



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**Meeting Agenda**

**Thursday, August 4, 2022**

**6:00 PM**

**Via Teleconference**

Selection Panel Members: Chairperson James Chanin (District 2), Vice Chairperson Brendalynn Goodall (Mayor), Gay Plair Cobb (At Large), Don Link (District 1), Langston Buddenhagen (District 3), Lorelei Bosserman (District 4), Monique Rivera (District 5), Rickisha Herron (District 6), and Bill Thomasson (District 7).

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**PUBLIC PARTICIPATION**

The Oakland Police Commission Selection Panel encourages public participation in the online board meetings. The public may observe and/or participate in this meeting in several ways.

**OBSERVE:**

- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/81724933594> at the noticed meeting time.

Instructions on how to join a meeting by video conference are available at: <https://support.zoom.us/hc/en-us/articles/201362193>, which is a webpage entitled “Joining a Meeting”

- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

+1 669 900 9128 or +1 346 248 7799 or +1 253 215 8782 or +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799. For each number, please be patient and when requested, dial the following Webinar ID: 882 8474 1875

After calling any of these phone numbers, if you are asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting By Phone.”

**PROVIDE PUBLIC COMMENT:** There are three ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- Comment in advance. To send your comment directly to the Selection Panel and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Felicia Verdin at [fverdin@oaklandca.gov](mailto:fverdin@oaklandca.gov). Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Selection Panel prior to the meeting.
- By Video Conference. To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to

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**Meeting Agenda (Continued)**

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participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” are available at: <https://support.zoom.us/hc/en-us/articles/205566129>, which is a webpage entitled “Raise Hand In Webinar.”

• By Phone. To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing STAR-NINE (“\*9”) to request to speak when Public Comment is being taken on a eligible agenda item at the beginning of the meeting. Once it is your turn, you will be unmuted and allowed to make your comment. After the allotted time, you will be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting by Phone.”

If you have any questions about these protocols, please e-mail Felicia Verdin, at [fverdin@oaklandca.gov](mailto:fverdin@oaklandca.gov).

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**1. Roll Call and Determination of Quorum**

**2. Open Forum**

Speakers will be called on by the facilitator as speakers “raise their hand” through video conference or by telephone. All speakers will be allotted a maximum of two minutes unless the Chairperson allocates additional time.

**ACTION ITEMS**

**3. [Resolution to Continue Teleconferencing Meetings \(Attachment 1\)](#)**

The Selection Panel will consider re-adoption of a resolution determining that conducting in-person meetings of the Selection Panel and its committees would present imminent risks to attendees’ health, and electing to continue conducting meetings using teleconferencing in accordance with California Government Code Section 54953(e) as amended by California Assembly Bill No. AB-361

**4. Report from the ad-hoc committee on proposed interview questions**

The Selection Panel will discuss and take possible action on interview questions developed by the committee. The questions are as follows:

- a) For new applicants: Tell us something about your background and how it has led to your interest in public safety and in your desire to be appointed to the Oakland Police Commission.
- b) For incumbent applicants: Has your experience on the Commission thus far confirmed your initial expectations about the work, or has your experience been different from what you expected? Please explain.
- c) What would be (or has been) your approach to creating highly effective teamwork with colleagues on the Commission?
- d) We are aware that work on the Commission, including committee work, requires approximately 10 hours/week---minimum. Please tell us how you plan to manage this obligation (or, for incumbents, how you are currently managing it). Tell us something about your other commitments such as other boards, commissions or volunteer activities.

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**5. 2022 Police Commissioner Applicant Candidate Statements**

The Selection Panel will invite Police Commission Applicants to make up to a five (5) minute candidate statement on why they would like to serve on the Police Commission. At the Chairperson's discretion, the Selection Panel may ask questions to clarify any statements made by the candidates.

- [Selection Panel Applicant Interview Schedule and Candidate Applications](#)

**6. Police Commissioner Nomination Process**

The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during the 2022 nomination process, including which candidates will advance to interview with the Selection Panel in August 2022. The Selection Panel may also set or amend its future meeting schedule.

- [Staff Report: 2022 Nomination Process](#)

**7. Rules of Procedure**

The Selection Panel will discuss and take possible action on adopting Rules of Procedure for conducting its business.

- [Proposed Rules of Procedures](#)

**8. Approval of the Meeting Minutes**

- [April 26, 2022](#)
- [May 31, 2022](#)
- [June 22, 2022](#)

**9. Adjournment**

The meeting will adjourn upon the completion of the Selection Panel's business.

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [fverdin@oaklandca.gov](mailto:fverdin@oaklandca.gov) or call (510) 238-4756 or (510) 238-2007 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a [fverdin@oaklandca.gov](mailto:fverdin@oaklandca.gov) o llame al (510) 238-4756 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.



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你需要手語,西班牙語,粵語或國語翻譯服務嗎?請在會議前五個工作天電郵  
[fverdin@oaklandca.gov](mailto:fverdin@oaklandca.gov) 或 致電 (510) 238-4756 或 (510) 238-2007 TDD/TTY.



## Police Commission Selection Panel

### RESOLUTION NO. 22-004

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**ADOPT A RESOLUTION DETERMINING THAT CONDUCTING IN-PERSON MEETINGS OF THE POLICE COMMISSION SELECTION PANEL BOARD AND ITS COMMITTEES WOULD PRESENT IMMINENT RISKS TO ATTENDEES' HEALTH, AND ELECTING TO CONTINUE CONDUCTING MEETINGS USING TELECONFERENCING IN ACCORDANCE WITH CALIFORNIA GOVERNMENT CODE SECTION 54953(e), A PROVISION OF AB-361.**

**WHEREAS**, on March 4, 2020, Governor Gavin Newsom declared a state of emergency related to COVID-19, pursuant to Government Code Section 8625, and such declaration has not been lifted or rescinded. See <https://www.gov.ca.gov/wp-content/uploads/2020/03/3.4.20-Coronavirus-SOE-Proclamation.pdf>

**WHEREAS**, on March 9, 2020, the City Administrator in their capacity as the Director of the Emergency Operations Center (EOC), issued a proclamation of local emergency due to the spread of COVID-19 in Oakland, and on March 12, 2020, the City Council passed Resolution No. 88075 C.M.S. ratifying the proclamation of local emergency pursuant to Oakland Municipal Code (O.M.C.) section 8.50.050(C); and

**WHEREAS**, City Council Resolution No. 88075 remains in full force and effect to date; and

**WHEREAS**, the Centers for Disease Control (CDC) recommends physical distancing of at least six (6) feet whenever possible, avoiding crowds, and avoiding spaces that do not offer fresh air from the outdoors, particularly for people who are not fully vaccinated or who are at higher risk of getting very sick from COVID-19. See <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>;

**WHEREAS**, the CDC recommends that people who live with unvaccinated people avoid activities that make physical distancing hard. See <https://www.cdc.gov/coronavirus/2019-ncov/your-health/about-covid-19/caring-for-children/families.html>;

**WHEREAS**, the CDC recommends that older adults limit in-person interactions as much as possible, particularly when indoors. See <https://www.cdc.gov/aging/covid19/covid19-older-adults.html>;

**WHEREAS**, the CDC, the California Department of Public Health, and the Alameda County Public Health Department all recommend that people experiencing COVID-19 symptoms stay home. See <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>;

**WHEREAS**, persons without symptoms may be able to spread the COVID-19 virus. See <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>;

**WHEREAS**, fully vaccinated persons who become infected with the COVID-19 Delta variant can spread the virus to others. See <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated.html>;

**WHEREAS**, the City's public-meeting facilities are indoor facilities that are not designed to ensure circulation of fresh/outdoor air, particularly during periods of cold and/or rainy weather, and were not designed to ensure that attendees can remain six (6) feet apart;

**WHEREAS**, holding in-person meetings would encourage community members to come to City facilities to participate in local government, and some of them would be at high risk of getting very sick from COVID-19 and/or would live with someone who is at high risk; and

**WHEREAS**, in-person meetings would tempt community members who are experiencing COVID-19 symptoms to leave their homes in order to come to City facilities and participate in local government; and

**WHEREAS**, attendees would use ride-share services and/or public transit to travel to in-person meetings, thereby putting them in close and prolonged contact with additional people outside of their households; now therefore be it:

**RESOLVED:** that the Police Commission Selection Panel finds and determines that the foregoing recitals are true and correct and hereby adopts and incorporates them into this Resolution; and be it

**FURTHER RESOLVED:** that, based on these determinations and consistent with federal, state and local health guidance, the Police Commission Selection Panel determines that conducting in-person meetings would pose imminent risks to the health of attendees; and be it

**FURTHER RESOLVED:** that the Police Commission Selection Panel firmly believes that the community's health and safety seriously and the community's right to participate in local government, are both critically important, and is committed to balancing the two by continuing to use teleconferencing to conduct public meetings, in accordance with California Government Code Section 54953(e), a provision of AB-361; and be it

**FURTHER RESOLVED:** that the Police Commission Selection Panel will renew these (or similar) findings at least every thirty (30) days in accordance with California Government Code section 54953(e) until the state of emergency related to COVID-19 has been lifted, or the Police Commission Selection Panel Board finds that in-person meetings no longer pose imminent risks to the health of attendees, whichever is occurs first.

PASSED BY THE FOLLOWING VOTE:

AYES CHANIN, GOODALL, COBB, LINK, BUDDENHAGEN, BOSSERMAN, RIVERA, HERRON, THOMASSON

NOES-

ABSENT-

ABSTENTION-

\_\_\_\_\_  
Date:

ATTEST \_\_\_\_\_  
FELICIA VERDIN  
Office of the City Administrator

## Police Commission - Selection Panel - Applicant Interviews

**Thursday, August 4, 2022***Via Teleconference*

	Time Slot	Applicant Name
1	6:30 PM	Jesse Hsieh
2	6:40 PM	Angela Jackson-Castain
3	6:50 PM	Barry Robinson
4	7:00 PM	Thelonious Polk
5	7:10PM	Rakita O'Neal
6	7:20 PM	Monica Hollins
7	7:40 PM	Margaret Grimsley
8	7:50 PM	Clarice Newton
9	8:00 PM	Stacy Thompson
10	8:10 PM	Eric Cavallari

To participate, please click the link <https://us02web.zoom.us/j/81724933594> and join the Zoom meeting prior to your interview start time. When the Panel is ready for your interview, you will be asked to "Raise your Hand" in Zoom and will be promoted as a Panelist. Please note your video will be enabled, and that all meetings are open to members of the public.

Euleess Winbush will not participate due to the time commitment and other personal reasons.  
Samantha Columbus will not participate in the interviews due to personal reasons.  
Heather Washington is not available on this date.



# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name:	Hsieh, Jesse J		Date:	06/19/22
	Last	First	M.I.	
Home Address:	[Redacted]			
	Street Address		Apartment/Unit #	
	Oakland		CA	[Redacted]
	City	State	ZIP Code	
Phone:	[Redacted]		Email:	[Redacted]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?



### Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

☒ YES

☐ NO

I would like to be considered as a Mayoral Appointee?

☒ YES

☐ NO

### References

*Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.*

Full Name: Evan Kuluk

Relationship: former coworker

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Avaninder "Avi" Singh

Relationship: co-board member

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Regina Jackson

Relationship: co-commissioner

E-Mail [REDACTED]

Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- ☐ White
- ☐ Black or African American
- ☐ Latino
- ☐ Native Hawaiian or other Pacific Islander
- ☒ Asian
- ☐ American Indian or Alaskan Native
- ☐ Other: \_\_\_\_\_
- ☐ I do not wish to Self-Identify

2. What is your gender?

☐ Male ☐ I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- ☐ Yes, I have a disability (or previously had a disability)
- ☒ No, I do not have a disability
- ☐ I do not wish to answer

### Required Questionnaire

4. How long have you lived in Oakland?

☐ 5 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

☐

0

☐

1-2

☒

3 or more

6. How did you hear about applying to be on the Police Commission?

☐ Originally, through word of mouth.

### Disclaimer and Signature

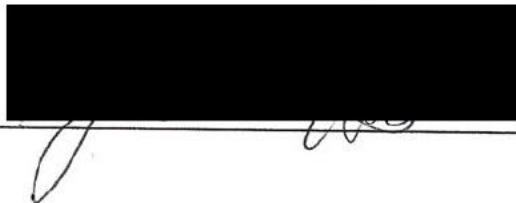
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature:



Date:

6/25/22

Completed applications must be received by **June 30, 2022**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 <sup>rd</sup> Floor Oakland, CA 94612
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301



**Jesse J. Hsieh**

**EXPERIENCE**

**San Francisco Public Defender**

San Francisco, CA  
6/21-Present

*Deputy Public Defender*

- Represent indigent clients against pending criminal charges
- Interview and advise individuals as to their constitutional rights and other pertinent information relevant to existing or prospective criminal charges
- Initiate and direct investigation essential to the development of a defense
- Manage advocacy teams
- Conducts legal research and writing for motions and the development of a defense
- Confers with prosecutors and judges to negotiate dispositions for clients
- Conduct jury trials.

