

**UNITED STATES SENATE  
COMMITTEE ON THE JUDICIARY**

**QUESTIONNAIRE FOR NON-JUDICIAL NOMINEES**

**PUBLIC**

1. **Name:** State full name (include any former names used).

Ronald Lemuel Davis

2. **Position:** State the position for which you have been nominated.

Director, United States Marshals Service

3. **Address:** List current office address. If city and state of residence differs from your place of employment, please list the city and state where you currently reside.

21st Century Policing Solutions, LLC  
332 S Michigan Ave.  
Suite 1032 – T615  
Chicago, IL 60604-4434

I currently live in Las Vegas, NV

4. **Birthplace:** State date and place of birth.

September 18, 1963: Columbus, Ohio

5. **Education:** List in reverse chronological order each college, law school, or any other institution of higher education attended and indicate for each the dates of attendance, whether a degree was received, and the date each degree was received.

Southern Illinois University (SIU), B.S., August 2004

6. **Employment Record:** List in reverse chronological order all governmental agencies, business or professional corporations, companies, firms, or other enterprises, partnerships, institutions or organizations, non-profit or otherwise, with which you have been affiliated as an officer, director, partner, proprietor, or employee since graduation from college, whether or not you received payment for your services. Include the name and address of the employer and job title or description.

21st Century Policing Solutions, LLC  
February 2017 - Present  
Partner

332 S Michigan Ave.  
Suite 1032 – T615  
Chicago, IL 60604-4434

United States Department of Justice  
Office of Community Oriented Policing Services  
November 2013 – January 2017  
Director  
145 N Street, NE  
Washington, DC 20530

United States Department of Justice  
President’s Task Force on 21st Century Policing  
December 2014 – January 2017  
Executive Director  
145 N Street, NE  
Washington DC, 20530

City of East Palo Alto  
Chief of Police  
June 2005 - March 2012  
September 2012 - November 2013  
141 Demeter Street  
East Palo Alto, CA 94303

City of East Palo Alto  
Interim City Manager  
March - September 2012  
2415 University Avenue  
East Palo Alto, CA 94303

City of Oakland  
Oakland Police Department  
August 1985 – June 2005  
455 7th Street  
Oakland, CA 94607

Police Officer:	August 1985 to June 1992
Sergeant:	June 1992 to 1997
Lieutenant:	1997 to January 1999
Police Academy Director:	1998 to January 1999
Captain:	January 1999 to May 2005
Inspector General:	2003 to May 2005

Advance Peace  
Member, Board of Directors  
2017 - Present  
44 Civic Center Plaza, Suite 360  
Richmond, CA 94804

7. **Military Service and Draft Status:** Identify any service in the U.S. Military, including dates of service, branch of service, rank or rate, serial number (if different from social security number) and type of discharge received, and whether you have registered for selective service.

United States Air Force  
E-4, Senior Airman  
July 1981 - June 1985  
Honorable Discharge

8. **Honors and Awards:** List any scholarships, fellowships, honorary degrees, academic or professional honors, honorary society memberships, military awards, and any other special recognition for outstanding service or achievement.

National Organization of Black Law Enforcement Executives (NOBLE), Civil Rights Award (2017)

City of Oakland, City Council Resolution for 20 year of excellence in service (2013)

East Palo Alto City Council Resolution for outstanding service. (2013)

San Mateo County Board of Supervisors Resolution for outstanding service (2013)

California State Assembly Resolution for outstanding service (2013)

California State Senate Resolution for outstanding service (2013)

East Palo Alto Role Model of the Year (2009)

Oakland Police Chief's Leadership Award for outstanding service as the Department's Inspector General (2005)

Oakland Police Medal of Merit for the creation and implementation of the Police and Corrections Team (2004)

National Organization of Black Law Enforcement Executives (NOBLE), Robert Lamb Humanitarian Award (2002)

Oakland Police Medal of Merit for development of Operation Reverse Play - an effective narcotics reduction strategy (1996)

9. **Bar Associations:** List all bar associations or legal or judicial-related committees, selection panels or conferences of which you are or have been a member and give the titles and dates of any offices which you have held in such groups.

N/A

10. **Bar and Court Admission:**

- a. List the date(s) you were admitted to the bar of any state and any lapses in membership. Please explain the reason for any lapse in membership.

N/A

- b. List all courts in which you have been admitted to practice, including dates of admission and any lapses in membership.

Please explain the reason for any lapse in membership. Give the same information for administrative bodies that require special admission to practice.

N/A

11. **Memberships:**

- a. List all professional, business, fraternal, scholarly, civic, charitable, or other organizations, other than those listed in response to Questions 9 or 10 to which you belong, or to which you have belonged, since graduation from law school. Provide dates of membership or participation and indicate any office you held. Include clubs, working groups, advisory or editorial boards, panels, committees, conferences, or publications.

