



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

**Tuesday, June 20, 2023**  
6:00 PM  
1 Frank H. Ogawa Plaza, 1<sup>st</sup> floor  
Hearing Room 2

Selection Panel Members: Chairperson James Chanin (District 2), Vice Chairperson Rickisha Herron (District 6), Brendalynn Goodall (Mayor), Gay Plair Cobb (At Large), Don Link (District 1), Vacant (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 Police Commission Selection Panel welcomes public participation. During this time of transition back to in-person meetings, we are currently prohibited from implementing hybrid meetings. Please refer to the ways in which you can observe and/or participate below:

**OBSERVE:**

- To observe the meeting by video conference, please click on this link <https://us02web.zoom.us/j/87428581584> at the noticed meeting time.
- 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, 81200277163#  
+1 (669) 444-9171, 81200277163#

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.”

**Use of Zoom is limited to observing, public comment will not be taken via Zoom**

**PROVIDE PUBLIC COMMENT IN PERSON:**

- Public comment on each agenda item will be taken. Members of the public wishing to comment must fill out a speaker card for each item they wish to comment on. Speaker cards will be accepted up until Public Comment for each item begins. Please submit your cards to the staff.
- Comments must be made on a specific agenda item covered in the meeting that the

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

**Meeting Agenda (Continued)**

**Tuesday, June 20, 2023**

6:00 PM  
Via Teleconference

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comment was submitted for, and that item must be written on the speaker card, or they will be designated open forum comments.

- Comments designated for open forum, either intentionally or due to the comments being outside of the scope of the meeting's agenda/submitted without a including a written agenda item, will be limited to one comment per person.

**E-COMMENT:**

- Please email written comments to [fverdin@oaklandca.gov](mailto:fverdin@oaklandca.gov). E-comments must be submitted at least **24 hours** prior to the meeting with the agenda item to which it pertains. Open Forum comments are limited to one per person.

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

**Meeting Agenda (Continued)**

**Tuesday, June 20, 2023**

6:00 PM  
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**1. Roll Call and Determination of Quorum**

**2. Public Comment**

Comments on all items will be taken at this time. Comments for items not on the agenda will be taken during Open Forum.

**ACTION ITEMS**

**3. Police Commissioner Nomination Process**

The Selection Panel will review and take possible action on all pending applications. The Panel will discuss and take possible action on its process for appointing Police Commissioners during the 2023 nomination process, including review and discuss summary rankings and tabulations, discuss and approve process to review reference checks, determine which candidates will advance to the interview process and determine a method to handle incomplete applications. The Selection Panel may also set or amend its future meeting schedule.

- Applications submitted for the Oakland Police Commission
- Staff Report: 2023 Nomination Process
- Emails and correspondence forwarded to the Selection Panel

**4. Rules of Procedure**

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

**5. Discussion and update on Applicant Evaluation Tool**

Panel may take possible action on the applicant evaluation tool.

**6. Open Forum**

**7. Adjournment**

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

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
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**Meeting Agenda (Continued)**

**Tuesday, June 20, 2023**

6:00 PM  
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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.

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.

**Applications submitted for the Oakland Police Commission as of 6/12/23**  
**Selection Panel ratings**

<b>Applicants</b>	<b>Rate Application 1-5 5 = highest, 1 = lowest</b>
1. Tyfahra Milele	
2. David Jordan	
3. Margaret Grimsley	
4. Shalamar Carliss	
5. Jonathan Abel	
6. Rochelle (Shelby) Anguiano	
7. Robert Merker	
8. Mark Dorton	
9. Tyron Jordan	
10. Larry Brandon	
11. Ricardo Garcia-Acosta	
12. Omar Farmer	
13. Ayanna Weathersby	
14. Angela Jackson-Castain	
15. Donna Luiz	
16. Daniel Alvarado	
17. Erica Cisneros	
18. LaWanda Smith	
19. Jonathan Abel	

20. Mark Lecker	
21. Camille Rodriguez	
22. Wesley Osaze	
23. Kyle Hudson	
24. Karely Ordaz	
25. Joan Danenberg	
26. Nehemiah Vaughn	
27. Elizabeth Eto	
28. Everett Morgan	
29. Tina Anderson	
30. Peter Smith	
31. Wilson Riles	
32. Carol Harvey – incomplete application	
33. Timmy Chen – incomplete application	
34. John Bell – incomplete application	
35. Julie Mixon – incomplete application	

The rating sheet is provided to the Selection Panel as a guide.



# 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:	Milele	Tyfahra	D. S.
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Date:	4/10/2023		
Home Address:	[REDACTED]		
	<i>Street Address</i>		<i>Apartment/Unit #</i>
	Oakland	CA	94603
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[REDACTED]	Email	TMilele@oaklandcommission.org

## 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: Brenda Harbin-Forte Relationship: Commissioner

E-Mail bharbin-forte@oaklandcommission.org Phone:                     

Full Name: Jesse Hsieh Relationship: Commissioner

E-Mail jhsieh@oaklandcommission.org Phone:                     

Full Name: Rudy Howell Relationship: Commissioner

E-Mail rhowell@oaklandcommission.org 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?

- Woman  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?

19

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?

Felicia Verdin sent an email to me.

## 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: *Tyfahra Milele* Date: 04.10.2023

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

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

I have served for 2.5 years on the Oakland Police Commission, 1.5 of which was as Chair where I have overseen the passing of 22 policies and focused on steering the commission toward completing its Charter duties as outlined in both the Charter, the municipal code and the audit completed by the City Auditor. As Chair of the Commission, I have attended over 50 IAD meetings, all of the FRBs and EFRBs of my tenure, and also risk management meetings. I have also attended Labor and Arbitration Institute training which has deepened my understanding of the OPD discipline process as I continue to closely observe IAD proceedings. I have completed 9 ridealongs which I have been told is more than any Commissioner in Oakland's history. I will be doing more ridealongs next year after this my final term as Chair of the Commission if I am afforded the opportunity to be reappointed. During my ridealongs I have been able to get a wider perspective of the challenges facing OPD and its oversight. I feel I am an asset to the commission as I have demonstrated an ability to get things done while maintaining a calm professionalism despite a highly charged political atmosphere. While I don't make a lot of unnecessary noise on the commission, I believe there is a place for a style that is laser focused on results rather than politics. I have learned a lot about police reform on a micro and macro level and the commission would benefit from continuity as it builds out its permanent staff. I am also very open to feedback and have recently incorporated feedback from community asking for responses to live questions during commission meetings, a practice I had not seen done at other kinds of boards and commission meetings. I also have a background as an educator teaching critical race theory, critical thinking, reading and composition for 15 years to adult aged students in higher education and K-12. I believe that compassion, critical reflection, and an orientation towards results are my biggest contributions while

serving on both the rent board and the Police Commission. Although the commission is a more political body than I had anticipated, I still operate with impartiality and do my best to make space for the full commission. I'm able to recognize if and when policies and procedures require more critical thought and consideration. In addition, I have extensive experience as an executive level leader managing budgets, teams and organizational culture change efforts. I have also had exposure to working with unions as a high school principal. Currently, I am a contractor for several Summer Camps focusing on environmental education and building loving, healing communities for our youth. As a contractor I discuss diversity, equity, inclusion, belonging, policy, procedure, and grants fundraising.

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

Before joining the OPC, I had no contacts in the Oakland Police Department. My experiences with OPD had been very few and only regarding personal vehicle and property theft and damage which of course continues to be the case in Oakland where I have lived since 2004. Since joining the commission, I have had extensive contact with OPD by doing ridealongs and attending meetings that fall within the purview of the OPC as well as observing the recent protest in the aftermath of the murder of Tyre Nichols.

**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:**

I served as Principal of Civicorps Corpsmember Academy for nearly 3 years. Our students were adults 18-26 seeking a high school diploma. As many as 50% of our students had involvement with the criminal justice system. I wrote letters of support for our students on probation or needing to demonstrate their community service and involvement.

**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 have nearly 7 years of board experience in the City of Oakland. I also served for four years on the Oakland Rent Board from 2013 to 2017 as a tenant representative. As my references from that board attested, I took the time to consider all sides of each case and listened carefully to all voices. Despite being proud to represent tenants (and I am still an Oakland tenant in district 7), I operated with both compassion and impartiality. I asked good questions and I listened to people's answers and reflected back when appropriate. I was able to make salient points and strategic compromises to keep things moving forward and my voting record reflected that. There were several lawyers on the board when I served and I was not one of them. Not being a lawyer, I make a point to clarify language that had different meanings for non-legal audiences knowing that both landlords and tenants needed to understand the board discussions and decisions being made before them. The most challenging aspects of board service have been getting out of my comfort zone in a political arena without being intrinsically interested in political maneuvering, especially with regard to the Police Commission. There is a lot of time consuming administrative work to do which makes the politics even more challenging. However, I believe I have met these challenges honorably and with humility as I learn how to navigate the political sphere with my continued calm, integrity and strong work ethic.



## Police Commission

### Application for Position of Commissioner

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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: Jordan, David R. Date: 5/23/23

Home

Address: [REDACTED], Oakland CA 94605

Phone: [REDACTED] Email [djordan@oaklandcommission.org](mailto:djordan@oaklandcommission.org)

#### 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.

I have significant policy experience including my 3 years as a Police Commissioner. I have a decade of community outreach experience. I've experienced the criminal justice system personally and professionally.

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

Over the last 3 years, I've interacted with the Department in a number of ad hoc committees and in Commission meetings.

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.

I previously facilitated an educational program within San Quentin state prison, teaching suicide

and violence prevention as well as peer support.

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'm the current Vice Chair of the Police Commission

2

### 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.*

Rudy Howell, rhowell@oaklandcommission.org

Tyfahra Milele, tmilele@oaklandcommission.org

Jesse Hsieh, jhsieh@oaklandcommission.org

### 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?

\_\_\_\_\_ 25 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?

\_\_\_\_\_

### 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: 5/23/23

Completed applications must be received by **May 31, 2023**, 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 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.

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Applicant Information			
Full Name:	Grimsley	Margaret	Date: 6/30/2022
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	860 Mandana Blvd.		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	Oakland	CA	
	<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: Rod Akil Relationship: Friend

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

Full Name: David Shor Relationship: Friend

E-Mail: [REDACTED] Phone: 510 847-7625

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.

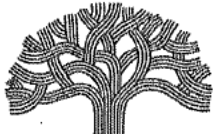
As a Black woman who has lived in Oakland all of my life, I have been stopped and questioned by the Oakland Police multiple time via "traffic stops", where I have been told I matched the description of a criminal suspect, or questioned about what I'm doing or where I'm going. My son, my brothers and 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.



CITY OF OAKLAND

# Police Commission

## Application for Position of Commissioner

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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: Carliss Shakamar Uchawa Date: 05.17.2023  
Last First M.I.

Home Address: [Redacted]  
Street Address Apartment/Unit #  
Oakland CA 94621  
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: Tracy Blackhead (Staff Advisory Board) Relationship: \_\_\_\_\_  
E-Mail: tblack@ca.klanoka.gov Phone: \_\_\_\_\_

Full Name: Charles Bradford (Welcome Center (any state)) Relationship: (Sup)  
E-Mail: cbradford@parahd.edu Phone: \_\_\_\_\_

Full Name: Darlene Bacon (Lion Creek Head Staff) Relationship: \_\_\_\_\_  
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



1. AS I WALK OR DRIVE AROUND THE CITY I SEE VERY LITTLE HELP SO I HAVE MY OWN GIVE AWAYS, CLOTHES,FOOD,HAIR CUTS ECT..FROM FRONT DOOR OAKLAND TO END OAKLAND 105 INTERNATIONAL, BUT AS NOTICE THE POLICE ALWAYS IN OUR NEIGHBORHOOD PULLING CARS OVER,RIDING PASS CRIMES OR SEE OLDER LAYING ON GROUND KEEP DRIVING. THIS IS ANOTHER REASON I FEEL I SHOULD HELP MY COMMUNITY FROM BOTH SIDES OF THE TABLE.
- 2.
3. I HAVE VIDEO ON INTERNET WITH NEWS AMBER LEE ON HOW WE ARE NOT SUPPOSE TO BE OR FEEL UNSAFE WHEN THE POLICE GET CALL OR WE SEE POLICE, THE POLICE SHOULD NOT BE OUR ENEMIES THEY SHOULD BE OUR PEACE, YES I HAVE BEEN TO JAIL FOUND OUT I WAS HAVING A BABY GIRL INSIDE SANTA RITA JAIL TREATMENT WAS DISTEASTFUL THAT'S WHERE I FIND MYSELF INTO NON PROFIT BECAUSE I WAS FORMER FOSTER YOUTH SO MY TIME WAS PUTTING BACK INTO MY COMMUNITY SPEAKING FOR FOSTER YOUTH, FIRST PLACE, B.E MANY MORE FOSTER YOUTH NONPROFIT PROGRAMS.
- 4.
5. YES MYSELF SHALAMAR CARLISS, CITY OAKLAND HEADSTART BOARD,2012-2023 INCARCERATION REFORM JUSTICE NON PROFIT 2021-2023, SSC 2016-2023 EAST OAKLAND COMMUNITY PROJECT 2017-2022 CLIENT SUCCESS STORY, ROOT, BACS, BOSS..
- 6.
7. CITY OAKLAND POLICY BOARD LION CREEK CROSSING HEAD START, LOCKWOOD ELEMENTARY SCHOOL SSC, EAST OAKLAND COMMUNITY PROJECT, STOP KILLING OUR KIDS GROUP EAST OAKLAND, REFORM JUSTICE FOR INCARCERATION FOR BLACK MALES NON PROFIT, ROCK LANEY COLLEGE, ROOTS, MY OWN PROMYSE2ME NON PROFIT.....





# 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:	Abel	Jonathan	P.	Date:	5/24/23
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland	CA	94602		
	<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: Mark Simons Relationship: Mentor, friend

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

Full Name: Prithika Balakrishnan Relationship: Colleague, friend

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

Full Name: Miriam Yarde Relationship: Former student

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

**Additional reference:**

Robert [REDACTED]  
[REDACTED]  
weisberg@[REDACTED]  
[REDACTED]

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?

7 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

Note: I have listened to three or four meetings over the past few years while doing academic research on policing.

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

News story

**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: 5/24/23

Completed applications must be received by **May 31, 2023**, 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

## Supplemental Questionnaire: Jonathan Abel

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

I've spent the last twenty years reporting, learning, litigating, and teaching about policing and its myriad implications for society. I hope that these experiences and insights might be useful to the Police Commission and the people of Oakland.

I am a law professor at U.C. Law, San Francisco (formerly, U.C. Hastings). There, I teach introductory courses on Criminal Law and Criminal Procedure. I have roughly 140 students per year. I also teach a seminar called, "Crimes By the Police, Crimes Against the Police." The seminar challenges students to think about the ways that police officers are treated differently in the eyes of the law when they are either victims of crimes or perpetrators of crimes. My own academic research focuses on the need for transparency when it comes to police misconduct. I've published law review articles on police officers' inflammatory speech on social media,<sup>1</sup> prosecutors' access to records of police misconduct,<sup>2</sup> criminal defendants' efforts to challenge wrongful convictions that resulted from the work of corrupt officers,<sup>3</sup> and racial discrimination in jury selection.<sup>4</sup> Beyond my research, every year I learn a great deal about policing from my students. These students come to law school with a diverse range of life experiences involving the police. And they leave law school headed for an equally diverse range of jobs in criminal law: from prosecutors and police advisors to public defenders and abolitionists.

Before becoming a law professor, I worked as an assistant federal public defender in the Northern District of California (and, briefly, in the District of Arizona). Prior to that, I served as a staff attorney at the Habeas Corpus Resource Center, a state agency that represents indigent prisoners on California's death row in their habeas corpus cases. This work as a defense attorney provided me with a deeper understanding of how police investigations operate to uncover truth and, also, to conceal it. The criminal defense vantage point impressed upon me the importance to society of having honest, diligent, and well-trained officers up and down the chain of command.

The final professional experience of relevance was my first: journalism. Upon graduating from college, I moved to Florida to work as a news reporter on the police and local government beats. The experience of writing daily news stories about policing brought me into daily and direct contact with officers, suspects, victims, attorneys, jailers, and even bail-bond agents. I saw up close the tragedies and traumas that face those on all sides of the criminal legal system. It served as an introduction to some of the most important problems facing policing in our current times.

If selected for the Commission, I would draw on these experiences and insights to help ensure that the residents of our city receive what they deserve: equitable and effective service from the Oakland Police Department.

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<sup>1</sup> <https://www.stanfordlawreview.org/print/article/cop-like/>

<sup>2</sup> <https://www.stanfordlawreview.org/print/article/bradys-blind-spot-impeachment-evidence-in-police-personnel-files-and-the-battle-splitting-the-prosecution-team/>

<sup>3</sup> <https://cornelllawreview.org/2022/08/14/cop-tracing/>

<sup>4</sup> <https://columbialawreview.org/content/batsons-appellate-appeal-and-trial-tribulations/>

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

In my seven years living in Oakland, my experience with Oakland police officers has been limited yet positive. I've been fortunate enough not to have been the victim of, or witness to, any crime that rose to the level of calling the police. My main interaction with police officers has been through inviting several to address my law school courses.

**Question 3: Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience . . . b. as a criminal prosecutor or defense attorney.**

As noted in Question 1, I worked as a defense attorney after law school, first as an attorney at the Habeas Corpus Resource Center, and then as an assistant federal public defender.

**Question 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?**

In the law school where I teach, I serve on a different committee each year. The committees consist of professors, staff members, and students, and they are organized around a particular task or subject. One year, I served on the committee that reviewed proposals for every new course that would be offered in the following year. This year, I have been elected to serve on the Faculty Executive Committee, which is a liaison between the professors and the administration. This spring, I was invited to join the Task Force on Police Accountability of the National Association of Criminal Defense Lawyers (NACDL). The work on that task force largely consists of listening sessions where local advocates speak about what is and is not working with police reform in their respective jurisdictions.

Each committee I've served on has its own character and interpersonal dynamics. That is the virtue and vice of group work. If I may generalize, my experience with "good" committees is that each member brings a different perspective to the issues, there are clear goals for what the committee hopes to accomplish, and there is a genuine understanding among all members that the group will agree on a lot but does not have to agree on everything. One more critical ingredient is worth adding: an even division of labor. Everyone on the committee should contribute their part without anyone having to do all the work.



# Police Commission

## Application for Position of Commissioner

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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: Anguiano, JD Rochelle ("Shelby") L. Date: 05/09/2023  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address Apartment/Unit #*  
Oakland CA 94603  
*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.
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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: [REDACTED] Relationship: Colleague/Co-Worker

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Stephen [REDACTED], MD (Retired) Relationship: Colleague/Co-Worker (former)

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: April [REDACTED], MPA Relationship: Colleague/Co-Worker

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?

19 years (since 1/8/2004)

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?

City of Oakland newsletter

**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: 05/09/2023

Completed applications must be received by **May 31, 2023**, 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



Correo electrónico	Dirección: <b>CityAdministratorsOffice@oaklandca.gov</b> Asunto: <b>Police Commission Application (Solicitud de Comisión Policiaca)</b>
Para obtener asistencia o información adicional, póngase en contacto con	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

**Answers to Supplemental Questions to  
Application for Commissioner  
Oakland Police Department  
for  
Rochelle (“Shelby”) Anguiano, JD**

1. I served as a low-income housing administrator, including Director of Operations for the Oakland Housing Authority (6 months), for more than 20 years. I directly oversaw large (100+ units) of low-income multi-family housing in the Greater Sacramento, Bay Area, North Bay, and East Bay areas. In doing so, I worked/had interaction with the Sacramento PD and SWAT, the Richmond PD, the San Francisco PD, and the Oakland Housing Authority PD.
2. My contacts and experiences with the Oakland Police Department have been minimal and limited to reporting crimes I’ve personally witnessed or requesting police assistance while waiting for Security to arrive (i.e., when unwanted visitors entered my current work facility in downtown Oakland). On three (3) occasions I met with OPD detectives who wanted permission to view my facility’s security cameras (I didn’t have authority to grant the requests but gave them the information for Security). I did speak with two (2) African American officers once when people were calling to defund the police. I wanted to get their perspective and it was very insightful (I thanked them for their service to the community).
3. Neither I nor any member of my immediate family have any volunteer or employment experience in the areas stated. While I have a law degree I am not a member of any Bar Association.
4. I served as an At-Large Commissioner on the Oakland Housing, Residential Rent and Relocation Board (HRRRB) in 2008; volunteered as a Landlord-Tenant Certified Mediator for the Superior Courts in Sacramento, Richmond, and Walnut Creek, CA (1988-2009); and as a Certified Conflict Resolution Volunteer for disputes between HOAs and condo owners, neighbors, and businesses.

The most challenging thing I found in all of these endeavors was when people refused to listen. It was not a bad or unwanted challenge, however, because it challenged me to find ways to get them to listen, whether to me or another party. Sometimes, it was merely a matter of rephrasing. Sometimes, it was a matter of gaining their respect. Most often, it simply came down to helping them be certain *they* were heard *and understood* (though not necessarily agreed with).