**Office of the Public Defender, Contra Costa County**

Martinez, California

*Deputy Public Defender III, Alternate Defender Office*

9/17-5/21

*Deputy Public Defender II-III, Felony Unit*

3/14-9/17

*Deputy Public Defender II, Juvenile Unit*

4/13-3/14

*Deputy Public Defender Special Assignment, Misdemeanor Unit*

5/12-4/13

*Training Committee*

2020-present

*Racial Justice and Diversity Committee*

2014-2020

*Law Clerk Recruitment Committee*

2014-2020

*Union Executive Board*

2020

- Represent indigent clients against pending criminal charges
- Interview and advise individuals as to their constitutional rights and other pertinent information relevant to existing or prospective criminal charges
- Initiate and direct investigation essential to the development of a defense
- Conducts legal research and writing for motions and the development of a defense
- Confers with prosecutors and judges to negotiate dispositions for clients
- Conduct jury trials and juvenile delinquency contests.

**East Bay Community Law Center**

Berkeley, California

*Supervising Attorney, Clean Slate Practice*

6/09-5/12

- Represented indigent clients pursuing criminal records remedies after contact with the criminal justice system
- Supervised weekly court-based clinic, conducted client intake, prepared clients to file pro se, drafted declarations and briefs, negotiated with district attorneys, appeared at hearings in California Superior Court
- Supervised clinical law students, providing formal and informal feedback and training on all aspects of advocacy and ethics
- Represented indigent clients pursuing administrative and legal relief challenging the collateral consequences of their convictions
- Developed and coordinated a litigation strategy for advocates around the state to help clients seeking remedies under FCRA and ICRAA

**A New Way of Life**

Watts, California

*Staff Attorney*

1/09-5/09

- Supervised volunteer legal advocates at free monthly clinics

- Drafted and prepared petitions for expungements
- Created training manuals for attorneys
- Represented clients in California Superior Court hearings

**Neighborhood Legal Services of Los Angeles**

Pacoima, California

Legal Extern, Workers' Rights Advocacy Group

9/07-5/08

- Staffed regular self-help Workers' Rights Clinic
- Drafted legal memoranda and assisted with litigation tasks.
- Represented a client at a Labor Commissioner hearing with attorney supervision
- Afterschool tutor for elementary and junior high school students

**PROFESSIONAL AFFILIATIONS**

**Asian American Criminal Trial Lawyers Association**

*President 2021-present*

*Vice President 2019-2021*

*Secretary 2018-2019*

*Contra Costa County Representative 2015-2017*

**Asian American Bar Association, member 2017-2021**

**Alameda County Bar Association, member 2019-2020**

**Contra Costa County Bar Association, member 2019-present**

**EDUCATION**

**UCLA School of Law, Los Angeles, California**

*J.D., May 2008*

- Asian Pacific American Law Journal, Business Manager
- Asian Pacific Islander Law Student Association, Secretary

**SKILLS**

Fluent in Mandarin Chinese (spoken)

**BAR ADMISSION**

California, SBN 260348

**Volunteer Activities**

Center for Youth Development through Law, Board Member 2021-present

AABA Garrick Lew Scholarship Selection Committee 2019-2022

Contra Costa Clean Slate Day, Volunteer 4/8/17, 3/26/16, 8/4/14, 10/9/13

KABANC Pro Bono Legal Clinics 2015

OneBrick SF Volunteer 2011-2012 (SF Foodbank, At The Crossroads)

Reentry Legal Clinic 2007-2009

Neighborhood Legal Services of Los Angeles, Workers' Rights Clinic 2006-2008

Search for Academic Achievement Testing Administrator 2001-2004

American Cancer Society Relay for Life 2004

Early Entrance Program Provisional Quarter, Mentor 2001, 2002, 2004

Fine Arts Program Facilitator, Edmund D. Edelman Children's Court 2000-2001

Voting Booths, ASI Elections 2001

Foothill Middle School, Music Tutor 9/99 to 6/01



**Please respond (in writing) to the following questions:**

**1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.**

For the last sixteen years I have worked with people that have had to interact with the police. As a law student and new attorney, I helped clients legally clean up their record to avoid the stigma of contact with law enforcement. As a deputy public defender for the last ten years, almost every client of mine has contacted a police officer. Through my clients, I have gained great insight into how the police interact with the innocent and the guilty alike.

I am also familiar with law enforcement tactics and practices. As a public defender I review police reports, investigations, body camera footage, and department policies daily. I have handled cases from the simple drug possession to homicides; from traffic stops to cases involving months of surveillance. It is my job to know how the police handled an investigation and then to think critically about that investigation from an outsider's perspective: to determine what went right, what went wrong, and what could have been done better.

Since May 2021, I have sat on the Oakland Police Commission, first as an alternate commissioner, and more recently as a commissioner. In the short time I have been on the Commission, I have worked collaboratively on various policies in ad hoc committees with community members and police officers. I hope that the work we have done will help mold and shape the culture of the Oakland Police Department and look forward to continuing the work that I have started with my fellow commissioners.

**2. Please describe your contacts or experiences with the Oakland Police Department.**

Since being on the Police Commission, I have had regular contact and experiences with the Oakland Police Department. Police Chief Armstrong regularly reports out to the Commission, and I regularly ask him questions about specific topics. We have not met in person or developed any other type of working relationship. I also regularly work with representatives of the Oakland Police Department in ad hoc groups focused on developing policy. I have also had conversations with individual members of the Oakland Police Department about their jobs and their view of how to make the Department better. The police officers I have interacted with through my capacity as a commissioner have been professional and pleasant.

Prior to being on the Police Commission, I had minimal contact with members of the Oakland Police Department. Once, I was pulled over for speeding on Martin Luther King Jr. Way. By then, I knew how to stay on an officer's good side: two hands on the wheel, make no sudden movements, describe my actions before doing them, and never mention that I am a lawyer. I still ended up with a ticket but one with a lesser violation for my "cooperation."

In connection with my work, I have reviewed a few police reports and body camera footage from the Oakland Police Department.

Clients who have talked to me about their experiences with the Oakland Police Department have generally conveyed lukewarm to negative experiences with OPD.

**3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:**

**a. as a police officer:** None.

**b. as a criminal prosecutor or defense attorney:** I am the only attorney in my family.

**c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes:** I previously worked at A New Way of Life Reentry Project and the East Bay Community Law Center, two non-profit organizations assisting people who had been convicted of crimes clean up their records and mitigate the collateral consequences of their convictions.

**4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?**

Since May 2021, I have been a commissioner on the Oakland Police Commission. It has been a positive experience. I work collaboratively with other commissioners, community members, and members of the Oakland Police Department towards a common goal: changing the culture of the Oakland Police Department. The most challenging aspect of has been finding the time to do the job well. A well-developed policy requires an incredible amount of research, community outreach, and critical thinking just so that I can understand the issue, all its facets, and make sure language will be followed in the way that it was intended. A single policy could be a full-time job in it of itself.

I have served on other boards and committees. I have served on the board of the Asian American Criminal Trial Lawyers Association for the past six years, on the board of the Center for Youth Development Through Law for the past two years, and on various committees while I worked at the Public Defender's Office in Contra Costa County. My experiences have been positive and my style on these boards is similar: I generally like to listen to my fellow board and committee members to try to chart a way forward with the consensus of everyone. If there is not as much participation, I try to start off the conversation and get people talking so that they have an opportunity to offer their thoughts and opinions to get as much information as possible before coming to a decision.





# Police Commission

## Application for Position of Commissioner

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### Applicant Information

Full Name:	<u>Jackson-Castain, Angela</u>	<u>C.</u>	<u>06/30/2022</u>
	<i>Last</i>	<i>First</i>	<i>M.I</i>
Home Address:	<u>[REDACTED]</u>		<u>[REDACTED]</u>
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	<u>Oakland</u>	<u>CA</u>	<u>94608</u>
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	<u>[REDACTED]</u>	Email:	<u>[REDACTED]</u>
		<i>or</i>	<u>[REDACTED]</u>

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  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

### Application Considerations

Check all that apply:

- I would like to be considered as a Selection Panel appointee? ☒ YES ☐ NO
- I would like to be considered as a Mayoral Appointee? ☒ YES ☐ NO

### References

*Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.*

Full Name: Lt. Colonel J. Rick Brown, Transparency Matters, LLC Relationship: Colleague

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Katherine Darke Schmitt, US Department of Justice,  
Deputy Director at the Office of Victims of Crime Relationship: Former Client

E-Mail: [REDACTED] Phone:

Full Name: Celiné Justice, Pivotal Ventures, Melinda French Gates  
Company Relationship: Friend/  
Professional

E-Mail: [REDACTED] Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- ☐ White
- ☒ Black or African American
- ☐ Latino
- ☐ Native Hawaiian or other Pacific Islander
- ☐ Asian
- ☐ American Indian or Alaskan Native
- ☐ Other: \_\_\_\_\_
- ☐ I do not wish to Self-Identify

2. What is your gender?

- ☒ Woman/Female/She/Her ☐ I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- ☐ Yes, I have a disability (or previously had a disability)
- ☒ No, I do not have a disability
- ☐ I do not wish to answer

## Required Questionnaire

4. How long have you lived in Oakland?

☒ Born and raised; 1982 - present

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

☐ 0

☐ 1-2

☒ 3 or more

6. How did you hear about applying to be on the Police Commission?

☒ Family member and Terri McWilliams, also currently serving as alternate commissioner

## Disclaimer and Signature

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature:



Date: 06/30/2022

Completed applications must be received by **June 30, 2022**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301



# Application for Position of Commissioner: Supplemental Questionnaire

*Applicant: Angela Jackson-Castain*

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## 1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

As someone born and raised in Oakland, community engagement and advocacy were instilled in me at an early age. One of my first significant experiences preparing me for the work of the Commission was serving as Chair for the **City of Oakland's Mayor's Youth Advisory Commission** under former Mayor Jerry Brown while in high school. This experience afforded me insight into how communities addressed societal issues from a governance vantage point; and, not just as individuals experiencing them. This was my introduction into city government, I then went on to major in political science in college.

Another significant experience was through work. I was instrumental in establishing the **U.S. Department of Justice, Office of Justice Programs (OJP) Diagnostic Center** where I lead the delivery of national best practices, training and technical assistance, and data-driven solutions to **local communities across the country grappling with systemic criminal justice and law enforcement issues**.

In this capacity, I honed my expertise to become a nationally recognized **criminal justice professional and subject matter expert (SME)** with over twelve years of experience in quantitative and qualitative analytical techniques and the application of rigorous research methodologies to assess the **efficacy of law enforcement**, systemic violence and other serious crime problems. I collaborated with top executives in law enforcement, municipal and judicial sectors and other leaders in the criminal justice community to help communities address these complex justice issues by developing empirically-based recommendations and customized solutions to persistent public safety and organizational challenges. The goal of this work was to develop holistic, tangible solutions that encompassed all facets of the community to build local capacity to implement recommendations and monitor progress for sustainable change.

The experiences of my personal and professional life have more than adequately prepared me to contribute to the work of the Commission, as I have demonstrated experience in the following:

### Policy & Practice

- Reviewing, customizing and developing **policing policy and procedures** in accordance with **national standards**; specifically, in the areas of police **misconduct and discipline, use of force, organizational risk management, police accountability** and the customization of Lexipol policies
- Establishing **police/civilian oversight, transparency and accountability** organizations
- Conducting **program evaluations** and developing and implementing **key performance indicators** and to track progress toward intended outcomes
- Serving as a **key contributor, panelist and trainer** at international and national conferences (i.e., IACP, NOBLE, NCJ, NFCJ, PERF; see resume for an exhaustive list and organizational affiliations)

### Stakeholder Coordination & Collaboration, Strategic Planning & Resourcing

- Understanding of the **entire criminal justice system** and **key stakeholder groups** needed to support reforms and initiatives
- Establishing **criminal justice coordinating councils** for top officials across all sectors of the justice system
- Facilitating **community outreach and engagement**; hosting/moderating townhalls, focus groups, roundtable discussions, etc.
- Developing robust **strategic plans** with identification and prioritization of initiatives, projects and activities in alignment with **near- and long-term goals and objectives**
- Understanding **municipal finances**; including financial structures, budget management and resource allocation
- Identifying and coordinating **local, state and federal resources** to support program initiatives



# Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

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## Expertise & Knowledge Base

- Possessing **up-to-date knowledge** of key issues such as **racial disparities** in policing and **unconstitutional policing practices** confronting justice and social systems
- Working with and on behalf of **marginalized populations** to improve police interactions
- Developing/coordinating **effective policing solutions** on a range of topics; such as **racial bias, mental health, substance abuse, recidivism, juvenile justice, domestic and intimate partner violence and homelessness**

My hope is to be able to leverage these skills and experience to enhance the work of the Commission. Through my working relationships with renowned experts and national organizations, I am well-positioned to bring innovative solutions to the Oakland Police Department and the City of Oakland.