Member, National Academy of Science, Engineering and Mathematic, Reducing Racial Inequalities in the Criminal Justice System Committee (October 2020 - Present)

Co-Chair, California Police Reform Working Group and Advisor to California Governor Gavin Newsom (June 2020 - Present)

Technical Advisor to the United States Conference of Mayors Police Reform and Racial Justice Task Force (June 2020 – August 2020)

Advisory Council, “Act Now” (2020 to present)

Advisory Board, “The Policing Project.” New York University (NYU) Law School. (May 2018 – Present)

“Smart on Crime Conference Steering Committee. John Jay College, Center for American Progress. (2016 – 2019)

Steering Committee, “Officer-Involved Fatalities Project.” John Jay College Institute for Innovation in Prosecution (IIP) at John Jay College. (2019)

Advisor, Leadership Conference on Civil and Human Rights “New Era of Public Safety” (July 2020 – November 2020)

Member, Harvard University Executive Sessions on Policing and Public Safety (2008 – 2014)

Visiting Senior Fellow, Harvard Law School, Criminal Justice Policy Program (March 2017- March 2018)

Member, Law Enforcement Leaders to Reduce Crime and Incarceration (2018 – Present)

Board Member, Advance Peace (2017 – Present)

National Organization of Black Law Enforcement Executives (NOBLE) (1999 - Present)

Former Chapter President & National Board member (2000 - 2002)

Former Chair, Legislative Committee (2019 - 2020)

International Association of Chiefs of Police (IACP) (1997 – Present)

Former member, Research Advisory Committee (2013)

California Police Chiefs Association (2005 - Present)

Member, Phi Beta Sigma Fraternity, Inc. (2011 - 2013)

Member, Sigma Si Phi Fraternity (2011 - 2013)

In addition, I have made financial contributions to charitable organizations over the years. It is possible that such organizations may list me as a member by virtue of my financial contribution, but if so, I am unaware of any.

- b. Indicate whether any of these organizations listed in response 11a above currently discriminate or formerly discriminated on the basis of race, sex, religion or national origin either through formal membership requirements or the practical implementation of membership policies. If so, describe any action you have taken to change these policies and practices.

To my knowledge, none of these organizations discriminates or formerly discriminated on the basis of race, sex, religion or national origin either through formal membership requirements or the practical implementation of membership policies.

**12. Published Writings and Public Statements:**

- a. List the titles, publishers, and dates of books, articles, reports, letters to the editor, editorial pieces, or other published material you have written or edited, including material published only on the Internet. Supply four (4) copies of all published material to the Committee.

I have done my best to identify all books, articles, letters to the editor, editorial pieces and other published material, including through a review of my personal files and searches of publicly available electronic databases. Despite my searches, there may be other materials that I was unable to identify, find, or remember. I have located the following:

Barge, M., Bond-Fortier, B., Davis, R. (December 2020). "Re-Imagining Public Safety: Recommendations for the Harvard University Community & Police Department." 21CP Solutions, LLC.  
<https://static1.squarespace.com/static/5ad62e3aec4eb7c4b00e03a0/t/5fd8e9a55100534dc7a2667e/1608051486949/21CP+Solutions--Re-Imagining+Public+Safety--Recommendations+for+the+Harvard+University+Community+and+Police+Department.pdf>

California DOJ. (July 2020). "Sacramento Police Department: Reports and Recommendations - Phase 2." California DOJ.  
<https://static1.squarespace.com/static/5ad62e3aec4eb7c4b00e03a0/t/5f060e7bd5373813e8c6e8bf/1594232448877/SPD+Report+Phase+II.pdf>

Davis, R. (June 2020). "There is a playbook for police reform." *New York Times*.  
<https://www.nytimes.com/2020/06/04/opinion/police-reform-obama-task-force.html>

Minnesota Working Group (February 2020). "Working Group - Police Involved Deadly Encounters." Strategic Applications International / 21CP Solutions, LLC.  
<https://dps.mn.gov/divisions/co/working-group/Documents/police-involved-deadly-force-encounters-recommendations.pdf>

California DOJ. (January 2019). "Sacramento Police Department: Reports and Recommendations." California DOJ.  
<https://static1.squarespace.com/static/5ad62e3aec4eb7c4b00e03a0/t/5c51134e2b6a28fb08cfb42e/1548817233157/California+Department+of+Justice--Sacramento+Police+Department--Report+%26+Recommendations+2019.pdf>

Davis, R. (February 13, 2019). "Science and the law - says don't try juveniles as adults." *San Francisco Chronicle*.  
<https://www.sfchronicle.com/opinion/openforum/article/Science-and-the-law-says-don-t-try-13611841.php>

Davis, R. (September 11, 2018). “Ron Davis: Why bail reform will make our communities safer.” *Monterey Herald*.

