



## APPLICATION FOR APPOINTMENT TO THE BART POLICE CITIZEN REVIEW BOARD

The BART Board of Directors established the BART Police Citizen Review Board (BPCRB) to increase visibility for the public into the delivery of BART Police services, to provide community participation in the review and establishment of BART Police Department policies, procedures, practices and initiatives, and to receive citizen complaints and allegations of misconduct by BART Police Department (BPD) employees. The BPCRB is an advisory committee that reports to the BART Board of Directors. Meetings are generally held once per month, and service on the BPCRB is voluntary.

### **BPCRB Committee Public Member Requirements**

As a volunteer member of this board you will:

- Receive citizen allegations of on-duty police misconduct
- Participate in recommending appropriate disciplinary action
- Advise Board of Directors, Independent Police Auditor and Police Chief
- Review, recommend and monitor implementation of changes to police policies, procedures & practices
- Meet periodically with representatives of the BART Police associations
- Participate in community outreach
- **Terms of Service:** All appointments or re-appointments to the BART Police Citizen Review Board shall be for two-year terms.

All BPCRB members must reside in one of the following counties: Alameda, Contra Costa, San Francisco, or San Mateo. BPCRB members must be fair-minded and objective with a demonstrated commitment to community service. No person currently employed in a law enforcement capacity, either sworn or non-sworn, shall be eligible for appointment to the BPCRB. No current or former or relative of BART Police Department personnel may serve on the BPCRB. Appointees to the BPCRB are subject to a background check and must not have any felony convictions. Members serving on the BPCRB are not required to be U.S. citizens.

The BPCRB Committee is a legislative body for the purposes of the Brown Act. Accordingly, committee meetings are open public meetings subject to the noticing and meeting requirements under this law except in those proceedings where a closed session may be appropriate and required.

It is important that you complete all parts of the application. If your application is incomplete or does not clearly show the experience and/or training required, your application may not be accepted.

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| <b>The application process will include two phases:</b>  |
| <b>PHASE 1 – Application and Recommendation Review</b><br><i>All applications will be reviewed for all Membership Representation requirements and qualifications, letters of recommendation, resume, and any supplemental documents.</i> |
| <b>PHASE 2 – BART Board of Directors Appointment</b><br><i>Selected candidates will be invited to appear before the Board of Directors to briefly explain their interest in serving on the committee, followed by a Board vote.</i>      |

**Personal Information**

First Name: ELIJAH Last Name: MERCER

Home/Mailing Address: [REDACTED] City: SAN FRANCISCO Zip: [REDACTED]

Daytime Phone: [REDACTED] Alternate Phone: \_\_\_\_\_

Email: [REDACTED]

Occupation/Profession: NONPROFIT PROGRAM MANAGER

**General Information/Qualifications**

In what county do you reside? SAN FRANCISCO

Are you currently employed in a law enforcement capacity, either sworn or non-sworn?  
 Yes  No

Are you a current or former BPD employee?  Yes  No

Are you a relative<sup>1</sup> of a current or former BPD employee?  Yes  No

Have you ever been convicted of a felony?  Yes  No

**References:** Please provide the names and contact information of three (3) references who are qualified to discuss your candidacy for service on the BPCRB:

Name: INDIANA BARRENECHEA

Address: [REDACTED] Phone: [REDACTED]

Name: MARIA MCKEE

Address: [REDACTED] Phone: [REDACTED]

Name: PAWAN HULKORY

Address: [REDACTED] Phone: [REDACTED]

List any organizations or groups that you belong to or are involved with that you believe bear relevance to your candidacy for service on the BPCRB:

Instituto Familiar de la Raza/Roadmap to Peace; Data for JustUS founder; SF Juvenile Probation Commission; former Vera, SFDA, and NYPD roles focused on accountability and community safety.

<sup>1</sup>Relatives include spouse, domestic partner, child, parent, brother, sister, grandparent, step-parent, step-child, legal guardian, father-in-law and mother-in-law.

**Briefly explain your interest in serving on the BPCRB:**

I am interested in serving on the BPCRB because I believe public safety must be accountable, transparent, and responsive to the community. My background in violence prevention, youth-serving systems, public safety, and data has shown me that trust is essential to effective oversight. I would bring a community-centered, evidence-informed perspective to reviewing policies, practices, and complaints while helping strengthen public confidence in BART's policing system.

**What qualifications/assets do you have that make you a strong candidate for service on the BPCRB? Please feel free to attach a resume or an additional page.**

I bring a combination of public safety, community, and data experience that would be valuable to the BPCRB. My work has included violence prevention, youth-serving systems, research, program evaluation, and public agency collaboration. I have experience working with justice institutions while also centering community trust, accountability, and equity. I can analyze policies, identify patterns in complaints or practices, and contribute a thoughtful, fair, and community-informed perspective to police oversight.



DocuSigned by:  
*ERIN MURPHY*  
Signature of Applicant: \_\_\_\_\_ Date: 3/25/2026  
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Return this form to the District Secretary's Office:  
Drop Off/In-Person: 2150 Webster Street, 10th Floor, Oakland, CA 94612

U.S. Mail: San Francisco Bay Area Rapid Transit District  
c/o District Secretary's Office  
P.O. Box 12688, Oakland, CA 94604-2688

Email: [CitizenReviewBoard@bart.gov](mailto:CitizenReviewBoard@bart.gov)  
Call (510) 464-6083 with any questions.

