

# Jermaine Harris

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## PROFESSIONAL SKILLS SUMMARY

Change management professional with experience leading teams and building positive workplace culture.

Areas of expertise include:

- Communication
  - Community Engagement
  - Data Analysis
  - Fundraising
  - Innovation
  - Problem Solving
  - Project Management
  - Strategic Partnerships
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## PROFESSIONAL EXPERIENCE

### **Chicago Police Department** (Chicago, IL)

December 2002 – present

*The Chicago Police Department is the second largest municipal police force in America with just under 12,000 members and an operating budget of \$1.9 billion.*

### **Lieutenant, Senior leader** (2022-present)

Responsible for strategic planning, critical incident management, and providing leadership to teams.

#### Select Achievements

- Led a team of 150 people, overseeing day-to-day operations, fostering collaboration, optimizing productivity, and ensuring alignment with organizational goals through effective communication, performance management, and strategic decision-making.
- Utilized data analysis to identify trends, interpret complex datasets, and make evidence-based decisions that optimized operational efficiency, improved outcomes, and informed strategic initiatives.
- Facilitated training programs for large groups with experience of adapting content to diverse learning styles and needs.
- Designed and implemented a cohesive and vibrant team culture in the two police districts with the lowest average employee tenure.

### **Sergeant, Mid-level manager** (2017-2022)

Duties involved overseeing frontline staff, ensuring compliance with protocols, coordinating daily activities, managing resources, and resolving conflicts.

#### Select Achievements

- Cultivated and managed strategic partnership development between government and private sector organizations.
- Managed large scale projects that included the re-design of the Custom Notification Program which facilitated an increase in gun violence interventions by over 700% compared to previous year.
- Designed and implemented a problem-solving logic model that outlined key inputs, processes, and outcomes, providing a structured framework for continuous improvement.

**Community Leadership Fellows** (Chicago, IL) (Part-time) January 2021 – present  
*CFL is a leadership development program dedicated to empowering emerging leaders to drive positive social change through mentorship, networking, and community engagement.*

### **Co-founder & Board Chairperson**

Led meetings and fostered collaboration among board members to advance the program's mission.

### **Select Achievements**

- Developed and executed a comprehensive fundraising strategy that attracted seed funders which resulted in successful program launch.
  - Leveraged community engagement experience to drive outreach strategy that fostered inclusive design of startup organization.
  - Led board development initiatives by recruiting members to strengthen organizational leadership and ensure alignment with long-term goals.
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## **EDUCATION**

### **Calumet College of St Joseph**

M.S., Public Safety Administration, 2017

### **Kaplan University**

B.S, Criminal Justice, 2014

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## **MILITARY EXPERIENCE**

### **United States Marine Corps** (1997-2001)

Honorable Discharge

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## **COMMITTEE APPOINTMENTS**

- Governor appointee to Illinois Racial Profiling Prevention and Data Oversight Board
  - Transition subcommittee for Chicago Mayor Brandon Johnson
  - Transition committee for Chicago Mayor Lori Lightfoot
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## **PROFESSIONAL AFFILIATIONS**

- Economic Club of Chicago, since 2023
  - USA Justice Fellow at Eisenhower Fellowships, 2022
  - Signature Fellow at Leadership Greater Chicago, 2021
  - University of Chicago Civic Leadership Academy, 2019
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## **BOARD MEMBERSHIP**

- Boxing Out Negativity, Board of Directors
- Garfield Park Conservatory, Community Advisory Board
- Thresholds, Board of Directors