

On Your Shoulders, We Stand

Dr. Matthew F. Fogg

Chief Deputy (retired)
U.S. Marshals Service

Interviewed by Shawn Kennedy
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When I think of trailblazers, **Dr. Matthew Fogg** is definitely a name that comes to mind. I believe Dr. Martin Luther King, Jr. said it better, *"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."*

The first time I heard of Matthew Fogg was back in the 90s. I was a young officer who became active with the Guardians police association in Chicago, and also with the National Black Police Association (NBPA). As I networked with officers across the country, I can remember hearing Matthew's name mentioned a couple of times in conversations. It was by happenstance that shortly thereafter, I came across an article regarding racial discrimination within the U.S. Marshals Service. So I decided to search the web for additional information and discovered several articles regarding Matthew Fogg's experience with the U.S. Marshals Service, as well as interviews on CNN, C-SPAN and other broadcast media. As a young officer, I was fascinated to learn that racial discrimination did not just occur on the local level of law enforcement, but also on the federal level as well. It must have been my naiveté that made it so difficult for me to grasp that concept. Up until that time, I had only been engaged in conversations with officers regarding racial discrimination in their respective local municipalities, for the most part.

So one day I decided to reach out to Matthew from possible contact information in one of the articles I came across. I was surprised he responded to my email. We emailed back and forth several times, with Matthew directing me to additional information. We eventually talked on the phone several times. I could tell he was passionate about sharing information regarding his experience with racial discrimination and was willing to assist other officers who found themselves in a similar predicament. I can remember writing a brief highlight of the assistance Matthew provided to Philadelphia Officer Aisha Perry. (The article appeared in the summer 1999 edition of **The Black Skyline** newsletter, which was a publication for the **National Black Police Association – Chicago Chapter**.) At that time, Matthew was one of the founders of the **Congress Against Racism and Corruption in Law Enforcement (CARCLE)**. His organization, along with the [Guardian Civic League](#), assisted an officer win a \$42K judgement against the Philadelphia Police Department. The officer filed a federal lawsuit based for retaliation, after "blowing the whistle" on corrupt officers.





I had an opportunity to finally meet Matthew Fogg in 1998. I had flown to St. Louis, MO, along with a contingent of other officers from across the country, to rally in support of Officer Dennis McLin. He was facing suspension and possible termination from the St. Louis Police Department, during a police board hearing. Matthew was present for the same purpose so we had an opportunity to discuss various topics. The strong show of support, which also included members from faith-based organizations and many citizens from the community, forced the police board to cancel the officer's hearing.

We lost contact over the years but I ran back into Matthew a few years ago when I flew to Philadelphia. The Guardian Civic League was hosting their Annual Scholarship Awards Dinner Dance and Matthew was the keynote speaker. He was still very active on the national level, speaking out against racial discrimination. I knew back then I would eventually request an interview with him because I felt he was an individual whose story needed to be shared. Officers need to know the many things he did to pave the way for the next generation of police officers. *(All below listed hyperlinks are accessible via electronic copy at www.nableo.org, "Newsletter".)*

Matthew F. Fogg is single, educated and is highly respected for his work in law enforcement on the federal level, as well as for his activism for civil and human rights. He was born and raised in Washington D.C., which is where the majority of his hard work took place. He served 32 years of active service in law enforcement. Matthew was the Supervisory Agent in charge of a U.S. Drug Enforcement Administration (DEA) joint drug and gun interdiction Metropolitan Area Task Force. He was promoted to Inspector in charge of the USMS unit for the International Criminal Police Organization, also known as INTERPOL. Matthew also held leadership positions in several organizations like the **Congress Against Racism and Corruption in Law Enforcement (CARCLE)**, [Law Enforcement Action Partnership \(LEAP\)](#), [Blacks in Government \(BIG\)](#), [Amnesty International U.S.A.](#), and the [Federally Employed Women \(FEW\)](#), just to name a few. In 1998, Matthew's [landmark Title VII verdict](#) against his employer, the U.S. Marshals Service, resulted in a \$4M award. His victory led to the U.S. Marshals Service having their first African American presidential-appointed Director, John Marshall, who happened to be the son of Thurgood Marshall, the first African American nominated as Associated Justice of the U.S. Supreme Court. Matthew's background assisted him in winning many other EEOC cases for others.