I voted to establish the Commission in 2016 and I am still committed to its vision and mission to improve upon and ensure best practices in policing, specifically for people of color and other marginalized groups. Moreover, I am personally committed to the eradication of systemic racism and injustice. Working with the Oakland Police Commission would provide me an opportunity to directly contribute to the growth and development of my community.

## **2. Please describe your contacts or experiences with the Oakland Police Department.**

Aside from the D.A.R.E. program as an Oakland public school student and more recent requests for support from law enforcement/community liaison officer to address specific incidents/concerns in my West Oakland neighborhood, I have had virtually no other contact with OPD. In a professional capacity, the local departments I have worked directly with include Richmond, Vallejo and Salinas PDs.

## **3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: (a) as a police officer, (b) as a criminal prosecutor or defense attorney, (c) with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.**

N/A; neither I nor an immediate family member has worked or volunteered in these roles. I have only worked with the aforementioned in a professional capacity.

## **4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?**

### City of Oakland Police Commission, Alternate Commissioner

I am currently serving as an Alternate Commissioner and was recently sworn-in June 16, 2022. As I am being onboarded and going through prerequisite training, I am also collaborating with Commissioners to determine where the greatest need lies and how I can be of most service. I anticipate being a key contributor to the policy-related ad hoc committees, such as Body Worn Cameras Policy, Racial Profiling Policy, Militarized Equipment Policy, Rules and Procedures, SOPs; as well as the Community Outreach ad hoc. I am also exploring the potential to stand up an ad hoc committee around Data and Analysis for to inform decision making. As I am still getting acclimated, no challenges to report at this time.

# Application for Position of Commissioner: Supplemental Questionnaire

*Applicant: Angela Jackson-Castain*

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## YWCA Berkeley/Oakland Board of Directors, Executive Committee

For the last six years, I have served as a Board member on the Board of Directors for the YWCA Berkeley/Oakland to support of its mission to eliminate racism and empower women. I am currently on the Executive Committee and have served on a variety of subcommittees; such as the Asset, Financial Development, Program & Policy, Nominating, and Personnel committees. I supported the development, review and approval of annual budgets, audits; evaluated and nominated potential candidates for membership; supported program leads in delivering the YWCA programs' services to Oakland and Berkeley; and participated and spearheaded funding raising events.

Some of the most challenging aspects of my participation has been around representation. Until recently, I have been serving as the youngest Board member and being a Black woman on a Board that has historically been comprised of more affluent, white women closely aligned to the University (Cal Berkeley). Therefore, the approach to delivering services to underserved members of the community, in particular school-aged girls in Oakland, has come from a limited vantage point and perhaps, a lack of understanding of what needs should be met through our programming.

As a result, we have shifted the focus of the Board to improve understanding and awareness of systemic racism and the cascading impacts. As a Board, we recently received racial justice and anti-racism training, we are launching an initiative on digital equity and partnering with other organizations to align investments as shareholders to promote social corporate responsibility, particularly in the realm of diversity, equity and inclusion.

## *Other Local Activities*

Active member of the National Alumnae Association of Spelman College – Bay Area Chapter, volunteer in Oakland Public School District, PICO California, and Faith in Action. As a youth, served as the Chair of the Mayor's Youth Advisory Commission for the City of Oakland and Chair of the Northern California chapter of A Better Chance.

Please see enclosed resume for full list of organization memberships and affiliations.

Encl.: Resume

# Angela Jackson-Castain, M.S.

## Criminal Justice and Public Safety Practitioner

### Program & Project Manager



California, 94608 (USA)

#### Security Clearances:

Active DoD Top Secret (since 04/04/2010)/SCI (in progress); DOJ Public Trust; DHS NPPD Suitability

#### Professional Qualifications

Over 16 years of professional experience in the private and non-profit sectors

Successfully organizes and manages large, cross-functional teams of professionals to complete complex projects

Astute quantitative and qualitative analytical skills

Recognized Subject Matter Expert in applied analytics, criminal justice, public safety and emergency management fields

Adept at building, maintaining and growing client relationships in a team-based, professional services environment

#### Education

Georgia Institute of Technology

Master of Science, 2008

Spelman College

Bachelor of Arts, 2004

#### Other Educational Experience

Stanford University

Domestic Exchange, 2003

La Universidad de Sevilla, Spain

Foreign Exchange, 2002

#### Core Competencies

Program Project Management

Organizational Change

Management

Organizational Effectiveness

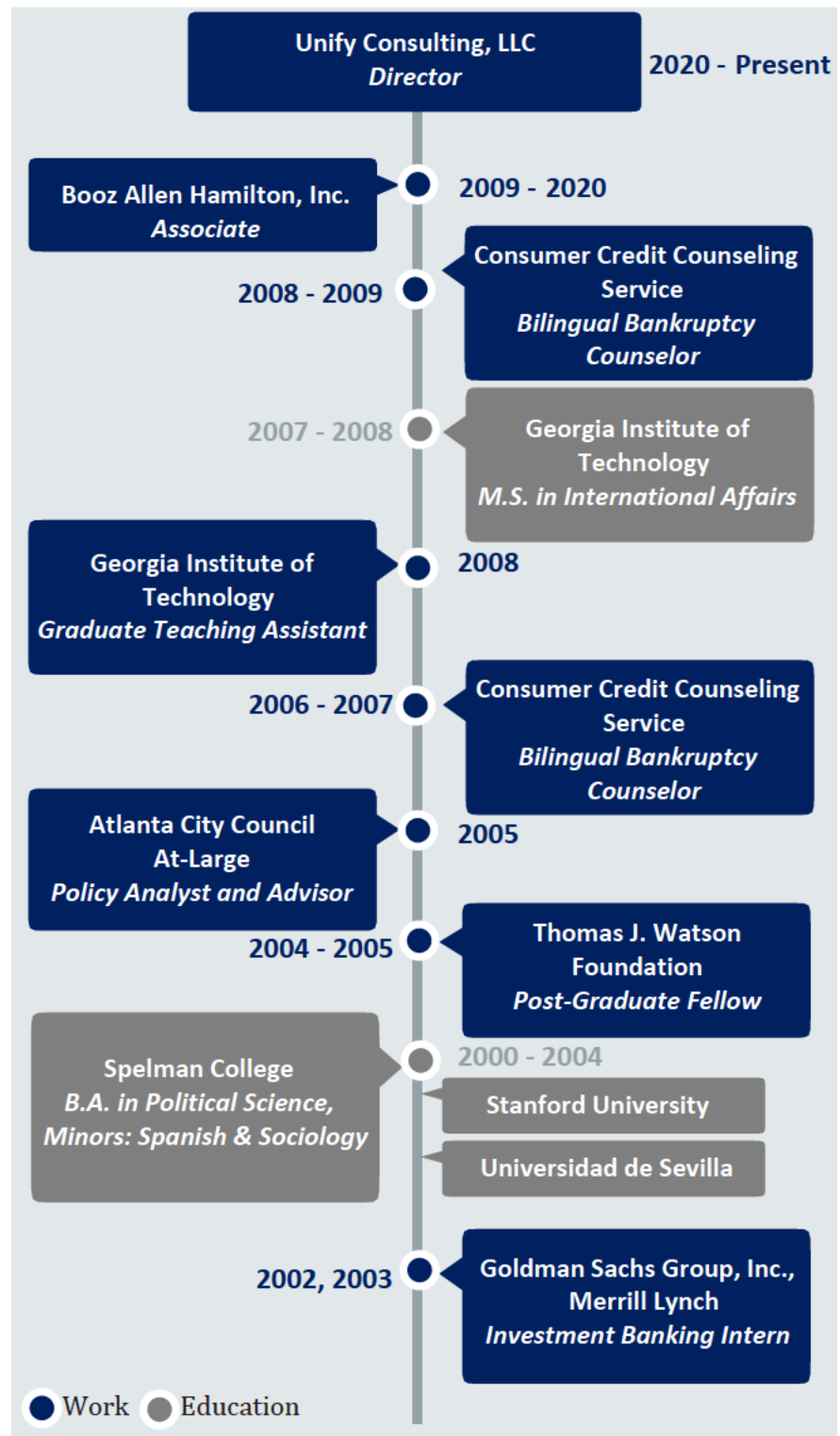
Business and Intelligence Analysis

Training and Technical Assistance

Empirical Research Methods

Socio-cultural Analysis

Modeling, Forecasting & Decision-making



## Work Experience

2009-2020	<b>Booz Allen Hamilton, Inc.</b> <i>Associate</i>	Washington, DC Metro Area
Management Consulting	U.S. Department of Homeland Security (DHS), Cybersecurity and Infrastructure Security Agency <i>Facilitator 1, 2018 - 2020</i> <ul style="list-style-type: none"><li>• Provides strategic planning support and program management oversight on behalf of DHS' Cybersecurity and Infrastructure Security Agency (CISA) to enhance decision-making, coordination, and planning for emergency communications across all 56 states and territories.</li><li>• Serves as primary facilitator for CISA's Interoperable Communications Technical Assistance Program.</li><li>• Responsible for developing, delivering and facilitating multi-day, statewide workshops to ensure, accelerate and attain operable and interoperable emergency communications nationwide, while accounting for new/emerging technologies and national initiatives, for the national security/emergency preparedness community.</li><li>• Leads multi-disciplinary and multi-jurisdictional stakeholder groups in the development of strategic plans and implementation/monitoring tools to help states prioritize resources, strengthen governance, identify future investments, and address interoperability gaps.</li><li>• Manages project staff and program activities; including, staff oversight and development; development of Monthly Status Reports, project plans and tasks, program updates, and final deliverables; monitors and tracks project budgets, expenditures, billable activities; and coordinates resources across federal components to deliver training and technical assistance to the field.</li></ul>	
	U.S. Department of Justice (DOJ) Office of Justice Programs (OJP) Diagnostic Center, <i>Diagnostic Specialist, 2012-2017</i> <ul style="list-style-type: none"><li>• Lead the delivery of highly-customized, data-driven training and technical assistance to more than 60 communities nationwide to address systemic violent crime and public safety challenges.</li><li>• Provided Subject Matter Expertise and innovative leadership to key stakeholders across the federal, state, local, and tribal justice systems, leveraging nationally-recognized evidence-based practices to address complex criminal justice issues of concern.</li><li>• Coordinated resources across DOJ's many components to deliver information, training, and resources to address challenges identified by requesting government entities.</li><li>• Managed, organized, and planned approximately 25 large-scale projects for various jurisdictions nationwide, examining justice systems to develop strategies and empirically-based recommendations to address crime problems and deliver required training and technical assistance to implement recommendations.</li><li>• Identified and executed consulting agreements and subcontracts with more than 50 technical assistance providers; to include, individuals, agencies, and organizations, maintaining strong controls and accountability over task execution and deliverables.</li><li>• Oversaw and facilitated the provision of direct technical assistance services to top-level executives in the criminal justice and law enforcement fields.</li><li>• Core activities included: overarching project management (e.g., tasks, deliverables, timelines, and budgets) and management of subcontractor and other support staff; conducting baseline organizational assessments, gap analysis, quantitative and qualitative data collection and analysis, policy review, meeting facilitation, strategic planning, peer-to-peer mentoring, criminal justice information sharing and training.</li></ul>	

- Served as primary author of key contract deliverables and products to inform the broader justice community on data-driven approaches to identifying and solving the most pressing crime-related challenges confronting justice systems.

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U.S. Department of Defense, *All-Source Intelligence Analyst*, 2009–2012

- Worked within the functional areas of threat modeling and applied analytics to develop methods and approaches to intelligence problems; provided data collection, analysis, and policy recommendations to U.S. Government (USG) clients in support of their security and defense missions.
- Conducted Research & Development, as a model and methods developer, leveraging a variety of social science methodologies and analytical techniques to systematically dissect complex problems and provide empirically-based recommendations.
- Conducted statistical, quantitative, and qualitative data coding and analysis, as well as social network analysis to research potential threats, terrorist and transnational crime networks.
- Authored case studies on relevant international human security issues and civil-military relations for countries of interest for the U.S. Combatant Commands (COCOMs).
- Provided geospatial analysis in support of U.S. Pacific Command (PACOM) to enhance hazard assistance disaster relief knowledge management platforms and for the Broadband Technology Opportunities Program to evaluate broadband and wireless capabilities for municipalities.
- Developed complex databases and methodology to analyze unstructured data on the global dispersion of populations of interest. In support of the same USG client, conducted in-depth interviews with key subject matter experts to develop a Best Practices Guide on Agent-Based Modeling.

