

Application for Funding – Cover Page

Applicant

Business Name or Individual	AGUI TEQ LLC	Street Address Including City, State, and ZIP Code	455 MARKET ST STE 1940 #318079 SAN FRANCISCO, CA 94105
Contact Person	Hansel Aguilar	Title	Founder and Principal
Phone	(703) 364-8041	Email	aguilarhansel@gmail.com
Authorized Representative	Click or tap here to enter text.	Title	Click or tap here to enter text.
Phone	Click or tap here to enter text.	Email	Click or tap here to enter text.
Federal Employer Tax Id #	33-4534715	Unique Entity Identifier #	IN-PROGRESS- Reference Number: 080dbc4e-9fba-4be4-9d7d-362cc9ec3da2
Dates of Active Registration in System for Award Management			Click or tap here to enter text.

Total Amount of Funding Request

\$80,000

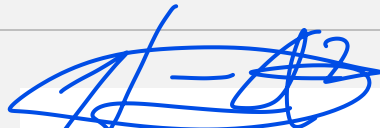
Total Hours of Service

880

Project Period

24 months from eligible award start date

Signature



Signature of the Person Submitting this Form

Name

Hansel Alejandro Aguilar

Name of the Person Submitting this Form (print)

Date of Signature

11/12/2025



AGUI TEQ LLC
Astounding Goals Unlock Ingenuity

PROPOSAL NARRATIVE FOR:

North Dakota Juvenile Justice State Advisory Group (SAG)
REQUEST FOR PROPOSAL (RFP)

Contact: jjsag@ndaco.org

Submitted by:
HANSEL ALEJANDRO AGUILAR, PH.D.
FOUNDER AND PRINCIPAL, AGUI TEQ, LLC
WEDNESDAY, NOVEMBER 12, 2025

November 12, 2025

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CONSULTING SERVICES:

T| Technology Adoption | Technical training | Threat Assessments
 E| Evaluations | Education | Executive Searches
 Q| Quantitative Research | Qualitative Research| Query Design

A Division of AGUI TEQ LLC

A) Organizational Background and Experience

AGUI TEQ Consulting (AGUI TEQ), a dedicated consulting division of AGUI TEQ LLC, is a BIPOC-led, research-driven professional services entity specializing in public sector innovation, racial equity, culturally grounded community engagement, and justice-system transformation. Founded by Dr. Hansel Alejandro Aguilar, AGUI TEQ brings together a diverse, cross-disciplinary network of subject matter experts (SMEs) with deep experience across youth development, juvenile justice, immigrant rights, public policy, and culturally responsive systems change.

The firm operates using a trusted-network model, allowing AGUI TEQ to deploy expertise precisely aligned to each project’s needs. This model ensures representation across racial, ethnic, cultural, gender, generational, and life-experience identities—creating an environment where solutions are informed not only by technical capacity but by lived experience and authentic community connection.

Relevant Qualifications and History of Related Work

AGUI TEQ CONSULTING’s work is anchored in more than 19 years of cumulative experience held by its Principal and over 50 years of diverse experience in its consulting network across investigations, youth-serving systems, community engagement, and institutional reform. Through this background, AGUI TEQ provides clients with a powerful combination of public sector experience, academic rigor, and culturally grounded practice.

Juvenile Justice, Diversion, and Prevention Expertise

AGUI TEQ brings direct and meaningful experience working with young people involved in—or at risk of entering—justice, immigration, and child welfare systems, including:

- **Case Management for Unaccompanied Minors (U.S.–Mexico Border States & Mid-Atlantic)**

Dr. Aguilar spent nearly one year providing direct case management, psychosocial support, and service coordination for unaccompanied immigrant minors. This work required trauma-informed interviewing, safety planning, culturally responsive family engagement, cross-agency coordination, and navigation of complex legal and psychosocial systems. Additionally, he spent nearly 8 years studying the phenomena of irregular migration of unaccompanied immigrant minors which he outlines in his dissertation.

- **Youth-Centered Trauma-Informed Practices**

Expertise in trauma-informed interviewing (including FETI and USCIS RAIO non-adversarial interviewing models), adolescent development, and understanding of the impact of state structures on vulnerable youth populations.

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- **Applied Research on System-Involved Youth**

Both graduate research projects focused on youth impacted by systems of control and violence:

- *Master's Thesis: Los Deportados: The Transnational Blowback of the United States Deportation Practices and the Hidden Costs of Mass Deportation*, based on fieldwork in Central America documenting the experiences of highly vulnerable youth and young adults navigating societal instability following deportation.
- *Ph.D. Dissertation: UN LUGAR MUY ESPECIAL: Navigating the Tensions between 'Parens Patriae,' 'Legal Violence,' and the Rights of Central American Unaccompanied Minors in the U.S. Legal System*, an original contribution to knowledge examining the rights and lived experiences of system-involved Central American minors through a sociological, legal, and policy lens.

These experiences position AGUI TEQ as a highly qualified partner for work involving juvenile justice transformation, diversion alternatives, culturally grounded youth engagement, and community-based prevention strategies.

Community Engagement and Participatory Planning

AGUI TEQ fundamentally believes that sustainable systems change must be co-created with the communities most impacted. The firm and its leadership bring:

- Extensive experience coordinating community listening sessions, public forums, focus groups, youth and family conversations, and multi-stakeholder dialogues.
- Leadership in participatory police oversight structures in multiple jurisdictions (Charlottesville, Berkeley, Fairfax County).
- Deep experience building trust-centered community partnerships, particularly with marginalized communities, including:
 - BIPOC youth and families
 - Immigrant and refugee communities
 - LGBTQ+ communities
 - Monolingual Spanish-speaking families
 - Communities with historical mistrust of government institutions

AGUI TEQ CONSULTING also coordinates across public agencies, educational institutions, nonprofit organizations, and service providers, ensuring that recommendations reflect shared goals, operational reality, and community voice.

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Collaborative and Multidisciplinary Expertise

AGUI TEQ CONSULTING’s trusted network includes a pre-identified senior contributor with more than 15 years of juvenile justice experience, including recent appointment to a Juvenile Commission in the Northeastern United States. Their experience includes:

- Oversight of youth-serving systems
- Juvenile justice reform implementation
- Diversion pathway development
- Youth reentry programming
- Multidisciplinary team coordination
- Policy assessment and program evaluation

This contributor strengthens the firm’s capacity to deliver meaningful insights on diversion, disproportionate minority contact, and juvenile system disparities—core focus areas of the North Dakota RRED (Reducing Racial & Ethnic Disparities) plan.