- SK: What is your educational level?
MF: I have a Bachelor of Science degree in Criminal Justice from Marshall University, in Huntington, West Virginia. I received an honorary doctorate degree (Ph.D. in Philosophy) from Global Oved Dei Seminary and University in Miramar, FL. I received my Chaplaincy certification from the same place.
- SK: What law enforcement agency did you worked for?
MF: U.S. Marshals Service.
- SK: What year did you join the U.S. Marshals Service (USMS) and what year did you retire?
MF: I joined them on December 27, 1978 and retired December 31, 2008. I had two additional years of government service, so it totaled 32 years.
- SK: Describe the ranking system within the U.S. Marshals Service?
MF: You start off as a Deputy U.S. Marshal (DUSM) and career law enforcement employee assigned to one of our primary focus areas (witness protection, asset forfeiture, fugitive warrant, or court security). DUSM's designated titles are: Criminal Investigator (criminal investigations); Supervisor, Assistant Chief, Chief, Inspector; and Supervisory Inspector. An Assistant Director and Director are appointed by the U.S. Attorney General. A U.S. Marshal is appointed by the U.S. President. My tenure with the U.S. Marshals Service was well-rounded because I handled a variety of local and federal jurisdictions in Washington, D.C.
- SK: What are some of the distinguished awards you have received in your law enforcement career?
MF: The Director's Award was the highest USMS award and I received the Federal Bar Association Award, U.S. Drug Enforcement (DEA) Award, the NAACP Barrier Breakers Award, and the Blacks In Government (BIG) Meritorious Service Award, just to name a few.
- SK: Are you a member of a church?
MF: Yes, I'm a member of Way of the Cross International founded in Washington D.C. and located in District Heights, Maryland.
- SK: Describe your early experience with the U.S. Marshals Service?
MF: Let me first take you back. When I was a young kid, I got locked up. I worked in a grocery store as a package pickup clerk. A young group of bullies robbed strong-armed a boy outside of the grocery store and took his money. The manager told me to call the police and a police officer (who knew me from a previous summer youth program at the police station) came to make a report. My name and another store clerk's name were listed as witnesses on the report. I was 17-years old; one month prior to my 18th birthday. Somehow the police detective assigned to investigate the incident mistook our witness names in the report as the suspects. When I turned 18-years old, a Metropolitan police detective, along with a group of police officers, came to my house on a Saturday morning and arrested me for Robbery. They also arrested the other store clerk while working at the grocery store. The store clerk and I were totally in the dark about what was going on. My mother cried, saying my son would never commit robbery. Down at the station, the white detective said I had no police record and insisted that I simply admit to the robbery. I was baffled, confused and scared and refused to admit to a crime I did not do. When the detective showed me the picture of the person who he claimed I robbed, I adamantly informed him that my co-worker and I were the witnesses listed in the report, who originally

