massachusetts Commission Against Discrimination
Thursday | August 24, 2023 | 1:00PM
HYBRID MEETING - USING YouTube
https://www.youtube.com/channel/UCh_wjAthLJTQf-KMgMGv1Yw

The Commission conducted this public meeting in person and remotely utilizing collaboration technology. Use of this technology is intended to ensure an adequate, alternative means of public access to the Commission's deliberations for any interested member of the public. All documents and presentations related to this agenda will be available for review on the MCAD website.

Commissioners Present:

Chairwoman Sunila Thomas George
Commissioner Monserrate Rodríguez Colón
Commissioner Neldy Jean-Francois

1. Call to Order

Chairwoman Thomas George called to order today's public meeting of the Massachusetts Commission Against Discrimination at 1:00 p.m. Roll call attendance was conducted; Commissioners Rodríguez Colón and Jean-Francois were present.

Roll Call Vote:

<i>Chairwoman Thomas George</i>	<i>Aye.</i>
<i>Commissioner Rodríguez Colón</i>	<i>Aye.</i>
<i>Commissioner Jean-Francois</i>	<i>Aye.</i>

2. Approval of Minutes from July 18, 2023

Commissioner Jean-Francois motioned to approve the minutes of July 18, 2023 as amended. The motion was seconded by Commissioner Rodríguez Colón.

Roll Call Vote:

<i>Chairwoman Thomas George</i>	<i>Aye.</i>
<i>Commissioner Rodríguez Colón</i>	<i>Aye.</i>
<i>Commissioner Jean-Francois</i>	<i>Aye.</i>

The motion passed unanimously

3. Commissioners' Update: None.

4. Interim Executive Director's Update

Interim Executive Director Michael Memmolo shared a brief update since the last meeting, opening with a reminder that the fiscal year 2024 budget has passed. He then went on to thank Governor Healy, Senate President Spilka, Speaker Mariano, House Ways and Means Chair Aaron Michlewitz and Senate Ways and Means Chair Michael J. Rodrigues, for once again providing the MCAD with a second consecutive year of historic funding levels. Interim Executive Director Memmolo stated the final budget will allow the agency to continue with the staffing expansion, which is currently the highest staffing levels in the agency's history. Interim Executive Director Memmolo expressed his hopes that these historic milestones will truly facilitate transformative changes in the operations of the agency and strengthen the agency's ability to investigate, prosecute, and adjudicate claims of discrimination. He also acknowledged the fiscal year 2024 statutory change to M.G.L. c.6, §56, which will now require the MCAD to have a field office in Fall River as opposed to New Bedford. Interim Executive Director Memmolo indicated that he has begun the initial outreach to stakeholders, the Legislature and the Division of Capital Asset Management and Maintenance (DCAMM) to facilitate discussions of potential space for a Fall River office, and he will have more information for the Commissioners as it becomes available. Regarding the MCAD Worcester office, Interim Executive Director Memmolo stated that the agency is waiting for final signatures from DCAMM and the landlord on the lease and by the next meeting he can provide the Commissioners with a timeline for the opening of the Worcester office. He then mentioned that there have been no new hires since the last Commissioners' meeting and thanked General Counsel Hosler and Chief Callahan II and their teams, who have been working diligently filling vacant positions. Interim Executive Director Memmolo stated he will continue to provide updates at future Commissioners' meetings regarding the hiring progress. Commissioner Rodríguez Colón, Chairwoman Thomas George and Commissioner Jean-Francois stated that they are looking forward to the opening of the Worcester office and thanked senior management and their teams for continuing hiring efforts and for all the work the agency has been able to accomplish. Lastly, Commissioner Rodríguez Colón mentioned that at the federal level, the Pregnant Workers Fairness Act has recently become law and that Massachusetts has already has such a law, and expressed how proud she is of the work everyone is doing here at the MCAD.