<https://www.montereyherald.com/2018/02/26/ron-davis-why-bail-reform-will-make-our-communities-safer/>

Davis, R. (April 24, 2018). “My Truth About Being a Black Man and a Black Cop.” *Huffington Post*.

[https://www.huffpost.com/entry/opinion-davis-black-police\\_n\\_5adf4328e4b061c0bfa22ef8](https://www.huffpost.com/entry/opinion-davis-black-police_n_5adf4328e4b061c0bfa22ef8)

Davis, R., Smoot, S., Ramsey, C., Villasenor, R., Copple, J., Copple, C. (March 27, 2018). “Final Report: Grand Rapids Police Task Force on Police Policies and Procedures.” 21CP Solutions, LLC.

[https://static1.squarespace.com/static/5ad62e3aec4eb7c4b00e03a0/t/5ce3ea8031b41400017a56ad/1558440613785/Final+Grand+Rapids+Report-05\\_17\\_19.pdf](https://static1.squarespace.com/static/5ad62e3aec4eb7c4b00e03a0/t/5ce3ea8031b41400017a56ad/1558440613785/Final+Grand+Rapids+Report-05_17_19.pdf)

Davis, R. (May 21, 2017). “Jeff Sessions could learn something from Fox’s new Cop Show.” *Marshall Project*.

<https://www.themarshallproject.org/2017/05/21/jeff-sessions-could-learn-something-from-fox-s-new-cop-show>

Davis, R. (October 16, 2017). “Growing Number of Communities are Using Data to Improve Policing and Criminal Justice.” *White House blog*.

<https://obamawhitehouse.archives.gov/blog/2016/10/13/growing-number-communities-are-using-data-improve-policing-and-criminal-justice>

Davis, R. (August 2016). “Police Reform vs. Policing Reform” *DOJ COPS Office*.

[https://cops.usdoj.gov/html/dispatch/08-2016/police\\_reform.asp](https://cops.usdoj.gov/html/dispatch/08-2016/police_reform.asp)

Davis R., O’Neill, P. (May 2016). “The Hate Crimes Reporting Gap: Low Numbers Keep Tensions High.” *Police Chief Magazine*.

<https://www.policechiefmagazine.org/the-hate-crimes/>

Davis, R. (December 18, 2015). “Law Enforcement Leads the Change.” *White House blog*.

<https://obamawhitehouse.archives.gov/blog/2015/12/18/law-enforcement-leads-change>

Bayley, Davis, M., Davis, R. (June 2015). “Race and Policing: An Agenda for Action.” *Harvard University & National Institute of Justice*.

<https://www.ojp.gov/pdffiles1/nij/248624.pdf>

Davis, R. (March 2015). “What 21st Century Policing Means.” *White House blog*.

<https://obamawhitehouse.archives.gov/blog/2015/03/02/what-21st-century-policing-means>

Travis, J., Davis R., Lawrence, S. (July 2012). “Exploring The Role of the Police in Prisoner Reentry.” *Harvard University & National Institute of Justice*.

<https://www.ojp.gov/pdffiles1/nij/238337.pdf>

Davis, R. (May, 2011). "Should the Police Be Involved in Prisoner Reentry?" *Police Executive Research Forum: "Early Release of Prisoners and its impact on police agencies in California."*

<https://www.prisonlegalnews.org/media/publications/Police%20Executive%20Research%20Forum%20-%20The%20Early%20Release%20of%20Prisoners%20-%20California.pdf>

McMahon, J., Garner, J., Davis, R., Kraus, A. (2002). "How to Correctly Collect and Analyze Racial Profiling Data: Your Reputation Depends on It." *United States Department of Justice.*

<https://cops.usdoj.gov/RIC/Publications/cops-p044-pub.pdf>

Davis, R. (2001). "Racial Profiling: What does the Data Mean?" *American for Effective Law Enforcement (AELE).*

<https://www.aele.org/data.html>

Technical Advisor to the United States Conference of Mayors Police Reform and Racial Justice Task Force (June 2020 – August 2020)

Report: <https://www.usmayors.org/issues/police-reform/>

Steering Committee, "Officer-Involved Fatalities Project." John Jay College Institute for Innovation in Prosecution (IIP) at John Jay College. (2019) Toolkit developed: <https://www.prosecution.org/iip-oif-toolkit>

Advisor, Leadership Conference on Civil and Human Rights "New Era of Public Safety" (July 2020 – November 2020) Report and toolkit: <https://civilrights.org/edfund/resource/new-era-of-public-safety-a-guide-to-fair-safe-and-effective-community-policing/>

Visiting Senior Fellow, Harvard Law School, Criminal Justice Policy Program

(March 2017- March 2018) As part of this project, developed a toolkit: <https://www-cdn.law.stanford.edu/wp-content/uploads/2020/01/Emerging-Police-Technology-A-Policy-Toolkit-2.pdf>

- b. Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of on behalf of any bar association, committee, conference, or organization of which you were or are a member. If you do not have a copy of a report, memorandum or policy statement, give the name and address of the organization that issued it, the date of the document, and a summary of its subject matter.