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<b>2008–2009 &amp; 2006–2007</b>	<b>Consumer Credit Counseling Service</b>	Atlanta, GA
<b>Non-Profit Financial</b>	<i>Bilingual Budget/Credit Counselor, Bilingual Bankruptcy Counselor</i>	
	<ul style="list-style-type: none"> <li>• Provided financial counseling and high-quality customer care to English and Spanish-speaking clients faced with bankruptcy, budget, and credit issues.</li> <li>• Responsible for training new employees on the process of counseling clients and the creation of personalized Debt Management Plans, as well as managing compliance with law firm affiliates.</li> <li>• Served as media spokesperson to relay current market trends and program offerings to news media personnel and other key stakeholders.</li> <li>• Supported educational outreach projects to provide basic financial education and budget management strategies to local residents.</li> </ul>	

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<b>2008</b>	<b>Georgia Institute of Technology</b>	Atlanta, GA
<b>Education</b>	<i>Graduate Teacher Assistant</i>	
	<ul style="list-style-type: none"> <li>• Served as sole teaching assistant for an Ethics in International Affairs course, serving approximately 200 undergraduate students.</li> <li>• Managed and developed supplemental course material; developed and executed grading scheme for students' assignments.</li> <li>• Assisted students by reinforcing course content presented by the professor, answering questions, and leading pre-exam tutorial sessions.</li> </ul>	

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<b>2005</b>	<b>Atlanta City Council – Post 3: At Large</b>	Atlanta, GA
<b>Government</b>	<i>Policy Analyst and Advisor</i>	
	<ul style="list-style-type: none"> <li>• Addressed constituent concerns, researched legislation, and attended Neighborhood Planning Unit and council meetings.</li> <li>• Served as Supervisory Office Manager and managed a staff of five; provided workforce training skills to staff members and facilitated community engagement activities.</li> </ul>	

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<b>2004–2005</b>	<b>Thomas J. Watson Fellowship</b> <i>Watson Fellow</i>	Global
<b>Independent Research</b>	<ul style="list-style-type: none"> <li>• Conducted post-graduate independent research in Brazil, Egypt, India, and the Dominican Republic to analyze the impact of the international monetary lending system and on local education.</li> <li>• Examined aggregate statistical data on education and international funding; conducted in-depth research on national educational systems.</li> <li>• Conducted structured interviews of government officials, non-profit organizations, local school administrators, parents, and students to observe and document educational disparities among various populations of the countries visited.</li> <li>• Authored a paper: “Education for All? A Comparative Study of Educational Disparities” documenting all findings and outcomes of the study and presented at a national conference.</li> </ul>	

## Other Relevant Skills

<b>Computer Applications &amp; Programming Languages</b>	<ul style="list-style-type: none"> <li>• Proficient in Windows 11 and MS Office, all versions through 2013/365, MS Project, MS Planner, MS Access, ASANA, SharePoint, Adobe Acrobat Professional, ArcGIS and ESRI products, APAN, Social Network Analysis tools, Palantir, SPSS, Stata, Stella, Web 2.0 tools, Bloomberg, HOSTaccess and Timpani</li> </ul>
<b>Additional Professional Training Courses</b>	<ul style="list-style-type: none"> <li>• Project Management Academy Bootcamp</li> <li>• Salesforce, Software as a Service (Saas), Customer Relationship Management (CRM)</li> <li>• Organizational Leadership and Team Development</li> <li>• Tableau Fundamentals</li> <li>• Agile Fundamentals</li> <li>• Intelligence Analysis Bootcamp</li> <li>• Financial Intelligence</li> <li>• Advanced Geospatial Information Systems</li> </ul>
<b>Languages</b>	<ul style="list-style-type: none"> <li>• Spanish (Fluent), Portuguese (Novice - Conversational), Arabic (Novice)</li> </ul>

## Other Professional Experience

<b>Conferences &amp; Training Events</b>	<ul style="list-style-type: none"> <li>• <b>Nevada District Court Judges: 2018 Annual Seminar, April 2018</b> <i>Faculty</i> Topic: “Pretrial Risk Assessment: History and Developing Trends”</li> <li>• <b>Nevada Limited Jurisdiction Judges: 2018 Winter Seminar, February 2018</b> <i>Faculty</i> Topic: “The Design and Validation of the Nevada Pretrial Risk Assessment”</li> <li>• <b>Vera Institute and Police Foundation, October 2017</b> <i>Subject Matter Expert</i> Participation requested for a national professional focus group to advise on methods, opportunities, and approaches to harvesting useful data from the community, law enforcement, and other criminal justice system for improved policing as part of a formal research project to inform the development of CompStat 2.0.</li> <li>• <b>International Association of Crime Analysts (IACA): 27<sup>th</sup> Annual IACA Training Conference, September 2017</b> <i>Instructor</i> Topic: “Data Analytics for Violence: A Two-City Case Study on Gun and Interpersonal Violence and Developing a Targeted Violence Reduction Strategy”</li> </ul>
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**Conferences &  
Training Events  
(continued)**

- **National Organization of Black Law Enforcement Executives (NOBLE): 41<sup>st</sup> Annual Training Conference and Exhibition, August 2017**  
*Moderator*  
Topic: “Building Community Engagement and Reducing Violent Crime in Richmond, California”
- **National Council of Juvenile and Family Court Judges (NCJFCJ): 80<sup>th</sup> Annual Conference, July 2017**  
*Faculty, Panelist & Moderator*  
Topic: “Prioritizing Reform: Nevada Blue Ribbon for Kids Commission’s Strategic Reform of the Child Welfare System”  
Topic: “Improving the City of Seattle and King County’s Capacity to improve Responses to Juvenile Domestic Violence”
- **International Association of Chiefs of Police (IACP), October 2015**  
Topic: “Addressing Police Misconduct and Accountability: Two Case Studies”
- **National Organization of Black Law Enforcement Executives (NOBLE): 39<sup>th</sup> Annual Training Conference and Exhibition, July 2015**
- **Academy of Criminal Justice Sciences (ACJS), March 2015**
- **National Criminal Justice Association (NCJA): National Forum, August 2014**  
*Panelist*  
Topic: “Offender Reentry: The Burden of Shifting Case Loads”
- **National Forum on Criminal Justice (NFCJ), 2014**
- **Police Executive Research Forum (PERF), May 2014**
- **Smart Policing Initiative (SPI) Conference: April 2013**
- **George Mason University, April 2013**
- **World-Wide Human Geography Data Working Group, March 2012**
- **Computational Social Science Society of the Americas (CSSSA) Conference, October 2011**  
Agent-Based Modeling Workshop

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**Professional  
Affiliations &  
Memberships**

- Project Management Institute (PMI)
- International Association of Chiefs of Police (IACP)
- Computational Social Science Society of the Americas (CSSSA)
- American Political Science Association
- Military Operations Research Society



A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Phone: [REDACTED] Email: [REDACTED]

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?



## Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

☐

YES

☐

NO

I would like to be considered as a Mayoral Appointee?

☐

YES

☐

NO

## References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: John Mendoza. Relationship: Former Coworker

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Derek Remedios. Relationship: Former Coworker

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Trisha Ang. Relationship: Wife

E-Mail: [REDACTED] Phone: [REDACTED]

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

☐

White

☐

Black or African American

☐

Latino

☐

Native Hawaiian or other Pacific Islander

☐

Asian

☐

American Indian or Alaskan Native

☐

Other: \_\_\_\_\_

☒

I do not wish to Self-Identify

2. What is your gender?

☒

Male

☐

I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

☐

Yes, I have a disability (or previously had a disability)

☒

No, I do not have a disability

☐

I do not wish to answer

## Required Questionnaire

4. How long have you lived in Oakland?

☒ 1 year

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

☐ 0  
☐ 1-2  
☒ 3 or more

6. How did you hear about applying to be on the Police Commission?

☒ Oakland city website

## Disclaimer and Signature

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature:



Date: 07/06/2022

Completed applications must be received by **June 30, 2022**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

7-13-22

Barry Robinson Supplemental Responses:

1. When I was young I volunteered at the Hayward public library. This gave me a deep sense of duty to my community and while I may not volunteer as much these days due to familial obligations, work, and college, I am more than glad to squeeze the time in to help out my beautiful city of Oakland
2. As far as I've seen OPD has proven to be an efficient dutiful force that helps protect our community. While they may be unresponsive at times, their heart is in the right place and if anything they just need some guidance.
3. My family and friends do not fall into any of these categories but I consider myself a person who is nonpartisan and able to listen to both sides of an issue and deliberate without prejudice.
4. For a little while I took part in College Leadership in my honors society at Canada College in Redwood City. For the brief time I did it I enjoyed being part of a community and helping to make my organization better. It's the same can do attitude I will bring to this commission.



## Police Commission

### Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

#### Applicant Information

Full Name: Polk Thelonious I. Date: 06/21/22  
Last First M.I.

Home Address: [REDACTED] [REDACTED]  
Street Address Apartment/Unit #

Oakland CA [REDACTED]  
City State ZIP Code

Phone: [REDACTED] Email: [REDACTED]

#### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

### Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

☒ YES

☐ NO

I would like to be considered as a Mayoral Appointee?

☒ YES

☐ NO

### References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Amelia Polk

Relationship: Wife

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: George Cuevas

Relationship: Close Friend

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Janet Brown

Relationship: Professional

E-Mail: [REDACTED]

Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- ☐ White
- ☒ Black or African American
- ☐ Latino
- ☐ Native Hawaiian or other Pacific Islander
- ☐ Asian
- ☐ American Indian or Alaskan Native
- ☐ Other: \_\_\_\_\_
- ☐ I do not wish to Self-Identify

2. What is your gender?

☐ Male ☐ I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- ☒ Yes, I have a disability (or previously had a disability)
- ☐ No, I do not have a disability
- ☐ I do not wish to answer

### Required Questionnaire

4. How long have you lived in Oakland?

☐ 20+ years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

☒ 0  
☐ 1-2  
☐ 3 or more

6. How did you hear about applying to be on the Police Commission?

☐ In the Oakland Post Newspaper

### Disclaimer and Signature

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature: \_\_\_\_\_

Date: 06/21/22

Completed applications must be received by **June 30, 2022**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<input checked="" type="checkbox"/> Selection Panel for Police Commission c/o City Administrator's Office <u>1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor</u> <u>Oakland, CA 94612</u>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

Thelonious Polk Supplemental 7-7-22

1. I use to work in West Oakland with children running a business; the cost of you purchasing the product compared to the selling price. Not only in the west, but also in the north. And when to replenish the product and hiring.
2. Most of my contacts were positive, except for a few. Giving detailed information on what OPD needed at that moment and in the near future regarding crime. Such as ID theft, stealing, lying, cheating; these and others will eventually catch with you at a time that you wish not.
3. No answer.
4. Yes, I have and am presently serving on the Trustee Board of the Church of Christ, located at 3354 San Pablo ave in Oakland. Experiences that I am familiar with are working and deciding as a team member. When I stand on a decision that was made either by a team member or I, I usually don't back down because both sides have been weighed, if it's beneficial or not. One of the most challenging aspects is standing by myself and not being persuaded because someone wants to go home, hungry, etc. The most important thing is who is this for, why, when, where, and how.



# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information			
Full Name:	O'Neal	Rakita	I
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:			
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	Oakland	ca	
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:		Email	

## Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?



### Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

☐ YES

☐ NO

I would like to be considered as a Mayoral Appointee?

☒ YES

☐ NO

### References

*Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.*

Full Name: Ronda Newt

Relationship: Personas

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Donald Proby

Relationship: Professional

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Karen Lipney

Relationship: Professional

E-Mail: [REDACTED]

Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

☐

White

☒

Black or African American

☐

Latino

☐

Native Hawaiian or other Pacific Islander

☐

Asian

☐

American Indian or Alaskan Native

☐

Other: \_\_\_\_\_

☐

I do not wish to Self-Identify

2. What is your gender?

☐

Female

☐

I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

☐

Yes, I have a disability (or previously had a disability)

☐

No, I do not have a disability

☐

I do not wish to answer

## Required Questionnaire

4. How long have you lived in Oakland?

☐ 14 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

☐

0

☒

1-2

☐

3 or more

6. How did you hear about applying to be on the Police Commission?

☐ a post on a persons instagram page

## Disclaimer and Signature

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature: Rakita I. O'Neal Date: 6.29.2022

Completed applications must be received by **June 30, 2022**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

## **Rakita O'Neal Supplemental Questionnaire 6.29.2022**

**1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.**

- a. I have been a civil servant and community advocate for over 20 years. Currently, I work for the Department of Homelessness and Supportive housing in SF providing program management and contract management to my community providers as well as our most vulnerable community members experiencing homelessness. I regularly volunteer in my Oakland community as a mentor, tutor, food banking and supporting parents as an advocate with their IEP meetings for their children. Previously, I was in education for seventeen years and believe in actively supporting my community by volunteering to be of service in any way that I can. I also just completed my certification as a Community Mediator with Community Boards.

**2. Please describe your contacts or experiences with the Oakland Police Department.**

- a. I currently live in the Harrington and Fruitvale neighborhood. When our car was stolen mid 2017, the police came, took our report, and advised us they would be in contact with us if our car was located. Our car was later located, an officer called us from the city it was located in. On a regular basis we see officers in our neighborhood, sitting at our intersection to keep people from running the stop sign, this has been a regular occurrence for the past 9 years we have lived at this location. Due to the shortage of officers, we regularly hear from neighbors that the response time is long. In our neighborhood, when officers have passed through, they will usually acknowledge our presence depending on how often they come through our neighborhood.