5. Approval of MCAD list of nominations to the Massachusetts Peace Officer Standards and Training (POST) Commission per M.G.L. c. 6E, § 2(a)

The MCAD is statutorily tasked with nominating candidates to serve on the Massachusetts POST Commission. The Commissioners will take a vote on the recommendations, which lists the candidates and their qualifications, and will then determine which candidates will go forward for consideration by the way of the Governor's office and the Office of Attorney General, who will be making the final determination. The list of candidates are as follows: Linda Champion, Maria Gonzalez, Debbie Hall and Mariam Khan. Some of the candidates put forward are currently in state or other government service and an exemption under the Massachusetts conflict of interest law, Chapter 268A will be required for the candidate to serve as a POST Commissioner. These candidates have been informed that if their candidacy is put forth by the MCAD, they are to contact the MCAD to ensure the applicability of the exemption before agreeing to serve.

Vote to approve MCAD list of nominations to the Massachusetts POST Commission per M.G.L. c. 6E, § 2(a):

Commissioner Jean-Francois motioned to approve the memorandum regarding the nominees for the Massachusetts Peace Officer Standards and Training (POST) per M.G.L. c. 6E, § 2(a), as amended. The motion was seconded by Commissioner Rodríguez Colón.

Roll Call Vote:

Chairwoman Thomas George *Aye.*

Commissioner Rodríguez Colón *Aye.*

Commissioner Jean-Francois *Aye.*

The motion passed unanimously

6. Other Business - Reserved for matters the Chair did not reasonably anticipate at the time of posting. None.
7. Next Meeting Date: TBD
8. Adjournment – The meeting concluded at 1:17 p.m.

Motion to adjourn by Commissioner Jean-Francois. Seconded by Commissioner Rodríguez Colón.

Roll Call Vote:

Chairwoman Thomas George *Aye.*

Commissioner Rodríguez Colón *Aye.*

Commissioner Jean-Francois *Aye.*

The motion passed unanimously

List of Documents and Other Items Used

1. Notice of Meeting and Agenda dated August 24, 2023
2. Final draft Meeting Minutes from July 18, 2023
3. Memorandum regarding the Nominees for the Massachusetts Peace Officer Standards and Training (POST)



The Commonwealth of Massachusetts Commission Against Discrimination

1 ASHBURTON PLACE, ROOM 601, BOSTON, MA 02108

Sunila Thomas George
Chairwoman

Monserate Rodríguez Colón
Commissioner

Neldy Jean-Francois
Commissioner

TO: The Honorable Maura Healey, Governor of Massachusetts
The Honorable Andrea Campbell, Attorney General of Massachusetts

FROM: The Commissioners of the Massachusetts Commission Against Discrimination
Sunila Thomas George, Chairwoman
Monserate Rodríguez Colón, Commissioner
Neldy Jean-Francois, Commissioner

DATE: August 24, 2023

RE: Nominees for the Massachusetts Peace Officer Standards and Training (POST)

Dear Governor Healey and Attorney General Cambell,

In accordance with the provisions set forth in *An Act relative to justice, equity and accountability in law enforcement in the Commonwealth*, Police Reform Legislation: c.253, Acts of 2020 (S2963), we, the Commissioners of the Massachusetts Commission Against Discrimination (MCAD), put forward the below nominees, in alphabetical order, for appointment as a Commissioner to the Massachusetts Peace Officer Standards and Training (POST) Commission. A brief letter and/or resume from each nominee is attached. If additional nominations are required, please inform the MCAD's Interim Executive Director Michael Memmolo.

1. Linda Champion
2. Maria Gonzalez
3. Debbie Hall
4. Meryum Khan

Debbie Hall

Profile

Deborah Hall is CEO of YWCA Central MA. She has over 35 years of experience working with survivors of domestic violence and addressing the intersection of race, gender, and community violence. She has served in leadership positions for several nonprofit organizations throughout MA, RI, and MO addressing issues of homelessness, violence, and substance abuse.

Summary

Forward-thinking CEO offering experience in overseeing operations and driving business strategy. Proficient in business development and strategic planning resulting in consistent growth. Proven leader with track record of successful communication, client relationship building and program expansion.