Additional Relevant Experience and Credentials

AGUI TEQ CONSULTING is uniquely positioned due to its broad base of experience in:

- Civilian oversight and government accountability, offering insight into equitable systems design
- Public policy analysis and program evaluation, supporting data-driven decision-making
- Academic instruction, with Dr. Aguilar serving as a visiting adjunct professor teaching criminology, policing, oversight, institutional reform, and migration studies
- International conference participation, including scholarly presentations in Costa Rica, Mexico, Turkey, and the United States
- Published work, including op-eds on public accountability, policing, labor rights, and youth-related structural injustice

The firm’s blend of academic grounding, on-the-ground youth work, and systems-level reform experience ensures a holistic, intersectional approach aligned with the intent of the RFP and the North Dakota R/ED Plan.

Cultural, Linguistic, and Experiential Diversity

AGUI TEQ CONSULTING is proudly:

- BIPOC-led

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- Immigrant-founded
- Bilingual (English/Spanish)
- Bicultural
- Deeply committed to elevating community voice
- Experienced in working with Native, Indigenous, and culturally distinct communities
- Aligned with equity, fairness, and human dignity principles

Our SMEs embody a wide spectrum of racial, ethnic, cultural, and professional identities—central to generating community-grounded strategies and culturally resonant recommendations.

B) Approach and Methodology

AGUI TEQ proposes a community-centered, systems-informed methodology rooted in racial equity and participatory planning. Our approach will result in a comprehensive and actionable plan that identifies gaps, evaluates existing services, and centers the lived experiences of BIPOC youth and their families. The proposed methodology is iterative and adaptive, combining data analysis with sustained engagement to ensure the final recommendations for policy, practice, and funding are both responsive and transformative.

Comprehensive Action Plan Development

The foundation of the work will be a phased action planning framework structured around the following elements:

- **Equity Diagnostic Phase:** Root cause analysis and systems mapping using disaggregated quantitative data, qualitative accounts, and service inventories.
- **Strategic Engagement Phase:** Relationship building with youth, families, providers, and stakeholders across multiple sectors (education, juvenile justice, healthcare, social services).
- **Collaborative Design Phase:** Facilitated planning sessions where BIPOC communities co-develop goals, strategies, and benchmarks.
- **Validation and Implementation Phase:** Vetting recommendations through interagency roundtables, additional research on evidence-based programs, and finalizing a phased roadmap for implementation.

The final deliverable and timeline are discussed in the next section of this proposal.

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Community Engagement

We prioritize the authentic engagement of BIPOC youth and families as co-designers rather than passive informants. Our methodology includes:

- **Relational Approaches:** Leveraging trusted community networks and cultural brokers to build credibility, with a trauma-informed lens that recognizes historical distrust.
- **Participatory Tools:**
 - Youth-designed survey instruments to gather peer insight;
 - Focus groups using affinity models to foster safety and honest exchange;
 - Arts-based and storytelling strategies to uplift youth narratives;
 - Community listening sessions held in accessible, culturally relevant spaces.
- **Compensation and Accessibility:** AGUI TEQ believes it is very important that all youth and family participants will be compensated for their time and offered logistical support (childcare, transportation stipends, interpretation services).

Stakeholder Collaboration

AGUI TEQ brings a proven track record of bridging governmental and grassroots sectors. Our collaboration strategy includes:

- **Mapping Stakeholder Influence:** Identifying key actors across public systems (law enforcement, courts, probation, education, behavioral health, social services) and community-based providers.
- **Facilitated Input Sessions:** Hosting cross-sector strategic planning meetings using consensus-building and scenario planning tools.
- **Equity Partnership Agreements:** Formalizing roles and shared accountability measures with stakeholders to ensure the recommendations move from plan to action.

Data and Systems Analysis

We use a systems thinking approach that prioritizes equity indicators and root cause identification. This includes:

- **Disparity and Systems Mapping:** Charting decision points in juvenile justice and diversion pathways where BIPOC youth face disparate outcomes.
- **Program Evaluation:**
 - Reviewing existing prevention and intervention services through an equity audit lens;

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- Assessing alignment with culturally responsive practices;
- Identifying duplications, inefficiencies, and best practices.
- **Gap and Barrier Analysis:**
 - Synthesizing insights from families, youth, and practitioners to understand structural and cultural barriers to access;
 - Highlighting policy misalignments that perpetuate disparities;
 - Identifying leverage points for systemic change.

All findings will be triangulated and synthesized into an actionable framework tailored to North Dakota’s existing infrastructure and aspirational goals outlined in the FY24 Racial and Ethnic Disparities Plan.

C) Deliverables and Timeline

AGUI TEQ proposes the following phased timeline and corresponding deliverables to meet the expectations set forth in the RFP. This timeline is structured to allow for iterative community validation and equitable participation from BIPOC youth, families, and stakeholders across North Dakota’s eight regions.

Phase	Timeframe	Activities	Deliverables
Phase 1: Project Launch & Mobilization	Weeks 1–3	<ul style="list-style-type: none"> • Finalize project plan and logistics • Conduct introductory stakeholder meetings • Develop community-facing materials 	<ul style="list-style-type: none"> ✓ Finalized workplan and timeline ✓ Initial stakeholder convenings ✓ Project collateral (bilingual/plain language)
Phase 2: Data Gathering & Community Engagement	Weeks 4–10	<ul style="list-style-type: none"> • Deploy surveys to BIPOC youth and families • Conduct focus groups and listening sessions • Interview key informants 	<ul style="list-style-type: none"> ✓ Community surveys ✓ 10+ regional listening sessions ✓ 6+ focus groups ✓ Preliminary barriers and needs brief
Phase 3: Strategic Planning & Systems Analysis	Weeks 11–16	<ul style="list-style-type: none"> • Facilitate participatory planning sessions • Conduct systems mapping and root cause 	<ul style="list-style-type: none"> ✓ Stakeholder mapping ✓ Draft systems map ✓ Gap/barrier analysis report ✓ Planning session summaries