**3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: a. as a police officer, b. as a criminal prosecutor or defense attorney, c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.**

- a. I am from San Diego, and I came up to SF/ Oakland area to go to SF State. Previously, I grew up with my mom and sister and my mom was a Deputy Sherriff for 20 years. While I was in middle school and high school my mom also volunteered as crisis counselor for victims of rape and domestic violence as well as an advocate for families in crisis.

**4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?**

- a. I have served as the Chair of Black grad at SF state. I currently serve as a Founding DEI member of our DEI Committee in my department, and I am currently an SF City Racial Equity Leader
- b. As the Chair of Black grad, the most challenging aspects were getting people to stay involved with volunteering for the committee through out the whole planning process before graduation. Students are busy and depending on their schedule had trouble with managing their time and usually the committee was not high on their priority list until it got closer to graduation. As the Chair I was charged with adding membership, holding meetings, leading fundraising, and building relationships with our SF state department heads and staff, so I was always busy, but that position taught me how to delegate and build community and relationships.
- c. As a founding member of the DEI committee, in my department, I work with my committee to provide a space for fellow staff to learn about Diversity, Equity and Inclusion. Additionally, I sit on hiring committees for department staff to provide a DEI lens on creation of hiring process, questions, and review of and selection of applicants. I have been apart of creating trainings and supporting RFQ's, RFP's and SOI's to bring on community organizations to provide additional trainings and consulting to the department. Finally, I meet monthly with our Chief Equity officer to advise on DEI issues and initiatives as well as meeting with the rest of the department executive leadership on creating policies, department issues and embedding DEI work throughout the department through manager trainings support. The most challenging aspects of my participation has been sometimes being the only one to speak up about issues that affect me and those around me in a negative way. When speaking up, in the past, I have become a target that may have limited promotions or access to opportunities. While this was painful, I have been able to reconcile that I was true to what was right based on my belief that equity is important in everything we do. Moving forward, other opportunities have come my way and my experiences have added to my ability as a leader, a follower, civil servant, and community member.

The above was written by me Rakita O'Neal on 6/29/2022.



## Police Commission

### Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information			
Full Name:	Hollins	Monica	A
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[Redacted]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	Oakland	A	
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[Redacted]	Email:	[Redacted]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?



### Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

☒ YES

☐ NO

I would like to be considered as a Mayoral Appointee?

☐ YES

☐ NO

### References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Rachel Stoltzfus

Relationship: Manager

E-Mail

Phone:

Full Name: Elilta Habtetsion

Relationship: Friend

E-Mail

Phone:

Full Name: Alondra Jones

Relationship: Friend

E-Mail

Phone:

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- ☐ White
- ☒ Black or African American
- ☐ Latino
- ☐ Native Hawaiian or other Pacific Islander
- ☐ Asian
- ☐ American Indian or Alaskan Native
- ☐ Other: \_\_\_\_\_
- ☐ I do not wish to Self-Identify

2. What is your gender?

☐ Female ☐ I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- ☐ Yes, I have a disability (or previously had a disability)
- ☒ No, I do not have a disability
- ☐ I do not wish to answer

### Required Questionnaire

4. How long have you lived in Oakland?

☐ 22 Years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

☐

0

☒

1-2

☐

3 or more

6. How did you hear about applying to be on the Police Commission?

☐ My mother (Rochelle Buford- Williams) recommended I apply.

### Disclaimer and Signature

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature: Monica Hollins

Date: 6/26/2022

Completed applications must be received by **June 30, 2022**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 <sup>rd</sup> Floor Oakland, CA 94612
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301



Police Commission Application  
Supplemental Questionnaire

- 1) I believe in the importance of being of service to the community. I was raised in an environment where community service is highly valued and considered an obligation. My professional background is comprised of jobs that required significant community engagement and buy in to succeed. These were not easy victories. I had to optimize existing resources, simplify complex information into clear and direct terminology, formulate logical approaches, make recommendations to address complex issues and maintain relationships in high intensity situations. I have had the pleasure of working with families, people with disabilities and seniors. Ultimately, I was successful because I treated people the way I want to be treated.

Much of my work history involves helping people, who are at or below 50% of the average median income, retain housing stability and/or improve their living conditions. It's no secret that public housing residents, subsidized housing recipients and the unhoused have a contentious relationship with the police. In most localities, it is the sheriff that enforces evictions and the police who destroy homeless encampments. We live in a society that criminalizes the unhoused; therefore, creating an adversarial relationship with the police. I'd like to work with other Oaklanders to help improve this relationship. I know this is challenging work. I think my educational background, work, personal experiences and interests have prepared me for this role. If selected, I will be an asset to the commission.

I have had the pleasure of living in West Oakland for 22 years. I have seen the community around me change drastically. I believe the absence of police accountability, systemic racism, and their inability to use de-escalation tactics are reasons the relationship between the police and Black and Brown people in Oakland has not improved. Effective oversight is needed to revamp that relationship. I strongly believe the creation of the Oakland Police Commission is a step in the right direction. It would be an honor to serve along with other Oaklanders who recognize the importance of this commission and are willing to dedicate time and energy to help make Oakland a safer place to live.

- 2) As a Black woman, my experiences with the Oakland police department haven't been positive. I've witnessed what appeared to be abuses of power, harassment, and an overall lack of respect for people.
- 3) No
- 4) No



# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information			
Full Name:	Grimsley	Margaret	Date: 6/30/2022
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:			
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	Oakland	CA	
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:		Email	

## Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

☒ YES

☐ NO

I would like to be considered as a Mayoral Appointee?

☒ YES

☐ NO

## References

*Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.*

Full Name: Rod Akil Relationship: Friend

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: David Shor Relationship: Friend

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Liam Chinn Relationship: Colleague

E-Mail: [REDACTED] Phone: [REDACTED]

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- ☐ White  
☒ Black or African American  
☐ Latino  
☐ Native Hawaiian or other Pacific Islander  
☐ Asian  
☐ American Indian or Alaskan Native  
☐ Other: \_\_\_\_\_  
☐ I do not wish to Self-Identify

2. What is your gender?

☐ Female ☐ I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- ☐ Yes, I have a disability (or previously had a disability)  
☐ No, I do not have a disability  
☐ I do not wish to answer



## Required Questionnaire

4. How long have you lived in Oakland?

☐ 60 yrs \_\_\_\_\_

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

☐ 0  
☒ 1-2  
☐ 3 or more

6. How did you hear about applying to be on the Police Commission?

☐ An activist friend sent me the post from Councilperson Carroll Fife's Instagram post \_\_\_\_\_

## Disclaimer and Signature

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature: Margaret Grimsley Date: 6/30/22

Completed applications must be received by **June 30, 2022**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

Police Commission Application Questions – Margaret Grimsley

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

I served on the Reimagining Public Safety Task Force – Alternative Response Advisory Group. This task force was co-chaired by Council Persons Nikki Fortunato Bas and Loren Taylor. It's goal was "...to rapidly reimagine and reconstruct the public safety system in Oakland by developing a recommendation for Council consideration to increase community safety through alternative responses to calls for assistance and investments in programs that address the root causes of violence and crime (such as health services, housing, jobs, etc.)..." I currently serve on the Oakland Budget Advisory Commission (BAC), and am co-lead of an ad hoc committee within the BAC that is researching police spend in Oakland.

2. Please describe your contacts or experiences with the Oakland Police Department.

As a Black woman who has lived in Oakland all of my life, I have been stopped and questioned by the Oakland Police multiple time via "traffic stops", where I have been told I matched the description of a criminal suspect, or questioned about what I'm doing or where I'm going. My son, my brothers and my 9 nephews all grew up in Oakland and all have been stopped in traffic stops and similarly questioned. I've also have a step-niece who is an Oakland police officer. I have also had some pleasant interactions with police officers with Oakland, notably with police officers of color, who live in and grew up in Oakland. I've also been impressed by the current police chief, based on public remarks he's made in interviews and community presentations.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: a. as a police officer, b. as a criminal prosecutor or defense attorney, c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

My first job out of college was as a counselor for a group home of boys 12-17. Many of the boys came from juvenile detention. Nothing other than that.

4. 4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

See my answer to #1 as regards my service on boards, committees or commissions. All of my service has been fueled by a passion for racial and social equity, especially in this city, that I love and where I grew up. I have become more and more convinced that significant change begins locally. My service on the Reimagining Public Safety Task Force was extremely inspiring, in that it connected me with smart, energetic, creative and driven Oaklanders with a similar passion for this city. The most challenging aspect of my experiences has been the difficulty in getting creative new solutions, with demonstrable benefits (both qualitative and quantitative) implemented. Some in city government, and even within the task force and BAC, seem committed to doing the same thing, and expecting a different result. My goal is to learn how to more effectively influence the implementation of positive changes for this city.



# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name:	Newton, Clarice			Date:	07/18/22
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland			CA	94605
	<i>City</i>			<i>State</i>	<i>ZIP Code</i>
Phone:	[REDACTED]			Email	cfnew34@gmail.com

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

### Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

☐ YES

☐ NO

I would like to be considered as a Mayoral Appointee?

☐ YES

☐ NO

### References

*Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.*

Full Name: Clarence Newton

Relationship: Father

E-Mail \_\_\_\_\_

Phone:                     

Full Name: Rawle Eversley

Relationship: Supervisor

E-Mail \_\_\_\_\_

Phone:                     

Full Name: Leandre Johnson

Relationship: Supervisor

E-Mail \_\_\_\_\_

Phone:                     

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)



White



Black or African American



Latino



Native Hawaiian or other Pacific Islander



Asian



American Indian or Alaskan Native



Other: more than 1 race



I do not wish to Self-Identify

2. What is your gender?



female



I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:



Yes, I have a disability (or previously had a disability)



No, I do not have a disability



I do not wish to answer

## Required Questionnaire

4. How long have you lived in Oakland?

☐ 35 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)



0



1-2



3 or more

6. How did you hear about applying to be on the Police Commission?

☐ oakland post

## Disclaimer and Signature

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature: Clarice Newton Date: 07/18/22

Completed applications must be received by **June 30, 2022**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301



Clarice Newton, Supplemental - July 2022

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

I have diligently worked in my community for over 11 years, volunteering with the homeless population, streets, fostered youth/adults, and formerly incarcerated person's primarily. I also work to reach out to OPD and our service workers.

2. Please describe your contacts or experiences with the Oakland Police Department.

I have always had a good experience with OPD, I have been pulled over a few times, and received alot of support from OPD during my turbulent domestic violence relationship. As of today, I just usually give them a holler by car number for the past year and speak.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:

a. as a police officer,

No.

b. as a criminal prosecutor or defense attorney,

No.

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Yes. When able I provide feed food to high traffic drug areas/ blocks

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations). Please describe your experiences. What were the most challenging aspects of your participation

Served on the African American School Board at Garfield Elementary  
Not long lived due to domestic violence

Volunteer at Ariel Outreach Mission

My main challenges were not being able to meet the needs of the people. I worked Mrs. Brown despite our resources and resourcefulness the needs of the people still went over 95% unmet...few were employed even though we sent out many job leads and people applied... We were still left in need. That was very discouraging.

# ***CLARICE FAYE NEWTON***

Customer Service Is Life  
Fremont, CA 94538  
CFNEWTON34@gmail.com  
Cell: 510-602=8483

## **OBJECTIVE:**

I am seeking opportunities to expand my skills while contributing to the success of a great company. As an employee, you will find me to be dependable and easily adaptable to different environments. I am a fast learner, and work well as part of a team.

## **SKILLS:**

- Microsoft Office skills (Word, Excel and PowerPoint), Adobe, includes Internet usage, Type 45 WPM
- Excellent customer service skills including phone and personal interactions
- Consistently expanding and growing skills to stay ahead of the changing business requirements, definitely a quick learner and adapter in new situations
- Exceptional communication skills, creating positive rapport with customers and staff
- Customer service skills and knowledgeable in business management to include scheduling, promotions, and goal oriented tasks
- Excellent team player
- Advanced skills in conflict resolution

## **WORK EXPERIENCE:**

### **Pit Stop Sanitation**

Urban Alchemy  
May 2020-June 2020

### **Cashier/Customer Service**

FoodMaxx Supermarket - Oakland, CA  
January 2019 to January 2020

### **Community Volunteer**

Ariel Outreach Mission - Oakland, CA  
October 2013 to August 2018

- Establish friendly relationships with community and first responders
- Clean streets, pick up trash, recycling and other small task
- Donate needed items to low income community members
- Volunteer at churches, schools, and other local organizations

### **Receptionist**

Capitol Bankcard - Stockton, CA

March 2016 to August 2017

- Receptionist and general office duties - to include scheduling appointments, providing customers with knowledgeable information on products and services, ordering and maintaining inventory, mailing documents, some sales
- Heavy phone support; including the support and response to customer troubleshooting
- Assisting management team in obtaining and retaining clients

**Barista**

Urojas Community Services - Stockton, CA

August 2015 to August 2017

- Preparing and serving light foods and snacks
- Providing resources to low income clients
- Keeping track of inventory, and shopping for items needed
- Cleaning work areas, coffee machines, and equipment
- Creating stock displays

**Tax Preparer**

Kwik Tax Service - Oakland, CA

December 2009 to November 2010

- Prepared taxes for individuals and small businesses
- Built great rapport with clients
- Exercised due diligence during tax interviews

**EDUCATION:**

**Student**

YFS Academy - San Leandro, CA

June 2019 to Present

**Associate in General Business, Humanities**

Delta College

June 2016 to Present

Expected graduation 2021

**General Education**

CSU, East Bay

June 2002-September 2004



# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information			
Full Name:	Thompson, Stacy	L	06/30/2022
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:			
	<i>Street Address</i>	<i>City</i>	<i>State</i>
	Oakland	CA	<i>Apartment/Unit #</i>
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:		Email	

## Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

☒ YES

☐ NO

I would like to be considered as a Mayoral Appointee?