Skills

- Strategic Planning
- Operations Management
- Business Development
- Staff Management
- Administrative Leadership
- Organizational Management
- Revenue Growth
- Financial Management
- Cash Flow Analysis
- Financial Oversight
- Recruiting and Hiring Top Talent
- Organizational Leadership
- Market Understanding
- Policy Updates
- Project Management
- Operational Leadership
- Executive Leadership
- Operational Oversight

Experience

- 07/2021 - Current
CEO, **YWCA Central MA**, Worcester, MA, USA
- Leading the YWCA Central MA in its mission to eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all.
 - Led organization by establishing business direction and actualizing operational plans to meet goals.
 - Built strategic business partnerships by cultivating relationships with employees and experts.
 - Negotiated and approved contracts between company and distributors, suppliers and other external entities.
 - Drove company vision with collaborative employee engagement techniques and strategic leadership.
 - Oversaw budgetary and financial activities and implemented strategies to grow business and profits.
 - Increased productivity by creating new policies, objectives and procedures to streamline operations.
 - Monitored business trend forecasts and adjusted budgets and operational plans to maximize growth and opportunities.
 - Monitored company performance by measuring and analyzing results and minimizing impact of variances.
 - Checked financial reports to confirm financial soundness and good operating margin.
 - Eliminated company bottlenecks, reduced financial obstacles and addressed work

constraints to promote overall growth.

- Conducted presentations to outside groups to drive programs, policies and company objectives.
- Conducted thorough interview processes to appoint new department heads.
- Spearheaded overhaul of underperforming departments to reduce stagnation and increase productivity.
- Signed and approved budgets for new funding and program initiatives.

04/2019 - 06/2021

Director of Domestic Violence Services, **YWCA Central Massachusetts**, Worcester, MA

- Oversaw the annual Domestic Violence Services operating plans and program budgets in accordance with the organization's strategic plan and financial plan.
- Worked with department directors, volunteer, community, business and industry representatives to develop market and fund new areas of program.
- Designed, implemented and maintained an internal planning, monitoring and evaluation system for meeting program goals and objectives.
- Ensured programming was accessible and supportive of all participants regardless of race, ethnicity, gender, gender identity, sexual orientation, religion and abilities.
- Prepared analysis and reports of program performance for funders and committees as needed.
- Prepared program data and statistical information as required by funders.

07/2016 - 03/2019

Domestic Violence Program Manager, **Crossroads Rhode Island**, Providence, RI

- Provided domestic violence training for community partners and staff
- Implemented a child enrichment program
- Revised program policy and procedure manual
- Recruited, hired and trained staff
- Oversaw 27 bed emergency shelter for survivors of domestic violence
- Prepared analysis and reports of program performance

10/2013 - 11/2015

Director of Supportive Services, **RCAP Solutions**, Worcester, MA

- Oversaw SSTAP and HomeBase programs
- Hired, trained and provided supervision to direct reports in each program
- Collaborated with team members to identify and accomplish agency objectives
- Evaluated team member performance and provided feedback
- Ensured client data was entered in a timely manner.
- Prepared program data and statistical information for funding organizations

Education And Training

05/2017

Master Of Science, Nonprofit Management
Worcester State University, Worcester, MA

05/2000

Political Science and African-American Studies
Washington University In St Louis, St Louis, MO

Affiliations

- Mass Humanities, Board Member, DEIA Co-Chair
- American Antiquarian Society, Governing Council, African-American History Committee
- Central MA Housing Agency, CoC Advisory Board
- Jane Doe, Inc - Past Board Member, Chair of the Development Committee
- Worcester Business Improvement District, Past Board Member
- Worcester Education Collaborative, Past Board Member



Maria Gonzalez
Principal Manager



Maria is the Founder and Principal of M&A Supplier Diversity Consultants (M&A SDC), a well-established consultancy firm. With an exceptional track record spanning over two decades in the public sector, she is recognized as a dedicated consultant. She leverages her extensive knowledge and expertise to develop fully compliant supplier diversity programs while also championing the Small Minority and Woman-Owned business community.

Previously, Maria held a pivotal role within the Commonwealth of Massachusetts, Operation Services Division. There, she provided invaluable assistance to the small, diverse business community, offering certifications, procurement-related workshops, and coaching sessions. Her efforts empowered over 1,000 small businesses and non-profits, equipping them with the necessary skills to effectively sell their goods and services to the state and its agencies.

