

MONIQUE L. DIXON

(b)(6)

PROFESSIONAL EXPERIENCE

NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC. (LDF)

WASHINGTON, D.C.

Director of State Advocacy

March 2019 – Present

Deputy Director of Policy and Senior Counsel

August 2015 - Present

Sr. Policy Counsel, Criminal Justice and State Education Initiatives July 2014 – August 2015

Current Salary: approx. \$207,000

- Responsible for assisting with the development, coordination and implementation of LDF's overall policy and legislative reform priorities with a focus on criminal justice and education; assist with overseeing the policy reform work of a six-member team of attorneys and research associate.
- Spearhead LDF's education reform policy agenda, which seeks to advance equitable educational opportunities for students of color through federal and state advocacy, particularly as it relates to the fair administration of school discipline and enforcement of civil rights laws, such as Title VI of the Civil Rights Act of 1964 and the Elementary and Secondary Education Act of 1965, as amended by the Every Student Succeeds Act (ESSA).
 - Serve as co-chair of the [Education Task Force](#) of the Leadership Conference on Civil and Human Rights, which seeks to advance federal policies that protect the civil rights of students through the enforcement of federal civil rights laws; convene a working group to develop strategies for promoting a comprehensive civil rights bill that would codify disparate impact regulations of Title VI of the Civil Rights Act of 1964 (Title VI) and restore a private right of action for disparate impact discrimination in response to the U.S. Supreme Court's decision in *Alexander v. Sandoval* (2001).
 - Commented on drafts of [House Resolution 66](#) (116th Congress), which reaffirms the original intent of Title VI to prohibit all forms of racial and national origin discrimination – disparate treatment and disparate impact – in education, criminal justice and housing.
 - Assist [Dignity in Schools Campaign](#), a national coalition of parent and student groups, with developing strategies for promoting federal policies that will ensure nondiscriminatory school discipline policies and police free schools through implementation of ESSA and other civil rights laws.
 - Co-led effort to convene educators, administrators and civil rights advocates to develop and publish [recommendations](#) for ensuring equitable education opportunities during COVID-19 School Closures.
 - Collaborated with the Baltimore School Police Chief and education advocates to engage in successful efforts to pass the first ever Baltimore City Board of School Commissioners policy regarding the appropriate and limited role of police in schools.
 - Successfully [urged](#) the U.S. Justice Department to [include in its probe](#) of the Baltimore Police Department the agency's memo of understanding with Baltimore School Police.
 - Successfully urged the Obama Administration's [Federal Interagency Law Enforcement Equipment Working Group](#) to ban the transfer of military equipment to law enforcement serving schools.
- For six years, have led LDF's Justice in Public Safety Project, a national initiative that uses policy advocacy, public education, community organizing, litigation, and communications strategies to

promote laws, policies, and practices that will advance lawful and accountable policing and new public safety models that do not rely on law enforcement.

- Oversee a seven-member team comprising policy counsel, community organizers and communications staff, who partner with local grassroots organizations, attorneys and U.S. Justice Department officials in five cities - Baltimore, Ferguson, New York City, North Charleston, and Tulsa - and at the federal level to negotiate and monitor the enforcement of Federal consent decrees with law enforcement agencies and to develop and implement policy changes, among other activities.
- Recommended and supported litigation successfully challenging the Trump Administration's Commission on Law Enforcement and the Administration of Justice, which a federal judge [ruled](#) was created in violation of the Federal Advisory Committee Act.

OPEN SOCIETY INSTITUTE (OSI), BALTIMORE, MARYLAND
Director, Criminal and Juvenile Justice Program
Interim Deputy Director for Programs

January 2008 – June 2014
May 2011 – August 2012

- Developed, monitored, and evaluated the criminal and juvenile justice program's grantmaking strategies, which sought to reduce the use of incarceration and attendant economic and social costs without compromising public safety.
- Provided strategic planning and communications support to organizations and state agencies that engaged in successful multiyear efforts to: end the prosecution of youth as adults; interrupt the school-to-prison pipeline; remove employment barriers faced by people with criminal records; and reform juvenile justice and parole policies.
- Assisted the director of OSI with managing an office of 15 staff and providing oversight of grantmaking strategies and budgets for each of the organization's four programs.
- Recommended and distributed over \$8 million in grant awards to nonprofit organizations and state agencies.