Thank you, in advance, for the opportunity to submit my application!



# Police Commission

## Application for Position of Commissioner

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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: Merker Robert (Rob) Date: 5/23/23  
*Last* *First* *M.I.*

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

Oakland CA 94618  
*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: SEE ATTACHED LIST Relationship: \_\_\_\_\_

E-Mail \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

E-Mail \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

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?

- 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?

13 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?

Oaklandside article

**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: 5/23/23

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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 – Supplemental Questionnaire  
Robert (Rob) Merker, PhD

1. Experience: I moved from New York to Oakland 14 years ago to begin an early retirement. Prior to my move I took an interest in Philosophy and Ethics, and 10 years ago I completed a doctorate in Philosophy with a specialization in Ethics at the City University of New York. I believe that incorporating ethical principles and viewpoints can make a significant contribution to the Commission.

In addition to creating a successful business, I have served on numerous committees and boards as detailed below. So, I have a proven track record of being an effective member of groups such as the Police Commission. I have a lot of experience with accounting, so am very proficient on budgets and statistical data.

2 & 3. Police: I have not had any significant contacts with OPD, and do not have any family members who are connected to the police or criminal justice arena. I heard about the openings on the Police Commission in an article that said there were not enough applications. I am a concerned citizen who cares about Oakland and have both the time and capability to serve on the commission, which is why I am applying.

I am a fast learner and have a proven ability to come up to speed very quickly in new domains, so I would be able to serve as an informed member from day one.

4. Boards and Committees: Prior to moving to Oakland, I served on church and non-profit boards. These included "Literacy Nassau" which assisted adult learning, and a trade group which raised money for local non-profits. After moving here I served for a number of years on the board of "Strive for Change" a local organization that raised money to fund programs which assist people in obtaining job skills. My current board and committee positions are the following:

-Kaiser Oakland Hospital Ethics Committee: This group deals with ethical issues that arise in treating patients.

-University of California at Berkeley Institutional Review Board: I am on both of the campus' Committees to Protect Human Subjects. These committees are responsible for reviewing all experiments and research projects undertaken at Cal to ensure that they are not mistreating or harming people who are subjects of the research.

-Bay City News: I both serve on the board and am the primary advisor to the head of this organization. Bay City News and the Bay City News Foundation has over 20 reporters throughout the Bay Area and provides news used by many of the area's major TV, radio stations and newspapers.

In all my board and committee work, one of the most important and challenging aspects is helping people with diverse backgrounds and opinions to find consensus. I believe I have developed the skills necessary to foster this process.

I am willing to devote considerable time and energy to serving on the Police Commission and look forward to the opportunity.

Rob Merker, Police Commission Application  
References

1. Jocelyn [REDACTED], 714-812-1007, Jlarking@ImpactFund.org  
Executive Director of Impact Fund a legal non-profit which brings class action suits to promote social justice. These include the sex discrimination case against Walmart which went to the supreme court.
2. Mike [REDACTED], [REDACTED], [REDACTED], 714-437-8888  
Oakland Budget Commission representative for district 4.
3. Katherine [REDACTED], [REDACTED]  
Owner of Bay City News a local news "wire service" with 20+ reporters throughout the Bay area providing news to many of the areas major Newspapers and TV stations.



# Police Commission

## Application for Position of Commissioner

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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:	<u>Dorton</u>	<u>Mark</u>	<u>S</u>	Date: <u>5/19/2023</u>
	<i>Last</i>	<i>First</i>	<i>M.I.</i>	
Home Address:	<u>[REDACTED]</u>		<u>APT 1</u>	
	<i>Street Address</i>		<i>Apartment/Unit #</i>	
	<u>Oakland</u>		<u>CA</u>	<u>94606</u>
	<i>City</i>		<i>State</i>	<i>ZIP Code</i>
Phone:	<u>[REDACTED]</u>	Email	<u>[REDACTED]</u>	

### 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: Alonzo Carter Relationship: Friend

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

Full Name: Gabrial Horton Relationship: Supervisor

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

Full Name: Rhea Babb Relationship: Friend

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?

39 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?

I saw a Notice online and was interested and believe I can help.

**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: Mark Dorton Date: 5/19/2023

Completed applications must be received by **May 31, 2023**, 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 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: JORDAN TYRON C Date: 5/24/23  
Last First M.I.

Home Address: [Redacted] 11  
Street Address Apartment/Unit #  
Oakland California 94610  
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: *(please see separate sheets attached)*

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?

## Supplemental Questionnaire

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

I am a military veteran, and I come from a military background. The greatest benefit of this; was the ability to work with and interact with those from diverse racial and socio-economic backgrounds. Serving on any committee of board entails being able to effectively work with others, respecting differences of opinions and when necessary; reach agreement.

My community involvement is as follows: I served on the Oakland Public Library Advisory Commission from 2018-2021. I was appointed to this commission by then Oakland Mayor Libby Schaaf. I am currently a member of the Lake Merritt Breakfast Club, and two important projects which the Club sponsored is the Necklace of Lights Clean Up Project. This project involves weekly cleanup of Lake Merritt. I was one of 10 candidates for Mayor of Oakland in 2022. During this campaign, I participated in numerous candidate forums. The issue of public safety and policing was nearly always the number one topic discussed. I listened to many Oakland residents regarding the role the police department should play in our community, their concerns, and suggestions

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

I learned a great deal about the OPD, during my campaign for Mayor of Oakland, and conversing with Oakland residents, from nearly all races, and socio-economic backgrounds.

3. Please describe if applicable, if you or an immediate family member has had significant volunteer or employment experience as:
  - a. Police officer – no.
  - b. A criminal prosecutor or defense attorney- no
  - c. With a public agency or non-profit community group serving or advocating for crime victims or persons charged or convicted of crimes? No
4. I served on the Oakland Public Library Advisory Commission from 2018-2021. The most difficult aspect was educating people on how crucial it was for every community to have a well-funded library.

I serve of the Board of Directors of a community farm based in West Oakland- City Slicker Farms.

I am a member of the Lake Merritt Breakfast Club

### 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: Davee Chen Relationship: Co-worker

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

Full Name: Ishmael Kerim Relationship: Co-worker

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

Full Name: Mr. Jacob Fernandez Relationship: friend

E-Mail: [REDACTED] Phone: 510-

### 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?

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?

The City of Oakland 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: 5/24/23

Completed applications must be received by **May 31, 2023**, 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 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: Brandon Larry Lawrence Date: 6/7/2023  
*Last First M.I.*

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

Oakland CA 94609  
*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: Gregory Hunter

Relationship: Religious Colleague

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Dennis Woodfork

Relationship: Business Acquaintance

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Vivbrensan Beale

Relationship: Fellow Board Member

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?

18 years prior to joining US Air Force

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?

Attending the Mayor's Inauguration

**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: Larry Lawrence Brandon Date: 6.7.2023

Completed applications must be received by **May 31, 2023**, 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

## 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.

Serving as Chaplain of the Louisiana State Police, Chaplain for the Caddo Parrish District Attorney's Office, Chaplain of Shreveport City Marshall, Honorary Deputy of the Caddo Parrish Sheriff's Office, Chaplain of Shreveport Fire Department, Shreveport Rotary Club, serving with the United States Air Force, Honorary Chaplain of Louisiana House of Representatives have prepared me to contribute to the work of the Commission.

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

My current church member is an Oakland Police Department Chaplain.

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

I do not currently have any immediate family members that have had significant volunteer or employment experience as a police officer, criminal prosecutor or defense attorney, or serving with a public agency or nonprofit community group that advocates 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?

I have served on many boards, committees, and other groups including: The Louisiana State Board of Ethics, Served as the Chairman of the Shreveport Regional Airport Authority, Served as Chairman of the Board of the Northwest Louisiana Community Development Corporation, Serves on the Full Gospel Baptist Church Fellowship International Executive Council of Bishops, Served as Chairman of the Louisiana Baptist University Board of Regents, Served on the Board Directors of the Shreveport/Bossier Service, Served on the Board of Directors of the Northwest Louisiana Goodwill Industries, Served as Chancellor of the University Christian Preparatory School, Served on the Board of Directors of the Shreveport/Bossier Service. Each area has been very rewarding and has prepared me for the work of the Commission. I have been willing to serve in all capacities and have not faced any challenges that I have not been able to overcome.

# Larry Lawrence Brandon

## OBJECTIVE

*To serve in any manner possible to assist in positively changing a generation*

## CERTIFICATIONS

**1989**

*Charter Real Hospital*

*San Antonio, Texas*

*Chaplains Assistance*

*Program/Clinical Pastoral Care*

**1990**

*United States Air Forces*

*San Antonio, Texas*

*Substance Abuse Counseling*

*Certification*

**1999**

*Harvard University*

*Cambridge, Massachusetts*

*Summer Leadership Institute*

**2000**

*Joint College of African American*

*Pentecostal Bishops*

*Rome, Italy*

*College Level II*

**2014**

*Southern University*

*Baton Rouge, Louisiana*

*Real Estate Developer*

**2021**

*Louisiana Department of Health*

*Baton Rouge, Louisiana*

*Adverse Childhood Experience (ACE)*

*Educator*

## EXPERIENCE

**Founding Senior Pastor/Chief Executive Officer** 1992-PRESENT

*Praise Temple*

*Shreveport, Louisiana*

**Chief Executive Officer/Executive Director** 2002-PRESENT

*Northwest Louisiana Community Development Corporation*

*Shreveport, Louisiana*

**Third Presiding Bishop** 2012-PRESENT

*Full Gospel Baptist Church Fellowship, Int'l*

*Atlanta, Georgia*

**Managing Partner** 2012-PRESENT

*Brandon Group International*

*Shreveport, Louisiana*

**Senior Pastor** 2022-PRESENT

*Evergreen Missionary Baptist Church*

*Oakland, California*

*Serves on the Full Gospel Baptist Church Fellowship International*

*Executive Council of Bishops*

*Life member of the National Association for the Advancement of Colored People*

*Served as the Chairman of the Shreveport Regional Airport Authority*

*Served as Chairman of the Board of the Northwest Louisiana Community Development Corporation*

*Member of the Louisiana State University at Shreveport/ Midway Middle School Advisory*

*Served as Chairman of the Louisiana Baptist University Board of Regents*

*Served as Chancellor of the University Christian Preparatory School*

## AFFILIATIONS

## EDUCATION

**1992**

*Bachelor of Arts  
Baptist Christian University*

*Shreveport, Louisiana*

*Received an Honorary Doctorate  
1993*

**1990**

*Master of Theology  
Guadalupe Baptist Theological  
Seminary*

*San Antonio, Texas*

*Received an Honorary Doctorate 2002*

**2014**

*Master of Arts In Practical Theology  
Oral Robert University*

*Tulsa, Oklahoma*

*Doctoral Candidate, Church Ministries  
and Leadership*

Served on the Board Directors of the Shreveport/Bossier Service

Former member of the American Association of the Christian Counselors

Served on the Board of Directors of the Northwest Louisiana Goodwill Industries

Served on the Board of Directors of the United Way Louisiana, Northwest Louisiana

Served on the Executive Board STEP Forward Education Initiative

Served on the Louisiana State Board of Ethics

Member of Rotary Club Shreveport

Member of Shreveport Club

Member of the Petroleum Club of Shreveport

Member of the Greater Shreveport Chamber Commerce

Life Member of the Alpha Phi Alpha Fraternity Incorporated

## SKILLS

- Substance Abuse Counseling-Served as a substance abuse counselor in the United States Air Force; Received the Louisiana State Board Certification as a Substance Abuse Counselor. Served as a member on the Board of Directors for Louisiana's "One Church, One Addict" program. Served on the National Board of Addiction Examiners as a Certified Pastoral Addictions Counselor (CPAC).
- Senior Pastor/CEO – Serves successfully as senior pastor of several churches, and spends extensive time building people to help positively "change a generation." Performs marriage, financial, personal counseling, and life coaching.
- Author, Lecturer, Motivational Speaker, Radio Talk Show Host, and Community Activist.

## REFERENCES

Available Upon Request

## Larry Lawrence Brandon's Biography

Psalm 37:23 says, "The steps of a good man are ordered by the Lord..." This clearly describes the life and ministry of Larry Lawrence Brandon. He serves as Senior Pastor and CEO of Praise Temple which is one of the most exciting congregations in the Shreveport-Bossier City area. Brandon serves as the Third Presiding Bishop of the Full Gospel Baptist Church Fellowship, International which is founded by his Pastor, Bishop Paul S. Morton, Sr., and led by Bishop J. Warren Walker. In the Full Gospel Baptist Church Fellowship, Brandon has served in many capacities, including Chairman of the organization's Tehillah Music Group. Brandon is a Life Member of the historic Alpha Phi Alpha Fraternity Incorporated and serves as the organization as Deputy General Chaplain. Brandon is a highly motivated minister, mentor, counselor, speaker, radio personality, and spiritual father. He is also the founder/organizer of L.L. Brandon Ministries, Inc.

As a community leader and entrepreneur, Brandon served as the Chairman of the Shreveport Regional Airport Authority Board and resigned after being elected to the Louisiana State Ethics Board by the House of Representatives. He serves as a Chaplain to the Louisiana State Police and Public Safety Services, Caddo Parish District Attorney's Office, Bossier Parish District Attorney's, Shreveport Fire Department, and the Shreveport City Marshals Office. Brandon also serves as a member of the Step Forward Children's Education and Adult Prisoner's Reentry Initiatives, the Rotary Club of Shreveport, and he actively serves on numerous boards, commissions, civic councils, and in many faith-based ministry endeavors. Brandon is the managing partner of the Brandon Group International, Center Director of the L.L. Brandon III. Transitional Home for Boys, and he serves as Chief Executive Officer and Executive Director of the Northwest Louisiana Community Development Corporation. Brandon is a certified Adverse Childhood Experience (ACE) Educator, and currently, he is enrolled in the Graduate School of Theology pursuing a Doctor of Ministry Degree in Church Ministries and Leadership at Oral Roberts University.

Furthermore, Bishop Brandon is the author of the groundbreaking books, *From Private Pain to Public Victory*, *Treasures in the Darkness*, *Holiness Is Still Right*, *A Faith that Feels Like Lying*, and *You Complete Me*. *You Complete Me* is a bold and insightful look at the secrets of cultivating a godly marriage, which he co-authors with his wife, Wanda L. Brandon. Brandon is a well-loved pastor, teacher, community leader, mentor, and father. He has five children, Queenesia, Jasmine, Isaiah, Elijah, and the late Larry III. It is Brandon's earnest prayer that every person he comes in contact with is blessed, challenged, inspire, and changed. His motto is "*We are better together*".



# 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:	<u>Garcia-Acosta, Ricardo</u>	<u>A</u>	Date: <u>6/6/23</u>
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[REDACTED]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	<u>Oakland, CA 94605</u>		
	<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: Vaughn Crandall Relationship: Colleague / Community Partner

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

Full Name: Anne C. Marks Relationship: Former Supervisor

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

Full Name: Peter Kim Relationship: Colleague / Community Partner

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?

42 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.)

<input type="checkbox"/>	0
<input type="checkbox"/>	1-2
<input checked="" type="checkbox"/>	3 or more

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

Other Community members & Public Announcements


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: 6/6/23

Completed applications must be received by **May 31, 2023**, 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: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> (510) 238-3301





Currently, I serve as the Director of Community Peace Initiatives for Communities United for Restorative Youth Justice (CURYJ), overseeing Violence Interruption, Life Coaching, and Community Peace Building Strategies. My passion for collective healing, self-determination, and accountability continue to guide my commitment to build systems that best support youth and families heal from the impacts of violence.

Additionally, I actively serve on the UCSF Police Department's Community Safety Board, contributing to the ongoing pursuit of trust-building initiatives between communities of color and law enforcement across Oakland and the broader Bay Area.

In summary, my extensive experience and professional associations have prepared me to contribute to the Commission's important work. Through my current role as Director of Community Peace Initiatives for CURYJ, as well as my involvement with various organizations and initiatives throughout my career, I remain steadfast in my commitment to nurturing the well-being of youth and families affected by violence.

**Pertinent experience and professional associations:**

- Director of Community Peace Initiatives for Communities United for Restorative Youth Justice, overseeing Violence Interruption, Life Coaching and Community Peace Building Efforts in the City of Oakland with a particular focus on the Fruitvale District. (2022-Present)
- Founder & Partner, In All My Relations Independent Consulting (IAMRIC) & Paradigm Shifting Consultant Group. (2018-Present)
- Director of the Roadmap to Peace Initiative, a community-driven collective-impact model that provides violence prevention services to Latinx youth (ages 13-24) city-wide in San Francisco. (2019-2022)
- Violence Prevention Liaison for the City of Oakland Coordinating Gun Deterrence Strategies between law enforcement and community providers. (2016-2018)
- Community-Based Shooting and Homicide Response Manager for Youth ALIVE! contracting with the City of Oakland. (2013-2016)
- Regional Director of the Community Response Network, then San Francisco's Street Intervention and Crisis Response Program providing Individual and Family Case Management Services, Outreach Intervention, and Crisis Response following a shooting or homicide. (2007-2013)
- UCSF Wraparound Project at SFGH where I developed their Hospital-Based Violence Prevention Program (HVIP) and coordinated response to surviving shooting victims between CBOs and Law enforcement Efforts. (2005-2008)

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

### **City of Oakland – Ceasefire Program**

During my tenure as the Violence Prevention Liaison for the City of Oakland, I assumed a pivotal role in the coordination between Oakland Unite, now known as the Department of Violence Prevention (DVP), and the Oakland Police Department (OPD). As part of my responsibilities, I contributed to the development of comprehensive communication structures, and actively participated in "call-ins," forming a critical component of Ceasefire's targeted enforcement strategy. These call-ins directly addressed individuals at the highest risk of engaging in gun violence.

I also played a key role in facilitating dialogue and aligning efforts between community-based service providers and law enforcement. By ensuring seamless coordination, we aimed to maximize the uptake of vital services for the community. Furthermore, I conducted comprehensive training sessions for OPD's Investigative Units on procedural justice and implicit bias, specifically emphasizing their interactions with families affected by homicides. This training fostered a more empathetic approach and underscored the importance of fair and equitable treatment. Additionally, I provided valuable support to OPD in developing best practices for engaging with families and the community at the scene of shootings or homicides. By establishing effective communication channels, we sought to bridge the gap between law enforcement and the community, ensuring a more compassionate response during times of crisis. Simultaneously, I conducted training sessions for grantees on professional standards and effective communication practices when collaborating with OPD.

Lastly, I collaborated directly with OPD to offer critical assistance to shooting victims in need of emergency relocation services. Working closely with OPD, the District Attorney's Victim Services Unit, and the City of Oakland Human Services Division, I actively contributed to the development of criteria and a meticulous vetting process for the City's pioneering Temporary Emergency Relocation pilot program. This initiative, spearheaded by community-based providers, aimed to swiftly provide support and relocation options to those affected by violence. The success of this pilot program led to its adoption as a core violence prevention strategy, ensuring its ongoing funding by the DVP.

### **OPD Executive Notifications**

Through past roles with the City of Oakland and community-based providers, as well within my current role at CURYJ, I have been an authorized individual to receive Executive Notifications when shootings and homicides occur in Oakland. In real time, I receive information from OPD which allows me to deploy resources accordingly to support victims and to prevent potential retaliation through Violence Interruption services. Through the course of my career, I have handled such sensitive information without incident. It is through this window that I witness first-hand the magnitude of the sacrifices that are made by our law enforcement and community leaders that respond to incidents of gun violence.

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.

#### **Working with Victims of Violence and Homicide Response**

Throughout my career, including with my current role at CURYJ, I have the unique opportunity to partner with OPD's Homicide and Investigative Units to provide immediate support to families impacted by Homicides. This required consistent communication with OPD to help link families to immediate resources and to connect families directly to investigators for those seeking justice. This role also required me to have regular communication with the Alameda County Sheriff's Department and DA Victim Services unit.

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?

For over a decade I have served on various community advisory boards, non-profit board of directors and community safety boards supporting local law enforcement and policing efforts. During these commitments, I have always prioritized balancing community needs and input from those that are often left voiceless, while supporting decisions that are fiscally sound and equitable. I have learned to value input from various perspectives and have used a data-driven approach to reaching hard decisions while still aligning with values of healing, justice, and accountability. Current boards I currently serve on include:

1. **UCSF Police Department, Oakland Children's Hospital- Community Safety Board:** As a board member representing 1 of 2 community seats, my focus is to facilitate and enhance communication between the Police Department and the UCSF community. Collectively we work collaboratively on issues involving safety and security to create a shared learning environment; supporting officers and members of the UCSF community to interact and learn together through a holistic, inclusive and tiered response model for safety services based on transparency, continuous improvement through data, accountability and independent oversight. (2022-Present)
2. **Us4Us, San Francisco:** I currently serve as a board member for small community-based organization in San Francisco. My primary responsibility was to support with establishing the policy and procedures, and to oversee hiring practices and fund-raising efforts of the organization. I also am on the committee that hosts community events to build open lines of communication and engagement with the community as well as working with San Francisco Juvenile Probation to explore community-based solutions such as diversion, restorative justice and the implementation of credible messenger strategies for youth on Secure Track detention. (2021-Present)



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## RICARDO GARCIA-ACOSTA

Director of Community Peace,  
Communities United for  
Restorative Youth Justice (CURYJ)  
Oakland, California

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### SUMMARY OF QUALIFICATIONS

Dedicated professional with extensive experience and networks across all areas of current Violence Prevention & Intervention efforts in the Oakland/ San Francisco Bay Area. Thought leader in Crisis Response, Community Peace Building, and Care Management Frameworks rooted in traditional healing practices.