Subsequently, Maria transitioned to the Executive Office of Administration & Finance, Office of Access and Opportunity, stationed at the State House. In this capacity, she played a key role in the development and implementation of policies and procedures aimed at benefitting the residents and business owners of the Commonwealth.

Beyond her professional endeavors, Maria generously volunteers her time as a Certified SCORE Business Counselor with Southeastern Massachusetts's Chapter (SEMA). Additionally, she serves on the Board of Directors for the Taunton Area Chamber of Commerce (TACC) and contributes as an Advisory Committee Member for the Bristol-Plymouth Regional High School. Maria is also an appointed Commissioner for the Bristol County Commission on the Status of Women. Most recently, she became a member of the Supplier Diversity Office (SDO) Diverse and Small Business Advisory Board.

Originally hailing from Boston, Maria relocated to Taunton in 2001. In her leisure time, she indulges in gardening, reading, appreciating eclectic music, engaging in long-distance walks, and displaying her passion for Salsa dancing. She treasures moments spent with her family and friends and is notably the sole vegetarian in her family.

EDUCATION & CREDENTIALS

Executive Leadership Program, 2023

DEI Certified Trainer, 2022

ScrumMaster, Certified, 2017

MCAD, Employment Discrimination Law certificate, 2014

HRD, Commonwealth Management Certificate, 2012

HIC, Office of Consumer Affairs & Business Regulations, 2019

Notary Public, 2005

MSCJ, Boston University, 2004

BCJ, UMASS, Boston, 2001

July 8, 2023

The Massachusetts Peace Officer Standards and Training (POST) Commission
100 Cambridge Street, Boston, MA 02114

Dear Members of the POST Commission,

I am writing to express my strong interest in becoming a member of the Massachusetts Peace Officer Standards and Training Commission. My career as a former police officer with the Boston Police Department, Taunton Police Department, and Walpole Police Department has provided me with a comprehensive understanding of the daily challenges and responsibilities that law enforcement professionals face. I have witnessed firsthand the impact that effective training and standards can have on improving community relations, enhancing public safety, and building trust between law enforcement and the communities they serve.

With my Master's Degree in Criminal Justice and a diverse skill set, I am still dedicated to promoting ethical and accountable policing. I have actively sought opportunities for professional growth, participating in training programs and workshops on topics such as de-escalation techniques, community policing, and crisis intervention.

Engaging with community members directly through school outreach events and community forums has reinforced my belief in the power of collaboration and open communication in promoting public safety.

If appointed as a member of the POST Commission, I would bring a strong work ethic, dedication to fairness and accountability, and a commitment to advancing Massachusetts's highest law enforcement standards. My experiences as a police officer and an active member of the communities I have served would enable me to meaningfully contribute to the commission's mission of establishing and maintaining professional standards for law enforcement personnel.

Thank you for considering my application. I am available to discuss my qualifications in more detail or address any questions you may have. I look forward to the opportunity to serve the Commonwealth in this vital capacity and contribute to the ongoing efforts to ensure the highest standards of law enforcement in Massachusetts.

Sincerely,



Maria Gonzalez
[REDACTED]

M. Gonzalez | [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Summary

Founder and Managing Principal with over 20 years of service in the public sector. Expert consultant in developing compliant supplier diversity programs and facilitating BIPOC and Women-owned business communities to secure diverse certifications at the federal and state levels.

Experience:

US Eco Products Corporation

Certification Specialist

August 2020 – Present

- Assist with obtaining diverse certifications with private and public entities.
- Maintain the 60-plus renewal of the firms' diverse federal and state certifications.
- Apply and maintain the resale certificates for over 12 states.
- Represent the company while attending vendor networking events.

M&A Supplier Diversity Consultants

Founder and Managing Principal

Apr 2019 - Present

I bring 20-plus years of experience in the public sector, starting with law enforcement and changing career paths into procurement, specifically training, coaching, and assisting the BIPOC and Women-owned business communities with supplier certifications including but not limited to MBE, WBE, VBE, SDVBO, PBE, DBE, ACDBE, HUBZone, WOSB, EDWOSB, and WOSB.