I have done my best to identify any reports, memoranda or policy statements prepared or contributed in the preparation of on behalf of any bar association, committee, conference, or organization of which I was a member. I have located none.



- c. Supply four (4) copies of any testimony, official statements or other communications relating, in whole or in part, to matters of public policy or legal interpretation, that you have issued or provided or that others presented on your behalf to public bodies or public officials.

I have done my best to identify any testimony, official statements, or other communications related, in whole or in part, to matters of public policy or legal interpretation, including through a review of my personal files and searches of publicly available electronic databases. I have located the following:

Governor Newsom's Policing Advisors Announce Recommendations to Improve Police Response to Protests and Demonstrations – October 13, 2020

<https://www.gov.ca.gov/2020/10/13/governor-newsoms-policing-advisors-announce-recommendations-to-improve-police-response-to-protests-and-demonstrations/>

United States House Committee on the Judiciary Hearing on “Policing Practices and Law Enforcement Accountability”- June 10, 2020

<https://www.congress.gov/116/meeting/house/110775/witnesses/HHRG-116-JU00-Wstate-DavisR-20200610.pdf>

House Oversight Committee Hearing on Policing Practices – September 19, 2019

<https://www.congress.gov/116/meeting/house/109952/witnesses/HHRG-116-JU00-Bio-DavisR-20190919.pdf>

Congressional Black Caucus Hearing on Police Use of Force - 2019  
(unable to locate speech or link to hearing)

Congressional Black Caucus Hearing: Civil Rights Under the Trump Administration- April 17, 2017  
(See attached notes)

Senate Subcommittee on Oversight, Agency Action, Federal Rights and Federal Courts – November 17, 2015

<https://www.judiciary.senate.gov/imo/media/doc/11-17-15%20Davis%20Testimony.pdf>

United States Senate Committee on the Judiciary Subcommittee on The Constitution, Civil Rights and Human Rights - Hearing on Ending Racial Profiling in America - April 17, 2012.

<https://www.judiciary.senate.gov/imo/media/doc/12-4-17DavisTestimony.pdf>

Letter to California State Senator Gloria Romero – May 29, 2007

[http://www.aclunc.org/docs/criminal\\_justice/police\\_practices/sb\\_1019\\_-\\_letter\\_from\\_davis.pdf](http://www.aclunc.org/docs/criminal_justice/police_practices/sb_1019_-_letter_from_davis.pdf)

The End Racial Profiling Act Hearing before the United States Senate Judiciary Subcommittee on the Constitution, Federalism, and Property Rights – August 1, 2001

<https://www.govinfo.gov/content/pkg/CHRG-107shrg80475/html/CHRG-107shrg80475.htm>

Law Enforcement Issues with NOBLE and Attorneys General John Ashcroft – April 6, 2001

<https://www.c-span.org/video/?163628-2/law-enforcement-issues&event=163628&playEvent>

- d. Supply four (4) copies, transcripts or recordings of all speeches or talks delivered by you, including commencement speeches, remarks, lectures, panel discussions, conferences, political speeches, and question-and-answer sessions. Include the date and place where they were delivered, and readily available press reports about the speech or talk. If you do not have a copy of the speech or a transcript or recording of your remarks, give the name and address of the group before whom the speech was given, the date of the speech, and a summary of its subject matter. If you did not speak from a prepared text, furnish a copy of any outline or notes from which you spoke.

I have done my best to identify transcripts or recordings of all speeches or talks delivered, including through a review of my personal files and searches of publicly available electronic databases. I frequently speak without notes or speak from a handwritten outline. I did not retain the majority of the handwritten outlines and have attached all that I could find. Despite my searches, there may be other materials I have been unable to identify, find, or remember. I have located the following:

Law Enforcement and Public Health Conference (LEPH) “Pandemic and protests: how police and prosecutors can promote harm reduction strategies in times of crisis.” (March 22, 2021)  
(Used the following report as my panel discussion notes)

<https://www.gov.ca.gov/2020/10/13/governor-newsoms-policing-advisors-announce-recommendations-to-improve-police-response-to-protests-and-demonstrations/>

“The Racial Equality Collaborative Team.” San Francisco County. (February 23, 2021)  
(Speech notes attached)

Minnesota Office of the Attorney General: “Deadly Force Encounters Working Group Roundtable - One Year Update.” (February 21, 2021).