☒ YES

☐ NO

## References

*Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.*

Full Name: Dr. Susan Sperling

Relationship:

President of Chabot College/Former Supervisor

E-Mail

Phone:

Full Name: Margaret Dixon

Relationship:

Admin o justice aculty/colleague

E-Mail

Phone:

Full Name: Cathy Jackson

Relationship:

colleague/ ounder o sister hub

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

☐

White

☒

Black or African American

☐

Latino

☐

Native Hawaiian or other Pacific Islander

☐

Asian

☐

American Indian or Alaskan Native

☐

Other: \_\_\_\_\_

☐

I do not wish to Self-Identify

2. What is your gender?

☐

female

☐

I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

☐

Yes, I have a disability (or previously had a disability)

☒

No, I do not have a disability

☐

I do not wish to answer



## Required Questionnaire

4. How long have you lived in Oakland?

☐ 61 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)



0



1-2



3 or more

6. How did you hear about applying to be on the Police Commission?

☐ Internet

## Disclaimer and Signature

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Stacy Thompson

June 30, 2022

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Completed applications must be received by **June 30, 2022**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

Stacy Thompson, Ed.D.

Oakland Police Oversight Commission

### Supplemental Questions

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the commission.

My life's work has been committed to supporting education as a practice of freedom with a focus on addressing issues of disenfranchisement and exclusion. My personal and professional history has established that dedication. As an African American woman who grew up in Oakland/East Bay and a first-generation college graduate, I have demonstrated my dedication, commitment, service and unwavering support of community-based organizations, college instructional programs/support service through the creation of innovative programs, while promoting a social justice agenda.

Most recently, I founded the RISE Program, a pipeline from jail to college for formerly incarcerated. The program supports its students that are most often people of color, low income and often learning disabled to reach their educational and career goals. Working collaboratively with Santa Rita Jail, County Probation department, college instructional and student services the RISE program provides a summer bridge, counseling services, mentoring, financial aid advising and school supplies. The program started in 2016 and has received regional and statewide recognition for its unique tenants.

As Vice President of Academic Services, I provided leadership in the transition of the Alameda County Sheriff academy from Las Positas College to Chabot college by overseeing POST curriculum adaptation and approval at the college and state chancellor's office. Leading the negotiations for the MOU between the district and the Sheriff's office, I instituted mandatory equity/unconscious bias training for all deputy/faculty who teach at the academy.

2. Please describe your contacts or experiences with the Oakland Police department.

During my tenure as Dean of Instruction at Merritt College, I worked closely with the Oakland Mayor, Police Chief and Merritt college Administration of Justice faculty to create and establish the Law Enforcement Pre-Academy Program, offered through Merritt College's Administration of Justice Department for the first time in Fall Semester 2015. The academy's motto 'grow your own', provided a unique opportunity for Merritt College students to acquire

June 28, 2022

Stacy Thompson, Ed.D.

Oakland Police Oversight Commission

the hands-on training needed for the rigorous police academy as well as the knowledge and skills to pass the certification test.

As part of this academic affiliation, Merritt College provided an accredited curriculum for the Oakland Police Academy. The program provided the students with direct interaction and hands-on experience with City police officers. The goal of the program was to have home grown 50 well-trained candidates from diverse racial/ethnic and linguistic backgrounds to meet the public safety needs of the City of Oakland.

3. Please describe if you or an immediate family member has had significant volunteer or employment experience with advocating for crime victims or persons charged or convicted of crimes.

I have no immediate family members who have volunteered or been employed with advocating for crime victims or persons charged or convicted of crime. I have, during my tenure at Chabot college, worked collaboratively with college staff, Open Gate, Santa Rita Education Coordinator, 5 Keys Santa Rita Jail to create the RISE (Restorative Integrated Self-Education) program for Formerly Incarcerated Students, population that has often been overlooked and underserved. RISE was designed to address the significant needs of formerly incarcerated students seeking vocational training or who are planning to transfer. The program connects potential RISE scholars to college by creating a pipeline for low-risk formerly incarcerated students recently released from the Santa Rita correctional facility provides wrap-around services such as, counseling, mentoring, Books, financial aid and housing assistance and services to support students through their educational journey and transitional period. The program has served over 200 scholars and more the 100 students have graduated and/or transferred since the program began.

In 2021, after retiring from education administration, I founded Strategic Transitions Consulting (ST Consulting). I have contracted with Chabot College, starting in July 1, 2022, to develop a system by which to offer classes inside Santa Rita County Jail. Additionally, ST Consulting has joined Sister Hub, a collaboration of for profit, nonprofit and community-based organizations, committed to identifying funding to support the success of women from

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Stacy Thompson, Ed.D.

Oakland Police Oversight Commission

disenfranchised communities. This includes abuse survivors, recovering addicts, survivors of human trafficking or domestic violence.

4. Have you ever served on a board, committee, commission or other group?

Understanding and appreciating the vital role community-based organizations play in the life of community, I have dedicated many years of service locally, regionally and nationally. Some of those organizations include:

- Peralta Community College District Bond Oversight Committee, *Member*
- Western Region Council of Black American Affairs, *President*
- The Village Demands, *Vice President of Programs*
- Lewis and Clark College, *Trustee*
- Lewis and Clark College, *Board of Alumni*
- Alameda County Commission on the Status of Women, *Chair*
- California Community College Chief Instructional Officers (CCCIO), *Region 3 representative*
- Hayward Rotary Club, *Member*
- American Association of University Women, *Member*
- Oakland Head Start Advisory Committee, *Chair*
- Child Care Coordinating Council (4C's), *Board Member*
- Alameda County Child Care Planning Council, *Steering Committee Member*
- National Association for the Education of Young Children, *Member*
- California Community College Early Childhood Educators (CCCECE), *Member*

4a. Describe your experiences.

My experiences serving on community/educational boards, committees and commissions have been rewarding. I have worked on boards whose mission is support black staff/faculty higher education, women's advocacy, community service and children/families. In my experience, people volunteer to be on boards/committees because they are committed to and care about the mission of the organization and because they care want to make a difference.

4b. What were the most challenging aspects of your participation?

The most challenging aspect serving on a volunteer board, committee or commission is the varying skill levels and time commitment of board members. Sometimes members do not follow through timely with the tasks they have volunteered to perform due to personal/professional demands or do not have the necessary skills to complete the tasks. I find it

June 28, 2022

Stacy Thompson, Ed.D.

Oakland Police Oversight Commission

is essential to have effective paid support staff for all volunteer boards in order to set and meet goals.

Personality conflicts sometimes occur which may be difficult to resolve without mediation and can serve as a road block to the board's progress. Again, having an effective support staff and experienced leadership will mitigate this obstacle.

June 28, 2022





# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: Cavallari Eric Date: June 30<sup>th</sup>  
Last First M.I.

Home Address: [Redacted]  
Street Address Apartment/Unit #  
Oakland CA [Redacted]  
City State ZIP Code

Phone: [Redacted] Email: [Redacted]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission. Organizing the 350 East Bay "Picnic in the Park"
2. Please describe your contacts or experiences with the Oakland Police Department. I filmed a stand-off for 3 hours, officers responding to an attempted suicide, or threat of
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer, none
  - b. as a criminal prosecutor or defense attorney, none
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes. none
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation? I always felt pressure to not join boards, yet felt I could do a better job than those chosen.

## Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

☒ YES

☐ NO

I would like to be considered as a Mayoral Appointee?

☐ YES

☒ NO

## References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Laura Cavallari Relationship: sister

E-Mail \_\_\_\_\_

Phone \_\_\_\_\_

Full Name: Lisa Lewis

Relationship: long time neighbor (not necessarily friendly, but known me long time)

E-Mail \_\_\_\_\_

Phone (510) 459-5674

Full Name: Jim Reid

Relationship: Employer Construction Co (James Reid Long time)

E-Mail \_\_\_\_\_

Phone \_\_\_\_\_

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

☒ White

☐ Black or African American

☐ Latino

☐ Native Hawaiian or other Pacific Islander

☐ Asian

☐ American Indian or Alaskan Native

☒ Other: Italian-American of mixed race, but people identify me as 'white'/'caucasian'

☐ I do not wish to Self-Identify

2. What is your gender?

☒ Male (his/him)

☐ I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

☐ Yes, I have a disability (or previously had a disability)

☒ No, I do not have a disability I was diagnosed w/ a learning disability, but I doubt it.

☐ I do not wish to answer

### Required Questionnaire

4. How long have you lived in Oakland? 20 years, w/ having moved to Paris + LA for school, + living in Berkeley + SF for 5 1/2 combined years within the 20 years in Oakland
5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)
- ☒ 0  
☐ 1-2  
☐ 3 or more
6. How did you hear about applying to be on the Police Commission?  
bulk email to constituents from my City Council member

### Disclaimer and Signature

The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

**I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.**

**My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.**

**Once submitted, your application form, along with all attachments, becomes a public record.**

Signature: \_\_\_\_\_

Date: 6/30/22

Completed applications must be received by **June 30, 2022**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 <sup>rd</sup> Floor Oakland, CA 94612
Email	Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: Police Commission Application
For assistance or additional information contact	City Administrator's Office <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> (510) 238-3301



# SELECTION PANEL REPORT

**TO:** Selection Panel for the  
Oakland Police Commission

**FROM:** Felicia Verdin  
Assistant to the City Administrator

**SUBJECT:** 2022 Nomination Process

**DATE:** August 1, 2022

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## Action Requested:

For the Selection Panel to:

1. Review, discuss and/or modify the 2022 nomination schedule.
2. Review, discuss and/or modify the evaluation and interview schedule.
3. Determine its next meeting or series of meetings.

## Executive Summary:

The Selection Panel received 13<sup>1</sup> Police Commissioner applications for the 2022 nomination process. All candidates that submitted an application by June 30, 2022 Selection Panel meeting. After conclusion of the candidate statements, the Selection Panel will vote on which applicants will be invited to interview with the Selection Panel on August 2.

At this meeting, the Selection Panel may also amend its process for evaluating candidates. The tentative interview schedule and applications are included in Attachment A. At this meeting, the Selection Panel will interview candidates and may decide to nominate a candidate as a Police Commissioner, delay making that nomination, or select candidates that will participate in a second round interview tentatively scheduled for August 2, 2022.

The term for the nominee will initiate on October 17, 2022. Staff proposes the Selection Panel make its decision no later than mid-August 2022, which will allow staff time to complete the required background check and submit the scheduling request and staff report to be heard at a City Council meeting in September.

During its April 26, 2022 meeting, the Selection Panel nominated Angela Jackson-Castain to serve as an Alternate on the Police Commission. On June 7, Ms. Jackson-Castain's appointment was confirmed by the Oakland City Council meeting. She attended her first meeting on June 23, 2022.

Staff did provide the attached rating sheet to members of the Panel to review applications. Not all members of the Panel submitted a rating sheet to staff. This is an item of discussion for the Panel to determine how the rating sheets could be utilized during the selection process.

## Background:

In 2022, the Selection Panel will be nominating a slate of one (1) appointee to the Police Commission and (1) Alternated Police Commissioner for City Council approval. The term for

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<sup>1</sup> One applicant, Heather Washington is not available to attend the interview on August 4, 2022. Eulless Winbush declined due to personal reasons.

Commissioner Jesse Hsieh, currently serving on the Police Commission will expire October 2022. Alternate Commissioner Angela Jackson-Castain's term will also expire in October 2022.

### Police Commissioner Terms

**Table 1: Terms for Current Police Commissioner**

Commissioner	Appointing Authority	Term End Date
Tyfahra Milele, <i>Chair</i>	Mayor	Oct. 2023
Marsha Peterson, <i>Vice-Chair</i>	Selection Panel	Oct. 2023
Jess Hsieh	Selection Panel	Oct. 2022
Brenda Harbin-Forte	Mayor	Oct. 2022
Rudolph Howell	Selection Panel	Oct 2024
Regina Jackson	Mayor	Oct. 2021
David Jordan	Mayor	Oct. 2023
<i>Angela Jackson-Castain, Alternate</i>	Selection Panel	Oct. 2022
Karely Ordaz, Alternate	Mayor	Oct. 2023

### Nomination Schedule

The Selection Panel determined the 2022 nomination schedule as reference below in **Table 2**:

**Table 2: 2022 Nomination Schedule**

Activity	Date
Application released	May 2022
Joint press release with Mayor announcing 2022 nomination period	May 20, 2022
Incumbents notified	May 27, 2022
Application deadline	June 30, 2022
Candidate interviews (first round)	July 19, 2022—cancelled
Finalist interviews (first round)	August 4, 2022
Determination of slate	August 10, 2022
Background check process complete	early-September 2022
Council confirmation	September 20, 2022

As previously mentioned, if the goal is to get a nominee scheduled for confirmation at the City Council meeting of September 20, 2022, the Selection Panel will need to determine the nominee no later than mid-August 2022. All other dates can be adjusted accordingly based on input from the Selection Panel.