Our services include;

- Supplier Diversity Programs – Development & Implementation
- Vendor Management Assessment
- Assistance with State, Federal, and Third-Parties Certifications and Renewals
- Grant Writing
- Supplier Diversity workshops and webinars
- Bids Consulting Services
- DEI Workshops

The Refinishing Oracle, LLC

Owner and Refinisher

Dec 2017 - Present

The Refinishing Oracle (TRO) is a Furniture Restoration business specializing in antiques and unique architectural pieces. We take pride in our work while saving the environment.

Our expertise ranges from small to extensive repairs and refinishing using high-quality products and custom-made pieces.

- Refinishing
- Restoration
- Renovations
- All types of caning
- Veneer repairs
- Wood duplication of missing or destroyed parts
- Architectural salvage pieces
- Insurance Estimates

The Commonwealth of Massachusetts

Supplier Diversity Office

Certification Investigator (RET)

Jul 2015 - Nov 2018

- Supported the Supplier Diversity Program Director in daily management and coordination of the certification unit.
- Conducted discreet and judicious analysis of sensitive information in a timely, confidential, impartial, and efficient manner.
- Investigated allegations of program fraud, ensuring adherence to the program standards.
- Regularly updated events and client information in the state certification portal.
- Applied Massachusetts policies and regulations relevant to certification and the state procurement process.
- Conducted meticulous investigations of applications from Minority Business Enterprises and Women Business Enterprises, including review of business entity documents, financial statements, tax returns, and contracts, to ensure certification program compliance.
- Scheduled and conducted comprehensive on-site visits to business facilities and job sites to validate applicant firm details.
- Generated an average of 25 monthly investigator reports, encompassing application materials, investigation outcomes, and recommendations regarding applicant eligibility within statutory frameworks.
- Reviewed and revised an average of 25-30 certification renewal reports weekly, providing corrective action suggestions as needed.
- Collaborated regularly with the SDO team to discuss evolving certification processes.
- Engaged proactively with other state agencies throughout the certification process for minority and women's business enterprises.
- Demonstrated neutrality and established credibility even in situations involving interpersonal conflicts.
- Actively participated in requisite internal and external training and outreach programs.

Commonwealth of Massachusetts
Executive Office of Administration & Finance
Program Manager
Jan 2011 - Jul 2015

- Ensured adherence to non-discrimination, diversity, inclusion, and equal opportunity standards across state programs, policies, procurement, and personnel functions.
 - Collaboratively developed and executed veterans' employment policies and Language Access Plans.
 - Prepared and managed projects within the Office of Access and Opportunity.
 - Supported the Office of Diversity and Equal Opportunity (ODEO) in creating agency Affirmative Action Plans.
 - Contributed to planning, research, and creation of management resources for veteran hiring, aligning Military and State job classifications.
 - Oversaw the Commonwealth Diversity Fellows Program.
 - Established effective relationships with diverse individuals and organizations, fostering inclusivity across varied identities and perspectives.
 - Edited the Commonwealth's electronic quarterly newsletter, "Dialogue," distributed to approximately 44,000 state executive branch employees.
 - Actively participated in the MA Taskforce on Employment for People with Disabilities.
 - Engaged as a Supplier Diversity Program Plan Review project member, analyzing statewide contract data for Executive Order 524 compliance issues.
- Program Coordinator and

Commonwealth of Massachusetts
Operational Services Division
Program Coordinator
May 2007 - Jan 2011

- Designed and delivered training and presentations on Commonwealth procurement processes for minority and women-owned businesses.
- Contributed to developing the Supplier Diversity Plan, now integrated across state procurements.
- Commended for aiding 800+ small businesses through training, enhancing their state sales prospects.
- Headed focused recruitment and training of vital Supplier Diversity stakeholders for Commonwealth procurement.
- Created promotional materials to support Supplier Diversity initiatives.
- Generated press releases in both English and Spanish.

Walpole, Taunton, and Boston Police Departments
Police Officer
Jan 1996 - Apr 2007

- Ensured compliance with law enforcement protocols for victims of sexual assault, domestic violence, financial fraud, identity theft, and motor vehicle accidents, employing compassion, empathy, and sensitivity fairly and respectfully.
- Investigated abuse and neglect complaints, conducting comprehensive risk assessments.

