



The Caribbean-American Political Action Committee

1015 18th Street, N.W., Suite 200, Washington, D.C., 20036 | 202-349-1498 | www.CaribbeanPac.org

Caribbean-American Political Action Committee (C-PAC) 2026 Candidate Questionnaire

Please return the completed form via email to cpac.dmv@gmail.com by 11:59 p.m. on Tuesday, March 31, 2026. Responses will be shared with C-PAC's membership.

Office Sought: Montgomery County Sheriff

Candidate's Name: Will Milam

Current Occupation: Chief Assistant Sheriff (Ret.) of Prince George's County, Maryland

Party: Democratic

Campaign contact information (Address, Phone, Fax, Email, Website): P.O. Box 42, Poolesville, MD. 20837, Phone: 227-245-2082, email: info@willmilam.com, Website: www.willmilam.com

1. If elected, how would you proactively and consistently engage with Caribbean-American constituents, groups, local leaders, and organizations in your constituency?

I have long believed that public safety agencies should reflect the communities they serve. This is especially important to me as, if elected, I would be Montgomery County's first African American Sheriff. As Sheriff, I will make a sustained and intentional effort to recruit and retain a diverse workforce—including Caribbean Americans—so our agency better understands and represents the people it serves.

I will approach engagement with Caribbean-American residents as a continuous, trust-building partnership grounded in fairness, visibility, and public safety. I will strengthen relations between the Sheriff's Office and the Caribbean-American community by opening lines of communication, which in turn will foster trust, improve cooperation, and enhance public safety.

Additionally, I will prioritize clear and culturally competent communication, and will ensure deputies receive training in cultural awareness and respectful engagement so they can effectively serve diverse communities.

Strong relationships are the foundation of safe communities. I will establish a youth outreach and mentorship program which partners with community organizations across the county to prevent crime and create meaningful pathways for engagement. Law enforcement must ensure every resident feels heard, respected, and protected—and that includes our Caribbean-American community.



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2. How would your office address barriers Caribbean immigrants face when accessing public services such as healthcare, safe, affordable housing, education or social programs that disproportionately affect them?

While the Sheriff's Office does not directly control access to healthcare, housing, education, or social services, it can play a role in ensuring residents feel safe accessing those resources. It is critical to ensure that personal safety is never a barrier to seeking help, and Caribbean immigrants—regardless of immigration status—must feel safe reporting crimes; requesting assistance; and engaging with law enforcement. I will establish clear policies that prioritize victim protection and community trust—and ensure they are consistently applied and clearly understood.

Additionally, because deputies are often the first point of contact for individuals and families in crisis—whether facing domestic violence, behavioral health challenges, or housing instability—I will ensure they are trained to connect residents with trusted local resources and service providers who can meet their social support needs.

I will ensure the Sheriff's Office has strong partnerships with community-based organizations, advocacy groups, and local government agencies that serve Caribbean and immigrant communities. Government agencies cannot work in isolation—they must coordinate efforts, share information, and close gaps in access so residents are aware of and can benefit from available services.

Public safety is closely tied to quality of life, and Caribbean immigrants must feel safe, supported, and able to access the services they need without fear.

3. How do you ensure culturally responsive services for Caribbean-American residents across agencies (e.g., health, education, law enforcement, etc.)?



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Ensuring culturally responsive services requires intentional leadership. It demands strong collaboration and a genuine commitment to understanding and respecting the diverse communities we serve.

Leading by example means prioritizing cultural competency training and building a workforce that reflects the diversity of our community, including Caribbean-American residents. Deputies and staff must be equipped to engage respectfully and effectively with people from different cultural backgrounds. My experience as Chief Assistant Sheriff of Prince George's County, serving as second-in-command of a large law enforcement agency, has prepared me to build and sustain a culturally competent organization.

Inclusive leadership requires making space for the community to help shape policies and programs—and that includes Caribbean-American voices. By maintaining ongoing engagement with community leaders, advocacy groups, and residents, we can better understand cultural needs, identify gaps in service, and develop solutions informed by lived experience.

Additionally, I will support outreach strategies that meet people where they are—through trusted community organizations, faith-based institutions, and culturally relevant events—so information and services are both accessible and meaningful.

Ultimately, culturally responsive service is about building trust. When residents feel seen, respected, and understood, they are more likely to engage with public institutions, seek help when needed, and partner with us to build safer communities.

4. What initiatives will you lead and/or support that benefit Caribbean-American small business owners and workers, particularly in industries where they are heavily represented?

While the Sheriff's Office does not typically play a direct role in supporting small business owners or specific industries, public safety and economic opportunity are closely connected. Law enforcement must help create an environment where businesses and workers feel safe.