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Phase	Timeframe	Activities	Deliverables
Phase 4: Action Plan Development & Validation	Weeks 17–22	analysis	
		<ul style="list-style-type: none"> • Identify service gaps • Draft comprehensive action plan • Convene validation sessions • Facilitate cross-sector feedback 	<ul style="list-style-type: none"> ✓ Action plan (policy, funding, practice recs) ✓ Community validation session summaries ✓ Cross-sector roundtable
Phase 5: Final Reporting & Presentation	Weeks 23–24	<ul style="list-style-type: none"> • Finalize and present action plan • Develop executive summary and appendix • Conduct closing presentation 	<ul style="list-style-type: none"> ✓ Final action plan (print/digital) ✓ Public executive summary ✓ Presentation slide deck ✓ Evaluation brief
Ongoing Throughout Project	Weeks 1–24	<ul style="list-style-type: none"> • Biweekly status updates • Dashboard maintenance • Accessibility & language compliance 	<ul style="list-style-type: none"> ✓ Status reports ✓ Visual dashboard ✓ Translated and ADA-compliant materials ✓ Archived notes and recordings

D) Capacity and Staffing

AGUI TEQ’s project team will be led by Dr. Hansel Alejandro Aguilar, a nationally recognized expert in police accountability, community safety, and BIPOC engagement. Dr. Aguilar brings over 19 years of experience across governmental, academic, and non-profit sectors, and currently serves as the Director of Police Accountability for the City of Berkeley. His expertise spans qualitative and quantitative data analysis, participatory research with BIPOC communities, and equity-centered systems transformation.

AGUI TEQ is finalizing the offer for a Senior Director of Strategy and Partnerships, an executive-level role that will be responsible for overseeing engagement logistics, managing interagency communications, and coordinating strategic planning timelines. While the selection is being finalized, this individual brings over considerable experience in trauma-informed facilitation, policy development, and systems coordination.

A key contributor, who will assist in engagement with system stakeholders and juvenile justice analysis, brings over 15 years of direct experience in juvenile justice reform and currently

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serves on a juvenile justice commission in the Northeast United States. Their lived and professional experience in diversion, alternatives to detention, and racial equity makes them uniquely positioned to support this initiative.

Cultural and Community Competence

AGUI TEQ is deeply rooted in the values of cultural humility, restorative justice, and community-led evaluation. Team members have consistently partnered with BIPOC youth, families, and grassroots organizations, and have led data-driven initiatives centering Latinx, Black, Indigenous, and immigrant communities across urban and rural landscapes. All engagement strategies are trauma-informed, ADA-compliant, and linguistically responsive.

Data, Reporting, and Analytical Capacity

The team's capabilities include:

- Developing and administering community surveys and focus groups using IRB-approved methodologies.
- Conducting equity audits and systems mapping using tools and qualitative coding frameworks.
- Producing public-facing reports and visual dashboards tailored for policymakers and community stakeholders alike.
- Presenting complex findings in accessible, multilingual formats via infographics, executive summaries, and community teach-ins.

Dr. Aguilar serves as a visiting adjunct professor of criminology and public sociology, where he lectures on civilian oversight, police accountability, immigration, and legal violence. He has designed syllabi, mentored emerging practitioners, and introduced students to the complexities of institutional reform work. Beyond the classroom, Dr. Aguilar contributes to national conversations through public scholarship, including op-eds such as “*Opinion: Five Years After Floyd, Civilian Oversight Is Dying on the Vine*” (East Bay Times, 2025) and “*Lucha por los Trabajadores: From Puerto Cortes to Richmond*” (Richmondside, 2025), where he draws from personal, professional, and academic experiences to examine the urgent intersections of democracy, labor, migration, and oversight.

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Budget Summary

Applicant: Hansel Aguilar, Ph.D.- AGUI TEQ LLC

Project Period: January 2026-January 2027

	Grant Request	Match	Total
Budget Categories:			
Personnel	48,600.00	-	53,020.00
Fringe Benefits	-	-	-
Travel	26,000.00	-	25,302.00
Supplies	1,677.84	-	1,678.00
Subaward/Contractual	5,400.00	-	-
Other Direct Costs	-	-	-
Indirect Costs	-	-	-
Total Grant Funds	81,677.84	-	80,000.00

Budget Detail Worksheet and Narrative

Applicant: Hansel Aguilar, Ph.D.- AGUI TEQ LLC

Project Period: January 2026-January 2027

Personnel					Total Grant Period		
Position	Name	Hourly Rate for RFP	Hours	Grant Allocation %	Grant Request	Match	Total
Principal Senior Director of Strategy and Partnerships	Hansel Aguilar, PhD	\$ 75.00	396.00	45%	\$29,700	\$0	\$29,700
	TBD	\$ 50.00	396.00	45%	\$19,800	\$0	\$19,800
Consultant	TBD	\$ 40.00	88.00	10%	\$3,520	\$0	\$3,520
				#DIV/0!			
				#DIV/0!			
Total Personnel Costs					\$53,020	\$0	\$53,020

Personnel Narrative:

AGUI TEQ LLC proposes a personnel structure that reflects both the strategic oversight and operational execution required for the successful completion of this project. The total labor cost is calculated based on a firm hourly rate, clear role delineations, and inclusion of reimbursable travel time consistent with solicitation guidance.

Principal and Founder (Hansel Aguilar)

AGUI TEQ LLC's Principal and Founder, Dr. Hansel Aguilar, is currently not a salaried employee of the firm but is compensated on a commission basis in accordance with project-specific scopes. For this initiative, Dr. Aguilar will directly contribute his subject-matter expertise and oversight, billed at \$75/hour. His anticipated level of effort represents 45% of the total project hours, including travel time, strategic development, coordination, and deliverables oversight.

Senior Director of Strategy and Partnerships

The Senior Director will provide co-leadership on deliverables, relationship management, and coordination with the client. This role is also compensated at \$50/hour and will account for 45% of the total hours, reflecting significant ongoing responsibility. The budgeted hours for both the Principal and Senior Director include credited travel time (10 trips round-trip at 8 hours per trip for two individuals), consistent with the RFP's language stating that "an 8-hour day may include preparation, evaluation, and travel time."

Consultant (Special Projects)

A third consultant will be engaged to support discrete aspects of the project, such as literature reviews, tool design, or data analysis. This role will contribute 10% of the total project hours and is compensated at \$40/hour.

Fringe Benefits					Total Grant Period		
Position	Name	Annual Benefits		Grant Allocation %	Grant Request	Match	Total
Principal Senior Director of Strategy and Partnerships	Hansel Aguilar, PhD	PAID BY EMPLOYER		0%	\$0	\$0	
	TBD	PAID BY EMPLOYER		0%	\$0	\$0	
				#DIV/0!			
				#DIV/0!			
Total Fringe Benefits					\$0	\$0	\$0

Fringe Benefits Narrative:

Fringe benefits provided to employees of AGUI TEQ LLC will not be supported by this grant.