### 2022 Police Commission Application

The current Police Commission application available on the City's website at <https://cao-94612.s3.amazonaws.com/documents/Police-Commission-2022-Application.pdf>

The Police Commissioner Application is available online in English, Spanish, Chinese and Vietnamese on the Police Commission webpage ([www.oaklandca.gov/boards-commissions/police-commission](http://www.oaklandca.gov/boards-commissions/police-commission)).

Additionally, staff was able to provide the following outreach:

- Press release to all media contacts
- Email communication to announce and request distribution of information to:
  - Mayor's Office
  - City Council Offices
  - City service provider networks
  - Selection Panel Members
  - Oakland Police Commissioners
  - Community Police Review Agency
  - Oakland Neighbors Inspiring Trust
  - Latino Task Force
  - Oakland Community Organizations

In 2020, Vice Chairperson Brendalynn Goodall worked with KLBX radio to run a 15-second Public Service Announcement (PSA) leading up to the application deadline. The PSA was advertised free of charge and aired 30 times between May 29 to June 12, 2020.

Also in 2020, Member Lorelei Bosserman organized outreach efforts by the Selection Panel and maintained a database of organizations that were contacted directly by Selection Panel Members.

#### Applicant Statistics

**Table 3** shows application statistics by nomination year. There were no nominations required in 2018.

**Table 3: Applications Statistics by Year**

Nomination Year	Applications Received	Applicants Invited to Interview	Nominations made by Selection Panel
2017	146	28	4 Commissioners; 1 Alternate
2019	16	10	1 Commissioner; 1 Alternate
2020	68	17	2 Commissioners
2021	16	5	1 Commissioner
2022	13	13	To be determined

For questions regarding this report, contact Felicia Verdin at (510) 238-3128 or [fverdin@oaklandca.gov](mailto:fverdin@oaklandca.gov).

Attachment:

- A) 2022 Applicant Evaluation Tool
- B) 2021 Finalist Interview questions
- C) Rating Sheet



# **ATTACHMENT A**

## **Applicant Evaluation Tool**



**APPLICANT EVALUATION TOOL**  
**Position: Police Commissioner (Volunteer)**

**Position Description**

Serve on Police Commission public body of seven (7) members plus two (2) alternates. The Police Commission's role is to oversee the Oakland Police Department's policies, practices and customs to meet national standards of constitutional policing and oversee the Community Police Review Agency that investigates police misconduct and recommends discipline.

**Core Competencies, Interview Questions & Evaluation**

Core competencies are the identified knowledge, skills, and/or abilities that are necessary to the successful performance of an Oakland Police Commissioner. The objective of the interview is to assess the competency and qualifications for serving as a Police Commissioner. The Selection Panel will ask each applicant a series of questions that are designed to understand the applicant's qualifications in the following areas:

**A. Interpersonal / Collaborative**

- a. Works cooperatively and productively with others to achieve results.
- b. Respects and welcomes diverse perspectives. Able to process multiple points of view and achieve constructive results.
- c. Respects the confidentiality of information or concerns shared by others.
- d. Strong communications skills – both written and oral.

**B. Judgement / Decision-Making**

- a. Has a strong sense of urgency about solving problems and getting work done.
- b. Effectively analyzes and interprets rules and regulations.
- c. Understands inter-relational systems and influences.
- d. Applies factual information, due diligence and sound judgment in making decisions and dealing with confidential and/or sensitive information.

**C. Analytic / Investigative Practices**

- a. Has knowledge and/or experience in sound investigative practices.
- b. Has knowledge and/or experience in applying a racial equity framework and systems thinking approach to identifying and addressing issues.

**D. Values / Commitment / Perspective**

- a. Seeks and synthesizes community perspective into decision-making.
- b. Able to commit time and energy to serving on Police Commission.
- c. Brings perspective of community most impacted by law enforcement (e.g., race, gender, disability, residency, etc.)

**E. Level of Interest**

- a. Understands role and authority of Police Commission.

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

A. Based on the responses to the following interview questions, rate the applicant's strength of the **Core Competency – Interpersonal / Collaborative**:

1. Tell us about your experience working effectively with others, including your experience working on other boards, commissions and groups. How did you handle conflict in these situations?
2. Scenario: The Commission's members strongly disagree on an issue. What would you do to forge a consensus or reach a compromise?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Interpersonal / Collaborative</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

B. Based on the responses to the following interview questions, rate the applicant's strength of the **Core Competency – Judgement / Decision-Making**:

3. While serving on the Police Commission there will be a great deal of pressure from the public, fellow commission members and City staff. What skills will you draw on to manage this and come to a fact-based decision?
4. Tell us about your experience and/or opinion of the Oakland Police Department.
5. Describe an experience where you had to make a difficult decision that affected someone's life.
6. Being a Commissioner may involve being insulted by the public and criticized by the police. Have you ever been publicly insulted? What advice would you give to someone about how to handle it?
7. Has someone you disagreed with ever changed your mind about something? Please provide an example.

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Judgement / Decision-Making</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

C. Based on the responses to the following interview questions, rate the applicant's strength of the **Core Competency – Analytic / Investigative Practices**:

8. Throughout the Federal Court's oversight of O.P.D., the Court has consistently criticized OPD's Internal Affairs Division for the thoroughness, objectivity and professionalism of its investigations of alleged officer misconduct and there is a public perception that both line police officers and their supervisors are rarely held accountable. What structural or policy changes should the Commission explore to address this issue?
9. How does institutional racism and systemic oppression impact the department's ability to achieve compliance with the Negotiated Settlement Agreement?
10. How do you define police brutality and what are the key elements that produce it?
11. With the assistance of a Court-appointed expert, it has been fully established that OPD officers have for some time and continue to make racially-biased stops of motorists and pedestrians. What actions should the Commission take to change this OPD practice?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Analytic / Investigative Practices</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

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D. Based on the responses to the following interview questions, rate the applicant's strength of the **Core Competency – Values / Commitment / Perspective**:

12. Tell us about your current schedule outside your career or volunteer community work. How would you manage the additional hours (up to 20 hours per week) required to participate on the Police Commission?
13. Tell us about your community involvement and what groups you are affiliated with.
14. While serving on the Commission you will learn information that may not be familiar to your life experience, share a brief experience where you had to see through many lenses.
15. Why do you want to be part of the Oakland Police Commission and what impacts would you like to see the Oakland Police Commission have and accomplish?
16. What skills would you bring to the Oakland Police Commission?
17. What is the Police Commission doing right?
18. If you became a Police Commissioner, what would you do differently?
19. For you personally, which of your work, community service and/or organizational leadership experiences would help you in serving on the Oakland Police Commission?



POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

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Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Values / Commitment / Perspective</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

E. Based on the responses to the following interview questions, rate the applicant's strength of the Core **Competency – Level of Interest**:

20. When did you first become interested in the Police Commission? What have you done to learn more about it? And what are your impressions?

21. Have you attended any Police Commission meetings either in person or virtually?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Level of Interest</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Overall Score</b>					
Comments					

**ATTACHMENT B**

**Finalist Interview Questions**

### Standard Questions

1. Would you tell the Panel about your involvement in Public Safety matters in Oakland, and how that involvement has influenced your desire to serve on the Oakland Police Commission?

*Follow-up, time permitting*

What do you hope to achieve on the Commission?

2. How can the commission make the best use of the data in VISION?

*If they don't know, explain it to them and then get an answer.*

3. What change in OPD policy is needed to break up the 'thin blue line' or code of silence?
4. What concrete steps should the Commission take to expand community engagement and input? And, what would you do to educate and engage the community in the work of the Commission? Please be specific.
5. While serving on the Commission you will learn information that may not be familiar to your life experience. Please share a brief experience where you had to see through someone else's life experience and give an example.
6. How would you work to gain consensus in a chaotic situation where the Commission is deeply divided on an issue? Are there any similar examples where you have done this?
7. What is your approach to creating highly effective teamwork with colleagues on the Commission, even when belief systems about the work may vary widely? Please give examples where you have done that.
8. How would you handle specific concerns and complaints about the OPD, which are brought to the Commission? These can include instances of excessive force, failure to act in a situation that requires police intervention, etc.
9. What would you advocate as the best process to use to identify the recommendations for the next Police Chief? Would you give preference to promoting from within OPD or to an outsider?
10. How does institutional racism and historic bias influence the effectiveness of efforts by the Courts, the Commission and OPD leadership to revise and implement policy and operational reforms.
11. Since social media plays an enormous role in our culture, what are your thoughts on how Police Commissioners should or should not utilize social media to comment on issues which may come before the Commission, or which may affect the perception of the Commission as a whole?

**Optional & Follow Up Questions**

12. How do you define police brutality, and what are the key factors responsible for it?
13. How would you grade the Oakland Police Commission's accomplishments to date, and what are its major challenges going forward?
14. What is the most important asset that a candidate for Inspector General should possess? -OR- In the coming year, the Commission will likely recruit and hire its first Inspector General. What do you believe are the most important skills, experience and other qualifications that candidates for this position should have?
15. Describe an experience where you had to make a difficult decision that affected someone's life.
16. Has anyone you disagreed with ever changed your mind about something? Please provide an example.
17. If you are appointed, what would you want your legacy to be after completing your term? What significant contribution would you want the Commission to remember you for?
18. It's often been said that police culture has police policy for lunch. What strategies can the Commission use to align the pace of policy change and cultural change at OPD?
19. In Oakland, in the area of crowd/demonstration control the OPD's "cycle" is to violate both the law and its existing policy, the City to be sued, the City to settle the new lawsuits, sometimes with revisions to its prior policy, and OPD commanders and line personnel to again violate the same laws and policy during future demonstrations. What steps can the Commission take to help break this cycle?
20. With guidance from the Commission, the CPRA Executive Director is in the process of developing a uniform process for charge intake, categorization, investigation and timely decision or resolution of complaints of officer misconduct. What do you believe are the most important components of such a case-handling system?
21. How long have you lived in Oakland?
22. Have you read Measure LL, the 21-page document that defines the Police Commission? (Available on the Police Commission website, <https://www.oaklandca.gov/boards-commissions/police-commission>. Scroll down to "About," near the bottom of the page.)
23. Have you read any of the minutes or agenda packets for any of the Police Commission meetings? (Available on the Police Commission



## Finalist Interview Questions

website, <https://www.oaklandca.gov/boards-commissions/police-commission>. Under "Meetings," click "View All Meetings, Minutes & Agendas.")

**ATTACHMENT C**  
**Selection Panel**  
**Rating Sheet**

**Applications submitted for the Oakland Police Commission as of 7/13/22**  
**Selection Panel ratings**

<b>Applicants</b>	<b>Rate Application 1-5 5 = highest, 1 = lowest</b>
1. Eric Cavallari	
2. Samantha Columbus	
3. Monica Hollins	
4. Jesse Hsieh	
5. Angela Jackson-Castain	
6. Clarice Newton – no application submitted. Only resume & email	
7. Rakita O’Neal	
8. Thelonious Polk	
9. Barry Robinson	
10. Stacy Thompson	
11. Heather Washington	
12. Margaret Grimsley	
13. Euless Winbush	

Return to rating sheet to Felicia Verdin by July 12, 2022  
[fverdin@oaklandca.gov](mailto:fverdin@oaklandca.gov)

Submitted by \_\_\_\_\_



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**DRAFT Meeting Minutes**

**Tuesday, April 26, 2022**  
Via Teleconference

Selection Panel Members: Chairperson James Chanin (District 2), Vice Chairperson Brendalynn Goodall (Mayor), Gay Plair Cobb (At Large), Don Link (District 1), Langston Buddenhagen (District 3), Lorelei Bosserman (District 4), Monique Rivera (District 5), Rickisha Herron (District 6), and Bill Thomasson (District 7).

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**1. Roll Call and Determination of Quorum**

Quorum was determined and the meeting started at approximately 6:00 pm.

Members present: Chairperson James Chanin, Vice Chairperson Brendalynn Goodall, Gay Plair Cobb, Don Link, Lorelei Bosserman, Monique Rivera, Rickisha Herron, and Bill Thomasson.