reported the incident. The detective left me handcuffed to his desk and went away for a long period of time. He then returned and said the victim told him we did it. I knew without any doubt the detective was not being truthful. He was simply trying to cover-up for his false arrest. Later I was transported to the D.C. Central Cellblock for fingerprints and photos. I was very upset and was refusing to be processed any further. A black cop calmed me down and told me that he believed me, but told me that I was already in the system and there was nothing I could do at that time, but comply with the process. After processing me, they put me in a small cell with a heroin addict, who was having withdrawals. Because I didn't know anything about drug withdrawals, I jumped on the top metal bunk yelling out the guy is turning into a "werewolf". Another prisoner in the lockup unit yelled from another cell and said the guy was suffering from "cold turkey". Because I was so naïve, I thought he meant my cellmate had possibly eaten some cold turkey meat. Later, I realized that God wanted me to experience this false arrest for a reason. The police took us upstairs for a lineup to see if we were responsible for any other crimes. On Monday morning, the U.S. Marshals Service came and put all the people who were locked up that weekend, on a bus (along with who appeared to me as a girl but I was later told by other prisoners was a transvestite), and took us to Superior Court cellblock to be arraigned in Superior Court. I never saw a judge. The U.S. Marshals, who handle all the local D.C. lockups similar to what all Sheriff departments do in all other U.S. jurisdiction's, simply freed me several hours later from the Superior Court cellblock. Later, the same false arresting detective told me that the charges were dropped and nothing will be on my record. When I came out of college, I checked and there was nothing on my record. When I applied for Metro Transit Police Department after college (before I applied for the Maryland state PD), the Robbery charge was still on my record. I told them it was a mistake. They told me they could not hire me. I wrote a letter to then President Jimmy Carter. The American Civil Liberties Union (ACLU) got my letter. They said that because the three year statute of limitations were exhausted, I could not sue for damages but they would have the arrest record totally expunge. I attended Marshall University (MU) in 1972, a year following the airplane crash that killed most of their varsity football players. A Hollywood movie came later titled *We Are Marshall*. During my time at MU, I was active as the President of the Black Student Union (BSU) and I changed the name to Black United Student (BUS). The students nicknamed me the "BUS Driver". The Vietnam War was winding down, "streaking nude" was a new form of campus protest and MU had about five, black Greek fraternities & sororities. I worked as a campus security guard as part of a work study program. I was a student photographer and producer at a MU television station. I became the founding editor of *BUS Lines*, a newsletter that addressed black life and racial discrimination at MU. I formed a central committee with the president of each black Greek organization. We were able to sit down with the University President who indicated that the BUS newsletter enlightened him to our concerns and he wanted to make changes at MU.

Marshall University was predominantly white, which was a culture shock for me coming from Washington D.C., which was known as "Chocolate (Black) City" at the time. In some ways, MU reminded me of when I was about 10-years old and wanted to go to the Boys Club in D.C., which was racially segregated. The white folks moved to the suburbs to avoid living with black families. They would bus their kids back into our black neighborhoods to attend the "whites only" Eastern Branch Boys Club on Capitol Hill. We would play football with the white kids on a grassy field in front of the club until it was time for the club to open. At that time, we would all run up the stairs to the Boys Club doors but white club administrators would stop the black kids from entering and allow the white kids to enter the club. I remember distinctly that there were several white kids I was close to and played with. A few of those white kids would turn around

and look at me with sadness, but they chose to still enter the Boys Club and enjoy the privilege of using the facility. Later, my twin brother, other friends and I, attended the March in Washington in 1963. Masses of black folks were coming into Washington, D.C. from all over the country. I did not quite understand at that time totally what it was about, but I was there and remember so many people were emotional about Dr. Martin Luther King's speech. I can also remember when my twin brother and I had BB guns looking for birds and squirrels in the wooded areas of the Congressional Cemetery area in D.C. The police came and started aiming their guns and rifles at us. I was so scared that I ran, dropped my gun and hid inside of one of the tombs. I prayed they would not find me or kill me.

SK: Do you feel your arrest experience paved the way for who you are today and your choice in law enforcement.

MF: It clearly made me take an interest in that job. I did work as a summer youth at a police department when I was 16-years old. They would let me drive their police cars up and down the street in front of the station, in order to fill the cars with gas. I felt good and empowered. The next year, I worked at the Safeway, the same place when the false arrest incident occurred. I always worked around law enforcement entities, even as a student security guard at MU, and I was only an observant (no arresting powers) on campus at times when the real security police had to take people into custody.

SK: Did you feel you could effect a change as an officer yourself?