Travel		Expense Type (Hotel/Mileage/Per Diem)	Total Grant Period		
Purpose	Location		Grant Request	Match	Total
In-Person Community Meetings	ND Locations TBD	Hotel- Principal	\$5,000		\$5,000
In-Person Community Meetings	ND Locations TBD	Hotel- Senior Director	\$5,000		\$5,000
In-Person Community Meetings	ND Locations TBD	Flight- Principal	\$3,000		\$3,000
In-Person Community Meetings	ND Locations TBD	Flight- Senior Director	\$3,000		\$3,000
In-Person Community Meetings	ND Locations TBD	Car Rental/Uber	2502		\$2,502
In-Person Community Meetings	ND Locations TBD	Per Diem- Principal	\$3,400		\$3,400
In-Person Community Meetings	ND Locations TBD	Per Diem- Senior Director	\$3,400		\$3,400
Total Travel Costs			\$24,902	\$0	\$25,302

Travel Costs Narrative:

AGUI TEQ LLC has conducted detailed market research to develop a cost-effective and realistic travel budget to support the successful implementation of this project across North Dakota. Recognizing the geographic and logistical realities of executing statewide in-person community meetings, this travel budget is designed to enable equitable engagement, maximize in-field presence, and ensure the delivery of high-quality, culturally responsive technical assistance.

Airfare – \$6,000

This line item covers roundtrip airfare for two key personnel—Principal and Senior Director of Strategy and Partnerships—for a total of 10 trips (5 trips per staff member). Current average economy-class airfare from Northern California (Bay Area) to North Dakota hubs (e.g., Bismarck, Fargo, or Grand Forks) was estimated using Google Flights and major carriers such as Delta and United Airlines. Fares were projected based on average 14-day advance purchase rates and seasonal trends, while also anticipating minor fluctuation. The estimate may be revisited at award procurement, subject to final schedule and airline pricing.

Hotel – \$10,000

Lodging costs are estimated based on average market rates for mid-range accommodations (\$150/night) across various North Dakota cities. Each of the 10 trips is estimated at 3 nights per staff member (total of 60 nights). The proposed amount reflects fair pricing for lodging that balances cost-efficiency with safety and accessibility. Where feasible, AGUI TEQ will seek government rates or preferred lodging partnerships.

Car Rental – \$3,000

Given the rural nature of many North Dakota communities, local transportation will be necessary. This item includes rental cars for 10 trips at approximately \$300 per trip, which includes vehicle rental, taxes, and basic insurance. AGUI TEQ has reviewed rental rates via major agencies (Enterprise, Hertz) and incorporated projected pricing based on standard compact to midsize vehicles.

Per Diem – \$6,800

Per diem rates are calculated using the U.S. General Services Administration (GSA) standard per diem allowance for meals and incidental expenses (M&IE) in North Dakota. At the current federal per diem rate of \$68 per day, and assuming 2 staffers over 3-day trips for 10 trips (totaling 60 days of travel), the amount supports a modest and compliant meal allowance without requiring receipt-based reimbursement.

Supplies				Total Grant Period		
				Grant Request	Match	Total
Item	Quantity		Per Unit Cost			
Cloud-based Engagement Platform Add-ons (e.g., Mentimeter upgrade)	2 year subscription		\$324	\$648		\$648
Encrypted External SSD (1TB)	1		\$150	\$150		\$150
Zoom Workplace Business License for duration of Project	2		\$439.92	\$880		\$880
Total Supply Costs				\$1,678		\$1,678

Supply Costs Narrative:
 AGUI TEQ LLC is committed to environmentally sustainable and equitable consulting practices. This supplies budget supports only project-specific tools that enhance digital and in-person engagement, ensure accessibility, and safeguard data integrity. No costs are allocated for general firm overhead or pre-existing office equipment. Instead, funds are directed toward recycled materials, digital collaboration tools like Mentimeter, accessibility software, and securely managing sensitive stakeholder data. This approach reflects our commitment to innovation, carbon-conscious operations, and culturally responsive engagement in underserved and BIPOC communities.

Subawards/Contracts		Total Grant Period		
		Grant Request	Match	Total
Description/Purpose	Computation			
Total Subaward/Contractual Costs		\$0	\$0	\$0

Subaward/Contractual Costs Narrative:

Other Direct Costs		Total Grant Period		
		Grant Request	Match	Total
Type	Computation			
Total Other Direct Costs		\$0	\$0	\$0

Other Direct Costs Narrative:

Indirect Costs				Total Grant Period		
Description	Base		Rate	Grant Request	Match	Total
Total Indirect Costs				\$0	\$0	\$0

Indirect Cost Narrative:



C. RESUME OF KEY PERSONS WHO WILL BE
ASSIGNED TO PROPOSAL NARRATIVE FOR:
NORTH DAKOTA JUVENILE JUSTICE STATE
ADVISORY GROUP (SAG) REQUEST FOR
PROPOSAL (RFP)

CONTACT: JJSAG@NDACO.ORG

Submitted by:
HANSEL ALEJANDRO AGUILAR, PH.D.
FOUNDER AND PRINCIPAL, AGUI TEQ, LLC
WEDNESDAY, NOVEMBER 12, 2025

SUMMARY STATEMENT

Sociology Ph.D. with 20 years of diverse employment experience in customer relations, non-Profit/NGOs, Legal, Investigations and Law Enforcement, State/Federal/Foreign Government. Motivated to utilize acquired skillsets and knowledge to improve community and serve my country. Advanced critical thinking and problem-solving skills. Excellent written and verbal communication skills in English and Spanish.