<https://www.dropbox.com/s/dop1zypy7u6jeox/one%20year%20DFE%20update.mp4?dl=0>

Keynote Presentation at the 2021 IJIS National Symposium. (February 19, 2021).

<https://www.youtube.com/watch?v=ifEIN0VYffA>

“Reforming policing through changing labor relations.” UC Berkeley Law School. (January 29, 2021).

<https://www.youtube.com/watch?v=kXtp3PUblsc>

National Academy of Sciences, Engineering, Mathematics Committee on Reducing Racial Inequalities in the Criminal Justice System, “Police Reform and Accountability.” (January 26, 2021).

<https://www.nationalacademies.org/event/01-25-2021/reducing-racial-inequalities-in-the-criminal-justice-system-workshop-1>

“Continuing the Conversation on Race: Policing in the U.S. and New London.” Connecticut Collage. (January 27, 2021).

<https://www.theday.com/video/20210127/continuing-conversation-on-race-policing-in-us-and-new-london>

National Governors’ Association conference call with Consortium of State Public Safety Executives. (December 16, 2020).

I spoke without notes and there was no press coverage or transcript of the call of which I am aware.

Oklahoma Advisory Committee to the U.S. Commission on Civil Rights. “Racial Disparities in Policing.” (November 6, 2020).

<https://www.usccr.gov/files/2020-10-20-OK-Race-Policing-Online-Panel-Series-Flyer.pdf>

I am unable to locate notes and there was no press coverage or transcript of the panel of which I am aware.

Rotary Club Keynote Address. (October 26, 2020)

I am unable to locate speech text or notes and there was no press coverage or transcript of the address of which I am aware.

“Reimagining Community Safety #1: A Discussion with Ronald Davis.” Harvard University. (September 23, 2020)

<https://www.hks.harvard.edu/centers/wiener/programs/criminaljustice/news-events/reimagining1-ronald-davis>

“Reimagining Safety Virtual Town Hall.” Arnold Foundation. (August 10, 2020)

<https://www.arnoldventures.org/stories/we-dont-have-the-opportunity-to-fail-7-key-quotes-from-the-square-one-projects-reimagining-safety-virtual-town-hall/>

Law Enforcement Leaders Podcast: “Community Oriented Public Safety Strategies & Calls for Police Defunding.” (August 5, 2020)

<https://www.youtube.com/watch?v=qBoZUkFoLn4&feature=youtu.be>

“First Steps: Police Accountability and Reforms.” Obama Foundation. (August 4, 2020).

<https://www.obama.org/mbka2/police-accountability/>

“Report on Police Reform and Racial Justice.” U.S. Conference of Mayors. (August 2020)

<https://www.usmayors.org/issues/police-reform/>

“Oakland Mayor’s Virtual Town Hall.” City of Oakland. (July 16, 2020)

[https://www.facebook.com/watch/live/?v=2796444453975487&ref=watch\\_permalink](https://www.facebook.com/watch/live/?v=2796444453975487&ref=watch_permalink)

“Transforming the Minneapolis Police Department: A Collaborative Approach to Driving Systematic and Cultural Change.” Jones Day Law Firm. (July 2020)

<https://www.jonesday.com/en/insights/2020/07/transforming-the-minneapolis-police-department>

“Police chiefs, community leaders tackle systemic racism as calls for change get louder.” Almanac News. (June 26, 2020)

<https://almanacnews.com/news/2020/06/26/police-chiefs-community-leaders-tackle-systemic-racism-as-calls-for-change-get-louder>

“Rethinking Policing Series: Activism and Reform”. (Georgetown Law School.) June 24, 2020)

<https://www.law.georgetown.edu/news/rethinking-policing-series-activism-and-reform/>

“Transforming the Police.” Georgetown Law School. (June 15, 2020).

<https://www.law.georgetown.edu/innovative-policing-program/events/>

‘I can’t breathe’: Another shocking fatal arrest video emerges after Floyd killing. MSNBC, The Beat. (June 10, 2020).

<https://www.msnbc.com/the-beat-with-ari/watch/-i-can-t-breathe-another-shocking-fatal-arrest-video-emerges-after-floyd-killing-84849733695>

“Why activists say police unions stand in the way of meaningful reform.” 11th Hour w/Brian Williams. (June 9, 2020),

<https://www.msnbc.com/11th-hour/watch/why-activists-say-police-unions-stand-in-the-way-of-meaningful-reform-84806725715?ref=todayheadlines.live>

“MLK Celebration.” Arizona State University. (January 13, 2020)

(See attached speech)

“Council on Criminal Justice: Bleeding Out, Strategies to reduce urban violence.” Council on Criminal Justice. (July 31, 2019)