MF: Yes, I needed to be the person who could effect change. I did not want to disregard the police. I was understanding more about discrimination and racism. I wrote about the disparate treatment of black college athletes, and the lack of social services for black students. It really hit home when the arrest on my record surfaced. That's when I wrote to then President Carter about the unfairness.

SK: What was the ethnic makeup of the U.S. Marshals Service when you joined in 1978?

MF: There were no black managers at the top level. The highest level was supervisory level. The USMS had one black man who was an Assistant Director of Personnel, Benjamin Butler. He was a good friend of Reverend Richard Rice of Liberty Baptist Church in Washington, D.C., and who was a good friend of my family. Reverend Rice stopped by my home on Capitol Hill in D.C. I told him my college degree was in Criminal Justice and that I was applying for the Maryland State Police. He said he would inform the USMS Assistant Director Butler about me, my degree and interest in the USMS. Later, Assistant Director Butler contacted me and asked me to come to his office. He told me that he was trying to find qualified Black applicants. He said someone from the USMS will send me an application. I met all of the requirements. It took three to four months. I have an identical twin brother Mark, who applied for the Maryland State Police Department when I did. We were both accepted. I was just about to join them when the U.S. Marshals Service offered me a position. What I came to understand was most black applicants in the USMS, and most law enforcement jobs, do not have a mentor or someone to help them in the hiring process, although they may be well qualified. Most Whites do. They always have the power. We never had it. Real racism is being in the position to affect change.

SK: While you were a federal agent with the USMS, were you ever call the "n-word", to your face, by either a citizen or another member of USMS?

MF: While I was at Marshall University, someone called me a nigger as I came off the elevator. I heard it on the job but I can't remember being called it to my face. I went to predominately

black schools, prior to college. My decision to attend predominantly white MU was influenced by my relative; my mother's roots and my famed cousin Steve Harvey, whose grandmother and my grandfather are siblings from West Virginia. One of my cousins close to Steve convinced me to attend MU.

SK: What ranks did you eventually attain with the USMS?

MF: Through the lawsuit, Chief Deputy of the U.S. Marshals Service. The USMS made me an EEOC investigator early in my career. My training and experience became instrumental when I filed my lawsuit. There was a white Chief Deputy of the USMS, who would try to impede the progress for Blacks who were astute. I was told by other workers, who observed my talent, to avoid that particular Chief. Later, that Chief lied on me and as a result, I was pulled off of a high profile America's Most Wanted – prime assignment. I was sent to a much less desirable assignment. It was known as the "Siberia Assignment" in the D.C. Superior Court. It's considered less desirable because as a Deputy Marshal, you are not conducting any investigations. You're sitting in courtrooms all day, watching prisoners. I filed a discrimination complaint in 1985 with a little more than six years on the job. Later, there was another incident involving the same white Chief Deputy which validated my racial complaint. He told a "coon" joke at a retirement party at the Andrews Air Force Base. This occurred in front of about 200 people, mostly Blacks. The presidential-appointed U.S. Marshal informed me because I was not present at the event. The "coon" joke occurred about four years after I filed my official Equal Employment Opportunity (EEO) Complaint against him. The person I am referring to is Chief Deputy Ronald Hein (USMS). In 1989, I went to Capitol Hill and blew-the-whistle on why he should not receive a presidential appointment. I addressed a Senate Judiciary Sub-Committee, who was investigating nominees to include the presidentially-appointed Chief Deputy Ronald Hein for appointment as the next U.S. Marshal for the District of Columbia Superior Court. The subcommittee wanted to hear what I had to say. Being a former USMS collateral EEOC investigator/counselor, I had the background necessary to research other incidents of discriminatory behavior by Chief Hein, and display a practice and pattern of disparate treatment towards Blacks. I felt at first the members of the subcommittee appeared disinterested in my research, but when I told them about the "coon" joke that Chief Hein told in front of a group of people, they seemed very interested. I told them to contact the current presidential-appointed (black) U.S. Marshal for the District of Columbia District Court, who advised me of the incident. Later, the U.S. Marshal said he told the subcommittee Chair that he thought the joke had serious racial overtures and was way out-of-line. The subcommittee was also concerned as to why the USMS had not officially processed or resolved my outstanding EEO Claims filed in 1985, which included ongoing amendments. I believe that USMS managers pushing Chief Hein's nomination did not want anything to sully his reputation, pending his potential nomination. Later, Hein testified in Federal Court that he withdrew his nomination and retired after the subcommittee indicated they would not recommend his name to go forward for the appointment until my EEO allegations were investigated or resolved. The point is that when an individual blows-the-whistle against unfair treatment, it doesn't stop with the culprit that you have identified. It becomes an infectious disease within the entire organization and other friends and associates of the culprit, who are in a position of authority, will begin to target you. Once Chief Hein retired from the USMS, there was much fallout for me afterwards. One such serious life and death incident occurred in 1991 when I was on a dangerous fugitive stakeout. When it came time to effect an arrest in Baltimore, some of my white subordinates had already left the stakeout without my knowledge or permission, and with support of a high level white manager who was later promoted to Assistant Director. Another