- Nurtured and maintained professional relationships by liaising with the police department, public schools, and the Latino community.
- Showcased adeptness in collaborating within diverse communities.
- Effectively communicated with various agencies and institutions, ensuring consistent and professional victim support.
- Delivered sexual assault investigation training to the Massachusetts Criminal Justice Training Council.
- Held certifications as a Booking Officer and Domestic Violence First Responder.
- Authored a monthly informational newspaper column catering to the East Boston Latino Community.

Volunteering:

Bristol County Commission on the Status of Women	December 2022 – Present
<ul style="list-style-type: none"> • Commissioner 	
Bristol-Plymouth Vocational Regional High School	May 2021 - Present
<ul style="list-style-type: none"> • Member of Advisory Committee BPTEch Program 	
SCORE – SEMA Chapter	January 2020 - Present
<ul style="list-style-type: none"> • Certified Score Business Counselor • Co-Chair of the DEI SCORE Committee 	
Taunton Area Chamber of Commerce (TACC)	December 2020 - Present
<ul style="list-style-type: none"> • Board of Directors 	

Education

Boston University
Master's degree, Criminal Justice
2002 - 2004

University of Massachusetts Boston
BAS, Criminal Justice
1998 - 2001

Licenses & Certifications

- Executive Leadership Program – Inner City Capital Corporation
- Diversity, Equity, and Inclusion Certified Trainer
- MCAD - Intro to Employment Discrimination Law – MA. Commission Against Discrimination
- Commonwealth Management Certificate - Commonwealth of MA
- Certified Trainer - Massachusetts Criminal Justice Training Council
- Commonwealth Management Certificate Program - MA Human Resources Division
- Certified ScrumMaster® (CSM®) - Scrum Alliance -
- Notary Public

LINDA CHAMPION, ESQ.



EDUCATION

- 2004-2005 LL.M. candidate, Morin Center of Banking and Financial Law, **Boston University Law School**, Boston, MA
- 2001 Juris Doctor, **Suffolk University Law School**, Boston, MA
Achievements: Distinguished Oral Advocate and Honorable Mention Brief, First Year Moot Court Section Competition; Semi-finalist, McLaughlin Appellate Advocacy Competition; Quarterfinalist, Justice Tom C. Clark Moot Court Competition; Semi-finalist, 2000 Third Year Day/Fourth Year Evening Mock Trial Competition.
Activities: Black Law Students Association (BLSA); Exchequer, Phi Delta Phi Legal Honor Society, 1997; Website Editor, DICTA – Suffolk Law’s Student Newspaper, 1997-2000.
- 1998 Certificate in European Legal Studies, **Tulane University School of Law**, Paris, France
- 1996 Bachelor of Science, **Suffolk University**, Boston, MA
Achievements: 2009, Communication and Journalism, Louis B. Connelly Memorial Young Alumnus Award.

LICENSES AND MEMBERSHIPS

- Admitted to practice before the Supreme Judicial Court and all courts of the Commonwealth (2003) and before the United States District Court for the District of Massachusetts.
- Commonwealth of Massachusetts, Notary Public
- Commonwealth of Massachusetts, Licensed Real Estate Attorney Broker
- Commonwealth of Massachusetts, Class A Large Capacity – License to Carry Firearms
- Lifetime Member, NAACP

PROFESSIONAL EXPERIENCE

- 2023-present** **Municipal and District Court Legal Counsel, Assistant District Attorney Suffolk County District Attorney’s Office (SCDAO), Boston, MA**
Manage and oversee specialty courts (homeless, veterans, drug court). Administer formal review process of district court personnel. Conduct interviews, outreach, and recruitment for district court personnel. Analyze proposed or pending legislation, policy, and regulations. Analyze and propose policy statements that affect the office. Ongoing analysis of pending cases, court decisions, statutes, and regulations from other areas. Manage district court metrics to assess areas of improvement and efficiency. Participate and attend executive staff meetings. Aid the office with researching and drafting internal policies and protocols to address areas of common concern throughout the agency. Advise DA on complex policy matters and assist with coordinating investigative initiatives. Work with community and elected stakeholders at all levels of government including municipal, state, and federal government agencies. Provide guidance and support to agency leadership and staff on pending matters. **2013, Superior Court, Assistant District Attorney.** Investigated Superior Court felonies involving elders or persons with disabilities including witness interviews and grand jury investigations. **2011-2013, District Court/Juvenile Court, Assistant District Attorney.** Prosecuted district court felony and misdemeanors including financial crimes and insurance fraud cases. Managed cases from arraignment through jury trial. Argued evidentiary and non-evidentiary motions. Trained line District Court Assistant ADAs and Rule 3:03 certified student prosecutors.
- 2013-2023** **Assistant General Counsel, Dept. of Industrial Accidents, Boston, MA**
Litigated M.G.L. Ch. 152 § 65 (uninsured employers) and §37 (second injury) claims on behalf of the Commonwealth of Massachusetts Workers’ Compensation Trust Fund (“WCTF”). Conducted legal research, workers compensation investigations, evaluated workplace injuries, prepared court pleadings and motions, represented WCTF in settlement negotiations, and subrogation claims.