<https://counciloncj.org/page/BleedingOut>

“What we should expect from the police.” SXSW Conference. (May 2019)

<https://soundcloud.com/officialsxsw/sxsw-2019-what-we-should-expect-of-the-police>

“Fighting for Change.” Minneapolis Foundation. (2019)

<https://www.minneapolisfoundation.org/podcasts/conversations-with-chanda/fighting-for-change/>

“Smart on Crime Conference: Community Policing the Police.” John Jay College. (October 11, 2018)

<https://www.youtube.com/watch?v=Xdk-8MYUmps>

“Race & Inequality in America: The Kerner Commission at 50 conference.” U.C. Berkeley. (February 27, 2018)

<https://belonging.berkeley.edu/kerner50>

Human Factors and Ergonomics Society 2018 annual meeting. (October 10, 2017)

<http://cms.hfes.org/Cms/media/CmsImages/HFES-2017-Annual-Meeting-Program.pdf>

(See attached speech)

“What does 21st Century Policing Mean?” Criminal Injustice Podcast. (July 12, 2017).

<https://www.wesa.fm/post/what-does-21st-century-policing-really-mean#stream/0>

“A discussion on community policing and reform.” City of San Leandro. (May 22, 2017) (See attached speech)

“Locking Up Our Own: Crime and Punishment in Black America.” Stanford University. (May 15, 2017)

[https://www.youtube.com/watch?v=AwgKYrsf\\_XI](https://www.youtube.com/watch?v=AwgKYrsf_XI)

“Policing in the age of Trump.” Yale Law School. (April 13, 2017)

<https://vimeo.com/214492522>

Harvard University, JFK School of Democratic Governance and Innovation Podcast: “How Cities Should Manage High-Profile Police Incidents.” (March 8, 2017)  
<https://datasmart.ash.harvard.edu/news/article/how-cities-should-manage-high-profile-police-incidents-1036>

“Criminal Justice and Civil Rights.” Brookings Institution (January 7, 2017).  
<https://www.c-span.org/video/?420502-1/federal-officials-discuss-criminal-justice-civil-rights>

“Criminal Justice and Civil Rights.” The Hamilton Project. (December 20, 2016)  
<https://www.c-span.org/video/?420502-1/federal-officials-discuss-criminal-justice-civil-rights>

“US Department of Justice: Focus on Community Policing.” IACP 2016 Conference. (October 18, 2016)  
[https://www.youtube.com/watch?v=2hD\\_N7ATP0Q](https://www.youtube.com/watch?v=2hD_N7ATP0Q)

“University of Pennsylvania: Criminology Graduation Speaker.” (May 14, 2016)  
<https://crim.sas.upenn.edu/news/criminology-graduation-speaker-ronald-l-davis>  
I am unable to locate speech text or notes and there was no press coverage or transcript of the address of which I am aware.

“COPS Director Ron Davis Discusses 21st Century Policing Task Force Report.”  
Access Louisville: Community Oriented Policing Services. (April 15, 2016)  
<https://www.youtube.com/watch?v=ndU87iuiPn4>

“DOJ Launches Comprehensive Review of San Francisco Police Department.” San Francisco Mayor’s Office. (February 1, 2016)

President’s Task Force on 21st Century Policing: Hearings 1 thru 7 (December 2015 - March 2016)  
<https://www.youtube.com/channel/UCLqg0hLZuPrq3hEZeof-h8w>

“Ron Davis, Chair of President's Task Force on 21st Century Policing.” - Southern Illinois University Law School. (December 12, 2015)  
<https://www.youtube.com/watch?v=n8pFtIGy4jw>

“Communities and the Police: Global Perspectives on Collaboration.” CityLab. (October 20, 2015)  
<https://www.youtube.com/watch?v=QxYJz-hVdd0>

“COPS Director Ron Davis Discusses 21st Century Policing Task Force Report.” Hennepin County Sheriffs Leadership Forum. (September 28, 2015)  
<https://www.youtube.com/watch?v=ndU87iuiPn4>

“Community Policing and Race Relations.” The Atlantic. (November 12, 2015)  
<https://www.c-span.org/video/?400651-10/discussion-community-policing-race-relations>

“Criminal Justice and Race.” (May 28, 2015). Center for American Progress  
<https://www.c-span.org/video/?326285-1/discussion-criminal-justice-reform>

Department of Justice to review Calexico Police Department. Press Conference.  
(April 15, 2015)

<https://www.youtube.com/watch?v=OOQKNTWa630>

“Community Policing Efforts.” (January 19, 2015). *Washington Journal*.