### PROFESSIONAL ASSOCIATIONS

**Board Member**, UCSF Police

Department- Community Safety Board  
2022-Present

**Board Member**, Us4Us San Francisco

2021-Present

**Founder & Partner**, In All My Relations

Independent Consulting (IAMRIC) &  
Paradigm Shifting Consultant Group  
2019-Present

**Founding Member**, Mission Peace

Collaborative, SF 2007-Present

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### CONTACT

██████████  
Oakland, CA 94605

Phone: ██████████

Email: ██████████

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## EXPERIENCE

**CURYJ- Oakland, CA**

**Director of Community Peace, May 2022- Present**

- Oversees the day-to-day functions of CURYJ's Community Peace Initiatives of over 2.1Mil in funding, including partnerships with the City of Oakland DVP, State of California CalVIP, National Parks Service and Northern California Stop the Hate Cohort; Responsible for the completion of contract objectives, program planning, and oversight of data management and quality assurance.
- Maintains collaborations with outside agencies and partner organizations; systems and development; identifies themes for year-round trainings and general staff development; represents the organization on the national landscape for healing and peace building efforts.

**Instituto Familiar de la Raza, Inc.- San Francisco, CA**

**Roadmap to Peace, Initiative Director, Jan 2020-June 2022**

- Oversaw the RTP Service Network of a collaborative of 7 community-based organizations; Led funding efforts and leverage resources to ensure collective impact; Developed goals, objectives, and strategies to inform the RTP 5-year plan and to expand RTP's role in leading pathways for juvenile justice referrals for migrant youth and young adults.
- Prepared monthly progress reports to funding agencies; Increase funding by 500k expanding RTP's role in supporting city-wide crisis response coordination and Peace Building across the City following the Covid Pandemic.

**Youth Alive! - Oakland, CA**

**Intervention Services Manager Jan 2018- Jan 2020**

- Managed the Caught in the Crossfire and Violence Interruption Programs; Liaison to collaborative partners; Managed and maintained data collection and entry, specifically with Hospital and Funding Agencies while providing updates and coordination across program delivery to ensure cross-integration of resources.
- Conducted staff performance & file reviews; quality assurance for multiple programs & represented YA! in the media, to public officials, community leaders, etc. on strategies to prevent gun violence.

**City of Oakland, Human Services, Oakland Unite- Oakland, CA**

**Violence Prevention Liaison/Program Officer, Mar 2016-2018**

- Coordinated Communication between Area Team Leads, Oakland Unite and other Collaborative Partners regarding: Executive Notifications, Ceasefire Custom Notifications, Alameda County Hospital Referrals, & Funeral Requests for OPD and Street Outreach Support.
- Ensured that Policies and Procedures Regarding Services and Operations are followed by the contracted agencies of

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## **RICARDO GARCIA-ACOSTA**

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Director of Community Peace,  
Communities United for  
Restorative Youth Justice (CURYJ)  
Oakland, California

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the Street Outreach & Violence Interruption Program Model with 5 Funded Grantees in a portfolio totaling over 1.6 million dollars; and assisted OPD on Procedural Justice Principles, working with community-based partners to develop holistic, community-led commitments for OPD.

### **City and County of San Francisco, Juvenile Probation- SF, CA Community Builder/JAC Coordinator Feb 2013-2016**

- Monthly Probation Orientations for 1<sup>st</sup> time Probationers and their Families; Developed Juvenile Advisory Council (JAC) as a resource to the Chief Probation Officer to incorporate youth perspectives as new programs, policies and initiatives were developed within the Department.
- Bolstered youth leadership component; Led annual Camping Trip to Camp Mather, Yosemite in collaboration with various CBO's and City Departments.

### **OTHER PROFESSIONAL EXPERIENCE**

Khadafy Washington Project (Homicide Response)- Oakland, CA  
**Project Manager 2013-2016**

Arriba Juntos- San Francisco, CA

**Program Director- Community Response Network 2007-2013**

## **CERTIFICATES, TRAINING, & EDUCATION**

*Certified Circle Keeper*, National Compadres Network, 2023

*Certificate in Professional Development and Volunteer Management*,  
UC Berkely Extension- Berkeley, CA, 2019

*Certified Violence Peer Counselor*, State of CA CalVCP, 2015

*Roots Fellow*- San Francisco Department of Children Youth and Their Families, July 2009- June 2010 Fellowship in Management Leadership Reflection and Skill Building; Organizational Capacity; Community Building; Creating Systems of Change.

*CALMECAC Member*- House of Learning Leadership Training, Jan 2006- Feb 2007- Instituto Familiar de la Raza; Process of Change- Personal and Community; Understanding and Managing Energy- Individual and Collective Impact

*University of California, East Bay* (Formally Cal State Hayward)-  
General Education Courses, 2000-2002

## **PUBLICATIONS AND PRESENTATIONS**

*"San Francisco Vision Zero: Homicides, D-10 Safety Plan"*

Co-Author in Partnership with SF SAFE, San Francisco, CA- 2019

*"Oakland Unite, Street Outreach Program Model"*, assisted with development with Bright Research Group, Oakland, CA- Mar 2016

*"Managing Crisis to Long Term Community Healing"*,

Presenter, National Network of Hospital Based Violence Intervention, National Conference, Oakland, CA- Apr 2012

*"Local Gangs, Fact vs. Fiction"*, Presenter, United States Federal Public Defender CJA Panel Seminar, U.C. Hastings College of Law San Francisco, CA- 2010



# 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: FARMER OMAR T. Date: 30 MAY 23  
Last First M.I.

Home Address: [REDACTED]  
Street Address Apartment/Unit #  
Oakland CA 94610  
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?

(1) After being a selection panel finalist in 2020, I've been working with the Oakland Police Commission ("OPC") and other boards and commissions ever since because improving public safety services is something I'm passionate about. I also take pride in being thoughtful, transparent, thorough, and objective in all of my engagements. My experiences combined have sufficiently prepared me to contribute immediately. Overall I have approximately 130+ hrs of public safety oversight experience through the four experiences listed below.

Initially, I served on three OPC ad hocs: Armed and Unresponsive Persons, Dedicated Arrest Teams, and Militarized Equipment. Since no pre-existing policy for Armed and Unresponsive Persons existed, we created one. We were charged with completing all three in six months. This work gave me experience with both creating and revising policies, one of the OPC's core responsibilities. Concurrently, I was invited to be an Advisory Board member of the Reimagining Public Safety Task Force. During this, I joined two Advisory Boards and a total of six working groups. One Legal & Policy work group's focus was on the Negotiated Settlement Agreement and each public safety commission. The research we conducted provided me with additional insight into the OPC as well as their work as it relates to constitutional policing. Participating effectively in six working groups and three ad hocs during the same time frame shows that I have the time and bandwidth required for this role.

The other Advisory Board I joined was titled: OPD Organization & Culture. While there I wrote or co-wrote recommendations on topics such as remedies for misconduct, achieving compliance with the NSA, creating a crowd control ordinance, demilitarization, and renegotiating the union's memorandum of understanding. All passed by a super-majority. This shows my ability to work productively in groups and get buy-in across our city's landscape since the members who voted represented every public safety commission and district. Remedies for Misconduct was recently referenced by the OPC in a letter to Judge Orrick, which shows the sustainability of our work as it relates to some of their current issues: (pg 7)

<https://cao-94612.s3.amazonaws.com/documents/Oakland-Police-Commission-NSA-Memorandum-3.31.23.pdf>

Two recommendations City Council prioritized that I wrote and co-wrote, "Eliminating the BearCat ASAP" and "Demilitarization", both build on work currently being done by the Militarized Equipment ad hoc and OPD's compliance with AB 481. In addition to the BearCat recommendation, I co-created a community-driven petition to sunset the BearCat, which helped influence the OPC and OPD to agree on a Resolution to do so. An achievement for the OPC. From 2021-2022, I was also a part of the Community Policing and Electronic Communication Devices ad hocs where I got the chance to work with the future Director of CPRA. I also worked briefly with a representative from the Office of Inspector General through a Safety and Services Oversight Commission ("SSOC") ad hoc. These opportunities gave me an insider's perspective to many of the members who make up the OPC's staff, so I'm aware of everyone's role and how they fit into the mandates laid out in Measures LL and S1.

In late 2021, I was appointed to the SSOC, one of the three public safety commissions in Oakland. We're tasked with overseeing strategies that (1) reduce homicides, robberies, burglaries, and gun-related violence, (2) improve police and fire emergency 911 response times, and (3) invest in violence intervention and prevention initiatives. Through the SSOC I've implemented recommendations that are in line with our mission. One of those is to update the burglary ordinance to reflect a verified response requirement. In 2022, a city council staff member reached out to me to hear more about it. Currently they're considering sponsoring an update to the burglary ordinance to reflect a verified response requirement. A significant achievement for the SSOC. I'm also working with members of the California Alarm Association, who are helping us evaluate our verified response initiative among other things that could assist with improving 911 response times. This displays my ability to work well with outside groups or consultants and create recommendations that City Council may be interested in.

Last year I was appointed by the BART Board of Directors to be a member of the Transit Security Advisory Committee ("TSAC"), which oversees BART PD's authority to issue prohibition orders to people who are cited or arrested for certain offenses. The program aims to reduce the number of crime-related disruptions throughout the BART transit system. Our meetings are organized similarly to the OPC in that we review monthly crime statistics and interface with BART PD. Being a member of this board provides me with another lens that enhances my overall knowledge of law enforcement operations. It's also provided me with more hours to practice and prepare how to conduct detail oriented law enforcement oversight.



(2) In addition to working with OPD police officers during the five aforementioned OPC ad hoc committees while creating and revising policies. I also had a rare opportunity to be assigned to work with the President of the Police Union and a Command Staff officer while co-leading a working group in the OPD Organization and Culture Advisory Board of the Reimagining Public Safety Task Force titled "Interfacing with the Union." This workgroup gave me a unique experience to discuss and evaluate OPD's memorandum of understanding ("MOU") and ask questions regarding barriers to officer discipline and other aspects of the Oakland Police Officer Association MOU.

Currently, as an SSOC commissioner I also interface with our OPD liaison and other police officers while evaluating and assessing geographical policing strategies through our monthly meetings. Those strategies include operations for Community Resource Officers, Crime Reduction Teams, Ceasefire, Special Victim Section personnel, and the Violent Crime Operations Center. We're also charged with evaluating OPD's annual hiring plan and its mandate to maintain a minimum of 678 officers.

Evaluating OPD through three different lenses has expanded my knowledge and understanding of how many of their strategies are incorporated. During SSOC meetings we also discuss how OPD works jointly with the Department of Violence Prevention and the Oakland Fire Department so I've also learned about those aspects of their work as well.

(3) N/A. If you'd like to learn more about my employment experience or social justice work feel free to check out these links:

#### Work history

<https://www.linkedin.com/in/omar-farmer-he-him-6519b01b/>

#### Work recommendations

<https://www.linkedin.com/in/omar-farmer-he-him-6519b01b/details/recommendations/?detailScreenTabIndex=0>

#### Pet Care business

[https://instagram.com/pack\\_leader?igshid=MjEwN2lyYWYwYw==](https://instagram.com/pack_leader?igshid=MjEwN2lyYWYwYw==)

The inspiration for my pet care business. A heartwarming story!

<https://www.youtube.com/watch?v=xm7wekZzyrM>

Co-founder of Oakland Neighbors Inspiring Trust ("ONiT")

[https://www.facebook.com/permalink.php?story\\_fbid=2727820350677311&id=725413654251334](https://www.facebook.com/permalink.php?story_fbid=2727820350677311&id=725413654251334)

ONiT Cracking the Codes event

<https://www.mercurynews.com/2016/02/24/oakland-neighborhood-group-hosting-film-discussion-about-race/>

Preventing Racial Profiling Video credit from Nextdoor

[https://help.nextdoor.com/s/article/Video-resources?language=en\\_US](https://help.nextdoor.com/s/article/Video-resources?language=en_US)

(4) Since 2021 I've gained municipal, county, and intercounty board and commission experience. After being appointed to the Alameda County Veteran Affairs Commission ("ACVAC") for a year I'm now serving as their Chairperson. County staff recently selected me to be in their new board and commissioner recruiting video:

<https://vimeo.com/817402106/618f891c0f>. I also worked with the Alameda County, Area Agency on Aging, Social Services Agency steering committee to help develop their countywide survey for senior citizens. Throughout these experiences as well as in my professional and personal life, the most challenging and rewarding aspects of working in groups has been: putting one's group in a position to drive better results, managing group dynamics, and conducting constructive outreach to the public.

During my first term on the SSOC, I created a strategic planning ad hoc committee which led to implementing our first-ever Strategic Plan: <https://www.oaklandca.gov/documents/ssoc-2022-2024-strategic-plan-2>. Last November, I presented it to the City Council at our joint public safety meeting. To date, it's been transformational in organizing our oversight of the public safety strategies we oversee. Instead of reacting to reports, we're now being proactive and putting ourselves in a position to create more informed oversight, that we hope will provide better deliverables to Oakland residents. It also created a framework that put everyone on the same page, working towards a common goal, which has been excellent for our group dynamics. Moreover, it provides more transparency to the public, which builds

trust in our capabilities. Part three of the plan is focused on outreach to the public. We created this portion because we felt it was our civic duty to reach out to communities all across Oakland so folks can see how their taxpayer dollars generated through Measure Z are being spent. While time management for the community outreach portion has been challenging at times, our discussions have been productive and empowering for commissioners and members of the public. For me they're an opportunity to bond with the public and your fellow commissioner/s.

That said, as chairperson of the ACVAC, I created a schedule where we go to different county areas where there are high concentrations of veterans and conduct our monthly meetings to get feedback from those communities. Starting in June we're headed to the Swords to Plowshares auditorium in Jack London Square. My feeling is that going to various locations and working together on topics we're all passionate about will make more veterans feel included and the respective commissioners from those areas feel more appreciated with their role on the commission. Doing activities like this together will continue to build our rapport and make us a more functional and productive commission. Measure LL also states that the OPC is mandated to conduct meetings at public venues every year. This will provide me with experience at doing that.

Before becoming Chairperson I created a street renaming committee where we drafted a letter of support for the National Coalition of Black Veteran Organizations ("NCBVO") to use to campaign for three streets on the old Oakland Army base to be renamed after local Black veterans. After getting this letter approved for release by the Board of Supervisors, we're now working jointly with the NCBVO, and the daughter of one of those veterans, to make the renaming effort a reality. Our hope is that this will not only give these vets the recognition they deserve but that it will empower others in the Oakland community. All of the veterans highlighted attained new heights regarding rank, role, or achievement despite being members of a historically disenfranchised group. They include Sgt Morrie Turner, Major Howard Jackson, and Major General John Stanford. Working on this initiative together has been great for our group camaraderie.

As a member of the TSAC, I created a community engagement ad hoc where we'll soon be touring BART stations throughout the Bay Area to generate feedback from station agents and customers. We'll also be doing train ride-alongs with members of BART PD and our Crisis Outreach teams to see how prior recommendations are being implemented and determine their effectiveness. This is another way for us to move off of the dias and see each other in a different environment which I believe will be a good team building exercise.

Other boards I currently serve on are, the Military Officers Association of America, Alameda chapter and the Community Advisory Board for the Urban Strategies Council. I'm also a member of the Bay Area Racial Justice Network where I work alongside other folks who combat racial profiling and discrimination online. Those groups include Neighbors for Racial Justice and San Francisco Interrupting Racial Profiling. Last year we had a convention that included several groups from across the Bay Area. While it can be challenging to discuss this type of topic constructively, having a group where you can vent and compare ideas is essential for making everyone feel valued and respected.

## 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: David Muhammad Relationship: Collaborator  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Charles Blatcher III Relationship: Collaborator  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Nikki Fortunato Bas Relationship: Councilperson  
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?

X 15 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.)

<input type="checkbox"/>	0
<input type="checkbox"/>	1-2
<input checked="" type="checkbox"/>	3 or more

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

X Previously applied in 2020.

## 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: 30 MAY 23

Completed applications must be received by **May 31, 2023**, 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

To: Oakland Police Commission Selection Panel

Re: Recommendation for Omar Farmer

Dear Police Commission Selection Panel,

I have watched as the Police Commission has become less & less effective, which I think is in part due to not having the right people on the Commission. I am currently the chair of the Public Safety and Services Commission (SSOC) and I have a member of our Commission, Omar Farmer, who I think would be outstanding on the Police Commission. I am recommending him to you hoping Omar can continue with SSOC in addition to being on the Police Commission, but even if he can't stay with us I am recommending him to you. I do this because, although I am committed to the SSOC's role of overseeing the spending of Measure Z revenues, we all know that is hardly important at all compared to the enormously important task of holding OPD accountable.

I am a Gun Violence Prevention advocate. There is a clear, well documented correlation between community gun violence and a lack of trust in the police. For Oakland's terrible homicide rate to come down we must increase the community's trust in OPD by putting in place policies that both will hold OPD accountable and that the community trusts will hold them accountable. I have worked with Omar on the SSOC for two years and I have found him to be both detail-oriented, so he reads and understands proposed policies, and strategically oriented, so he looks at the overall effect of the proposed policies. But most importantly, Omar is a good leader within the Commission. When the League of Women Voters analyzed some of Oakland's commissions and noted that SSOC did not have a strategic plan, Omar organized commissioners to devise a plan, all along working with the other commissioners. He saw that the work of the SSOC was not well known, and with another commissioner has been giving talks on the SSOC to various groups. He is patient at meetings, focused, cooperative, and always does what he commits to do.

Part of the SSOC duties is to oversee the Measure Z funding of OPD, including Community Policing. Omar is the one commissioner who always has insightful questions. Seeing him ask these questions is what made me say: I think the Police Commission needs someone like him.

If you have questions, please contact me.

Paula Hawthorn





# 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: Weathersby Ayanna T Date: 6-7-23  
Last First M.I.

Home Address: [Redacted]  
Street Address Apartment/Unit #  
Oakland CA 94608  
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: Dina Dacus

Relationship: Supervisor

E-Mail: [REDACTED]

Phone: \_\_\_\_\_

Full Name: Richard Johnson

Relationship: Business Associate

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Maryann Mitchell

Relationship: Friend/Church member

E-Mail: suncitygiftx@yahoo.com

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?

50 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.)

<input type="checkbox"/>	0
<input checked="" type="checkbox"/>	1-2
<input type="checkbox"/>	3 or more

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

from the community + Channel 2 news


**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: 6-7-2023

Completed applications must be received by **May 31, 2023**, 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: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> (510) 238-3301



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

Through life experience, my career in community services and now as a community Pastor, I have worked in the Oakland community and with various non-profit organization for over 30 years. A large portion of my work has been in leadership positions that required accountability, decision-making, analysis and resourcefulness. I have served on several board providing oversight and performing the tasks required to sustain the organization. Those tasks include presentations to the planning council, operating a 40-bed CDCR funded Residential Multi-service Center, coordinating and facilitating community meetings and conducting community engagement events. In May 2023, I completed my Advanced Certification in Conflict Resolution at UC Davis, and in 2021 I completed a Human Resources Certificate at Cal State Easy Bay.

**2. Please describe your contacts or experiences with the Oakland Police Department.** I served as Chair of the Board for Allied Fellowship Service, a community reentry program, and California Prostitute Education Project (CAL-PEP), a health education and HIV/AIDS organization. In both roles I collaborated with the Oakland Police Department at community events, and in an official-safety capacity. Additionally, my church has collaborated with the Oakland Police Department for over 15 years providing Thanksgiving groceries for over 150 families each year. Half of the referrals resulted from emergency calls where an officer would respond, identify a need in the home and submitted the families name to our church for assistance. In many instances, the officers donated funds and assisted with the delivery of groceries. To the contrary, I am aware of unethical police tactics from past and current events that have had a negative impact on the City, its residents and our overall image and ability to maintain justice, inclusion and equity.

**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

- While employed at Allied Fellowship Service as the Facility Director, we provided peer-based support services to ex-offenders. My role was to supervise and support the program participants while maintaining site/program compliance.

- I currently Pastor three individuals who are serving 5 to 64 years in prison for violent crimes, one of which was a victim himself of a heinous violent crime for most of his youth. I also counseled individual who are victims of crimes involving domestic violence, homicides, theft and sex crimes.

- On a personal note, on three occasions my baby cousins, Eugene Carrol (age 14), Lee Weathersby III (age 14) and Joshua Weathersby were killed on the streets of Oakland from gun violence.

**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?**

\*\* Additional details on my experience is listed in question 2.

- I am the Board Secretary and advisor for a non-profit called Formerly Incarcerated Giving Back whose mission is to restore the community and it's youth while making amends for their once crimes through giving back..