MERYUM•Z•KHAN

EDUCATION

Suffolk University Law School

Boston, MA

Juris Doctorate

May 2011

Scholarship Recipient, Dean's List 2010-2011

Bar Membership: Massachusetts (active), New York (inactive)

Syracuse University

Syracuse, NY

Bachelor of Arts, Dual Major in Psychology and English Textual Studies

2004 – 2008

Dean's Scholar, 2004-2008; Dean's List, 2005-2008; Scholarship Recipient, 2004-2008

PROFESSIONAL EXPERIENCE

Massachusetts Attorney General's Office

Boston, MA

Deputy Chief – Fair Labor Division

March 2023 – Present

- Part of management team for the Fair Labor Division, overseeing the work of 55 employees including attorneys, investigators and administrative staff.

Assistant Attorney General – Fair Labor Division

February 2018 – March 2023

- Represent the Attorney General's Office in civil and criminal enforcement of wage and hour, child labor and other employment-related laws and handle all associated litigation.
- Participate in community engagement events to bring the work of the Fair Labor Division to Massachusetts residents.

KP Law, P.C.

Boston, MA

Associate Attorney – Labor & Employment

June 2016 – December 2017

- Represented municipal clients in all aspects of management-side labor, employment and school litigation, including collective bargaining, unfair labor practices, civil service, civil discovery, administrative agency litigation and FOIA responses.
- Advised clients on compliance with relevant labor, employment and school laws.

Boston Police Department

Boston, MA

Staff Attorney – Office of the Legal Advisor

August 2012 – June 2016

- Represented the Department in employment-related proceedings including disciplinary hearings, civil litigation, administrative appeals, criminal discovery matters, civil licensing appeals and arbitrations. Handled appeals through the MA Courts system.
- Provided legal counsel and advised the Police Commissioner, members of Command Staff, Human Resources, Labor Relations and others on internal policies and procedures, legislative matters and disciplinary issues.

Office of Labor Relations

October 2011 – August 2012

- Conducted grievance hearings and negotiation sessions for civilian and sworn employees. Prepared cases for Dept. of Labor hearings, arbitrations and mediations.

Massachusetts Commission Against Discrimination

Boston, MA

Civil Rights Field Investigator

March 2011 – September 2011

- Investigated and drafted comprehensive reports regarding employer compliance with various discrimination statutes.

LEADERSHIP & COMMUNITY EXPERIENCE

Public Rights Project, Affirmative Leaders Program Fellow

August 2020 – July 2021

Selected to participate in a year of training and professional development with impact litigators across the United States to initiate, expand, and deepen the impact of each office's equitable enforcement work. Fellows work on a range of civil rights, economic justice, and environmental justice issues that directly impact vulnerable populations in local communities and across the country.

Boston Bar Association Public Interest Leadership Program

August 2019 – June 2020

Selected to participate in a 10-month fellowship for attorneys with a demonstrated commitment to public service. Participated in discussion sessions, networking, and a group project focused on the impact of Covid-19 on the MA legal landscape.

South Asian Bar Association of Greater Boston, Member

September 2008 – Present

Coordinate educational and networking events for South Asian attorneys. Elected to board position November 2013 – August 2015.

LANGUAGE SKILLS - Fluent in Urdu and Hindi (spoken)