<https://www.c-span.org/video/?323826-4/washington-journal-ronald-davis-community-policing-efforts>

U.S. Department of Justice Report on the Collaborative Reform Process with the Spokane Police Dept. Press Conference. (December 19, 2014)

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“One on One with Director Davis” DOJ COPS Office. (January 2014)

[https://cops.usdoj.gov/html/dispatch/01-2014/one\\_on\\_one\\_with\\_director\\_ron\\_davis.asp](https://cops.usdoj.gov/html/dispatch/01-2014/one_on_one_with_director_ron_davis.asp)

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“East Palo Alto Police Chief Angry About Weekend Gang Shootings.” Press Conference (KRON 4). (May 6, 2013)

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“Talking with Henrietta: Crime, Violence and Racial Profiling.” EPA Today. (January 17, 2009)

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Chat with the Chief of East Palo Alto (2007)

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- e. List all interviews you have given to newspapers, magazines or other publications, or radio or television stations, providing the dates of these interviews and four (4) copies of the clips or transcripts of these interviews where they are available to you.

I have done my best to identify all interviews given, including through a review of my personal files, and searches of publicly available electronic databases. Despite my searches, there may be other materials that I have been unable to identify, find, or remember. I have located the following:

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Chung, Pearl. (April 4, 2020). “Policing during the Coronavirus pandemic.” *Center for American Progress*.

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"Police Misconduct: National Groups and Solutions." Congressional Forum on Police Misconduct (August 19, 2002).  
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I have also searched for press releases from my time in the COPS Office in which I am mentioned. I have located the following:

2014

[Department of Justice Completes Collaborative Reform Review of Spokane Police Department's Use of Force Policies and Practices](#)

[Department of Justice Releases Resource Guide to Help Law Enforcement Strengthen Relationships with Communities](#)

[Community Oriented Policing Services Outlines Best Practices for Use of Body-Worn Cameras for Police Officers](#)

2015

[Director Ronald Davis of the Office of Community Oriented Policing Services Testifies Before the Senate Judiciary Subcommittee on Oversight, Agency Action, Federal Rights and Federal Courts](#)

[Department of Justice Launches Collaborative Reform Process with Calexico, California, Police Department](#)  
[Department of Justice Appoints Veterans Law Enforcement Executive to Lead New Policing Practices and Accountability Initiative](#)

[U.S. Department of Justice's Office of Community Oriented Policing Services Awards Nearly \\$18 Million to Combat Violence Due to Methamphetamine, Heroin and Gangs](#)

[Justice Department Releases Critical Response Report of San Diego Police Department's Misconduct Policies and Practices](#)

[Department of Justice Releases Report on Philadelphia Police Department's Use of Deadly Force](#)

[Department of Justice Releases Report on Officer Safety and Wellness](#)

[Department of Justice Releases Report on the Ambush of Police Officers](#)

Department of Justice Announces New Guidebook on 21st Century Policing  
Justice Department Announces \$107 Million in Community Policing Hiring Grants to Nearly 200 Law Enforcement Agencies Across the Country

2016

Department of Justice to Conduct After-Action Review of Police Response to Orlando Nightclub Mass Shooting

Department of Justice Releases Report on Identifying and Preventing Gender Bias in Law Enforcement Response to Sexual Assault and Domestic Violence

Department of Justice Launches Comprehensive Review of the San Francisco Police Department

Department of Justice Announces Solicitation for Community Policing Development Program

Department of Justice Announces Expansion of Program to Enhance Tribal Access to National Crime Information Databases

- f. If applicable, list all published judicial opinions that you have written, including concurrences and dissents. Supply the citations for all published judicial opinions to the Committee.

None.

**13. Public Office, Political Activities and Affiliations:**

- a. List chronologically any public offices you have held, other than judicial offices, including the terms of service and whether such positions were elected or appointed. If appointed, please include the name of the individual who appointed you. Also, state chronologically any unsuccessful candidacies you have had for elective office or unsuccessful nominations for appointed office.

Director, United States Department of Justice, Office of Community Oriented Policing Services (COPS) - November 2013 - January 2017

I was appointed by United States Attorney General Eric Holder

Police Chief, City of East Palo Alto (May 2005 - November 2013)

I was appointed by East Palo Alto City Manager Alvin James

- b. List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities.

Member, Biden-Harris Transition Team (DHS Agency Review Team) (November 2020 - January 2021)

**14. Legal Career:** Answer each part separately.

- a. Describe chronologically your law practice and legal experience after graduation from law school including:\
- i. whether you served as clerk to a judge, and if so, the name of the judge, the court and the dates of the period you were a clerk;

- ii. whether you practiced alone, and if so, the addresses and dates;
- iii. the dates, names and addresses of law firms or offices, companies or governmental agencies with which you have been affiliated, and the nature of your affiliation with each.
- iv. Whether you served as a mediator or arbitrator in alternative dispute resolution proceedings and, if so, a description of the 10 most significant matters with which you were involved in that capacity.
- v. Whether you have held any judicial office, including positions as an administrative law judge, on any U.S. federal, state, tribal, or local court and if so, please provide the name of the court, the jurisdiction of that court, whether the position was appointed or elected, and the dates of your service.