- I witness many successes on a daily basis where participants maintain employment, become business owners and live crime-free lives. However, I continue to be challenged with my participant's appetite for crime, failure to utilize employment and life skill resources, and their recidivism.

## Ayanna Weathersby



### SUMMARY

Compassionate Human Services Supervisor with over 29 years serving communities. Self-starting, diversely trained individual skilled at maintaining contractually complaint private and public funded programs serving dual and triple diagnosed adults and youth living in subsidized housing, parolees with intellectual disabilities, senior citizens, sex offenders and the LGBTQA community. Task-driven supervisory expert in areas such as tracking expenses, processing invoices, communicating with residents/clients, managing operations, staff training, addressing unit habitability concerns and resolving conflicts

### SKILLS

- Apple Platform
- Microsoft 365
- Google Docs
- Theworknumber.com
- Graphic Design
- SLACK
- Database Management
- CLARITY
- SAGE
- ZOOM
- Social Media
- MONDAY
- CalWIN
- COMPASS
- PILOT MEDS
- IDIS
- Marketing
- HIPPA Certification

### EXPERIENCE

**Asset and Relocation Manager** Bernal Heights Neighborhood Center | San Francisco, CA 10/2015 – present

- Worked collaboratively and transparently with the property management companies and construction managers, funders, and community partners to ensure the long-term sustainability of 16 affordable and project-based housing sites
- Process project invoices, assembles draw requests and maintain ledgers for construction projects and site repairs; track relocation expenses, audit expenses and AR/AP
- Partner with service teams to eliminate housing barriers; promote healthy housing, provide family support and stabilization services
- Collect, track and submit data for annual compliance reports using SAGE/CLARITY
- Apply for new funding and submit annual NOFA renewals
- Develop budgets and procedures to support the re-syndication process
- Created a relocation department, relocation plan, policies and tenant agreements; secured rental units and legal services; monitored/managed vendor contracts
- Provide on-going in-person and virtual relocation services for tenants in small-to-large multi-family and scattered-site units
- Partner with construction and development teams to implement relocation duties
- Develop polices, operations plans and trainings for St. Vincent de Paul Domestic Violence Shelter, and to manage departmental controls for the Relocation and Asset Management Department
- Wrote and was awarded multi-year HOPWA Cares grant funds

- Through ambition and showing competence promoted over the course of employment from Community Engagement Coordinator to Relocation Manager to current role.
- Created and maintained the Relocated Department based on MOHCD regulations; established lasting relations with tenants, landlords, moving companies, funders, service teams, and other vendors
- Coordinate logistics of over 200 residential move-ins/outs; resolve claims
- Created and facilitated scheduling, planning, unit assignment, tenant council, owner and conference call meetings; convene regular community and services meetings; explain conclusions, justify recommendations, and answer questions on the relocation program
- Worked with RAD services team to ensure residents are connected to services, coordinates special projects
- Detailed record keeping and data tracking using EXCEL; host weekly meetings and take/distribute minutes; created relocation plans, reports, budgets, correspondence
- Performed resident surveys and relocation studies, maintained and disseminated project schedule
- High degree of resident and community engagement in housing developments with community leaders, tenants/neighbors, grantor's.
- Served as owner-representative in meetings and events
- Design marketing tools and outreach strategies to increase community involvement
- Coordinate leadership development and public safety activities, including violence prevention groups and Resident Outreach Leader workshops

## **EDUCATION**

Certificate in Advance Conflict Resolution	UC Davis	2023
Certificate in Non-profit Management	California State University, East Bay	2021
Master of Arts in Culture and Spirituality	Holy Names University	2013
Graduate courses Forensic Psychology	Argosy University	2010
Bachelor of Science in Business Management	University of Phoenix	2003
Associate of Arts in Social Science	Laney College	2000



# 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:	<b>Jackson-Castain, Angela</b>	<b>C.</b>	<b>06/07/2023</b>
	<i>Last</i>	<i>First</i>	<i>M.I</i>
Home Address:	[REDACTED]		Apartment/Unit #
	<b>Oakland</b>	<b>CA</b>	<b>94608</b>
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[REDACTED]	Email: <a href="mailto:ajackson-castain@oaklandcommission.org">ajackson-castain@oaklandcommission.org</a>	or [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: 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]

## 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

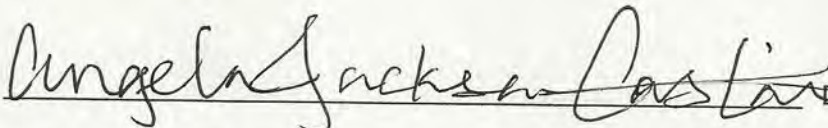
## Disclaimer and Signature

*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: 06/07/2023

Completed applications must be received by **June 7, 2023**, 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

 [Redacted]  
 [Redacted]  
 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

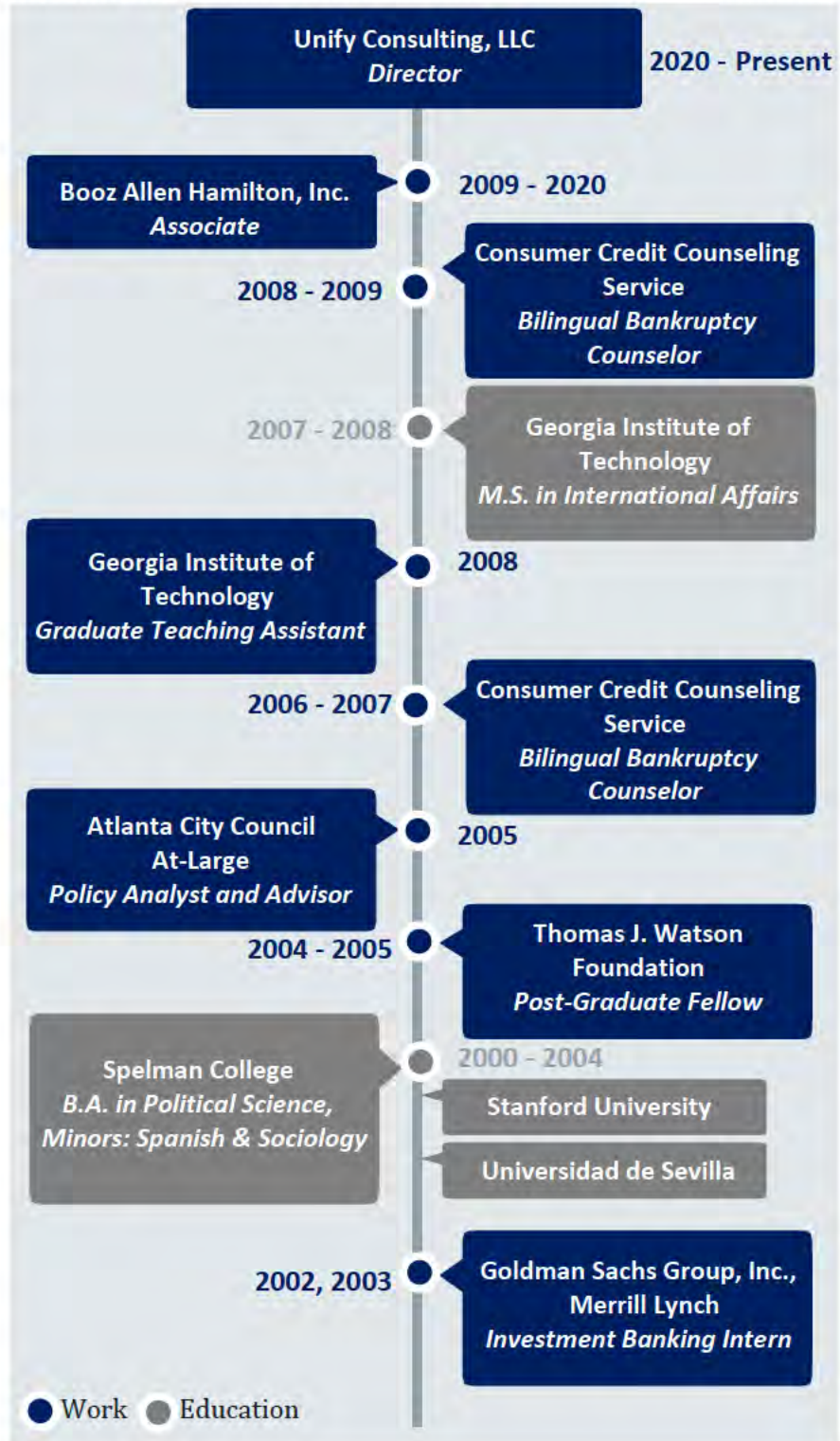
Business and Intelligence Analysis

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
<b>Management Consulting</b>	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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**2008–2009 & 2006–2007**      **Consumer Credit Counseling Service**      Atlanta, GA  
*Bilingual Budget/Credit Counselor, Bilingual Bankruptcy Counselor*

**Non-Profit  
Financial**

- Provided financial counseling and high-quality customer care to English and Spanish-speaking clients faced with bankruptcy, budget, and credit issues.
- 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.
- Served as media spokesperson to relay current market trends and program offerings to news media personnel and other key stakeholders.
- Supported educational outreach projects to provide basic financial education and budget management strategies to local residents.

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**2008**      **Georgia Institute of Technology**      Atlanta, GA  
*Graduate Teacher Assistant*

**Education**

- Served as sole teaching assistant for an Ethics in International Affairs course, serving approximately 200 undergraduate students.
- Managed and developed supplemental course material; developed and executed grading scheme for students' assignments.
- Assisted students by reinforcing course content presented by the professor, answering questions, and leading pre-exam tutorial sessions.

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**2005**      **Atlanta City Council – Post 3: At Large**      Atlanta, GA  
*Policy Analyst and Advisor*

**Government**

- Addressed constituent concerns, researched legislation, and attended Neighborhood Planning Unit and council meetings.
- Served as Supervisory Office Manager and managed a staff of five; provided workforce training skills to staff members and facilitated community engagement activities.

<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



CITY OF OAKLAND

# 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: Luiz (Luiz) Donna (Donna) Lv Date: 5-28-22  
Last First M.I.

Home Address: [Redacted] Apartment/Unit #  
Street Address  
Oakland CA 94602  
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: Reuben Jones, Esq. Relationship: former Co-worker

E-Mail: [redacted] Phone: [redacted]

Full Name: Carol Feldman Relationship: friend - ex Co worker

E-Mail: [redacted] Phone: [redacted]

Full Name: Graylin Bartley Relationship: friend

E-Mail: [redacted] Phone: 801-444-1886

**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?

45 + yrs. born here.

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.)

<input type="checkbox"/>	0
<input type="checkbox"/>	1-2
<input type="checkbox"/>	3 or more

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

a community leader: Jack Saunders thought I would be a good fit!

**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: *Diana L. King* Date: 5/28/23

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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

Luiz, Donna

Question: 1

While going to College, I worked on + off as a Legal Secretary (almost 10 yrs.). I became familiar with a variety of laws + occasionally researched some case law. Sometimes I had to read and proof (proof) read prepared legal briefs for submission for Court filings.

My later career in recent history 1999 until a back Condition forced me to take an early disability retirement: approx 2010.

Working as a teacher @ diff. schools, I taught a variety of diff. cultures/ethnicities. I taught The Calif. Core Standard Subject of: Fine Art. I had to develop + improve my communication skills to address a variety of different classrooms. After retirement, I volunteered as a mentor in a Writers Coaches group, working with @ risk students. I always volunteered to work with the hard core, difficult students - home a challenge!

Laiz, Donna

Question: 2

I have NO contact or experience with O.P.D. except for the time I applied to O.P.D. to become an officer in the 70's.

I did not take it further as I was put off by the recent brutal attacks on 2 female officers @ that time. Since I was involved in martial arts @ that time, I believe the Dept. was interested but I went no further after applying.

LUIZ, Donna

Question: 3

my son is employed @ The  
Contra Costa County Fire Dept. in  
Antioch, CA. He is a Captain.

Other than this family member,  
I have heard that there is a distant  
Cousin who was a Federal Secret Serv.  
employee, location I am uncertain.



July, 1992

## Question: 4

While teaching School @ O.A.S.D.,  
I was a Union Rep for OEA - Oak Educ Assoc.,  
I served for two terms @ 2 Schools,  
I was principally a representative  
for - teacher's rights under their  
Contract.

This involved meeting with administrators,  
i.e. Principals + District Admins.  
The goal was primarily ensuring teacher's  
rights were being upheld while  
maintaining the goal of communicating  
clearly to administrators, The facts  
stated in teacher contracts.



# Police Commission

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### Applicant Information

Full Name: \_\_\_\_\_ Date: \_\_\_\_\_  
*Last First M.I.*

Home Address: \_\_\_\_\_  
*Street Address Apartment/Unit #*

\_\_\_\_\_ *City State ZIP Code*

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.
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  - a. as a police officer,
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  - 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: \_\_\_\_\_ Relationship: \_\_\_\_\_

E-Mail: \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

E-Mail: \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

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?

- \_\_\_\_\_  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. 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?

\_\_\_\_\_

## 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: \_\_\_\_\_

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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

**Applicant:** Danie Alvarado

**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.**

As a native of Oakland, I have a deep-rooted connection to the community and a genuine passion for serving and improving the city. I am a proud alumni from Castlemont High school and Laney College.

My experiences with Hack the Hood have allowed me to make a direct impact on the lives of Oakland residents, particularly those from underserved communities. During my time as a Recruiter Coordinator and Lead Instructor at Hack the Hood, I had the opportunity to work closely with aspiring students and local small businesses. I successfully managed and moderated the Alumni Slack community, ensuring that over 200 members adhered to community guidelines and fostering a supportive environment. By executing targeted marketing campaigns through social media and email, I recruited over 100 students for the Spring and Summer programs, providing them with valuable opportunities for growth and empowerment. One of the most rewarding aspects of my role was partnering with local SMBs in the Bay Area to provide them with free websites developed by Hack the Hood students. These partnerships not only helped these businesses establish their online presence but also fostered economic growth within the community.

Additionally, by collaborating with local nonprofits, I increased the visibility of Hack the Hood programs and built recruiting pipelines, ensuring that deserving individuals had access to valuable educational opportunities. As a Lead Instructor, I had the privilege of teaching students how to build websites for small businesses, resulting in the creation of 10 student-generated websites. I not only imparted technical skills but also served as a mentor, guiding students through their learning journey. To continuously improve the program, I conducted pulse surveys to gather feedback from students, enabling us to refine and enhance their experience. Moreover, I acted as a Hack the Hood ambassador, actively reaching out and recruiting over 200 applicants for the summer boot camp, ensuring that we maintained the correct enrollment numbers and demographics required by grant criteria.

These experiences with Hack the Hood have shaped my understanding of the challenges faced by underserved communities in Oakland and have provided me with a unique perspective on community engagement. I have witnessed firsthand the transformative power of education and the importance of providing equal opportunities to all residents. My experiences with Hack the Hood have instilled in me a deep sense of empathy, cultural awareness, and the drive to make a positive difference in the lives of others.

As a Police Commissioner, I intend to draw upon my experiences with Hack the Hood to foster strong community relationships, particularly with marginalized and underserved populations. I will leverage my understanding of their needs, challenges, and aspirations to inform policies and initiatives that promote community safety, trust, and empowerment.

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

As a candidate for the position of Police Commissioner for the City of Oakland, I appreciate the opportunity to address my contacts or experiences with the Oakland Police Department. I want to emphasize that I do not have personal connections or direct experiences with the Oakland Police Department. While some candidates may highlight their existing relationships or past affiliations, I believe that not having prior connections is actually a strength in this context.

By not having personal ties to the Oakland Police Department, I can approach the role of Police Commissioner with a fresh perspective and without any potential conflicts of interest. I can provide unbiased and objective oversight, ensuring that the department operates in the best interest of the community and adheres to the highest standards of accountability and transparency. Furthermore, my lack of prior contacts with the Oakland Police Department allows me to approach the position with an open mind and a commitment to building constructive relationships with law enforcement agencies, community members, and other stakeholders. I will prioritize effective communication, collaboration, and trust-building efforts to address community concerns, enhance public safety, and foster positive police-community relations.

In summary, while I do not have personal contacts or experiences with the Oakland Police Department, I believe that this positions me to be an independent and impartial Police Commissioner, committed to serving the best interests of the community and ensuring the fair and equitable delivery of public safety services.

**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.**

This question is not applicable to me.

**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?**

As a search committee member for the Peralta Community College District for the Chancellor search. Being voted in by the Peralta Board of Trustees demonstrates the trust they have placed in me to fulfill this important role.

One of the most significant challenges I have encountered is managing differing perspectives and opinions within the committee. Each member brings their unique background, expertise, and priorities, which can sometimes result in lively discussions and differing viewpoints. However, navigating these differences and finding common ground is essential to making informed decisions that benefit the organization and community.



# Police Commission

## Application for Position of Commissioner

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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: Cisneros Eruca Date: 5-20-23  
Last First M.I.

Home Address: [Redacted] Apartment/Unit #  
Street Address  
Oakland CA 94605  
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.)

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### 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: Regina Jackson Relationship: Friend  
E-Mail \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: Melissa Barnes-Dhokikia Relationship: Friend  
E-Mail \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: Susan Halpern 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?

32 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?

I saw the opening online.

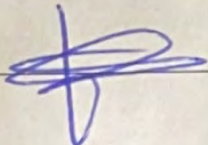
Disclaimer and Signature

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

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

Signature: 

Date: 5.28.23

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For assistance or additional information contact	City Administrator's Office <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> (510) 238-3301

## Supplemental Questions

1. I attended the Oakland Police Department Citizens Academy in 2014. The citizens academy lasted approximately three months. While I was at the citizens academy I was able to get a vast overview of the Oakland Police Department. I had the opportunity to learn about how the police officers respond to calls for service. I learned about new laws that affected the citizens of Oakland and the police officers. I learned about why officers searched the citizens of Oakland for drugs and firearms. I learned about numerous homicide cases. I learned about fingerprinting the citizens of Oakland. I learned about why and when the Oakland Police SWAT team was used during a hostage situation or a dangerous situation in the City of Oakland. The most important thing I learned was how a police officer should respect the uniform and respect the community. I had the opportunity to participate in a ride-a-long during a shift of a police officer.

During 2014, I volunteered at the Oakland Police Department CPAAA meetings. These meetings were held once a month in East Oakland at different libraries and community centers. I assisted Anna Martinez, who was the Oakland Police Department Citizens Police Academy Alumni Associations Coordinator at these monthly meetings. I was able to facilitate a couple of translations for the Spanish Speaking community. I think the most rewarding part of this was giving out resources to the citizens of Oakland so they knew where to turn or what to do if they became a victim of a crime. This opportunity was also satisfying by being able to send citizens of Oakland home with information that would be helpful in the future. I was able to assist people with staying informed about things that were happening inside the Oakland Police



Department. During the time there were a lot of assaults on the BART and I was able to team up with the Bart Police to hand out pamphlets to riders so they knew how to reach out for assistance from Bart Police in case of an emergency.

2. I have lived in Oakland for approximately 32 years. Most of the interactions with the Oakland Police Department have been positive. I have only had one negative interaction with the Oakland Police Department. In this situation, I tried to report an incident that occurred with my daughter at her school. A female officer who was stationed at the main lobby at the Oakland Police Department had a very unpleasant attitude and made me feel very unwelcomed. She acted like she really did not want to be at work that day and she made me and my daughter feel like we should have never drove down to the police station to file a police report about the incident. At this very moment, I felt disappointed that after being a part of numerous community meetings there were still police officers that interacted with the citizens of Oakland this way. I have always felt the police officers are here to serve the citizens of Oakland.

3. Eventhough I or any of my immediate family members have not had any significant volunteer or employment experience being a police officer, criminal prosecutor defense attorney and being a part of a public agency, I have had the opportunity to interact with all three groups in a volunteer capacity at different community meetings or at different community events around the City of Oakland.

(My daughter, Natalie Iniguez-Cisneros had the opportunity to intern with the United States Marshals at the San Jose Federal Building located in San Jose, CA from February 14, 2023 to May 15, 2023. She worked with other Deputy US Marshals that were assigned to the office

detail or the detention facility. She attended numerous criminal court cases to learn how the federal court system works as a whole. She assisted with organizing warrants in the marshals databases and into the appropriate case files. She filed “bail” paperwork. She read numerous indictments from various cases being tried in various federal courts in the Bay Area. She also attended court conferences between the judges and attorneys.)

4. I am currently serving as a Education for Change Parent Board Member for Latitude High School in Oakland, CA. I represent Latitude High as a parent. My experience with this board has been very positive because I bring my prior experience with working with charter schools. I am a liaison/voice for the parents at Latitude High to ensure the administrators are being held accountable and the students are being treated fair on a daily basis. Also, I enjoy giving my time because this gives me the opportunity to make changes in the academics decisions. I believe my presences brings a voice for underserved brown/Spanish Speaking families who reside in East Oakland. I have had the opportunity to interact with board members who come from economic status and diverse educational backgrounds. This has taught me that we need have more representation to make life changing decisions in the educational system in the East Oakland where most of our population is brown and Latino. My ultimate goal is to serve to the best of my ability the underserved population in the City of Oakland.