As such, law enforcement leaders must embrace community-based policing strategies that maintain consistent and visible law enforcement presence, build strong relationships with business owners, and proactively address quality-of-life concerns. When businesses and workers feel safe, they are better positioned to grow and invest in their communities.



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It is also important to maintain open lines of communication so law enforcement can better understand the challenges these businesses face and respond with tailored public safety strategies and resources.

5. What support would you provide for Caribbean-American students and parents, including language assistance and help navigating the school system?

Supporting student success is a topic fundamental to me. I have spent much of this campaign emphasizing how law enforcement can have a meaningful impact on young people. Growing up in Washington, D.C., I looked forward to Fridays when Officer “Friendly” visited our school and would play sports, read books, serve as a mentor, and—most importantly—listen to us. For kids like me, who didn’t have a relationship with their biological father, his guidance helped lay a foundation for positive decision-making. His influence inspired me to pursue a career in law enforcement, and it guides my approach to youth engagement today.

If law enforcement leaders are intentional, we can have the same kind of impact on the youth of Montgomery County, particularly Caribbean-American students, who may face additional cultural or language barriers in the school system. As Sheriff, I will establish a Sheriff’s Youth Outreach and Mentorship Program that connects deputies with students to provide guidance, mentorship, and support. This program will include mentorship, positive role models, and safe spaces for dialogue.

By connecting deputies with students, we can help Caribbean-American youth feel seen, supported, and empowered, while fostering stronger trust between law enforcement and the community.

6. How would you advance partnerships with Caribbean-American community organizations to promote mental health, chronic disease prevention, or other wellness initiatives?

While the Sheriff’s Office does not directly manage chronic disease prevention or most wellness programs, we can play a role in advancing mental health and wellness initiatives, particularly through community partnerships. One of the top priorities of my campaign is establishing a



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Sheriff's Office Behavioral Health Unit dedicated to serving individuals with court-issued psychiatric orders and connecting residents with the care they need.

Having served as Chief Assistant Sheriff in Prince George's County, I helped establish a Behavioral Health Unit, which led to a dramatic increase in positive interactions with neighbors navigating mental health challenges and a measurable decrease in the use of force. These experiences taught me that individuals facing mental health crises need care, not handcuffs—and that law enforcement can be a bridge to support services rather than a barrier.

7. How will you build trust and conduct robust oversight on local, law enforcement to protect the rights, security, and safety of Caribbean-American residents?

Building trust and ensuring robust oversight are foundational to protecting the rights, security, and safety of Caribbean-American residents. I will approach this through transparency, accountability, community engagement, and professional standards.

1. Strengthening transparency and accountability: My office will maintain clear policies on use of force, stops, and arrests, and make relevant data accessible to the public. Policies and procedures will be reinforced through strong supervision and oversight to ensure that all residents, including Caribbean-Americans, are treated fairly and equitably.

2. Culturally competent policing: Deputies will receive training in cultural awareness, bias recognition, and respectful engagement. A workforce that reflects and understands the communities it serves fosters trust and reduces misunderstandings that can escalate into conflict.

3. Independent complaint and review processes: Residents will have clear, accessible channels to report misconduct or concerns. Complaints will be investigated thoroughly and fairly, with results communicated back to the community. I am proud to have played a key role in establishing the **Maryland Police Accountability Act of 2021**, and I have a history of promoting transparency and accountability in law enforcement.

By combining accountability, cultural competency, and an independent complaint review process, the Sheriff's Office can better serve Caribbean-American residents, maintain public safety, and foster lasting trust between law enforcement and the communities we serve.



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8. What programs, funding opportunities, or policy efforts will you champion that are aimed at improving outcomes for Caribbean-American communities?

As Sheriff, I will champion programs, funding opportunities, and policy efforts that strengthen public safety, community trust, and opportunities for Caribbean-American residents. While the Sheriff's Office does not control all social services, we must play a key role in creating conditions for communities to thrive.

1. Youth outreach and mentorship programs: I will establish a **Sheriff's Youth Outreach and Mentorship Program**, connecting deputies with students to provide guidance, mentorship, and educational support. I will pursue grants and funding to expand youth engagement programs, career exposure, and skill-building initiatives.

2. Behavioral health and wellness initiatives: I will establish a Sheriff's **Behavioral Health Unit** and partner with community organizations to provide culturally competent mental health support, crisis intervention, and de-escalation services. I will advocate for funding that strengthens community-based mental health programs.

3. Recruitment, training, and workforce diversity: I will lead intentional efforts to recruit and retain a diverse workforce, including Caribbean-American employees, ensuring the Sheriff's Office reflects the communities it serves.

By focusing on youth engagement, mental health, and community partnerships, the Sheriff's Office can implement programs and policies that empower Caribbean-American residents, foster trust, and improve outcomes for the entire community.