EDUCATION

Bachelor of Arts in Criminal Justice and Sociology from Rutgers University (2010) - New Brunswick, NJ
Master of Arts in Sociology from George Mason University (2013) - Fairfax, VA
Thesis: *"Los Deportados": The Transnational Blowback of the United States Deportation Practices and the Hidden Costs of Mass Deportation*
Doctor of Philosophy in Sociology from George Mason University (2024) - Fairfax, VA
Dissertation: *"Un Lugar Muy Especial: Navigating the Tensions Between Parens Patriae, 'Legal Violence,' and the Rights of Central American Unaccompanied Minors in the U.S. Legal System"*

TEACHING EXPERIENCE

- School Without Walls, (January 2018-June 2018), High School Introduction to Sociology
- College of Southern Maryland, (December 2018- Present), Adjunct
- George Mason University, (Fall 2020), Adjunct

PROFESSIONAL WORK EXPERIENCE

Director, October 2022- Present

Office of the Director of Police Accountability, Berkeley, CA

Description of Duties:

- Manage, oversee, investigate, develop findings and make recommendations regarding personnel or policy actions.
- Participate in the initial processing of complaints received by the Police Accountability Board (PAB) or from citizens who witnessed misconduct or other concerns.
- Document, review, and analyze all complaints to determine their viability; as official complaints; if merited, oversee investigations into the allegations of the complaints.
- Bring investigative findings and disciplinary recommendations to the Board, and convene a hearing, if warranted.
- Develop and recommend new policies and policy positions based on best practices for the PAB, city council and city administration to consider.
- Develop communication options accessible by citizens, police staff, and/or others as needed to identify complaint issues and determine the level of follow-up required.
- Monitor, audit, and report on all internal investigations conducted by the Police Department concerning allegations of excessive/unnecessary force or other police practice issues.
- Represents the Police Accountability Board (PAB) to outside groups and organizations; participate in outside community and professional groups and serve on committees, boards, task forces, and in community activities; attend meetings, conferences, and workshops.
- Prepares and makes presentations to City officials, community members and others as required and provides technical assistance as necessary.

Executive Director, September 2021- October 2022

Police Civilian Oversight Board, Charlottesville, VA

Description of Duties:

- Provides leadership and functional support to the newly formed Charlottesville Police Civilian Oversight Board (PCOB), including programs, initiatives, operations, and activities. Ensures that the PCOB successfully fulfills its duties as established in the enabling ordinance and bylaws.
- Provides comments and suggestions to the City Council regarding potential changes to the enabling ordinance and bylaws.
- Supports the PCOB's efforts to promote transparency and to foster community relationships with the Charlottesville Police Department (CPD), including community outreach programs. Solicits involvement from groups subject to disproportionate impacts from police activities.
- Explains PCOB mission, complaint procedures, and process to the public.
- Develops and implements procedures for receiving, investigating, auditing, and monitoring civilian complaints related to police misconduct.
- Develops and implements procedures for sending cases to complaint examiner and mediation.
- Assists the PCOB in developing and implementing procedures for reviewing and monitoring internal investigations of police misconduct as authorized by the ordinance.

- Supports the PCOB in identifying incidents of serious misconduct and, in consultation with the City Manager, procures and supervises investigators independent of the CPD to examine the Board's concerns.
- Reports to the PCOB regarding progress of ongoing complaint investigations.
- Reports findings of investigations to complainants, the PCOB, the CPD, City Council, and the public.
- Recommends trainings for PCOB member participation, including trainings offered by the National Association for Criminal Oversight of Law Enforcement (NACOLE) or a comparable organization, and additional training developed by the Executive Director in consultation with the City Manager, City Attorney, Chief of Police, and other City staff.
- Audits patterns of citizen complaints, police encounters, and Internal Affairs investigations.
- Advises PCOB on policy recommendations and reviews of CPD policy amendments.
- Provides or presents reports to the PCOB, city management and/or before City Council. Secures and maintains confidentiality of information, records, and files.
- Keeps up to date on legislation, court cases, grievance procedures, and legal opinions relevant to the work of the PCOB.
- Supervise subordinate staff and monitor performance.

Partnership Specialist,, September 2019- August 2021

U.S. Census Bureau, Fairfax, VA

Description of Duties:

- Plan, develop, and coordinate the partnership agreements to ensure activities at all levels are carried out, resolve problems encountered, and determine the need for renegotiation.
- Address questions, concerns, and issues related to current and potential partners and stakeholders.
- Establish partnership agreements with stakeholders in the public sector to include (but not limited to) federal, state, local, tribal governments, and international governments. Also work with private sector stakeholders to include (but not limited to) local businesses and community groups.
- Develop specific strategies to eliminate enumeration barriers in specific regions in support of the 2020 Decennial Census.
- Develop presentations, give briefings, conduct meetings and promote partnerships with various governments, local businesses and community groups.
- Present information to audiences that predominately speak Spanish and translate and develop targeted informational and promotional materials from Spanish to English and English to Spanish when necessary.
- Organize and facilitate Thank You Campaign meetings to raise awareness about final 2020 Census accomplishments and promote future data.
- Distributed thousands of promotional materials to community partners • *Accomplishments and additional contributions to agency:*
 - Participated as a judge in the inaugural **Get out the Count Video Challenge**
 - Organized, supervised and assisted in the enumeration of community members during mobile questionnaire events

Interim Labor Center Manager, June 2019- September 2019

Centreville Immigration Forum, Centreville, VA

Description of Duties:

- Operations: oversaw day-to-day operations of labor center to include recruiting day laborers, recruiting employers, facilitating job agreements, supervising staff and volunteers, etc.
- Program management: coordinated ESOL program; coordinated and managed social services; oversaw skills development for center members.
- Marketing: conducted market research and made strategic marketing plans to increase and maintain awareness of center
- Family Reunification: Assisted parents and other sponsors seeking to reunite with unaccompanied immigrant minors by providing guidance, resources, and assistance on forms and processes. Oversaw the family reunite, post-reunification program.

Investigator, October 2016- May 15, 2019

DC Office of Police Complaints, Washington D.C.

Description of Duties:

- Conducted initial face-to-face or telephonic interviews with complainants to determine the nature and merit of alleged misconduct claims;
- Conducted administrative investigations on unnecessary or excessive force, harassment, discrimination, and other types of misconduct allegations made against D.C. Metropolitan Police Department (MPD) and D.C. Housing Authority Police Department (DCHAPD) officers.
 - Developed investigation plans by strategizing what intelligence/data/evidence would be required to ascertain the merits of the allegations at hand.
 - Requested, reviewed, and analyzed open source data, records, and intelligence pertinent to allegations
 - ✦ Analyzed and summarized content of various forms of quantitative and qualitative evidence (i.e. Body worn camera footage, police reports, etc.)
 - ✦ Conducted field interviews at incident locations, public and private spaces.