# Police Commission

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### Applicant Information

Full Name: \_\_\_\_\_ Date: \_\_\_\_\_  
*Last First M.I.*

Home Address: \_\_\_\_\_  
*Street Address Apartment/Unit #*

\_\_\_\_\_  
*City State ZIP Code*

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.)

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- 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: \_\_\_\_\_ Relationship: \_\_\_\_\_

E-Mail: \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

E-Mail: \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

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?

- \_\_\_\_\_  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. 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.)

<input type="checkbox"/>	0
<input type="checkbox"/>	1-2
<input type="checkbox"/>	3 or more

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

\_\_\_\_\_

## 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: \_\_\_\_\_

Completed applications must be received by **May 31, 2023**, 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 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:	Abel	Jonathan	P.	Date:	5/24/23
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94602	
	<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: Mark Simons Relationship: Mentor, friend

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

Full Name: Prithika Balakrishnan Relationship: Colleague, friend

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

Full Name: Miriam Yarde Relationship: Former student

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

**Additional reference:**

Robert [REDACTED]  
[REDACTED]  
weisberg@[REDACTED]  
[REDACTED]

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?

7 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

Note: I have listened to three or four meetings over the past few years while doing academic research on policing.

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

News story

**Disclaimer and Signature**

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***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: 5/24/23

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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



## Supplemental Questionnaire: Jonathan Abel

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

I've spent the last twenty years reporting, learning, litigating, and teaching about policing and its myriad implications for society. I hope that these experiences and insights might be useful to the Police Commission and the people of Oakland.

I am a law professor at U.C. Law, San Francisco (formerly, U.C. Hastings). There, I teach introductory courses on Criminal Law and Criminal Procedure. I have roughly 140 students per year. I also teach a seminar called, "Crimes By the Police, Crimes Against the Police." The seminar challenges students to think about the ways that police officers are treated differently in the eyes of the law when they are either victims of crimes or perpetrators of crimes. My own academic research focuses on the need for transparency when it comes to police misconduct. I've published law review articles on police officers' inflammatory speech on social media,<sup>1</sup> prosecutors' access to records of police misconduct,<sup>2</sup> criminal defendants' efforts to challenge wrongful convictions that resulted from the work of corrupt officers,<sup>3</sup> and racial discrimination in jury selection.<sup>4</sup> Beyond my research, every year I learn a great deal about policing from my students. These students come to law school with a diverse range of life experiences involving the police. And they leave law school headed for an equally diverse range of jobs in criminal law: from prosecutors and police advisors to public defenders and abolitionists.

Before becoming a law professor, I worked as an assistant federal public defender in the Northern District of California (and, briefly, in the District of Arizona). Prior to that, I served as a staff attorney at the Habeas Corpus Resource Center, a state agency that represents indigent prisoners on California's death row in their habeas corpus cases. This work as a defense attorney provided me with a deeper understanding of how police investigations operate to uncover truth and, also, to conceal it. The criminal defense vantage point impressed upon me the importance to society of having honest, diligent, and well-trained officers up and down the chain of command.

The final professional experience of relevance was my first: journalism. Upon graduating from college, I moved to Florida to work as a news reporter on the police and local government beats. The experience of writing daily news stories about policing brought me into daily and direct contact with officers, suspects, victims, attorneys, jailers, and even bail-bond agents. I saw up close the tragedies and traumas that face those on all sides of the criminal legal system. It served as an introduction to some of the most important problems facing policing in our current times.

If selected for the Commission, I would draw on these experiences and insights to help ensure that the residents of our city receive what they deserve: equitable and effective service from the Oakland Police Department.

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<sup>1</sup> <https://www.stanfordlawreview.org/print/article/cop-like/>

<sup>2</sup> <https://www.stanfordlawreview.org/print/article/bradys-blind-spot-impeachment-evidence-in-police-personnel-files-and-the-battle-splitting-the-prosecution-team/>

<sup>3</sup> <https://cornelllawreview.org/2022/08/14/cop-tracing/>

<sup>4</sup> <https://columbialawreview.org/content/batsons-appellate-appeal-and-trial-tribulations/>

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

In my seven years living in Oakland, my experience with Oakland police officers has been limited yet positive. I've been fortunate enough not to have been the victim of, or witness to, any crime that rose to the level of calling the police. My main interaction with police officers has been through inviting several to address my law school courses.

**Question 3: Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience . . . b. as a criminal prosecutor or defense attorney.**

As noted in Question 1, I worked as a defense attorney after law school, first as an attorney at the Habeas Corpus Resource Center, and then as an assistant federal public defender.

**Question 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?**

In the law school where I teach, I serve on a different committee each year. The committees consist of professors, staff members, and students, and they are organized around a particular task or subject. One year, I served on the committee that reviewed proposals for every new course that would be offered in the following year. This year, I have been elected to serve on the Faculty Executive Committee, which is a liaison between the professors and the administration. This spring, I was invited to join the Task Force on Police Accountability of the National Association of Criminal Defense Lawyers (NACDL). The work on that task force largely consists of listening sessions where local advocates speak about what is and is not working with police reform in their respective jurisdictions.

Each committee I've served on has its own character and interpersonal dynamics. That is the virtue and vice of group work. If I may generalize, my experience with "good" committees is that each member brings a different perspective to the issues, there are clear goals for what the committee hopes to accomplish, and there is a genuine understanding among all members that the group will agree on a lot but does not have to agree on everything. One more critical ingredient is worth adding: an even division of labor. Everyone on the committee should contribute their part without anyone having to do all the work.



## Police Commission

### Application for Position of Commissioner

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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: LECKER MARK B Date: May 27, 2023  
Last First M.I.

Home Address: 301 CAPRICORN AVE Apartment/Unit #  
Street Address  
Oakland CA 94611  
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: Rudy Gonzalez

Relationship: Friend (labor leader)

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: LISA BARROW

Relationship: Friend (attorney)

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: STEVE DAUBENSPECK

Relationship: Friend (principal)

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  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?

X 15 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.)

<input type="checkbox"/>	0
<input checked="" type="checkbox"/>	1-2
<input type="checkbox"/>	3 or more

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

✓ Oaklandside

**Disclaimer and Signature**

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***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: 5/26/23

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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>
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For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

## Supplemental Questionnaire for Police Commission Application

Mark Lecker

1. My years of managerial experience has prepared me for the role of Police Commissioner. Whether it was as a customer service manager in the world of legal publishing, as a store team leader at Whole Foods, or owning a catering company, my approach was not "top-down" but collaborative, enlisting ideas from my team regularly and sharing the credit for our successes.

Much of my volunteer experience is listed below in my response to question 4. It includes six years in leadership roles with parent-faculty organizations at both public and charter schools. I took on these responsibilities because of my passion for Oakland's students, most importantly their growth and well-being.

More recently, I have volunteered for a number of community organizations in a non-leadership role. As a frequent volunteer at Alameda County Community Food Bank, I've reached the top 1% of hours worked. I am a member of the North Hills Community Association, which roughly covers the 13Y police beat. And Councilmember Janani Ramachandran invited me to join her D4 Community Advisory Council, where I have served since early February. The Council meets monthly to discuss and brainstorm on a number of issues that help inform Councilmember Ramachandran's council input.

This latter participation speaks to my desire to help Oakland's neediest residents as well as my commitment to engage with our city's politics. The media has never shied away from reporting on Oakland's political challenges. I didn't want to let an opportunity to help solve those challenges slip away.

2. My contact with the Oakland Police Department involves communication with the CRO for 13Y, Ofc. Silvestre Triana, as well as his superior, Sgt. Alain Manguy. In addition, I recently got in touch with Barry Donelan, the head of OPA.

3. Neither myself nor any immediate family member has had significant experience with the groups listed.

4. Over the last 12 years I have held a variety of volunteer positions in my community, in many cases in a leadership capacity. Beginning in 2012 I served as president of the Parent-Faculty Club for Thornhill Elementary. During my tenure there our organization had to navigate a difficult OUSD board termination of our school's principal. The situation was rather fraught and divided our school community, as it involved a beloved PE teacher as well. I was able to balance the needs of the parent community, teaching community, and school board, meeting with multiple stakeholders, including Gary Yee. It took some time to heal, but as both president and later vice-president of the PFC I was instrumental in bringing about that healing. Just

recently, my son's graduating Thornhill class--the one that experienced a large share of the emotional conflict--started a Facebook group for the purpose of reuniting and meeting regularly.

From 2016-18 I served as vice-president and president of the Association of Parents and Teachers (APT) for Oakland School for the Arts. One of my proudest accomplishments was assisting in the creation of the APT-POC, an organization within the APT that provided greater voice and leadership to the BIPOC community. The first leader of that group was Cat Brooks.



# Police Commission

## Application for Position of Commissioner

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### Applicant Information

Full Name:	Rodriguez	Camille	D	Date:	06/02/2023
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94607	
	<i>City</i>		<i>State</i>	<i>ZIP Code</i>	
Phone:	[REDACTED]	Email:	CamilleDeniseRodriguez@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:

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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: Alex Atkinson Relationship: Former Supervisor

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

Full Name: Cristina Figueroa Cortes Relationship: Co-Worker

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

Full Name: Maria Arellano Relationship: Supervisor

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



## Supplemental Questions

1. Formerly, I was a CASA of Peoria County advocate advocating for the needs of youth and families who wanted to reunify after court separation. In my professional career, I work with the homeless population as a Director at a non-profit in San Jose, CA. In that role, I oversee programs, budgets, advocacy and am co-chair of our DEI Council.
2. None
3. Not Applicable
4. I am currently the co-chair of my organization's DEI Council. I have also been president of a local chapter of Alpha Phi Omega.

Phone: (510) 393-7528  
Email: CamilleDeniseRodriguez@gmail.com  
Website: www.linkedin.com/in/CamilleDeniseRodriguez

Director/Social Worker

# CAMILLE RODRIGUEZ

## Education

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**MASTER OF SOCIAL WORK** – University of Michigan – Michigan – 2015 – 2016

- Specialization: Social Policy & Evaluation
- Specialization: Management of Human Services

**BACHELOR OF SCIENCE** – Bradley University – Illinois – 2010 – 2015

- Specialization: Social Work & Sociology

## Publications

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Walton, Quenette L., and Camille Boone. "Voices Unheard: An Intersectional Approach to Understanding Depression among Middle-Class Black Women." *Women & Therapy* 42.3-4 (2019): 301-319.

## Skills

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- Program Management
- Reporting
- Program Development and Implementation
- Standard Operating Procedure Creation
- Contract and Budget Management
- Program Evaluation
- Staff supervision and recruitment
- Data analytics
- Published Author
- Mental Health and Clinical Evaluations
- HMIS System
- Apricot
- Salesforce
- Microsoft Suite

## Current Social Work Employment

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**DIRECTOR OF HOUSING STABILIZATION** – HomeFirst Services – San Jose, CA – December 2021 – Present

HomeFirst Services of Santa Clara County is a non-profit organization offering an array of housing and homelessness services including shelter, interim housing, homelessness prevention and housing retention services.

- Implemented plans, identified deficiencies, and reported monthly, quarterly & annual performance to funders for over \$10 million in programming.
- Assisted in developing annual program budget and work plan for programs utilizing federal, state, and local dollars; Monitor program expenditures; ensure compliance with all state, county, local, and federal regulations including, ESG-CV2, CARES, HALA, CoC and HUD and more.
- Engaged in thoughtful program design and a data-driven approach to performance improvement of programs leading to increased service delivery efficiency, increased number of people being housed and remaining stably housed.
- Provided weekly supervision to 5 staff members who oversee 35 frontline staff.
- Coordinated resources for program participants by serving as a liaison between the program, referral agencies, service agencies and other stakeholders to develop a positive relationship with community partners.
- Diversity, Equity and Inclusion Council co-chair.

**RAPID REHOUSING PROGRAM MANAGER** – Hope Solutions – Pleasant Hill, CA – Jul 2019 – December 2021

Hope Solutions is a non-profit organization offering case management, mental health support, housing & homelessness services and an array of youth and family development support.

- Implemented plans, identified deficiencies, and reported monthly, quarterly & annual performance to funders, resulting in a \$1.2M - \$2.1M budget increase for rapid rehousing for families.
- Implemented plans, identified deficiencies, and reported monthly, quarterly & annual performance to funders, resulting in \$500,000 grant renewal of a pilot program for transition aged youth.
- Coordinated resources for program participants by serving as a liaison between the program, referral agencies, service agencies and other stakeholders to develop a positive relationship with community partners.
- Designed and implemented tailored housing stability plans to help individuals experiencing homelessness overcome barriers to permanent housing, resulting in stable housing for 100 families within the first year and a half of operation for one program with a 95% housing retention rate after 12 months of housing.
- Designed and implemented tailored housing stability plans to help individuals experiencing homelessness overcome barriers to permanent housing, resulting in stable housing for 40 families within the first year of operation for one program with an 87% housing retention rate after 12 months of housing.
- Provided weekly supervision to 7 staff members (4 case managers, 2 housing specialist, 1 employment specialist); assist case managers & clients with realistic short and long-term goals related to economic self-sufficiency; guides subsidized clients to establish objectives and action steps needed to achieve economic self-sufficiency while in the Rapid Rehousing Program.
- Provided weekly supervision to 1 data specialist; assist with implementation of new database (Apricot); assist with creation of dashboards to monitor program outcomes; assist with HMIS Agency Administrative duties
- Assisted in developing annual program budget and work plan for programs utilizing federal dollars; Monitor program expenditures; ensure compliance with all state, county, local, and federal regulations including, HOME, CDBG, CoC and HUD

**CLINICIAN** – Telecare Corporation – Jay Mahler Recovery Center – San Leandro, CA – Dec 2019 – Sept 2020

Jay Mahler Recovery Center is a 16-bed mental health facility that supports residents in Alameda county with medication and mental health stabilization as a deterrence from inpatient hospitalization or as a continuation of services after discharge from a psychiatric facility.

- Identified needs, establish goals and directions for future planning for clients with mental health disorders or co-occurring conditions
- Supervised and trained staff to complete service plans and risk assessments for clients with mental health disorders or co-occurring conditions
- Oversaw service planning and risk assessments for 16 clients with mental health disorders or co-occurring conditions

**ADJUNCT LECTURER** – Evergreen Valley College – San Jose, CA – Aug 2018 – May 2019

Evergreen Valley College is a community college in San Jose.

- **Taught & Prepared Curriculum for Introduction to Sociology for up to 50 students:** Designed and taught courses to give students a comprehensive basic understanding of sociology & its impact on our current understanding of society
- **Taught & Prepared Curriculum for Social Problems for up to 30 students:** Designed and taught courses to advance student's understanding of social problems globally from a sociological perspective as it pertains to creating social change & cooperation among people
- **Taught & Prepared Curriculum for Service Learning for up to 50 students:** Designed and taught courses to prepare students for lifelong civic engagement & social responsibility. This course is designed to encourage students to tackle real works problems by utilizing their knowledge and skills to serve local nonprofits & become part of the solution for the public good

**RAPID REHOUSING PROGRAM MANAGER** – The Health Trust – San Jose, CA – Oct 2017 – Mar 2019

The Health Trust is a non-profit organization offering case management, mental health support, housing & homelessness services and an array of youth and family development support.

- Managed the department's daily operations by supervising 4 staff members and assisting case managers with realistic short and long-term goals related to economic self-sufficiency to guarantee program success.
- Conducted comprehensive assessments to help program participants establish objectives and action plans to achieve

economic self-sufficiency while in the Rapid Rehousing Program.

- Oversaw budget management in developing an annual budget of \$1M+ and monitoring program expenditures to ascertain efficient allocation and utilization of federal dollars.
- Provided direct case management and coordinated with case management in the community to provide continuity of service for participants by ensuring the availability of community resources.
- Provided supervision to housing specialist for the Office of Supportive Housing's Bill Wilkson Center and YWCA program for rental subsidy administration
- Developed relationships with new landlords and community partners to help program participants successfully attain and maintain housing.
- Created partnerships with community partners such as Work2Future for employment assistance.
- Verified regulatory compliance with all state, county, local, and federal regulations including, HOME, CDBG, CoC, HUD, and funding requirements, mitigating risks associated with non-compliance.

**EVALUATION & COMPLIANCE SPECIALIST** – Avalon Housing – Ann Arbor, MI – Nov 2016 – Sept 2017

Avalon Housing is a non-profit organization offering case management, mental health support, housing & homelessness services and an array of youth and family development support.

- Directed the creation, evaluation, and implementation of policies and procedures that supported continuous quality improvement activities in housing and client stability for programs totaling \$6M+.
- Monitored service delivery documentation for quality, thoroughness, and timeliness by analyzing agency data, reports, and action plans to address deficiencies.
- Provided technical assistance on federal and state laws, rules, contractual requirements, and programmatic and procedural issues to guarantee regulatory compliance.
- Oversaw programs' quality by evaluating the improvement of the agency's processes and policies to ensure the best possible outcomes for homeless families.
- Managed internal and external quality audits and compiled reports of findings to recommend corrective procedures to resolve program non-compliance.

**INDEPENDENT SUBCONTRACTOR CONSULTANT** – Evaluation Strategy – Detroit, MI – Nov 2016 – Mar 2017

Evaluation Strategy is a consulting firm that serves non-profit organizations in Michigan providing program evaluation and capacity building services. The President and CEO are licensed Social Workers.

- Provided evaluation services with a broad range of community-based clientele, with the goal of increasing program capacity, increasing funding, improving service delivery, and promoting sustainability.
- Assisted in grant writing resulting in a \$300,000 - \$500,000 budget increase.
- Facilitated focus groups and interviews; engaged in survey design, distribution, collection and analysis; created evaluation tools and instruments; conducted literature reviews; created quarterly and annual reports for grant funders; prepared and manage data using data analysis software such as IBM SPSS Statistics and Microsoft Excel; engaged with clients and their service population to assess community needs.

**EVALUATION ASSISTANT** – Starfish Family Services – Inkster, MI – Jul 2016 – Sept 2016

Starfish Family Services is a non-profit that provides mental health and case management support for low-income families in Michigan.

- Engaged in survey design, distribution, collection and analysis; created evaluation tools and instruments; conducted literature reviews; created quarterly and annual reports for grant funders; prepared and managed data using data analysis software such as IBM SPSS Statistics and Microsoft Excel.

**CONSULTANT** – Mission-Lift Consulting Firm Inc. – Detroit, MI – Mar 2016 – Present

Mission-Lift is a consulting firm that serves non-profit organizations in Michigan providing program evaluation and capacity building services. The President and CEO are licensed Social Workers.

- Assist in grant writing for agency resulting in a \$500,000 - \$750,000 budget increase via foundation, corporate, and municipal grant proposals.
- Assist in grant writing for agency resulting in the creation of a drug free coalition with a \$500,000+ budget.
- Analyze and evaluate services rendered to 18 nonprofit organizations to increase program capacity and funding, improve service delivery, strategic planning, fund development, process and outcomes evaluations, and promote sustainability by providing a fresh perspective and suitable solutions.

- Champion process improvement by facilitating discussions with clients to elaborate on proposed modifications and developing and presenting plans to implement the recommended changes.
- Perform quantitative and qualitative analysis to drive proposed solutions by utilizing research tools on focus groups and interviews.
- Interface with clients and their service population to assess community needs and verify high-quality service delivery by contributing to the development and improvement of social care practice.
- Manage donor reporting by creating quarterly and annual reports for grant funders to highlight the organization's significant accomplishments, build trust, and thank donors for their support.

**RESIDENTIAL COUNSELOR** – Children’s Home Association of Illinois – Peoria, IL – May 2014 – April 2015

Children’s Home Association of Illinois is an agency that provides mental health treatment, case management services and an array of other support for foster care youth as well as abused and neglected youth.

- Provided therapeutic environment for youth who had been abused or neglected. Facilitated group sessions and helped youth learn and practice useful coping skills & develop boundaries.

**Social Work Internship Experience**

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**RESEARCH ASSOCIATE** – University of Michigan Health System – Women and Infant Mental Health Clinic – Ann Arbor, MI – Sept 2015 – Mar 2016

The Women and Infants Mental Health Program was created to identify and address the unique needs of women and infants throughout the life cycle. The program consists of outpatient clinical care, research, training education, and outreach focused on improving and maintaining the mental health of women and infants.

- Completed mental health assessments, data analytics, research participant recruitment for the Women and Infant Mental Health Clinic working to improve mental health outcomes for post-partum women

**POLICY INVESTIGATOR** – Illinois Guardianship & Advocacy Commission Human Rights Authority – Peoria, IL – Jan 2015 – May 2015

Illinois Guardianship & Advocacy Commission provides legal representation, investigates complaints of rights violations and provides state guardianship for Illinois' population with disabilities.

- Investigated, reviewed and issued decisions for cases of human rights violations by agencies serving people with disabilities, and drafted notices of decisions to the public

**CASEWORKER** – Illinois Guardianship & Advocacy Commission Office of State Guardian – Peoria, IL – Aug 2014 – May 2015

Illinois Guardianship & Advocacy Commission provides legal representation, investigates complaints of rights violations and provides state guardianship for Illinois' population with disabilities.