incident occurred in 1990, when a white employee and myself were the top two DUSM Criminal Investigators selected for a promotion by a black headquarters division chief. The white U.S. Marshals Director, now a sitting Miami Chief Judge, specifically pulled my name off the top of the promotion list and promoted the last (14 on the list) white DUSMs on the certification list, in place of me. In 1998, a federal jury in the District of Columbia found that Hein and the USMS Director's promotion selection grossly violated of my Civil Rights.

SK: What police organizations did you belong to during your tenure with the USMS?

MF: I was a member of [NOBLE](#), [NBPA](#), and LEAP, which originally stood for Law Enforcement Against Prohibition and was later changed to Law Enforcement Action Partnership.

SK: What is the Law Enforcement Action Partnership?

MF: Its original mission was an organization against drug prohibition and the so called war on drugs. LEAP supports criminal justice and drug policy reforms. The mission has broaden to now include community partnerships.

SK: What are some of your accomplishments with LEAP?

MF: It includes testifying in various forums for support of medical marijuana laws, and criminal justice reforms to include sentencing structures and calling for treatment instead of incarceration. Some of LEAP's major advocacy successes during my tenure includes the changing of marijuana laws in Denver, CO; Seattle, Washington; and Washington, D.C. I always believed since the war on drugs cannot be racially applied as statistics prove, then legalize it.

SK: You and I met for the first time in St. Louis in the late 1990s. An African American police officer was scheduled to face his police board hearing for a suspension and possible discharge. Several law enforcement officers from various agencies came to show their support. What encouraged you to travel so far to support a fellow officer?

MF: I did the same thing in Baltimore, MD; Philadelphia, PA; New York City, New York; Chattanooga, TN, Springfield, IL, Prince Georges County and many other places around the United States. I did it to show support for good police officers and advocate against racial disparities. I am an agent of change; to effect change. I have been a trailblazer for others to follow.

SK: Have you written any books?

MF: I am writing a book called [Bigots with Badges](#). I have been working on it since 1997 😊. The title of my book is from an article of the same name that appeared in the *New York Post* on March 16, 1997. It was a special report on the blatant racism within the U.S. Marshals Service. Several U.S. Marshals – Inspector William “Bill” Scott, Deputy U.S. Marshal Stephen Zanowic, Jr. and myself, testified during a hearing on Capitol Hill, regarding the systemic racism and disparate treatment of Blacks within the U.S. Marshals Services. In 1997, the Congressional Black Caucus (CBC) conducted the hearing in Washington, DC. Each hearing participant had reported retaliation after exposing racism and corruption within each respective federal Agency. Stephen Zanowic Jr., who is white, stated he was given a black rubber rat by a white supervisor, after reporting racism. The USMS management promoted that same supervisor to Chief of the USMS Internal Affairs Division. Zanowic's black partner Inspector William Bill Scott, testified he was abandoned on a dangerous fugitive stakeout by his white DUSM back up team, after he filed official race discrimination complaints. Ironically, Scott later died from