- ✦ Performed legal research, interpret laws, regulations, legal precedents and court cases
 - Interviewed and obtained statements from complainants, witnesses, and police officers
 - Made impartial and systematic credibility determinations;
 - Applied sound analytic skills to prepare organized and thorough reports of investigation findings, citing violations of applicable laws and general orders.
 - Conducted canvassing, field, court and jail visits in official capacity.
 - Planned, developed, and supported information sharing efforts with law enforcement and intelligence communities.
- Participated in agency sponsored public outreach
 - ✦ Counseled complainants, high school students and other members of the community on their constitutional rights
 - ✦ Explained the investigative process to members of the public and agencies
- Served as an in-house Spanish speaking interpreter and translator. Advised colleagues and leadership on issues involving Latino community.
- Interacted with individuals from various racial, ethnic and socioeconomic groups
- *Accomplishments and additional contributions to agency:*
 - Referred first case in agency history to be criminally charged by USAO.
 - Served on the ad-hoc committee to select first Spanish speaking mediator in agency history.
 - Policy Group Committee Member
 - ✦ Served in the in-house policy recommendation group. Participated in monthly meetings with other OPC personnel to discuss, draft, edit and recommend policies to MPD.
 - ✦ Analyzed trends in policing behavior through review of body worn cameras, complaints, police reports, and other evidence to support policy recommendations.
 - ✦ Presented following policy recommendations for consideration:
 - MPD in-service fitness standards.
 - Policy training on handling of citizen vehicles post arrest,
 - Human Rights Liaison
 - ✦ Served as a certified liaison of the District of Columbia Office of Human Rights (OHR) responsible for identifying, assisting, and referring clients who may have been subjected to human rights violations in the District of Columbia.
 - ✦ Participated in programming sponsored by OHR.
 - Latino Outreach Initiative Co-Project Lead
 - ✦ Spearheaded a targeted outreach project to the DC area Latino community. Outreach included: field outreach to organizations in DC, increasing community partners, attending community events specifically serving the Latino community to communicate outreach project and gain insight, organized focus groups to discuss concerns of the community, collected and analyzed primary, secondary, and tertiary data regarding the DC area Latino population and perspectives of law enforcement. Collaborated with other members of agency to include training seasonal student interns.
 - ✦ Created presentations and outreach material that are linguistically and culturally appropriate for DC Latino community.
 - ✦ NACOLE: moderated and presented at annual conference of civilian oversight of law enforcement

Unaccompanied Immigrant Minors Case Manager II, January 2016- October 2016

Youth for Tomorrow, Bristow, VA

Description of Duties:

- Interviewed assigned unaccompanied immigrant minors in order to assess needs and formulate a safe family reunification plan. Informed minors of Office of Refugee Resettlement reunification process, legal rights, and program rules and regulations.
 - Made credibility determinations of minors and potential sponsors by gathering and assessing pertinent intelligence.
 - Examined documents for authenticity to assist in the detection of fraud
 - Worked with therapists to screen for special vulnerabilities such as gang involvement, drug and or alcohol use, etc.
- Provided case management and coordination of services to assigned resident caseload; Facilitated the development and monitoring of all service plans, including the production of ISP's (Individual Service Plans) and Quarterly reviews based on standard protocol input from service providers.
- Ensured interagency services are being provided to residents in accordance with the ISP and are documented and disseminated to applicable parties in a timely and professional manner.
- Provided the coordination of all services offered to each resident; addressed ongoing medical, dental, or psychological needs; coordinated the provision of medical and dental services on a routine and emergency basis.

- Participated in Evaluation Team decisions.
- Ensured planning process was oriented toward safe family reunification, preparation for return to the country of origin, transfer to a higher level of care or less restrictive setting, or transition to an alternative living arrangement once legal immigration status has been obtained.
- Consistently documented the provision of services in each Unaccompanied Immigrant Minor (UIM) case file.
- Maintained direct contact with each client in care with at least one scheduled meeting per week to discuss reunification options.
- Coordinated with entities in the field to ensure the ISP is successfully executed for each UIM in care.
- Consulted on a regular basis with residential staff, counselors, and educational staff to ensure resident is receiving optimal services and to review and discuss those areas needing attention.
- Attended conferences, meetings, and/or court hearings as needed.
- Ensured timely notification of appropriate personnel, parents, and agencies regarding incident reports, medical/dental emergencies, and other events.
- Served as primary point of contact for parents, placing agencies, and agency representatives such as social workers, probation officers, and attorneys representing the resident.
- Advocated for the clients' and kept staff focused on clients' individual progress and goals.
- Attended required meetings and participate in formal and informal professional training.
- Proactively supported the residential and education component team members.
- On-call one week every two months for Crisis Intervention support to residents.
- Trained new case managers on program procedures.

Additional contributions to agency:

- Internal Investigator (Appointed by Assistant Director of Residential Services.
 - ✦ Conducted investigations on allegations of child abuse or neglect:
 - ✦ Conducted initial interviews face-to-face with complainants to determine the nature and merit of alleged claims;
 - ✦ Counseled complainants, respondents and others on their rights and explains the investigative process;
 - Developed investigation plans;
 - Requested information pertinent to claims;
 - Conducted field interviews;
 - ✦ Obtained written and verbal statements from alleged victims and perpetrators.
 - ✦ Analyzed investigation findings. Provided organization report of allegation findings to administrators.
 - ✦ Created statement of facts template for witnesses and subjects.
- Handle With Care Instructor
 - ✦ Appointed by Assistant Director of Residential Services.
 - ✦ Trained organization staff on the use of physical restraint policies and de-escalation techniques.
 - ✦ Reviewed incidents of physical restraint for determination of appropriateness.
- Informational material productions (for organization use)
 - ✦ Created a Flores rights brochure for unaccompanied immigrant minors in ORR custody.
 - ✦ Created a guide to identify fictitious Honduran identification cards.

Police Officer, January 2014-September 2015

George Mason University Police Department, Fairfax, VA

Description of Duties:

- Assigned as the Community Police Officer of the Rappahannock Neighborhood (underclassmen dormitory neighborhood); met regularly with student leaders and representatives in the neighborhood to listen to and address safety concerns.
- Performed vehicle, bicycle and foot patrol on the campuses and University owned properties to ensure the safety of patrons and detect any hazardous conditions and or liabilities.
- Responded to suspicious activities; resolved complaints between various parties; investigated and managed criminal and traffic incidents; provided first responder aid when required.
- Interviewed victims/suspects and took written and verbal statements; made custodial arrests; filed written case reports; testified in court; and assisted other law enforcement agencies when necessary (especially with language skills).
- Reviewed information from databases and/or other records to identify individuals who may pose a threat to national security or public safety.
- Managed and supervised the Dispatch Communications Center when short-staffed.
- Affected felony arrests for narcotic violations, aggravated assault, and grand larceny.
- Affected misdemeanor (custodial and non-custodial) arrests for numerous traffic infractions (i.e. driving without license, DUI, etc.); narcotic and alcohol violations, domestic violence, simple assaults.
- Collected and recorded crime related data as it related to my patrolling duties.