- Maintained a case load of 10 clients with disabilities deemed unfit to make decisions for themselves; advocated for services and needs for each client & provided other case management support

**Social Work Volunteer Experience**

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**ADVOCATE** – CASA of Peoria County – Peoria, IL – Sept 2012 – Jan 2014

CASA of Peoria County is a volunteer organization that advocates for the best interests of abused and neglected children within the Juvenile Abuse and Neglect Court system in Peoria, Tazewell, Marshall, Putnam and Stark counties.

- Advocated for the best interest of abused and neglected minors in Peoria county, conducted home visits and attended court cases as needed

**Certifications**

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**HOUSING QUALITY STANDARDS INSPECTION** – Nan McKay & Associates – 2020

**MENTAL HEALTH FIRST AID** – Mental Health First Aid USA – 2019

**QPR SUICIDE PREVENTION** – Santa Clara County – 2018

**MANDATED REPORTER** – California Department of Social Services – 2018

**HEART SAVER CPR/AED** – American Heart Association – 2020

**HUMAN SERVICES MANAGEMENT** – Network of Social Work Management – 2016



# 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:	Osaze	Wesley	Date:	05/30/2023
	<i>Last</i>	<i>First</i>	<i>M.I.</i>	
Home Address:	[REDACTED]		420	
	<i>Street Address</i>		<i>Apartment/Unit #</i>	
	Oakland	CA	94612	
	<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: Kevin Davenport

Relationship: Friend

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Kevin Nichols

Relationship: Friend

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Sheila Monroe

Relationship: Business Associate

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?

community involvement communication

## 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: Wesley Osaze Date: 05/30/2023

Completed applications must be received by **May 31, 2023**, 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

**Oakland Police Commission  
Supplemental Questionnaire**

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.**

My background and experience involve years of transferable business skills and volunteer community experiences. I have over 15 years of experience in corporate Finance and over 7 years performing Project Management and process improvement with Fortune 500 and high-tech companies. These skills will allow me to understand the police annual budgets and make recommendations on budget opportunities, eliminate redundancies, and help suggest strategies to optimize budget performance and effectiveness.

Throughout my growth and lifelong residency in the Bay Area, I have had the privilege to participate in many community activities. As an almost 30-year member of Kappa Alpha Psi Fraternity Inc., we have had a long standing reputation and track record for mentoring youth and building a STEM pipeline to tech, community clean up, and political support. I have also participated in at-risk community mentorship programs which include Oaklands OK program, which is a joint partnership between community groups and the Oakland Police Department to help guide African American male kids in the inner city, and The Urban Ed Academy which provides similar support for the kids in my childhood community in the Bay View Hunter's Point area of San Francisco. I have also helped organizations providing aid to our homeless population with food and basic needs.

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

My community involvement and being a lifelong resident in the Bay Area has helped me come across many people and be able to network, share ideas, and add perspective. I have fraternity brothers and friends who are proud members of the Oakland and San Francisco Police Departments. I have worked side by side with the Oakland Police Department to help kids and develop relationships with the community.

Although, some of my experiences with the police have not been so pleasant. The Oakland Riders scandal was horrible for our city but exposed a terrible relationship between the community and officers. It shed light on reasons why trust between the community and officer relations didn't exist and has been tough to repair to this day.

I grew up with an Oakland that was the home to side shows every weekend, not the chaos that we experience today but more of a civilized car show and cruise. Even though large audiences gathered, when things grew too tense the police showed with strength in numbers (to steal a motto from the Warriors) to quickly disband the cars and crowd and restore order.

As someone who has needed the Oakland Police in a civil matter, the experience was not very pleasant. I requested a civil standby to deal with hostile squatters who refused to leave a unit I was renting. It took 16 hours for the police to show up. I called hourly to get updates, only to be told they are dealing with emergency matters.... (all of them, the entire police department??). When they finally arrived at 11:30pm, they didn't understand anything about tenant law and ended up making matters for me worse by telling me to let them stay. This then required me to have to get a lawyer to evict them after 2 months of free stay. While requesting the police to stand by to help me protect my home, they actually created a worse situation for me and caused me more money, time and trouble.

**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 volunteer or work experience as a police officer.

**b. as a criminal prosecutor or defense attorney:** No legal experience or volunteer work experience

**c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes:** No experience or volunteer work experience.

**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?**

In past positions, as part of my volunteer efforts at work, I volunteered and was elected to be Vice President of the company ERG (Employee Resource Group), which is a committee that aims to create programs that impact and oversee the retention and recruitment of African American employees. Several things were experienced as a challenge. 1). Gathering opinions and feedback from others but difficulty to please everyone implement ideas. The democratic process can be challenging to herd ideas, allow people to feel heard, and then sift through the best ideas balancing effort and outcome. 2). Time commitments and work life balance. Many times the time commitment is either understated or underestimated. Other times the requirement and attention to the problems the committee is trying to solve is much more complex than what can be solved within the scope of time. 3). Various personalities and experiences of the team. Seasoned people may not have the patience to revisit items discussed previously to bring newer people up to speed. Or folks not understanding the “disagree and commit” principle which is about stating your disagreement and challenging the process, but not standing in the way of progress. One can disagree and challenge but do not hinder performance or become a disturbance to the agreement.



# 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: Hudson Kyle E Date: 05/30/2023  
*Last First M.I.*

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

Oakland CA  
*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: Vicente Cruz Relationship: Professional

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

Full Name: Don Macleay Relationship: Professional

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

Full Name: Rashidah Grinage Relationship: Professional

E-Mail [REDACTED] 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?

- 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?

30 Plus 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.)

<input type="checkbox"/>	0
<input checked="" type="checkbox"/>	1-2
<input type="checkbox"/>	3 or more

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

Newspaper Article

**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: 05/30/2023

Completed applications must be received by **May 31, 2023**, 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



## Supplemental Questionnaire Response

1. I have experienced volunteer contribution positions for our city, Oakland California, while I was at Roosevelt Middle School transitioning to Oakland High School. The experience was, Youth Court, in the Administration building next to Rene C. Davidson Courthouse. I was able to understand and engage in youth court proceedings that resulted in jury like endings. While completing High School, I was able to participate in a Mock Trial, for our Psychology class. I was the Head Lawyer for the defense team and we won our case in Mr. Tinloy's Class.

I feel those events contributed to my engagement in helping form the CPRB. I was heavily involved with a non-profit organization that not only helped me display my thoughts of what it would look like for public oversight but showed me how to engage my local representatives from the communities perspective. I was also able to educate and learn Restorative Justice while volunteering my time on several campaigns for either; School Board, City Council and Mayor.

My prior experiences prepare me for a role in this position because as a community member, who has been successful in extending my time for the contribution of the Citizens, to City representatives, I have the unconditional skills to produce results expected by both Citizen and City representative to ensure transparency and cohesiveness for a better life in Oakland, for All.

2. My experiences with the Oakland Police Department depends on which officer I encounter at the time of any event. As I understand the total responsibility and function of our police department I find that my experiences have been far better than others that have encounters with OPD. My most recent contact with OPD was positive and very respectful. I was told about information and options I didn't know were available for me along with ways to seek resources.

3. Non- Applicable.

4. I was a campaign manager for an Oakland City Council Candidate, and experienced a wide range of difficult decisions to be made for the progression of our candidates success. My most challenging experience was the decision to merge campaigns with another candidate or not. I had to evaluate our entire team along with the other members from the joining candidates team. I also had to evaluate personal opinions and financial abilities of the campaign moving forward. Understanding that most of our members and volunteers would not be in favor nor hold regular positions as

they did, the decision I expressed was not as favorable for some but all understood and was accepting of the decision made for the candidate.

I have also served on a commission and received an award for my contribution, from that non-profit, where I was tasked to form a Citizens Police Review Board. The most difficult task was forming legal parameters from community opinions, making sure that the most effective results were projected towards the progression of the Citizen and Officer relationship; before, during, and after contact. Incorporating police officers point of view based on what was acceptable from the OPD's training manual and professional opinions. In addition, present the final formation to other Non-Profit Organization Members and City Council Members for acceptances.

I was most recently involved with a committee within the non profit I am a part of, which held the task of emailing Oakland School Board members. I had to gather opinions and convert them into statements on behalf of Small Businesses from our non-profit. The most difficult task was translating the meaning of a business owner's statement into an understandable sentence, that a City Rep. would not only understand but respect. There were a few statements that could not be included because of the intent of the statement which caused a confusion within our non- profit, but I was able to explain my decision and created a sense of ease for the unhappy members.



# Police Commission

## Application for Position of Commissioner

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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: Ordaz Salto Karely M Date: 06/03/2023  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland, CA 94603  
*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: Mariano Contreras

Relationship: Mentor

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Andrew Park

Relationship: Colleague

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Monique Berlanga

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?

28 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?

I was invited to apply by the Selection Panel.

## 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: Karely Ordaz Salto Date: 06/03/2023

Completed applications must be received by **May 31, 2023**, 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

### Supplemental Questionnaire

Karely Ordaz Salto, MPA

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

My professional, community, and lived experience have prepared me to contribute meaningfully to the work of the Commission. I believe I'm a strong candidate to continue to serve on the Oakland Police Commission for the following reasons:

**1) I have a proven track record of holding the Oakland Police Department accountable by raising critical questions as an Alternate Commissioner.** Over the last 10 months, I have been a consistent and active member of the Oakland Police Commission. Since day one, I've asked hard questions, respectfully challenged information that seemed inaccurate or inconsistent, and critically analyzed all information presented to me. I am prepared for all meetings and attend meetings consistently. I understand the seriousness of the work of the Commission and don't take for granted the responsibility Oaklanders have instilled in the body.

**2) I have deep Oakland roots and strong, authentic relationships with the Oakland community.** I grew up in East and Deep East Oakland and understand firsthand the public safety challenges in the city as well as the history of police misconduct and abuse. I work at an anchor institution in Oakland (Unity Council) and have extensive connections with community-based organizations and community leaders throughout the city. I have consistently sought community input and led effective community outreach. I bring a critical perspective to the Commission as, what seems, the first Latina on the body.

**3) I have extensive governance and leadership experience including crisis and change management.** I have over 10 years of leadership and governance experience. I have served on six (6) boards including the City of Oakland's Commercial Sexual Exploitation of Children (CSEC) Task Force. On governance boards, I've managed executive director transitions, led executive search processes, approved multi-million dollar budgets, and developed policy in partnership with leadership. I've led strategic planning sessions, facilitated closed session discussions, managed crises, and participated in governance and leadership trainings including the Brown Act and Robert's Rules of Order. I enjoy, and have a track record of, working collaboratively with others to meet goals and achieve social impact.

**4) I have extensive policy, advocacy and legislative experience at the local, regional, state, and federal level.** For over 5 years, I worked as a legislative and mayoral aide in the City of Oakland. In my roles, I developed and negotiated policy solutions to many Oakland problems including illegal dumping. I understand the public policy and legislative process (at all levels) and the stakeholder engagement necessary to find common ground. I have a Master of Public Affairs Degree from the

## Police Commission Application

Supplemental Questionnaire

Karely Ordaz Salto, MPA

Goldman School of Public Policy at UC Berkeley, the number one school for policy analysis. I recently completed a Chief of Staff Certification from the Said School of Business at the University of Oxford focused on transformational leadership, status behavior, and leadership performance.

**5) For years I've worked with the Oakland Police Department.** In my roles as a constituent liaison in the Oakland City Council and special assistant to the mayor, I interacted with the Oakland Police Department almost daily, working with both sworn and non sworn personnel. As Chair of the CSEC Task Force, I worked closely with OPD's Vice/Child Exploitation Unit. In my job and as a resident of beat 34X, I interact regularly with OPD on violence and crime.

**6) I am a strong communicator (written and oral) with media experience.** I have formally presented to the Oakland City Council and spoken publicly at town halls of 500+ attendees, local community meetings, City of Oakland and Alameda County public meetings, commencement ceremonies (as keynote), and graduate students (as guest speaker). I have connections to the Bay Area bilingual media ecosystem and have served as a public spokesperson for organizations and leaders.

**7) I have extensive and meaningful relationships inside City Hall.** I understand the intertwined relationship that the Commission has with the City of Oakland. The OPC must operate independently, but within the structure of the City. I believe it's necessary to have people on the Commission who understand how City Hall works AND have relationships with key leaders. I have personal, positive relationships with city staff and elected officials. These relationships are necessary to ensure the work of the Commission moves forward.

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

**Oakland Police Commission:** As a member of the Oakland Police Commission, I've engaged with members of the department including the Chief of Police. I believe all my interactions have been respectful and rooted in the work of the Commission.

**Commercial Sexual Exploitation of Children (CSEC) Taskforce:** For 2 years, I was the Chair of the Commercial Sexual Exploitation of Children (CSEC) Taskforce, a victim-centered and survivor-informed collaborative comprised of individuals and organizations that serve, educate, protect, and advocate for victims and Survivors/Thrivers of commercial sex trafficking. OPD's Vice/Child Exploitation Unit was a critical partner in the Task Force and I worked closely with Lt. Jill Encinias, who led the unit at the time.

## Police Commission Application

Supplemental Questionnaire

[Karely Ordaz Salto, MPA](#)

**OPD CSEC Awareness Trainings:** When the OPD's sexual misconduct was uncovered in 2016, I was tasked with responding to the community impact including anger and mistrust. As a response, we secured funding for CSEC Awareness Training across all community-facing City of Oakland departments including OPD. I co-design the curriculum and led the implementation of the trainings across city departments which included OPD.

**Public Safety in East Oakland:** As a constituent liaison for District 5, 6, and 7, I worked with OPD officers, at all levels of the command chain, to respond to community concerns, questions and recommendations for improving public safety.

In 2016 in the Office of the Mayor, I organized city-wide Chief of Police Community Forums to hear directly from Oaklanders on the qualities and skills necessary for OPD's Chief of Police as well as what's needed to improve community safety and police-community relations.

**Community Advocate:** In my role as Chief of Staff at The Unity Council, I engage with OPD regarding public safety concerns in Fruitvale and East Oakland. I've given walk-throughs of the Fruitvale Transit Village to OPD officers including the Chief of Police.

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

- A. as a police officer, - N/A
- B. as a criminal prosecutor or defense attorney, - N/A
- C. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes. - I've worked with the Spanish Speaking Citizens Foundation, an anchor institution in Fruitvale, on victims of crime cases. I partner and support Centro Legal de la Raza, another anchor institution in Fruitvale that represents victims of violent crime.

**Question #4.** Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Over the last 10 years, I've served on six (6) governance bodies (see list below).

Please describe your experiences. What were the most challenging aspects of your participation? The most challenging aspect of my participation has been balancing the needs of all stakeholders and time. I've learned to 1) listen, 2) value and respect all perspectives, 3) make decisions based on the best available information, and 4) have a long-term perspective. I do my best to plan my time accordingly to meet my responsibilities.



**Governance & Leadership Experience:**

- 1) **Oakland Police Commission:** I was appointed by Mayor Schaaf as an Alternate Commissioner and approved unanimously by the City Council last year. I've been on the Commission since August 2022.
- 2) **Alameda County-Oakland Community Action Partnership (AC-OCAP):** The AC-OCAP aims to improve community by creating pathways that lead to economic empowerment and prosperity. As a representative for District 5, I provided anti-poverty funding in the areas of job training, employment placement, and housing & community development for households at or below 100% of the federal poverty guidelines. (2013-2015).
- 3) **City of Oakland's Commercial Sexual Exploitation of Children (CSEC) Task Force:** I was a member of the newly formed CSEC Task Force in 2013. By 2015, I was the Chair. I convened stakeholders; created a new governance structure; increased community engagement; wrote two annual reports presented to the City Council; advocated for statewide legislation; secured funding; launched [reportjohn.org](http://reportjohn.org); and worked with the San Jose Police Department to launch a [similar program](#). (2013-2018).
- 4) **Amethod Public Charter Schools (AMPS):** AMPS is a charter school management organization whose mission is to prepare students from underserved communities to succeed in college and beyond. The organization operates 6 schools in 2 counties. I was the first Alumni to serve on the board. I was the Board Secretary then the Chair during the last year of my term. (2015-2019)
- 5) **East Oakland Boxing Association (EOBA):** For over 30 years, EOBA has empowered underserved youth in East Oakland to be well-rounded champions at home, at school, and in their communities. As Board Chair, I led the most recent executive search process, hired an executive director, managed an organization transition, and recruited new board members. (2016 - present)
- 6) **Goldman School of Public Policy Alumni Board:** In 2022 I was elected to the GSPP Alumni Board of Directors to improve the public policy decision-making in the public, private, and nonprofit sectors, and assist GSPP in keeping its curriculum relevant to the needs of public policy practitioners, among other responsibilities.

# Karely Ordaz Salto, MPA

Oakland, CA • [REDACTED] • [REDACTED] • [REDACTED]

## CAREER PROFILE

Public sector leader with 10+ years of experience working in government and community-based institutions. Strengths include executive leadership, policy analysis, management, community organizing, stakeholder engagement, and fundraising. Proven ability to align teams around strategic initiatives and build private-public partnerships.

## CORE COMPETENCIES

Bilingual (English & Spanish) | Leadership | Strategy | Policy | Public Affairs | Communications | Management | Advocacy | Change Management | Public Speaking | High Level Project Management | Diplomacy

## PROFESSIONAL EXPERIENCE

### [The Unity Council](#)

*Chief of Staff*

Oakland, CA – December 2020 – present

- **Executive Advisor:** Advise CEO in various areas including strategy, politics, advocacy, policy, partnerships, and special projects
- **Intergovernmental Affairs:** Drive the organization's policy & advocacy priorities and serve as liaison to local, regional, state, and federal governments.
- **Collective Impact:** Lead the Resilient Fruitvale Collaborative comprised of 19 organizations and align services for collective impact.
- **Grant Management:** Manage a \$2M COVID-19 contract with Alameda County and \$4.5M philanthropic grant.
- **Advocacy:** Led advocacy campaign to keep East Oakland together during the Oakland and Alameda County redistricting process

### [Hamilton Families](#)

*Chief of Staff*

San Francisco, CA – October 2018 – December 2020

- **Change Management & Leadership Alignment:** Led the transition of 4 CEOs. Planned and executed strategic planning sessions for two leadership teams. Supported and advised CEOs in culture, management, strategy, operations and personnel.
- **Operations & Fundraising:** Strengthened internal communication systems across six sites and 150 employees by revamping processes and clarifying expectations. Wrote weekly internal newsletter. Oversaw workflows in finance, operations, administration, development, human resources, programs, data & evaluation, and strategic partnerships. Raised over \$500,000 in unrestricted funds and managed key donor relationships.
- **Board Governance:** Strengthened board governance by amending bylaws and updating key governance documents. Led strategic discussions between the board and the executive team during transitions.
- **Cross Departmental Initiatives:** Managed and led organizational consultants providing cross-departmental services in the areas of mental health, board governance, and diversity, equity and inclusion (DEI).

### City of Oakland, [Office of Mayor Libby Schaaf](#)

Oakland, CA - March 2015 – September 2018

*Special Assistant to the Mayor*

- **Policy & Legislation:** Served as Mayor's policy advisor on various issues including human trafficking, immigration, illegal dumping, and gender equity. Wrote Sanctuary city legislation adopted by the Alameda County Conference of Mayors in 2017.
- **Communications & Public Relations:** Served as liaison to Spanish-speaking communities in the Bay Area. Managed media relations, coordinated interviews, prepared talking points and led the Mayor's Spanish language communication strategy. Produced written and online communications, including press releases, talking points, media advisories, speeches, briefing materials, and social media posts. Translated documents from English to Spanish and vice-versa.
- **Leadership & Advocacy:** Chaired the City of Oakland's Task Force on the Commercial Sexual Exploitation of Children (CSEC) and tripled membership by engaging cross sector stakeholders. Led process for CSEC Awareness Training for city employees and co-developed trauma-informed curriculum. Wrote the Task Force's annual reports. Partnered directly with the Alameda County District Attorney to transition the Task Force to the County. Led community efforts in support of [AB 1206](#) passed in 2017.
- **Community Outreach:** Developed community engagement strategies to increase civic engagement and saturate the Mayor's priorities. Led the institutionalization of the [Civic Design Lab](#). Co-developed the [Oakland Promise Ambassador Program](#). Led community engagement process for the hire of the OPD Chief of Police in 2016.
- **Special Projects & Initiatives:**

# Karely Ordaz Salto, MPA

Oakland, CA

- **1) Resilience & Climate Change:** Co-developed Oakland's resilience agenda presented at the United Nations (UN) Conference on Housing and Sustainable Urban Development ([Habitat III](#)) in Quito, Ecuador. Wrote application that won the City of Oakland the Global Green City Award presented by the 11th Global Forum on Human Settlements.
- **2) Private-Public Partnerships:** Led the planning, development, launch and implementation of [reportjohn.org](#), an iOS & Android app used to report sex buyers to the Oakland Police Department, increasing reports of sex offenders by 100%. The app was highlighted in the [New York Times](#) in 2016.
- **3) Events:** Planned and executed the first [Bay Area Women's Summit in 2016](#), a regional conference focused on equity and the economic advancement of women in the workforce. Raised over \$3M. Coordinated high profile guest speakers and conducted outreach to attract approximately 2,000 attendees. Developed the Mayor's commitments to advancing economic equity for women and ensured those commitments were met within a year.