Members Absent: Langston Buddenhagen

Staff present: Felicia Verdin

City Attorney Staff present: Allison Dibley

**2. Open Forum**

Public comments were provided by the following speakers:

Assata Olugbala  
Gene Hazard

**3. Welcome New Police Commission Selection Panelist – Monique Rivera, appointed by City Council District 5**

**Approval of Agenda for Special Meeting, April 26, 2022**

A motion was made by Monique Rivera, seconded by Brendalynn Goodall, to approve the meeting agenda for April 26<sup>th</sup>, 2022, as is.

Adopted by acclimation.

**4. Discussion on Current Vacant Alternate Commissioner Seat**

Selection panel held a discussion on the current vacant Alternate Police Commissioner, Police Commission application and the staff report.

A motion was made by Bill Thomasson, seconded by Don Link, to allow the two reserve pool candidates that accepted the Ginala Harris and Angela Jackson-Castain to address

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**DRAFT Meeting Minutes (Continued)**

**April 26, 2022**  
Via Teleconference

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the Selection Panel for five (5) minutes, before the commission makes a decision about filling the Alternate Vacancy. The motion passed with 8 Ayes, (James Chanin, Brendalynn Goodall, Gay Plair Cobb, Donn Link, Lorelei Bosserman, Monique Rivera, Rickisha Herron, Bill Thomasson), one (1) excused (Langston Buddenhagen).

The chair proposed having two discussion areas: 1) leave the seat vacant and conduct applicant outreach for the vacant alternate seat, or 2) choose and appoint an alternate from the current pool of applicants until October 21, 2022.

A second motion to not fill the current vacant Alternate Commissioner seat until October, 2022 and keep the current vacancy open and recruit from the larger pool, was made by Brendalynn Goodall, seconded by Gay Plair Cobb. The motion was not called to the floor.

A substitute motion was made by Don Link, seconded by Monique Rivera, to make an appointment tonight from someone from the reserve pool to the position until October 2022. The motion passes with 5 aye votes (James Chanin, Gay Plair Cobb, Don Link, Lorelei Bosserman, Monique Rivera, Bill Thomasson), with two (2) noes (Brendalynn Goodall and Rickisha Herron, and 1 Excused (Langston Buddenhagen).

A third motion by Lorelei Bosserman, seconded by Bill Thomasson, was made to nominate and appoint Angela Jackson-Castain as an Alternate Police Commissioner. The motion passes with 7 aye's (James Chanin, Donn Link, Lorelei Bosserman, Monique Rivera, Rickisha Herron, Bill Thomasson, Gay Plair Cobb), 1 Abstain (Don Link), and 1 Excused (Langston Buddenhagen).

Public Comments were provided by the following speakers:  
Assata Olugbala.  
Jean Hazard  
Caller ending in -6932  
Michele Lazaneo

A substitute motion was made by Don Link, seconded by James Chanin, to select and appoint Ginale Harris as an Alternate Police Commissioner. The motion fails with 3 aye votes (James Chanin, Brendalynn Goodall, Don Link, 3 noes (Lorelei Bosserman, Monique Rivera, Bill Thomasson), 2 abstain (Gay Plair Cobb, Rickisha Herron), 1 excused (Langston Buddenhagen).

Public Comments were provided by the following speakers:  
Caller ending in -9932  
Gene Hazard  
Assata Olugbala  
Mary Vail  
Mariano Contrera

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**DRAFT Meeting Minutes (Continued)**

**April 26, 2022**  
Via Teleconference

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**5. Report from the Procedure Improvement Ad hoc Committee**

Ad Hoc Committee for Procedure Improvement will return to the next meeting with comments and request feedback from the Selection Panel Members on the Procedure Improvement report.

Public Comments were provided by the following speakers:  
E. Bernstein  
Mariano Contreras  
Assata Olugbala

**6. 2022 Police Commissioner Application and Selection Process**

Updated Schedule for Updated New Applications deadline was originally set for April 21 through June 30. The City of Oakland will issue a press release.

Selection Panel Members set a potential first interview dates for August 2 (or potentially August 4) as determined on July 19. Second follow-up interview dates potentially for Wednesday, August 10 with candidate reference checks.

Ad-hoc Sub-Committee for candidate question analysis to be composed by Brendalynn Goodall, Gay Plair Cobb, and Rickisha Herron.

Public Comments were provided by the following speaker(s):  
Assata Olugbala

**7. Police Commissioner Application Outreach**

Selection Panel Members discussed current and renewed outreach efforts, that will include an announcement in the Mayor's newsletters, and outreach to other communication lists.

No objections to renewed and expanded outreach efforts.

Public Comments were made by the following speaker(s):  
Assata Olugbala

**8. Adjournment**

The meeting was adjourned at 9:57 pm.





**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**DRAFT Meeting Minutes**

**Monday, May 31, 2022**  
Via Teleconference

Selection Panel Members: Chairperson James Chanin (District 2), Vice Chairperson Brendalynn Goodall (Mayor), Gay Plair Cobb (At Large), Don Link (District 1), Langston Buddenhagen (District 3), Lorelei Bosserman (District 4), Monique Rivera (District 5), Rickisha Herron (District 6), and Bill Thomasson (District 7).

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**1. Roll Call and Determination of Quorum**

Quorum was determined and the meeting started at approximately 6:00 pm.

Members present: Chairperson James Chanin, Vice Chairperson Brendalynn Goodall, Gay Plair Cobb, Don Link, Langston Buddenhagen, Lorelei Bosserman, Monique Rivera, Rickisha Herron, and Bill Thomasson.

Staff present: Felicia Verdin.

City Attorney Staff present: Allison Dibley.

**2. Open Forum**

Public comments were provided by the following speaker(s):  
Assata Olugbala

**3. Resolution to Continue Teleconferencing Meetings**

A motion to approve using Teleconferencing to continue the Police Commission Selection Panel meetings was made by Gay Plair Cobb, seconded by Don Link. The motion passed with 9 Ayes (Chanin, Goodall, Plair Cobb, Link, Buddenhagen, Bosserman, Rivera, Herron, and Thomasson).

Public comments were provided by the following speaker(s): none

**4. Determining Selection of Chairperson**

Brendalynn Goodall nominates James Chanin to be the chairperson. Don Link asked Brendalynn Goodall if they would accept the nomination if they were considered. Monique Rivera nominates Bill Thomasson, but he declines the nomination.

Brendalynn Goodall motions to nominate James Chanin to be the holdover chairperson until a replacement is found. The motion passes with 8 Ayes (Goodall, Plair Cobb, Link, Buddenhagen, Bosserman, Rivera, Herron, and Thomasson), and 1 Abstention (Chanin).

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**DRAFT Meeting Minutes (Continued)**

**Monday, May 31, 2022**  
Via Teleconference

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Public comments were provided by the following speakers:  
Assata Olugbala

**5. Determining Selection of Vice Chairperson**

Brendalynn Goodall motions to nominate Rickisha Herron to be Vice Chair, seconded by Lorelei Bosserman; Rickisha Herron accepts the nomination. The motion passes with 9 Ayes (Chanin, Goodall, Plair Cobb, Link, Buddenhagen, Bosserman, Rivera, Herron, and Thomasson).

Public comments were provided by the following speakers:  
Assata Olugbala

**6. Approval of Selection Panel Meeting Minutes**

Correction of meeting minutes was made by Brendalynn Goodall, Don Link, and Lorelei Bosserman, and moved to accept the corrected Meeting Minutes, seconded by Lorelei Bosserman. Items 5 and 6, with counts of votes correction. The item was deferred until the next Police Commission Selection Panel meeting.

**7. Annual Training and Orientation to City Charter Section 604 – Police Commission**  
City Attorney Staff Allison Dibley presented to the Selection Panel the City Charter and bylaws of Section 604.

**8. 2022 Police Commissioner Nomination Process**

Selection Panel was updated that Angela Jackson-Castain is on the consent calendar for June 7<sup>th</sup>, 2022 for nomination to serve as an Alternate on the Police Commission. Gay Plair Cobb mentioned correction on the Table commissioners and Appointing Authorities: Marsha Peterson a Mayoral Appointing Authority, Tyfahra Milele Selection Panel, and Regina Jackson Mayoral Appointing. Selection Panel Members brought up reinforcing efforts for public engagement for application submissions. The flyer would be translated into Spanish, and provided to the Oakland Public Libraries for distribution throughout the system.

Public comments were provided by the following speakers:  
Cathy L.  
Assata Olugbala  
Caller ending in -1779  
Mariano Contreras

**9. Report from the Procedure Improvement Ad hoc Committee**

Selection Panel member Lorelei Bosserman began discussion on the Selection Procedure draft report. Chair Chanin requested to have the red-lined document showing changes for next meeting.

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**DRAFT Meeting Minutes (Continued)**

**Monday, May 31, 2022**  
Via Teleconference

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Public comments were provided by the following speakers:

Assata Olugbala

Cathy L.

Mary Vail

**10. Adjournment**

The meeting adjourned at 9:00PM.



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**DRAFT Meeting Minutes**

**Wednesday, June 22, 2022**  
Via Teleconference

Selection Panel Members: Chairperson James Chanin (District 2), Vice Chairperson Brendalynn Goodall (Mayor), Gay Plair Cobb (At Large), Don Link (District 1), Lorelei Bosserman (District 4), Monique Rivera (District 5), Rickisha Herron (District 6), and Bill Thomasson (District 7).

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**1. Roll Call and Determination of Quorum**

Quorum was determined and the meeting started at approximately 6:00 pm.

Members present: Chairperson James Chanin, Vice Chairperson Brendalynn Goodall, Gay Plair Cobb, Don Link, Lorelei Bosserman, Monique Rivera, and Rickisha Herron.

Absent: Langston Buddenhagen

Thomasson arrived at approximately 6:30pm

Staff present: Felicia Verdin

City Attorney Staff present: Allison Dibley

**2. Open Forum**

Public comments were provided by the following speakers:

**3. Resolution to Continue Teleconferencing Meetings:**

A motion was made by Gay Plair Cobb, seconded by Rickisha Herron, to approve the resolution to continue teleconferencing. The motion was passed with 7 ayes (Chanin, Goodall, Plair Cobb, Link, Bosserman, Rivera, Herron).

**4. Approval of Selection Panel Meeting Minutes (April 11, 2022)**

A motion to accept and approve the Selection Panel Meeting Minutes was made by Brendalynn Goodall, seconded by Gay Plair Cobb. A change to minutes, page 2 table 1 from "Jess" to "Jesse." Change Page 2, Item 4, Paragraph 4, to remove "Bill Thomason." The motion carries with 6 ayes (Chairperson James Chanin, Vice Chairperson Brendalynn Goodall, Gay Plair Cobb, Don Link, Lorelei Bosserman, and Rickisha Herron) and 1 abstention (Monique Rivera).

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**DRAFT Meeting Minutes (Continued)**

**Wednesday, June 22, 2022**  
Via Teleconference

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**5. 2022 Police Commissioner Nomination Process.**

A discussion on whether to extend the Police Commissioner application deadline was held. Agreed that keep the final deadline of June 30<sup>th</sup> for the application for the Police Commission.

Selection Panel member Bill Thomasson has joined the Police Commission Selection Panel.

Interview dates were set back to August 2, and applications will be shared with the Selection Panel as they are submitted and received by staff. On July 6, the Panel will begin Selection Panel scoring of applications. Following the Selection Panel meeting on July 19, applications will be reviewed and scored, with August 2 set to interview candidates.

Public Comments were provided by the following speaker(s):

Caller ending in -1779

Millie Cleveland

**6. Outreach Strategy and Process for Selecting Commissioners:**

A discussion was held by the Selection Panel on current and possible renewed outreach efforts to encourage application submissions from the community.

Public Comments were made by the following speaker(s): none

**7. Report from the Procedure Improvement Ad hoc Committee:**

Selection Panel Member Brendalynn Goodall announced soft skills questions and the Ad hoc committee will present during the July 19 meeting to the entire Police Selection Panel.

Selection Panel Member Lorelei Bosserman delivered remarks on updated comments as determined by the “red lines” in the Selection Panel’s draft procedures.

Public Comments were made by the following speaker(s):

Mary Vail

Anne Janks

F. Grinage

**8. Discussion Regarding Public Comment & Open Forum:**

Panel Member Monique Rivera proposed possibly indicating where to include public comments only for items that require action items. Panel Member James Chanin proposed public comments during the beginning, Open Forum, before Adjournment, and only for action items requiring action votes, written on the agenda. Panel Member Plair Cobb suggested emulating public comments in the beginning, and open forum at the end.

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**DRAFT Meeting Minutes (Continued)**

**Wednesday, June 22, 2022**  
Via Teleconference

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Public Comments were made by the following speaker(s):  
Anne Jenks

A motion was made by Bill Thomasson and seconded by Don Link to have public comment at the beginning and end, and before any motion is voted on during Selection Panel meetings. The motion passed with 8 ayes (Chairperson James Chanin, Vice Chairperson Brendalynn Goodall, Gay Plair Cobb, Don Link, Lorelei Bosserman, Rickisha Herron, Monique Rivera, and Bill Thomasson).

**9. Adjournment:**

The Police Commission Selection Panel adjourned at approximately 8:00PM.