injuries he sustained in a suspicious car accident and the unknown assailant was never located. Chairwoman of the CBC, Maxine Waters, invited agents from other federal agencies such as ATF, DEA, Customs, and FBI, to report on racism in federal law enforcement. We were all given letters by the CBC Chair indicating we showed great courage in coming forward and letting the public know the dangers and reprisals we were facing. Amazingly, everyone, 12-18 folks who testified that day, were either terminated, forced out or later fired from federal employment.

SK: Did the U.S. Marshals Service actually fire you?

MF: Yes, in 1995, which was later overturned by the 1998 landmark \$4M Federal Jury verdict.

SK: Give an example of the stress you endured during your time in the U.S. Marshals Service?

MF: I was on a stakeout in Baltimore, MD regarding a fugitive who was on the USMS – 15 Most Wanted List. These are dangerous fugitives similar to the FBI 10 Most Wanted program. I supervised a DEA/USMS task force group called the *Dirty Dozen* and was directed to capture a convicted murderer and fugitive who had escaped from prison and had been on the run for nearly a year. It took me three weeks to apprehend him. At the same time, one of our major Dragnets Fugitive Operation known as *Operation Sunrise*, was initiated in seven major cities around the U.S. We investigated federal, state and municipal warrants, networking with other USMS dragnets across the country for 90 days. On the opening day, a couple of white Marshals left my Baltimore fugitive stakeout, without my knowledge and permission. They drove all the way to the USMS Headquarters office in Crystal City, Virginia and complained to the Chief and Deputy Chief that I was on a “wild goose chase” and wasting USMS resources. I then received a phone call from the Deputy Chief of the USMS Enforcement Division, letting me know the guys were in his office and the Chief was going to change the task force in three more days if we did not capture the fugitives. I was completely shocked when the Deputy Chief told me he could not charge those Marshals with desertion and insubordination for leaving me and my other men, to capture highly dangerous fugitives who were truly armed and dangerous and planning to kill. After the Deputy Chief and I ended the conversation, the fugitives showed up where we thought they would be and we were able to apprehend both fugitives. They were carrying a fully loaded sub-machine gun and a 380 caliber handgun. One of the fugitives who had a gun in his pocket, later told me that if I had not surprised him, he would have exchanged gun fire with me because he did not want to return to prison. I literally held his hand and gun in his pocket while we were able to subdue him without any shots fired. My life, and the life of my men, were put in grave danger and when the USMS allowed the Marshals that abandoned me to go unaccountable, the stress could not have been more prevalent knowing the deserting Marshals were supported by Headquarters management.

SK: Have you ever filed a lawsuit against your department?

MF: In 1994, I filed both a personal action in federal court alleging systemic discrimination and reprisals in the USMS against me, and shortly thereafter, a Class Action lawsuit indicating that all black U.S. Marshals and Detention Officers nationwide were subject to the same type of treatment. Imagine that I filed my original internal EEO Complaint in 1985. I took it to federal court in 1994 and received a jury verdict in 1998. I was awarded a \$4M judgment for damages and back pay, which also included a promotion to Chief Deputy. Today, the Class Action is still pending and I am still being harassed by DOJ officials in the mishandling of my judgment and retirement. I have also helped many federal workers win EEO Complaints filed with the U.S. Equal Employment Opportunity Commission (EEOC.)