## City of Oakland, [City Council](#)

Oakland, CA - March 2013 - March 2015

*Policy Analyst & Constituent Liaison*

- **Policy Analysis:** Monitored, researched and analyzed local, state and federal policy issues and legislation. Authored legislation including the unanimously adopted [Censure Policy](#).
- **Community Engagement:** Used data to assess needs of the Council district, served as a liaison to all neighborhoods, cultivated and maintained relations with businesses, nonprofits, and community leaders. Received, processed, and responded to constituent requests.
- **Lobbying:** Lobbied for state legislation banning sweepstake casinos (AB 1439) and legislation to allow the City to tow vehicles of people caught dumping illegally or sexually exploiting minors (AB 1206). Coordinated across city departments to close five sweepstake casinos in the Fruitvale District.

## American Indian Model Schools (AIMS)

Oakland, CA - August 2012 - March 2013

*Secretary to the Board of Directors*

- **Administration:** Prepared board meeting agendas, minutes, and policies. Researched, compiled, and prepared the organization's response to the Notice of Violation, Notice of Revocation and FCMAT report.
- **Compliance:** Monitored compliance with the Ralph M. Brown Act, California Education Code, the California Public Records Act, and applicable regulations.

## EDUCATION

### University of California, Berkeley

Goldman School of Public Policy  
Master of Public Affairs

### University of California, Berkeley

College of Letters & Science  
Bachelor of Arts in American Studies  
Concentration: Environment, Policy and Public Health

## COMMUNITY LEADERSHIP & CIVIC ENGAGEMENT

### Oakland Police Commission, Alternate Commissioner

Oakland, CA – 2022 – present

Member of the following Adhoc Committees: CPRA Polices, Staff Evaluations, Contracts, OBOA Association, Community Engagement

### Goldman School of Public Policy Alumni Association, Member and Mentor

Berkeley, CA – 2022 – present

Elected for a 3-year term to advance the mission of GSPP, increase engagement among alumni, and improve the student of color experience

### East Oakland Boxing Association, Past Chair

Oakland, CA – 2016 – present

Led executive search process, fiscal oversight, strategic planning, fundraising, partnership cultivation, supervision of Executive Director

### Amethod Public Charter Schools, Board Secretary & Past Chair

Oakland, CA – 2015 – 2019

Fiscal oversight, development and implementation of five-year strategic plan, managed relationships with school districts, growth management

### Alameda County-Oakland Community Action Partnership, Board Member

Alameda County – 2013 – 2015

Provided anti-poverty funding in the areas of job training, employment placement and housing & community development for households at or below 100% of the Department of Health and Human Services federal poverty guidelines



# 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: Danenberg Joan M Date: 5/30/23  
*Last First M.I.*

Home Address: [Redacted] B  
*Street Address Apartment/Unit #*  
Oakland CA 94619  
*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 Sure, but

NO

wasnt asked? wont refuse either!

## 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: Rev. To Niya M. Scott-Smith Relationship: Friend/Neighbor

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

Full Name: Mazu Master LMFT Relationship: Client/Friend

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

Full Name: Renee Stromsness Relationship: Client/Friend

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?

17 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?

Tina Posner in D4 Councilwoman Ramachandran's Office

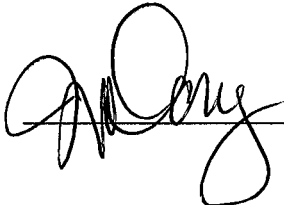
**Disclaimer and Signature**

*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: 5/30/23

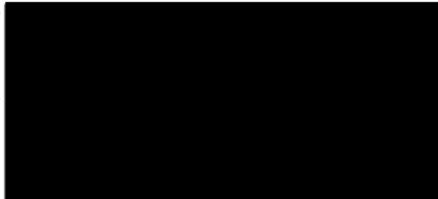
Completed applications must be received by **May 31, 2023**, by mail, hand-delivery, or email as follows:

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

# JOAN DANENBERG

SMALL BUSINESS OWNER

## CONTACT



## PROFILE

Owner Operator & Medical Massage Therapist at Bay Area Restorative Massage Therapy for 23yrs. Living in the Laurel District since 2011 & previously in Allendale for 5 yrs. Grew up in Southern California in a very poor Mexican community during the gang crime wave of the late 80s & early 90s that prompted the 1994 Crime Bill. Surge in crime we're currently experiencing is different, but eerily similar to then.

## SKILL

- Efficient Communication
- Organize Large Events
- Mediating Disputes
- Fully Trained C.E.R.T.
- Member Cupertino CA

## EXPERTISE

- Project & Business Mgmt
- Public Policy
- Economic Theory
- Creative solutions to Urban Challenges

## AWARDED

- JACK KENT COOKE SCHOLARSHIP 2007
- TRUMAN SCHOLARSHIP FINALIST 2008
- PRESIDENTIAL AWARD FOR COMMUNITY SERVICE 2007
- MILLS COLLEGE DEANS SCHOLARSHIP 2007

## WORK EXPERIENCE

### CERTIFIED MASSAGE THERAPIST & OWNER OF BAY AREA RESTRATIVE MASSAGE THERAPY

#### SOLE PROPEIETOR 2000-PRESENT

Owner of Bay Area Restorative Massage Therapy for 23 years. Responsible for all aspects of running a medical massage therapy business including, but not limited to advertising, accounting, scheduling, pricing of treatments offered, maintaining website, & providing medical massage for wide range of medical conditions, acute & chronic. Specializing in migraine management, pain management, pre & post operative care and pre & post natal care.

#### RIDESHARE DRIVER 2016-PRESENT Lyft & Uber

Drive rideshare passengers primarily in Oakland from 8pm - 8am in deep East Oakland. I spend a lot of time on the streets of Oakland in neighborhoods & at times of day 90% of people who do not live in the Deep would never go to, especially after dark. I see up close & personal shootings, car jackings & give rides regularly to sex workers using rideshare to get to and from work.

#### FOOD SERVER 1987 - 2000

Began working at 12 yrs old & was a server or bartender for 13 years. I did not go to high school, but obtained the CHSPE Equivalency in 1992, I & got into quite a bit of trouble growing up in the times & neighborhood I did, but I always had a job, even if I was pretty much off the rails in every other aspect of my youth. Until I got pregnant at 18 & immediately did a 180 as far as getting into trouble.

## EDUCATION

AA POLITICAL SCIENCE  
San Jose City College  
2005-2007

BA POLITICAL LEGAL &  
ECONOMIC ANALYSIS  
Mills College  
2007-2009

MASTER OF PUBLIC POLICY  
Mills College  
2009-2010

## Supplemental Question #1 Describe Life Work & Significant Community Volunteer Experiences

I began volunteering at 9yrs old, like many kids with parents working at non-profit orgs which always need workers and nothing beats your kids for free! Just ask my Mama! My self initiated volunteering began in my late 20s-early 30s when my daughter was in middle school. I began work full-time at 12, taking the C.H.S.P.E at 15 and legally leaving high school, at 19 I had my daughter, by 21 was a single parent, which didn't leave time for volunteer work. Although, until she was in 3rd grade, I volunteered at all school events, graded homework until 3rd grade when my math deficit was apparent, so I declined grading anymore. (In hindsight I should have crashed 3rd grade math w/her because doing it at 30+ in college was Hella hard!)

In 2003, I volunteered at Second Harvest Food Bank giving me a great opportunity to meet a larger cross section of my community than I would otherwise. Different volunteer activities bring different groups into my life from young to old, every ability level, religion, ethnic background/combo of background and most socio-economic levels, but not all, the upper socio-economic level that has decision making power/influence are often MIA on the ground.

From 2003-2005 I served as a member of City of Cupertino C.E.R.T. while beginning college in my 30s at San Jose City College. This experience allowed me to educate seniors & kids about disaster preparedness and to work with local government officials serving as the Community Emergency Response Education Center coordinator/operator.

In 2007 I transferred to Mills College, declining a full-scholarship to UC Berkeley, because Mills College's average class size was 15, not 200. While at Mills I volunteered with a variety of campus groups & served as elected Co-chair of Clubs & Events. I completed two 500hr terms of service w/AmeriCorps which as a team environment allowed building working relationships, as well as struggling with internal politics, miscommunication which are always challenging in a team environment.

After graduating from Mills College in 2009 with a Bachelor of Political, Legal & Economic Analysis & Master of Public Policy, I needed carpal tunnel surgery on both hands. 5yrs of computer use coupled w/12 yrs of food service/bartending squashed my "back-up plan" for when massage wore my hands out. Since "computer careers" weren't a viable physical option I continued as owner of a 23yr medical massage practice.

In 2017 began driving Lyft/Uber in Oakland, because of hemorrhaging longtime repeat patients due to their displacement by gentrification. Since 2021 I've become more involved in my community & volunteering. My efforts gained urgency after restarting Uber 1yr ago. Driving mostly in Deep East Oakland 8pm-8am I see/hear/feel upclose the violence & know it is far worse than before 2020. Since 4/2022 I've witnessed 7 carjackings within 2 cars of me, seen 5 shootings 2 of which bullets whizzed past my head close enough to feel air reverberate next to my left ear w/window partially down. (homelessness increased w/gentrification starting 2013/2014, but crime didn't until the Rona).

Currently volunteering on D4 Community Advisory Council, attend community budget, safety and council meetings. In 2022 hosted National Night Out BBQ for my neighborhood & plan more events as weather improves. During the last election held 2 community info BBQs in my yard.

Mostly from 2011-2022 my 'volunteer' energy has been focused hyper local, my block & surrounding blocks. I've mentored several neighborhood kids for 9+yrs, several others were displaced by gentrification. I'll assist with college applications this next year, many parents don't speak English. I go to all their school events and appointments to support them, but with everyone going to college I find myself with more time to contribute.



## Supplemental Question #2 Contacts Or Experiences With OPD

I've had 100s of interactions w/OPD living in Oakland 17yrs, experiences run the gammut, horrible to great. Below is my contact w/OPD, best of my recollection any omissions are not intentional.

2011-2014 Moved into apartment, day 3, began 4yr cPTSD eperience w/an untreated paranoid schitzophrenic who ran 3 prior tenants out w/harassment. On my 3rd day, they called OPD to falsely report a "domestic dispute" my partner was alone talking on speaker Re; football at 1130am Sunday. Later realized it was to 'set the tone' to assert power/control. Neighbor used/attempted to use, (unsuccessfully) OPD, City Atty, Civilian Police Liasion, D4 CRO & D4 Council as weapons to harass. Called OPD 400x in 4yrs for tv on mid-day stuff. Eventually evicted w/Measure EE because cited as "Peeping Tom" for filming in windows. It cost \$40K+ to owner, my mental health cPTSD after 4yrs of trauma, cost them rent controlled apartment + \$10k awarded me in small claims court for harassment. She harassed teens doing normal teen stuff; washing car w/radio on etc., but because kids aren't white she created unecessary police contacts which, everyone sees on video, it puts young people at greater risk of harm, because of dumb teen acts & takes time needed intervening w/youth involved real crime.

2013 During DV assault, attempting to leave abuse, OPD came I was terrified to say what happened, my abuser said I pushed him, he didnt do anything, although I had visable fresh bruises on arms/legs (had shorts/tanktop on)from being tossed like a rag doll, partner had no sign of physical abuse. OPD should have known who was real victim if trained in DV intervention/pervention, 2 male cops arrested me/only me. I filed civilian complaint, was never contacted.

2015 Eating at Fat Lady, outside harassed by, unhoused intoxicated person becoming agressive. Called OPD & they arrested him.

2016 Neighbor called OPD when saw me assaulted by contractor when I told him to fix the fence he ran into. OPD came after he left, ran name/plates & said was on DV probation, gave info Re; TROs.

2018 Multi-agency weapons raid at building behind us, OPD pulled military vehicles in yard, used tactical ladders, put snipers on roof 430am. At moment my 6'4" not white husband left for work & was stuck in driveway 45min in middle of weapons raid. OPD vehicles sunk in ground leaving 8~ 3ft deep holes, including where weeks before we'd burried mourning letters to our miscarried baby, destroying our memorial. OPD was kind about filling holes, apologizing w/cute garden statues to make amends.

2021 Working a delivery gig at Handover & Lakeshore waiting to turn left w/OPD 100ft away I witnessed a man shoot at a Kia striking a female passenger in the back of the neck. I parked & ran after OPD going the wrong way. I pointed out the shooter. OPD drove me around & then stopped in a dark parking lot to do a Witness ID, don't know what happend to those involved, not contacted by OPD.

2022 a neighbor, I unsuccessfully attempted to stay away from when her disapproval of interracial couples was clear calling my husband a "sellout." They physically assaulted me 3x, the last time I defended myself, they lied in court, we told the truth in court. Hard way to learn a spouses testimony has little weight in she said/she said situations, RO was issued & is being appeled.

2023 Sept/Oct multiple shootings on block talked w/OPD each time including when a kid got shot.

03/2023 pulled over by OPD, incomplete stop, issued warning by officer in training w/2+ cops. I explained a \$450-600 ticket is a excessive response to a traffic violation for working class/poor ppl. Especially after pay \$2k fixing tires/wheels from driving Uber in rivers of rain in The Deep hitting potholes, training officer said he don't even drive there at night. I told him, young people & immigrant women need to get to work & have a hard time because of that fear. I know they're trying to kill each other as we did in 80s-90s growing up in SoCal in a Mexican gangs, but stray bullets are concerning.

2023 Met Captian Bassett at numerous D4 community meetings on safety, I gave him a a donation to deliver of 3lg tins of popcorn from Peter's Kettle Corn (Laurel District) & 50 one hr massages from my business for our 911 Dispatchers during dispatcher appreciation week.

Supplemental Question #3 Describe My or Family Member Significant Work/Volunteer Experience as PD, Criminal Legal, Public/Non-Profit/Community Org Re: Crime Victims/Previously Convicted Persons

My mother Sallie Danenberg LMFT has worked in the child abuse/domestic violence area for the past 38yrs. When I was a teen getting into trouble with Mexican street gangs in 1989 in Ventura/Oxnard with the Ventura Avenue Gangsters from my neighborhood and from Colonia Chiques, my daughter's fathers neighborhood. At the time Sallie worked doing in home therapy w/families with youth already involved in the juvenile justice system. At the same time she's having to pick me up from the police station and take me to court, I embarrassed and humiliated her not only publically, as my friends did many of their parents. I also humiliated her professionally...how is she supposed to show any parent how to keep your kid out of trouble when she can't keep her own child out of trouble.

She went on to be the Executive Director of the battered womens sheter in San Jose, implemented violence reduction programs in K-4 schools in San Jose Unified School District. About 20 years ago she decided to stop working with victims and began one of the Batter's Intervention Programs in Santa Clara County, she helped write the state DV Diversion Program Cirriculum and took part in a 15yr longitudinal study with San Jose State University on Domestic Violence Prgrams. In addition to the court mandated 52 wk DV classes she also provides 16 week parenting classes for those mandated by the court. She is retiring this year at 76 yrs old.

I was rsised by my Mother, Grandmother and Great Grandmother....5 generations in one house when my daughter was born in 1995 and I lived with and occassionally helped by working with my Mom until I was 30. I am extremely familular with the subject of Domestic Violence and years ago completed the required training to work the DV Hotline and teach DV classes, I never put it to use as it was to support/help my Mother in her attempt to begin a 52 week DV program in Alameda County. I would have run her East Bay program, but unfortunatly Alameda County was so disorganized and in general a "complete hot mess" as my Mom put it at the time and she decided not to expand.

I do have the knowledge and childhood experiences filled with a mom having to leave family time to take a person, usually a woman, that had been beaten beyond regonition to the ER or DV shelter, instead of going to the movies or finishing dinner out because Mom was on call a lot. On more than one occasion as a teenager I had to accompany my Mom to pickup a victim of DV due to the urgency of the situation, I will never be able to forget what that looked, sounded, smelled and felt like. It is why I have, at risk to my safety, interveined on the street in multiple DV situations, including a high speed chase trying to help a stranger at a gas station at International & High St escape her abuser when he came back around for her after tossing her out of a still moving SUV.

Supplemental Question #4 Prior Service On Boards/Committees/Commission or Other Group Re: Most Challenging Aspect

During my time at San Jose City College I served as the elected Director of Finance for the Associated Student Body and was responsible for tracking, monitoring and stopping wasteful and inequitable spending of a \$150k annual SJCC Associated Student Services budget. All of our meetings were formal and were required to be open to the public and to use Roberts Rules of Order.

The Director of Finance position required the ability too understand/empathize with a wide varetly of people who may have entirely different, needs, goals, expectations, experiences, tactics etc. I had to learn to be one constituency groups strongest ally on one topic and their worst nightmare of an opponent/inquisitor on another, fully knowing we are all humans and frequently take things personally, even when not meant to be personal. Especially, when people are passionate enough to show up and participate. That participatory action inherently means increased investment in the issue and therefore greater chances of upsetting/angering someone, but decisions had to be made based on the best possible outcome for the widest aray of students, not just a single constituency group. That takes a strong backbone, something we all feel is lacking in our civic spaces and is why I am applying to be a Commissioner on the Oakland Police Commission. I believe I have the necessary backbone to do what is equitable to the largest swath of Oakland's residents, taking into account the systemic issues of race and class that caused Oakland voters to create this Civilian Oversight Commissin to begin with.

When a student at Mills College, in East Oakland, I served as a elected member of the Student Association and co-chaired the club and events position. I was selected because of 12+ years of experience working at or planning events as a server/bartender/restaurant manager. The most challenging aspect was getting everyone on the same page with what each person's role was, especially because at 33yrs old I had vastly more experience than my 18-20yr old peers. So controlling miscommunication without sounding like a bossy parent was very challenging. Especcailly with a neurodivergent brain and thinking patterns, it is a challenge to slow down for others who may need more time to think because their brain isnt on hyperdrive. However, my hyperdrive brain reads slow, so my other biggest challenge was keeping up with all the reading, especially while taking a full course load, working full-time as a small business owner and parenting a teenager. Now I only work thank goodness!! I'm hoping that makes this heavy reading load much easier to tackle.

I am excited to have an opprotunity to work collaborativly with my neighbors on the crime issues we are facing as a community and to hopefully gain insight on how to reduce crime, without incarcerating everyone like we did after the crime bill passed in 1994 and everyone started getting locked up instead of getting to root causes of violence, which my mother will tell you is a learned behavior that CAN be unlearned with a lot of work, a lot of support and with a heavy dose of accountability. We can not incarcerate our way out of drug addiction or the fact that hurt and broken people go around hurting and breaking other people. We must do better, all of us, we must become active participants in the future of our community, we can not just vote and nothing else! By applying to serve on the Oakland Civilian Police Commission I am stating my committment to the community of Oakland and The Town's residents, our community & my neighbors for 17+ years.



# 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:	<u>VAUGHN</u>	<u>NEHEMIAH</u>	Date: <u>7 June 23</u>
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[Redacted]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	<u>Oakland</u>	<u>CA</u>	<u>94612-3941</u>
	<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: Aishah Bashir, M. DIV

Relationship: \_\_\_\_\_

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

Phone: \_\_\_\_\_

Full Name: Aaron Smith

Relationship: Cousin

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

Phone: \_\_\_\_\_

Full Name: Michael Erdman

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?

- 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 in Oakland. 16 years in Southern California

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.)

<input checked="" type="checkbox"/>	0
<input type="checkbox"/>	1-2
<input type="checkbox"/>	3 or more

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

Frank H. Ogawa Plaza has bulliten board which is where I seen the opening for the Police Commission.

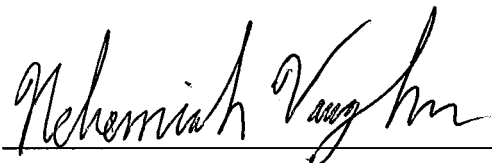
## Disclaimer and Signature

*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: 7 June 23

Completed applications must be received by **May 31, 2023**, 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

Supplemental  
Questions

①

As for my life's work,  
I don't feel it's been completed.

My greatest achievement in life up to  
this point, has to be my three beautiful  
children. As a member of True Friendship  
Christian Center, located in West Oakland. I took  
it upon myself to inform my community on Voting  
rights, Public Policy that both indirectly and  
directly affect us, and assisting with Voter  
Registration. If you know a church like I do,  
they are going to test you if what your  
teaching goes against the normal way  
of doing business.

Supplemental  
Questionnaire  
(2)

Most of my contacts with the Oakland Police Department have been brought upon by myself. Mostlikly I did something against the law which warrante the arrest. I've been on formal probation since 17teen. In 2009 when I was BE2406 Downtown Oakland. The guard upon my release saying, "You'll be back". My first reaction was to and I did sing the song by E-40 and Nate Dogg. Everyone laugh out loud and I havent looked at a Jail cell since.