N/A

b. Describe:

- i. the general character of your law practice and indicate by date when its character has changed over the years.
- ii. Your typical clients and the areas at each period of your legal career, if any, in which you have specialized.

N/A

c. Describe the percentage of your practice that has been in litigation and whether you appeared in court frequently, occasionally, or not at all. If the frequency of your appearances in court varied, describe such variance, providing dates.

- 1. Indicate the percentage of your practice in:
  - 1. federal courts:
  - 2. state courts of record:
  - 3. other courts:
  - 4. administrative agencies:

N/A

11. Indicate the percentage of your practice in:

- I. civil proceedings:
- 2. criminal proceedings:

N/A

- d. State the number of cases in courts of record, including cases before administrative law judges, you tried to verdict, judgment or final decision (rather than settled), indicating whether you were sole counsel, chief counsel, or associate counsel.

L What percentage of these trials were:

1. jury:%
2. non-jury:%

N/A

- e. Describe your practice, if any, before the Supreme Court of the United States. Supply four (4) copies of any briefs, amicus or otherwise, and, if applicable, any oral argument transcripts before the Supreme Court in connection with your practice.

N/A

15. **Litigation:** Describe the ten (10) most significant litigated matters which you personally handled, whether or not you were the attorney of record. Give the citations, if the cases were reported, and the docket number and date if unreported. Give a capsule summary of the substance of each case.

Identify the party or parties whom you represented; describe in detail the nature of your participation in the litigation and the final disposition of the case. Also state as to each case:

- a. the date of representation;
- b. the name of the court and the name of the judge or judges before whom the case was litigated; and
- c. the individual name, addresses, and telephone numbers of co-counsel and of principal counsel for each of the other parties.

N/A

16. **Legal Activities:** Describe the most significant legal activities you have pursued including significant litigation which did not progress to trial or legal matters that did not involve litigation. Describe fully the nature of your participation in these activities.

List any client(s) or organization(s) for whom you performed lobbying activities and describe the lobbying activities you performed on behalf of such client(s) or organizations(s).

(Note: As to any facts requested in this question, please omit any information protected by the attorney-client privilege.)

N/A

17. **Teaching:** What courses have you taught? For each course, state the title, the institution at which you taught the course, the years in which you taught the course, and describe briefly the subject matter of the course and the major topics taught. If you have a syllabus of each course, provide four (4) copies to the committee.

While I was a Recruiting Training Officer for the Oakland Police in the early 90's, I occasionally taught classes to department recruits. I did not retain notes.

While I was Commander of the Oakland Police Academy from 1997-1999, I occasionally taught classes to students at the Academy. I did not retain notes.

18. **Deferred Income/ Future Benefits:** List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, former employers, clients or customers.

Describe the arrangements you have made to be compensated in the future for any financial or business interest.

None.

19. **Outside Commitments During Service:** Do you have any plans, commitments, or agreements to pursue outside employment, with or without compensation, during your service? If so, explain.

No.

20. **Sources of Income:** List sources and amounts of all income received during the calendar year preceding your nomination and for the current calendar year, including all salaries, fees, dividends, interest, gifts, rents, royalties, licensing fees, honoraria, and other items exceeding \$500 or more (if you prefer to do so, copies of the financial disclosure report, required by the Ethics in Government Act of 1978, may be substituted here).

See OGE Form 278.

21. **Statement of Net Worth:** Please complete the attached financial net worth statement in detail (add schedules as called for).

22. **Potential Conflicts of Interest:**

- a. Identify the family members or other persons, parties, affiliations, pending and categories of litigation, financial arrangements or other factors that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to arise.

During the nomination process, I consulted with the Department of Justice's (the Department) ethics office and Designated Ethics Officer to identify any potential conflicts. If I am confirmed, I will continue to consult with the Department's ethics office and will recuse myself from any matter in which recusal is required.



- b. Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern.

If I am confirmed, any potential conflict of interest will be resolved in accordance with the terms of an ethics agreement that I have entered with the Department's designated agency ethics official. If confirmed, I will continue to consult with the Department's ethics office and will recuse myself from any matter in which recusal is required.

23. **Pro Bono Work:** An ethical consideration under Canon 2 of the American Bar Association's Code of Professional Responsibility calls for "every lawyer, regardless of professional prominence or professional work load, to find some time to participate in serving the disadvantaged."

Describe what you have done to fulfill these responsibilities, listing specific instances and the amount of time devoted to each. If you are not an attorney, please use this opportunity to report significant charitable and volunteer work you may have done.

N/A