ADVANCEMENT PROJECT, WASHINGTON D.C
Director, Opportunity to Learn Program
Staff Attorney

March 2004 – January 2008
March 2000 – March 2004

- Managed the *Ending the Schoolhouse to Jailhouse Track Project*, which partnered with racially diverse grassroots community groups and lawyers to end the criminalization of minor student misconduct through policy reform and communications strategies in Palm Beach County, FL, Chicago, IL, Denver, CO, and the Delta, MS.
- Researched and co-authored reports and articles regarding racially discriminatory school discipline practices including [Education on Lockdown: The Schoolhouse to Jailhouse Track](#) (2005).
- Served as co-counsel in class action lawsuits involving racial discrimination in voting and public housing practices.

PUBLIC JUSTICE CENTER, INC. BALTIMORE, MARYLAND
Staff Attorney/Equal Justice Fellow

September 1997 – March 2000

- Spearheaded the Juvenile Justice Reform Project, which sought to ameliorate overcrowding and inadequate educational and mental health services at Maryland's youth correctional facilities; represented students with disabilities and their parents in Individualized Education Program team meetings.

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- Served as co-counsel in successful class action lawsuits involving housing and workers' rights.

CIRCUIT COURT FOR BALTIMORE CITY, BALTIMORE, MARYLAND
Judicial Law Clerk, The Honorable Mabel Hubbard

September 1996 – August 1997

- Provided legal research and writing support to Judge Hubbard in felony trial court.

UNIVERSITY OF MARYLAND SCHOOL OF LAW CLINICAL LAW PROGRAM
BALTIMORE, MARYLAND

Teacher's Assistant, Assistant Professor Janell Byrd

January 1996 – May 1996

- Assisted with assigning and supervising the legal work of six students in a legal theory and practice clinic.

FERGUSON, STEIN, CHAMBERS, GRESHAM & SUMTER, P.A.
CHARLOTTE, NORTH CAROLINA

Summer Associate

May 1995 – August 1995

- Provided legal research and writing support to attorneys involved in employment discrimination cases.

JUDGE JOHN R. HARGROVE, U.S. DISTRICT COURT FOR THE
DISTRICT OF MARYLAND, BALTIMORE, MARYLAND

Judicial Intern

January 1995 – April 1995

- Researched legal issues regarding employment discrimination and breach of contract; drafted legal memoranda.

NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.
NEW YORK, NEW YORK

Summer Intern

June 1994 – August 1994

- Researched legal issues concerning capital punishment and voting rights; drafted legal memoranda.

SELECTED LITIGATION

Anderson v. Jackson, Case No. 06-3298, (E.D. LA 2006) (served as co-counsel for plaintiff class of Black residents who challenged the demolition of public housing in New Orleans)

NAACP v. Smith, Case No. 01-CIV-120-Gold, (S.D. FL 2001) (served as co-counsel for organizational and individual Black plaintiffs who were denied the right to vote in Florida during the 2000 presidential election)

Clarence Heath, et al. v. Perdue Farms, Inc., Civil Action WMN-98-3159 (D. MD 1998) (served as co-counsel for plaintiff class of chicken catchers in Maryland seeking overtime wages from defendant)

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SELECTED ARTICLES AND PUBLICATIONS

Monique Dixon and Nicole Dooley, *Baltimore Students Deserve to Feel Safe*, Opinion, Afro News, Mar. 8, 2018.

Monique Dixon, *Use of force in city schools merits scrutiny*, Opinion, The Baltimore Sun, Nov. 3, 2015.

Monique L. Dixon, et al, *Parole Reform in Maryland*, Maryland Bar Journal, Vol. XLIV, No. 6 (November/December 2011)

Monique L. Dixon, *Minority Disenfranchisement During the 2000 General Election: A Blast from the Past or A Blueprint for Reform*, Temple Political & Civil Rights Law Review, Vol. 11 No. 2 (Spring 2002)

BAR ADMISSIONS

Maryland, District of Columbia, and U.S. District Court for the District of Maryland

EDUCATION

University of Maryland Francis King Carey School of Law

Juris Doctor, 1996

Associate Editor, Maryland Journal of Contemporary Legal Issues

Hunter College of the City University of New York

Bachelor of Arts, 1993

Magna Cum Laude

AWARDS

- Leadership in Law Award, Maryland Daily Record, 2017
- Benjamin L. Cardin Public Service Award, University of Maryland Francis King Carey School of Law, 2011
- Racial Justice Award, YWCA, 2009
- Equal Justice Fellowship, National Association for Public Interest Law, 1997

MEMBERSHIPS

- Reporter, American Bar Association Task Force on Building Trust in the American Justice System, Aug. 2016-Feb. 2017
- Member, Maryland State Bar Association Correctional Reform Section Council, 1999-2004 and 2010-2014
- Board Member, Maryland Humanities Council, 2010-2014
- Board Member, Association of Baltimore Area Grantmakers, 2009-2014; Co-Chair, Diversity and Inclusiveness Task Force, 2009- 2011