- SK: Describe the benefits you gained from networking while you were a member of the National Black Police Association (NBPA)?
- MF: I learned how to address racial discrimination in law enforcement. Obviously, if law enforcement was fair and a true blue brotherhood, there would be **no** need for Black law enforcement organizations.
- SK: What are some of the major differences you see today with the U.S. Marshals Service, from when you first joined as a Deputy Marshal in 1978?
- MF: I feel that I'm the reason why many things changed. When my case was in federal court, I know that certain USMS management officials did not want my case to go to trial. Based on my lawsuit, Sylvester Jones, a black agent, was promoted to the first black Associate Director and Senior Executive Service (SES) member of the U.S. Marshals Service. We could not settle on what needed to be done because management did not want to change the old guard. It was a very risky move because I could have lost everything, including my life. The presiding judge actually said the jury inferred the environment of the USMS was systemically discriminatory in the upper echelon and that "occult racism" was more likely the reason for my issues in the USMS. Also as a result of my lawsuit, more Blacks were promoted. John W. Marshall, who was the son of Thurgood Marshall, became the first African American to be appointed as Director of the U.S. Marshals Service. All of this was a result from my exposure. Today it appears that history is slowly drifting back to the same "old boys" network that challenged and broke down. Many retiring black Deputy Marshals have started to be replaced with white Deputy Marshals.
- SK: Did black Deputy Marshals support you during your ordeal with the U.S. Marshals Service?
- MF: Many of my fellow black and white colleagues distanced themselves from me. But I will say that when I was going through my actual trial, several Marshal managers, both black and white, that I needed to tell the truth, did definitely stepped up to the plate. This included white Deputy U.S. Marshal Stephen Zanowic. Also one of the most riveting moments of the trial was when presidential-appointed (SES) U.S. Marshal Herbert Rutherford III (black) stated, "If Matthew Fogg had been white, wouldn't none of this have happened." That was one moment in time when I was racing with destiny as Whitney Houston sings, and that's when the tears began to flow down my face as I tried hard to not let the jury see my expression. That's something you just don't see managers at his level say, even if they know it to be the truth. They know the reprisals from the infamous blue wall of silence after such admissions.
- SK: What do you feel is the importance of joining a police association to network?
- MF: I feel it's important to understand that many black police networks have become compromised. Many were formed during a time when networking was necessary. The NBPA would never have been needed if we [Blacks] felt included. Yes, we want equality and a blue brotherhood that is inclusive. Some organizations are following a pattern that concerns me. What is the real mission of black organizations today? Their only focus appears to be getting a few Blacks promoted, but not protecting black citizens against the same racial injustice we are experiencing internally from a racially divided police hierarchy. Therefore, most black organizations are just not doing what they were mandated to do. The statistics would not be so disproportionately negative to blacks, in and out of law enforcement, if these organizations were being the watchdogs against discrimination they were originally designed to do. It's still

plantation politics and at some point, just like I did, black officers have to take the risk and escape the plantation in order to effect real change. If the promoted Blacks are only carrying-out "popping the whip" against other Blacks, they are promoting the plantation mentality!

SK: List how your tenure as a federal agent has benefited your life?

MF: It made me a stronger civil and human rights advocate. It has given me a voice that I would not have, had I not challenged the institution and the federal blue wall of silence. America is a warring nation. It took a great civil war for change, although in many ways, America still has not changed. We still have a very racially divided nation. It reminds me of the Boys Club incident where my white friends decided to enjoy the privilege they were entitled to, just for being white. Instead of sacrificing their entitlement, realizing that it was unfair to me, they could have said, "If he can't go in, I will not go in either." If American operated like that, the system would fix itself. America would no longer be racially divided.

SK: Has being a federal agent negatively affected your family life?

MF: It clearly kept me from getting married because there was always a fear of getting my family, and those who I must protect, hurt. Many black agents would tell me privately, "Fogg I have a family I must feed and USMS management will destroy you for sure. I just can't take that hit. The U.S. Department of Justice is too big and has too many resources. You can't win. America is why the abomination of slavery lasted for many centuries."

SK: What messages would you like to give to young officers today?

MF: You either get involved or it will involve you, one way or another anyway. I learned to say that I only regret that I have only one life to live defending the civil and human rights of other.

SK: If you had an opportunity to relive your career again, what would you change, if anything?