Additional contributions to agency:

- Bronze Medalist in the 10,000 meters at the 2015 World Police & Fire Games (18-29 age group).

- Elected as Staff Senator by University colleagues to represent them in Senate Staff meetings and meetings with representatives of the Commonwealth of Virginia and University administrators. Served in the Education Committee.

Intake Paralegal, July 2011-September 2012

Legal Services of Northern Virginia, Fairfax, VA

Description of Duties:

- Provided administrative support: filing, picking up documents from courthouse, depositing checks, sending letters to clients, translated documents, interpreted for clients and attorneys (Spanish to English and vice versa)
- Conducted initial intake interviews with prospective clients:
 - Obtained preliminary facts of case and made determinations about jurisdiction to provide legal assistance
 - screened for financial eligibility,
 - ensured there were no conflicts of interest
 - data entry
 - provided appropriate referrals to prospective clients.

Manager of Volunteers, December 2010-July 2011

Vinson Hall Retirement Community, McLean,

VA Description of Duties:

- Managed a volunteer corps of approximately 45 volunteers. Met regularly with Special Events Manager to discuss and organize special events for the community.
- Strengthened volunteer base by recruiting, screening and orienting volunteers.
 - Recruited at area high schools and universities to foster intergenerational relationships.
 - Mentored high school students and provided letters of recommendation when appropriate.
- Established and maintained community partnerships.
- Maintained volunteer handbook up to date with state regulations *Additional contributions to agency:*
 - Organized and hosted first annual “Volunteer Recognition Banquet”. Secured Fairfax County Board Supervisor to deliver key note speech.

Community Liaison, September 2010-December 2010

AmeriCorps, Latin American Youth Center, Washington, D.C.

Description of Duties:

- Provided wide range of services to at risk youth and their families in the Columbia Heights area.
 - * Conducted needs assessments to obtain precise picture of community areas of social development.
 - * Promoted civic mobility through team developed workshops and K.I.C.K (Kids Involved in Community Kindness) curriculum.
- Developed and facilitated Roadmap to Graduation workshops to 8th grade students at McFarland Middle School
- Coached the Powell Elementary-Latin American Youth Center Afterschool Soccer Club
 - * Developed player agreement to instill student commitment to team and sportsmanship
- Named Member of the Month for October, 2010.

OTHER WORK EXPERIENCE

Field Manager, September 2015-November 2015

Stronger U.S. Education Fund (Fund for Public Trust), Fairfax, VA

Description of Duties:

- Deep Canvassing Team Field Manager
 - * Transported, trained, and motivated a group of 4 canvassers.
 - * Identified canvassing turf issues, geography, and local eateries.
 - * Served as point of contact for team and resolved any issues out on the field.
 - * Engaged in a meaningful discussion with voters regarding their personal values and connected their values to the democratic process (i.e. voting).
- Utilized bilingual skills to speak to Spanish speaking voters regarding the upcoming election.
- Assisted with daily office duties when necessary.

Program Support Intern, January 2013-March 2013

Center for the Attention of Returned Migrants, San Pedro Sula, Honduras

Description of Duties:

- Met with Program Director and Center personnel to discuss issues with the deportation process and areas of improvement for the Center.
- Conducted immigration intake interviews with returned migrants.
- Provided information about services to family and public and confirmed flight status.
- Conducted case study to explore how services could be improved.

Program Support, September 2012-December 2012
Centreville Labor Resource Center, Centreville, VA

Description of Duties:

- Assisted interim Center Director with day to day tasks.
- Selected and assigned day laborers for various labor assignments
- Provided information about Center to homeowners, contractors, and public
- Interpreted in the negotiations between homeowners and contractors and translated various documents

Intake Paralegal, February 2008-August 2010

Legal Services of New Jersey, Edison, NJ

Description of Duties:

- Provided administrative support: sending letters to clients, translated documents, interpreted for clients and attorneys (Spanish to English and vice versa)
- Conducted initial intake interviews with prospective clients: ○ Obtained preliminary facts of case and made determinations about jurisdiction to provide legal assistance ○ screened for financial eligibility, ○ assured there were no conflicts of interest ○ data entry
- Mortgage Foreclosure Hotline: Referred clients facing foreclosure to housing counselors, lawyers, and mediators for assistance.

Intern, May 2007-August 2007

Office of United States Senator Robert Menendez, Washington D.C.

Description of Duties:

- Tour Guide: Led tours of the Capitol building highlighting major points of interests and NJ relevant facts.
- Provided administrative support which included: answering phones, archiving and filing documents, screening correspondence, creating and entering data into confidential Excel files.
- Immigration Team: Researched immigration statistics, updated amendment tracker for the 2007 Immigration Reform

Law Clerk, December 2006-January 2007

Law Office of Victor Covelli, Belmar, NJ

Description of Duties:

- Answered phones made calls to clients, insurance companies, and doctors.
- Copies; Data Entry; Filed paperwork; Reduced backlog by 50%
- Corresponded with clients, insurance companies, doctors, and hospitals regarding case details (e.g. Explanation of Benefits, medical bills, medical records, authorizations, etc.)

Law Clerk, June 2006-August 2006

Law Office of Ida Cambria, New Brunswick, NJ

Description of Duties:

- Answered phone, made calls to clients, court, and adversaries relating to case details. Made appointments and handled correspondence (e.g. mail, e-mails, faxes)
- Filed paperwork, made copies, drafted letters to clients, courts, adversaries. Drafted pleadings and motions.