Thank you for your interest in serving on the BART Police Citizen Review Board.

# Elijah Mercer

San Francisco, CA | [REDACTED] | [REDACTED]

## APPOINTED COMMISSIONER AND PUBLIC SAFETY POLICY PROFESSIONAL

Appointed San Francisco Juvenile Probation Commissioner and community-based program leader with 10+ years of experience across civilian oversight, public safety, justice policy, data analysis, community engagement, and cross-agency collaboration. Skilled in reviewing policies, budgets, programs, contracts, and performance data; facilitating public meetings and listening sessions; translating community concerns into actionable recommendations; and advancing accountability, equity, and public trust.

## RELEVANT OVERSIGHT AND LEADERSHIP EXPERIENCE

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### Juvenile Probation Commission | Commissioner & Program Committee Member

San Francisco, CA | July 2025 – Present

- Appointed through a competitive mayoral selection process to provide civilian oversight and accountability for the San Francisco Juvenile Probation Department.
- Review departmental budgets, programs, contracts, and performance reports to assess compliance, youth outcomes, and alignment with statutory and equity goals.
- Participate in public hearings, commission meetings, and listening sessions; elevate youth, family, and community concerns in formal policy discussions.
- Develop recommendations for executive and legislative leaders on probation operations, service delivery, alternatives to detention, and system improvement.
- Convene cross-sector stakeholders across probation, courts, schools, service providers, and community partners to strengthen coordination and public trust.

### Instituto Familiar de la Raza | Program Manager, Roadmap to Peace Initiative

San Francisco, CA | December 2023 – Present

- Help lead operations, reporting, and accountability for a multi-agency, city-funded violence prevention initiative serving justice-involved Latinx youth and families.
- Coordinate across eight partner organizations and public-sector stakeholders to align contracts, deliverables, data compliance, financial oversight, and service quality.
- Produce board-ready summaries, policy memos, dashboards, and decision briefs that translate complex program and systems data into clear action for leadership.
- Build and maintain SOPs, reporting tools, and documentation systems that improve transparency, follow-through, and implementation across a cross-sector collaborative.
- Facilitate retreats, community-facing meetings, and training sessions that strengthen collaboration, responsiveness, and trust among partners and stakeholders.

### Data for JustUS | Founder & CEO

San Francisco, CA | April 2022 – Present

- Advise nonprofit and public-sector clients on data strategy, evaluation, communications, and operational systems that improve accountability and community impact.
- Support mission-driven organizations serving marginalized communities by building practical tools for reporting, analysis, policy communication, and decision-making.

### Vera Institute of Justice | Research Associate, Reshaping Prosecutions

Remote | May 2022 – November 2022

- Managed relationships with district attorneys' offices and justice stakeholders to procure data for reform-focused research and technical assistance.
- Coordinated sensitive data transfer processes and created internal SOPs to support consistent, accountable collaboration across sites.

## ADDITIONAL PUBLIC SAFETY AND COMMUNITY EXPERIENCE

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### San Francisco District Attorney's Office | Strategic Gun Crime & Violence Analyst

San Francisco, CA | October 2019 – October 2021

- Analyzed gun violence trends and produced reports that supported strategic decision-making and communication with internal and external stakeholders.

- Helped create the City and County of San Francisco's first public prosecution and crime dashboard, improving transparency around public safety data.

**New York City Police Department | Crime Analyst, Office of Crime Control Strategies**

*New York, NY | July 2017 – October 2019*

- Provided analytical support on precinct crime patterns and quality-of-life issues, translating findings for non-technical and operational audiences.
- Worked across units and stakeholders to identify patterns, inform responses, and support data-driven public safety problem-solving.

**Teach For America / Baltimore City Public Schools | Secondary English Teacher**

*Baltimore, MD | June 2012 – August 2014*

- Taught and mentored middle and high school students while using data to support academic, behavioral, and developmental progress.

**SELECTED QUALIFICATIONS**

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| <b>Civilian oversight &amp; governance</b> | Policy review, public accountability, board/commission service, recommendations, implementation monitoring        |
| <b>Community engagement</b>                | Public meetings, listening sessions, facilitation, stakeholder relations, youth and family-centered engagement    |
| <b>Public safety &amp; justice systems</b> | Violence prevention, probation, prosecution, agency coordination, cross-sector collaboration                      |
| <b>Analysis &amp; communication</b>        | Performance metrics, dashboards, complaint/pattern review, policy memos, executive summaries, data interpretation |

**EDUCATION**

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**University of California, Berkeley** — M.S., Information & Data Science, May 2025

**American University** — B.A., Criminology; Minor in Communication Studies, May 2012

**SELECTED RECOGNITION**

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- Appointed Commissioner, San Francisco Juvenile Probation Commission
- UC Berkeley Data for Good Award
- Certificate in Teaching & Learning in Higher Education, UC Berkeley (2025)