MF: I would have done it the same way. During our settlement negotiations, DOJ attorneys representing the USMS tried to settle by offering me a nice promotion and a lot of money, but did not want to admit the USMS environment was racially hostile to black employees. I almost accepted the settlement and if the DOJ attorney had kept his mouth shut, instead of telling me about a black female employee who was just like me and went into court and lost, I probably would have taken the settlement. I wanted the USMS management to admit their discrimination against the other black marshals. The DOJ attorney reiterated that I had been nursing my EEO claims for 13 years and that they knew my record showed I was a good, hardworking marshal but they were not going to admit that if I decided to go to civil trial.

SK: What words of wisdom would you like to share with police organizations of today?

MF: You have to get involved with your total mission plan. You have to effectively take on the issues that created your existence. If you don't, then you become a symptom of the problem. If you look and see that we're losing ground on racial equality, then you have to say that you are part of the problem. Anytime you have a solution to a problem in law enforcement, it's oftentimes going to bring heartburn. It's part of change.

SK: What is your fondest memory in law enforcement?

MF: Probably joining the Special Operations Group (SOG) a.k.a. SWAT and the camaraderie we had during tactical operations, training and debriefing sessions.

SK: Would you recommend young people to join the U.S. Marshals Service.

MF: Most definitely.

SK: What is your worst experience in law enforcement?

MF: When I had to go to the funeral of my comrade and friend USMS Inspector William Scott in New York City. Man, DUSM Stephen Zanowic and I cried hard within, as the tears flowed while someone sang a solo *Wind Beneath My Wings*. We knew that Bill should not have gone out like this. Just knowing all of the stuff we had been through – exposing the racism in the Marshal's Office. He saw me win my case but it was on appeal when he died. He lost his case. He was a renowned karate guy who went to China and won a tournament, and maintained several martial arts classes. He loved his U.S. Marine Corp. history. His neck was broken from his suspicious car accident and he became a paraplegic, which later caused his death.

SK: Do you have any regrets in your career choice?

MF: No

SK: Who were some of your mentors as you rose up the ranks in the USMS?

MF: Herbert Rutherford, William "Bill" Griffin, Donald Horton, Wallace Rooney, Jimmy Lee Parker Carlene Jackson, DEA Agent Group Supervisor Andrew Johnson, and Assistant Special Agent-In-Charge Pete Davis.

SK: What are you most proud of in your law enforcement career?

MF: When I had an opportunity to be a "first responder" at Ground Zero, following the terrorist attacks on the World Trade Centers. God gave me an opportunity to go into the danger zone and help to save others.

SK: Are you still very active in your retirement?

MF: I am the National 2nd Vice President for Blacks in Government. I founded the Redstone Area Minority Employees Association in Huntsville, Alabama to advocate against employment discrimination by U.S. Army employees on the Arsenal. I am the first male President for the Federally Employed Women's Legal & Education Fund, who sponsors the Annual Whistleblower Summit in Washington, D.C. I am the former National Vice President for Congressional Relations for Federally Employed Women; a former Board Member for Amnesty International; and an Ambassador for Peace for [Universal Peace Federation](#). I received an honorary Ph.D. for my body of work in life achievements and a Chaplains license to visit and pray with prisoners. I was also just nominated for the CNN Hero for 2019. By the way, I participated as a workshop presenter and sponsor for the [Whistleblower Summit for Civil and Human Rights](#) recently in Washington, D.C. On August 12, 2018, I proposed three [resolutions](#), which were adopted by the National Delegates of Blacks In Government. I also campaigned for public office.

SK: What three words or phrases best describes you?

MF: Ambassador for peace; Trailblazer; Compassionate

*"Brotha Matt, it was truly a pleasure picking your brain and learning more details of your life experiences. You are a prime example of why education and networking is so important today. I strongly encourage you to complete your book **Bigots With Badges**. Your collection of work definitely needs to be shared with others."*