Intern, September 2005-December 2005

Middlesex County Prosecutor Office, New Brunswick, NJ

Description of Duties:

- Worked on a Juvenile Delinquency Data Project ○ Entered data ○ Analyzed data (descriptive statistics)
- Visited Courts, interviewed: to judges, prosecutors, investigators/detectives
- Observed court trials

PAPERS, PRESENTATIONS AND MEETINGS

Latino Social Workers Organization (LSWO) Conference 2025, Seattle, Washington, Sept. 2025

Presentation Topic: Latinx Voices in Civilian Oversight: Advancing Human Rights through Trauma-Informed Public Safety State Parents, Broken Branches: The Institutional Family Tree of Unaccompanied Minors

Türkiye Migration Conference 2025, Istanbul, Türkiye, Feb. 2025

Presentation Topics: Reintegratable or Non-Reintegratable? Examining Deportation Policies in Light of Donald Trump's Proposed Mass Expulsion

Baskent University Sociology Seminar 2025, Ankara, Türkiye, Feb. 2025

Presentation Topic: Un Lugar Muy Especial: Navigating the Tensions Between Parens Patriae, 'Legal Violence,'

and the Rights of Central American Unaccompanied Minors in the U.S. Legal System”

American Society of Criminology (ASC) 79th Annual Meeting 2024, San Francisco, CA, November 2024

Presentation Topic: Civilian Oversight of Law Enforcement: Challenges and Opportunities in California

National Association of Civilian Oversight of Law Enforcement 30th Annual Conference, Tucson, AZ, October 2024

Presentation Topic: The Critical Role of Board & Commission Member Training in Civilian Oversight

The Migration Conference (TMC) Annual Conference 2024, Mexico City, Mexico, July 2024

Presentation Topic: Unveiling Illusory States: Exploring Societal Issues Behind Facades of Functionality
The Sociology of the Unaccompanied Minor

International City/County Management Association (ICMA) Annual Conference 2023, Austin, TX, 2023

Presentation Topic: How to Improve Public Safety and Public Trust with Civilian Oversight

Sociology of the Transnational Child: The Case Study of Unaccompanied Immigrant Minors from the Northern Triangle. In Bringing Children Back into the Family: Relationality, Connectedness and Home. Emerald Publishing Limited. 2020

National Association of Civilian Oversight of Law Enforcement 24th Annual Conference, St. Petersburg, FL October 2018

Presentation Topic: Transnationalizing Civilian Oversight of Law Enforcement
Equitable Language Access

Mason Graduate Interdisciplinary Conference (MGIC), Arlington, VA,

Paper Topic: Sanctuary Jurisdictions? Measuring the Perceptions and Beliefs among Unaccompanied Minors In and Outside of
Sanctuary Jurisdictions

Cultural Studies Association Annual Conference, Georgetown University, Washington DC, May 2017 Paper Topic:

The Great Weight of Debt on Unaccompanied Immigrant Minors

COSSA Science Policy Conference & Social Science Advocacy Day, Washington DC, March 2017

Met with Chief of Staff for U.S. Congressman Gerry Connolly; staff members of Senators Tim Kaine and Mark Warner to lobby for congressional support for social sciences

Convocatoria del XV Congreso Centroamericano de Sociología, Asociación Centroamericana de Sociología (ACAS)

Managua, Nicaragua. 11-14 de octubre, 2016

Paper Topic: Reintegrable u No Reintegrable?: Una etnografía transnacional para la re-conceptualización de las dicotomías en la
época de deportaciones masivas

Public Anthropology Annual Conference, American University, Washington, DC, October 2015

Paper Topic: Reintegrable or Non-Reintegrable?: A Transnational Ethnography for the Reconceptualization of Deportation
Dichotomies in the Era of Mass Deportation

Society for Study of Social Problems Annual Conference, Chicago, IL August 2015

Paper Topic: Los Deportados “A Transnational Ethnography of U.S. Mass Deportation Practices and Honduran Migrant
Experience”

Meeting with U.S. Senator Tim Kaine staffer, Washington DC, July 2014

Debrief staffer on Honduran immigrants at the Border and returned migrants

TRAINING

Basic Law Enforcement Training, January 2014- December 2016

Northern Virginia Criminal Justice Training Academy, Ashburn, VA

- Criminal and constitutional Law/procedures
- Community policing
- Tactical training ○ Ground fighting ○ Active shooting ○ Defensive tactics
- De-escalation techniques
- Investigations principles and procedures
- Firearms Training
- Emergency Vehicles Operation Training

VOLUNTEER EXPERIENCE / COMMUNITY SERVICE

- *Student Leadership* ○ Student Board Delegate of Latino Leadership Alliance of New Jersey Feb 2009-May 2009 ○ President of LSC (Latino Student Council) May 2008-May 2009
 - ✦ Presided over LSC meetings which comprised of the 31 Latino centered student organizations ✦ Chaired the high school recruitment committee of LSC
 - ✦ Represented LSC in the university’s Vice President Leadership Cabinet meetings; a non-voting student leaders think-tank
- President/Co-Refounder of Epsilon Chapter of Psi Sigma Phi Multicultural Fraternity Inc. 2008
 - ✦ Successfully drafted and implemented chapter bylaws
 - ✦ Trained and guided non experienced brothers in organizational structure and leadership: parliamentary procedure, organization public relations, etc.
 - ✦ Recipient of the PSP “Best Chapter” Award 2009
 - ✦ New Member Educator
- Facilitated the prospective members intake process • Provided mentorship, guidance, and spiritual support •
Community Service:
 - SAT Proctoring; DC READS Tutor: literacy program designed for DC students 2006-2007
 - Church youth group: planned and facilitated bible study sessions 2010-2024
- *Civic Engagement Work:*
 - City of New Brunswick City Council campaign: recruited volunteers, door- door/telephone canvassing
 - Presidential Campaign: recruited volunteers, door-door/telephone canvassing
 - City of New Brunswick Referendum Campaign: informed fellow students/ city residents about referendum, collected signatures, attended city council meetings and events
 - City of New Brunswick Mayoral Primary Campaign: recruited youth to get involved, door-door/telephone canvassing
 - Appointed to the Fairfax County Police Civilian Review Board

SKILLS

- Public speaking skills
- Bilingual: Spanish and English
- Analytical skills
- Quantitative and qualitative research skills
- Teaching/adult pedagogy
- Strong writing and editing skills

COMPUTER PROFICIENCY

- Microsoft Office Suite; Google Suites
- Proficient in SPSS/STATA;VCIN/NCIC
- LexisNexis, Westlaw
- Blackboard; MyLearning, Social Media; Prezi
- Configuring wireless networks
- Court/case websites;IAPro; Legalfiles

AFFILIATIONS

- Society for the Study of Social Problems(SSSP)
- Association for the Sociology of Religion (ASR)
- American Sociological Association (ASA)
- American Society of Criminology (ASC)
- Asociación Centroamericana de Sociología (ACAS)
- Cultural Studies Association (CSA)
- National Association of Civilian Oversight of Law Enforcement (NACOLE)