Supplemental  
Questionnaire  
③

a) my cousin Aaron Smith  
8783. (PERS) officer and currently  
Lieutenant in the Oakland Police  
Department. I remember telling him  
at my wedding in 2017 that he would  
one day be chief of police. But who  
knew I would or could possibly be appointed  
commissioner while it could happen.



# Police Commission

## Application for Position of Commissioner

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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: Eto Elizabeth H Date: May 30, 2023  
Last First M.I.

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

Oakland CA 94618  
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?

**Required Questionnaire**

4. How long have you lived in Oakland?

36 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.)

<input type="checkbox"/>	0
<input checked="" type="checkbox"/>	1-2 - recordings of past meetings
<input type="checkbox"/>	3 or more

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

Oaklandside article and Dan Kalb newsletter

**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: Eliy Heller EtD Date: May 30, 2023

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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

## Responses to Supplemental Questionnaire

1. I am an attorney in civil practice. I received my license to practice law in 1985 and was hired by John Burris. At that time, he had just started a private practice focused on civil rights litigation, including police misconduct. Judges and juries were less sympathetic to police misconduct allegations at the time, before video imaging of police/community interactions became commonplace. Developing legal skills in this field was very much a school of hard knocks and a profound professional learning experience.

I stopped practicing as a full-time trial lawyer when I had children, one of whom has special needs. I have operated a private practice providing free-lance research and writing support to a number of plaintiffs' civil attorneys since the early 1990's. From time to time over the years, I have been involved in cases involving police misconduct, including several successful appeals to the Ninth Circuit, but that has not been the mainstay of my practice. (I have not been involved in litigation against the Oakland Police Department for many years.)

Nonetheless, policing issues continue to retain my critical concern and attention. I follow developments in the law and in events involving area police departments, particularly the Oakland Police Department.

While engaged in police misconduct litigation, I had many exposures to the one-sided investigations performed by Departments' Internal Affairs personnel. These investigations virtually never resulted in any recognition of problematic behavior, nor in discipline or retraining of officers who were the targets of complaints. And it was likewise impossible for a citizen who had brought a complaint to receive compassionate or humane, respectful regard, or for that matter, any satisfaction whatsoever.

In short, my professional experiences are what lead me to make this application to the Commission. I strongly favor the development of objective, community resources to review police activities and would like to support these resources to the extent that I am able. The policing function needs to be re-envisioned and reformed. I believe that I have useful perspectives and experience to contribute to this process.

As for volunteer experiences, I have participated in a number of activities that involved one-to-one support for individuals in the community. I have worked as a writing coach at Fremont High School in Oakland. I have volunteered my time with a local bar association program that connects members of the public with attorneys for free consultations. I was a legal intern providing mental health patients' rights services in San Francisco. Before I attended law school I was a volunteer draft counselor, advising concerned teens about registration for the military draft and legal options available if the federal government reinstated the draft to populate the armed services.

Through these encounters, I have had the opportunity to meet and engage with people from varied backgrounds with different life experiences from my own, relatively advantaged existence. In addition to the clients I served as a civil rights attorney, I believe that these experiences help me to better understand the needs and frustrations shaping the lives of Oakland residents.

2. Apart from my litigation experiences, my most salient contacts with the Oakland Police Department have occurred in connection with my special needs child. She has neurological and emotional disabilities that led to violent outbursts necessitating emergency psychiatric hospitalization. On some of these occasions, we sought help through the emergency dispatch system and OPD officers responded whenever we made a call of this type. We found that they were generally compassionate, and their presence helped us to manage the crises. I have also had limited contacts with officers investigating area crimes.

3. See my response to #1. I am not related to anyone who works in the justice system.

4. When my children attended public schools I served in various leadership volunteer positions with parent associations. This was rewarding, since my efforts generated direct benefits for students. I also served on an elementary principal's committee on the contentious issue of

school uniforms. This was an opportunity to learn how to manage disagreement in a group. For one year, I was a member of a middle-school committee that reviewed the school site's use of various government grants. This was frustrating because the school principal did not make the information available to review in any meaningful way, and apparently only formed the committee and conducted meetings to nominally satisfy a regulatory requirement.

My impression is that the best way for organizations to demonstrate respect for the time and contributions of volunteers is to provide adequate training and ongoing support for their anticipated effort.



# Police Commission

## Application for Position of Commissioner

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### Applicant Information

Full Name: Carroll Harvey Bena Date: 5/12/23  
Last First M.I.

Home Address: [Redacted]  
Street Address

Oakland CA 94621  
City State ZIP Code

Phone: [Redacted] Email: [Redacted]

### Supplemental Questionnaire

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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: Mosie Taylor Relationship: coworker

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

Full Name: Denise Jones Relationship: friend/mentor

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

Full Name: Selicia Greenby Relationship: friend/mentor

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

13 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.)

<input type="checkbox"/>	0
<input checked="" type="checkbox"/>	1-2
<input type="checkbox"/>	3 or more

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

new paper

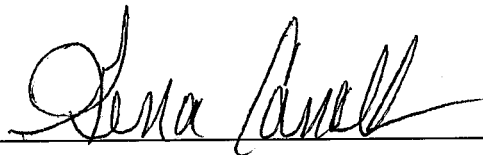
**Disclaimer and Signature**

*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: 5/12/23

Completed applications must be received by **May 31, 2023**, 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 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.

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### Applicant Information

Full Name: ANDERSON TINA M Date: 6-6-2023  
*Last First M.I.*

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

OAKLAND CA 94611  
*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: ANGELA HAN Relationship: FORMER BOSS  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Russell JACOBUS Relationship: FRIEND  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: PAMELA HARGROVE Relationship: FRIEND  
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?

1978

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?

KTVU

## 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: *Lina M. Anderson* Date: *6-6-2023*

Completed applications must be received by **May 31, 2023**, 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

## Tina Anderson's Supplemental Questions

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. **Since obtaining my paralegal certificate in 1992, I have volunteered for the SF Bar Association, Alameda County Food Bank, various events with the Kaiser Permanente, KP Cares group. I retired from Kaiser in 2022. Currently, I volunteer with the Oakland Athletics Volunteer Team and Meals on Wheels in San Leandro.**
2. Please describe your contacts or experiences with the Oakland Police Department. **None.**
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. **No**
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? **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: SMITH PETER J. Date: 06/06/2023  
*Last First M.I.*

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

OAKLAND CA 94618  
*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: Kristina Smith Relationship: Spouse

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

Full Name: Elizabeth Prehn Relationship: Colleague

E-Mail: [REDACTED] Phone: [REDACTED] 200

Full Name: Dr. Gregory Dillon 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?

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?

31 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. You can also find video recordings of past meetings there.)

0
1-2
[X] 3 or more

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

Through the Police Commission website during my review of recent meetings and agenda items

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: [Handwritten Signature] Date: 6/06/2023

Completed applications must be received by May 31, 2023, by mail, hand-delivery, or email as follows:

Table with 2 columns: Method (Mail or Hand-Delivery, Email, For assistance or additional information contact) and Address/Contact Info (Selection Panel for Police Commission, City Administrator's Office, etc.)



Date: 06/06/2023  
RE: Oakland Police Commission, Supplemental Questionnaire  
Applicant: Peter J. Smith

Supplemental Question #2: Please describe your contacts or experiences with the Oakland Police Department.

Initially, my opinions of the Oakland Police Department stemmed primarily from unofficial information provided to me by officers during personal conversations, the media, and my observations of their practices, hiring, and general demeanor in the community. However, from 2016-2017 I worked on behalf of the City of Oakland Administrators' office to perform the internal investigation of the Oakland Police Department regarding the handling and loss of two years' worth of Portable Digital Recording Device (Body Cam) video from the Department which directly affected current and past criminal matters, officer evaluation metrics, and the inability for the Oakland Police Department to produce critical evidence in the use of force investigations and or police-related shootings. During this internal investigation, I conducted formal onsite interviews of city personnel and Police Officers following the Public Safety Officers Procedural Bill of Rights Act (POBAR) standards. I worked directly with Oakland Police personnel and various departments to analyze and evaluate internal policies and procedures. While I cannot comment directly on my findings, nor the outcome in a public facing memorandum, the investigation and time spent onsite at the Police Administration Building speaking with police and city personnel gave me valuable insight and confirmed some of my concerns with the internal workings of the department. However, it also allowed me to understand not only the internal operations and policies of the Oakland Police Department but also the dynamics and challenges faced by the City of Oakland and the cooperation lacking with various agencies. I quickly became aware of systemic resistance to adjusting to advancing standards in contemporary policing and the need for progressive policies that keep tempo with an evolving Oakland. It is my hope that my experience and background might serve the City of Oakland in a formal capacity. I look forward to the years ahead to ensure Oakland remains a welcoming and forward-looking city.

**Commented [KMLS1]:** This paragraph is perfect and gets to the heart of the question.

Date: 06/06/2023  
RE: Oakland Police Commission, Supplemental Questionnaire  
Applicant: Peter J. Smith

Supplemental Question #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.*

I graduated from California State University, Sacramento, with a Bachelor of Science in Criminal Justice with a concentration in Administration, Investigations, and Community Policing; later, I earned a Master of Science in National Security with a concentration in Personnel Security Programs. During my Bachelor program, I had internships with the California Highway Patrol and the United States Customs Service (before its conversion to ICE), where we focused on international smuggling, child exploitation, and narcotics trafficking cases. After graduation, I joined the Sacramento County Juvenile Probation Department specializing in Juvenile Community Service programs, and then with the California Department of Justice, where I conducted narcotics-related investigations, engaged with various teams and regional task forces, and received POST instructor certification.

Date: 06/06/2023  
RE: Oakland Police Commission, Supplemental Questionnaire  
Applicant: Peter Smith

Supplemental Question #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 returning to Oakland in 2016, I have become deeply concerned about the direction of our community and while I do not have direct experience serving on boards or committees, I am extremely motivated in giving back to the community that has given me so much.



# 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:	Riles	Wilson	C	Date:	3/4/2023
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94619	
	<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: Walter Riley

Relationship: friend

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Orlando Johnson

Relationship: friend

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Janani Ramachandran

Relationship: friend

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?

50 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?

From my activist friends

## 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: 03/09/2023

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

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

**A-A.** In 1968 I graduated from Stanford University with a B.A. in psychology with a minor in mathematics. I spent two years in the Peace Corp teaching math in a secondary school in Sierra Leone West Africa. A few years after returning to the United States, I entered a Masters in Education program at U.C. Berkeley where I took courses in statistics. These experiences give me educational foundations to more than adequately cope with the statistical data issues and the social psychological translation of data into the dynamics of collective behavior that is often at issue in police policy.

I have taught math in both middle school and high school in Oakland. I have been the principal at two different high schools where I had positive relationships with police officers. In 1979 I was elected to the Oakland City Council to represent District 5 in East Oakland. I have taken ride-a-long's in both the helicopter and cars. As a Council Member, I reviewed and voted on Police Department budgets, labor contracts, and police policy from 1979 through 1992. Because crime and the police have been and remain a major part of the City's budget and a predominant aspect of Oakland's perceived character, I have researched, explored, and discussed the issues that come before the Commission with experts both inside and outside of Oakland.

When I declined to run for reelection in 1992, the Mayor and the City Council asked me to chair a taskforce to shape Oakland's efforts to create a "community policing" program. At that time and still to a great extent today, the definition and understanding of "community policing" is diverse, contradictory, and confused. The 1992 taskforce that I chaired was able to agree on an understanding and create legislation that the City Council passed unanimously. Oakland's "community policing" program is still functioning to this day.

Q-B. Please describe your contacts or experiences with the Oakland Police Department.

A-B. Besides my engagement with the Oakland Police as a Council Member from 1979 through 1992, I have had four other instances of engagement:

- (1) I do not remember the year but I was arrested at an “anti-apartheid” demonstration. I was protesting the City of Oakland purchasing goods and services from national companies that were doing business with the racist government of South Africa. I was never incarcerated and the charges were dropped.
- (2) In 1994 my daughter was kidnapped, raped, and stuffed in the trunk of her car. Although she was saved by the East Bay Regional Parks police, the case was investigated by the Oakland Police Department. Leading up to the prosecution of the perpetrator, I and my family had a number of positive interactions with OPD.
- (3) There have been several minor paper-work interactions with the Oakland police involving a towed car and the times I needed a crime report on stolen items for my insurance company.
- (4) In 2021 I was violently arrested in the offices of the Zoning Department. Although the charges were dropped, my attorney brought a civil rights law suit against the City and OPD. Almost two years later the City settled without admitting fault.

These are the interactions that I remember. I have had engagements with other police departments (Alameda, Livermore, and Sacramento). Also, I was very briefly engaged with some members of the National Secret Service who had been assigned to protect Presidential candidate Shirley Chisholm when I was her senior staff person in Northern California in 1974. I have never been convicted of a crime or served time other than pretrial.



Q-C. 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. Q-D. 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-C. My brother-in-law, Ron Bostic, who has passed away, was a police officer in Navato and San Jose. Before he passed away, he moved to Pennsylvania and did not return to police work. My sister, Narvia Bostic, did work in Pennsylvania for the State Justice Department in juvenile services. She no longer works for that agency or in law enforcement. I have no other immediate relatives in law enforcement.

A-D. As I have indicated elsewhere, I chaired Oakland's taskforce that drafted the legislation for the City Council to create the City's Community Policing Program. As I remember, there were two challenging aspects to this work.

One challenge was the novelty and variety of understandings of the concept of "community policing" both nationally and locally. This combined with the huge amount of ignorance and misunderstanding that exists generally about police history, practices, criminology, and the interplay or lack of it between overlapping systemic structures in our justice apparatus. This made the taskforce's work long and laborious.

The second challenge was that the work of the taskforce was later undermined by the systemic problems within OPD. The work of these citizens was not taken seriously by OPD. Debilitating implementation of the Council passed policy included initial "housing" of the community policing agency in the Police Department under the finger of a Police Lieutenant who had little understanding or capacity for community organizing. Also, rather than giving much priority or standing to community policing officers, their work was denigrated within the Department and officers were frequently pulled off that duty and reassigned. The work product of the taskforce was seriously corrupted.

I am elated to have the opportunity to serve on the Oakland Police Commission. I have over many years studied, researched, and supported the creation and empowerment of police commissions both nationally in other cities and in Oakland. I am proud of the evolution of Oakland's Commission to one of the best in the Country. I am committed to give Oakland and the Commission my best, should I be chosen to serve.



# 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: Carroll Harvey Bena Date: 5/12/23  
Last First M.I.

Home Address: [Redacted]  
Street Address

Oakland CA 94621  
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: Nosie Taylor Relationship: coworker  
E-Mail \_\_\_\_\_ Phone: 510 827 8566

Full Name: Denise Jones Relationship: friend/mentor  
E-Mail \_\_\_\_\_ Phone: 510 770 5951

Full Name: Selicia Greenby Relationship: friend/mentor  
E-Mail \_\_\_\_\_ Phone: 510 640 6299

### 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?

13 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.)

<input type="checkbox"/>	0
<input checked="" type="checkbox"/>	1-2
<input type="checkbox"/>	3 or more

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

new paper

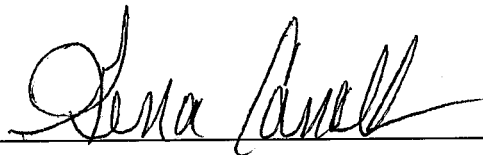
**Disclaimer and Signature**

*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: 5/12/23

Completed applications must be received by **May 31, 2023**, 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 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: CHEN TIMMY Date: 05/11/2023  
Last First M.I.

Home Address: [REDACTED] Apartment/Unit #  
Street Address  
OAKLAND CA 94601-3032  
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: MONICA NUNEZ Relationship: FRIEND  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: RAYMOND YE Relationship: FRIEND  
E-Mail: RAYMONDYE310@HOTMAIL.COM Phone: [REDACTED]

Full Name: JEFFREY CHIN Relationship: FRIEND  
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?

31 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?

NEXT DOOR . COM


**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: 05/11/2023

Completed applications must be received by **May 31, 2023**, 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 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: Travis Foster Relationship: Friend

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Paris King Relationship: Friend

E-Mail Unknown Phone: [REDACTED]

Full Name: Simone Mock Relationship: Former Supervisor

E-Mail Unknown 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?

12 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 Article

**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: 5/31/2023

Completed applications must be received by **May 31, 2023**, 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 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: Mixon Julie J Date: 5/11/2023  
*Last First M.I.*

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

Oakland CA 94621  
*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: Barbara Oliver Relationship: Aunt

E-Mail \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: JohnTA' Christmas Relationship: Son

E-Mail \_\_\_\_\_ Phone: 510

Full Name: Bernadette Watts Relationship: Sister

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?

life - 9 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 newspaper The 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: Julie Nixon Date: 5/4/2023

Completed applications must be received by **May 31, 2023**, 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



# SELECTION PANEL REPORT

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

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

**SUBJECT:** 2023 Nomination Process

**DATE:** June 15, 2023

## Action Requested:

For the Selection Panel to:

1. Review, discuss and/or modify the 2023 nomination schedule.
2. Review, discuss and/or modify the evaluation and interview schedule.
3. Determine its next meeting or series of meetings.

## Executive Summary:

During its August 10, 2022 meeting, the Selection Panel nominated Jesse Hsieh to serve as a full commissioner and Angela Jackson-Castain to serve as an Alternate on the Police Commission. On September 20, 2023, Mr. Jesse Hsieh and Ms. Jackson-Castain's appointments were confirmed by the Oakland City Council meeting.

## Background:

In 2023, the Selection Panel will be nominating a slate of two (2) appointees to the Police Commission. Chair Tyfahra Milele and David Jordan's terms ends in October 2023. As the Panel may recall, David Jordan was originally appointed to the Police Commission by the Selection Panel as an Alternate in 2019 and was elevated to a full commissioner by the Police Commission.

## Police Commissioner Terms

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

Commissioner	Appointing Authority	Term End Date
Tyfahra Milele, <i>Chair</i>	Selection Panel	Oct. 2023
Marsha Peterson, <i>Vice-Chair</i>	Mayor	Oct. 2023
Brenda Harbin-Forte	Mayor	Oct. 2022
Rudolph Howell	Selection Panel	Oct. 2024
Jesse Hsieh	Selection Panel	Oct 2025
Regina Jackson	Mayor	Oct. 2024
David Jordan	Selection Panel	Oct. 2023
<i>Angela Jackson-Castain, Alternate</i>	Selection Panel	Oct. 2025
Karely Ordaz, <i>Alternate</i>	Mayor	Oct. 2023

## Nomination Schedule

The Selection Panel determined the 2023 nomination schedule as reference below in **Table 2**:

**Table 2: 2022 Nomination Schedule**

<b>Activity</b>	<b>Date</b>
Determine application deadline	February 2023
Joint press release with Mayor announcing 2023 nomination period	April 10, 2023
Incumbents notified	Week of March 20, 2023
Application deadline	May 31, 2023
Review and discuss applications	June 20, 2023
Candidate interviews (first round)	July 12, 2023
Finalist interviews (first round)	July 25, 2023
Determination of slate	TBD
Background check process complete	TBD
Council confirmation	TBD

As previously mentioned, if the goal is to get a nominee scheduled for confirmation at the City Council meeting of September 20, 2023, the Selection Panel will need to determine the two (2) nominees no later than mid-August 2023. All other dates can be adjusted accordingly based on input from the Selection Panel.

### **Candidate responses:**

Staff reached out to the three (3) reserve pool candidates. Margaret Grimsly, Rakita O'Neal and Dr. Stacey Thompson to be considered for the Police Commission in 2023. Rakita O'Neal and Dr. Thompson declined to participate in the process this year. Ms. Grimsly's application is included in the packet.

Incumbents Police Commissioners Tyfahra Milele and David Jordan each submitted applications. Current alternates also submitted applications, including Angela Jackson-Castain and Karely Ordaz.

### **2023 Police Commission Application**

The current Police Commission application available on the City's website at <https://www.oaklandca.gov/boards-commissions/police-commission>

The Police Commissioner Application is available online in English, Spanish, Chinese and Vietnamese.

In 2023, staff was able to provide the following outreach:

- Press release to all media contacts
- Email communication to announce and request distribution of information were sent to:
  - Mayor's Office
  - City Council Offices

- City service provider networks
- Selection Panel Members
- Oakland Police Commissioners
- Community Police Review Agency
- Latino Task Force
- Oakland Community Organizations
- Ads placed in the Oakland POST
- Postings citywide on Nextdoor
- An article was written by the Oaklandside announcing and promoting the Police Commission recruitment

Applicant Statistics

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

**Table 3: Applications Statistics by Year**

<b>Nomination Year</b>	<b>Applications Received</b>	<b>Applicants Invited to Interview</b>	<b>Nominations made by Selection Panel</b>
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	1 Commissioner; 1 Alternate
2023	35 (4 incomplete)	TBD	2 Commissioners

Also, included in your packet are letters and attachments that were previously emailed to you by staff from Tyfahra Milele, Regina Jackson and the Coalition for Police Accountability.





June 1, 2023

Chair Tyfara Milele [TMilele@oaklandcommission.org](mailto:TMilele@oaklandcommission.org)

Vice Chair David Jordan [DJordan@oaklandcommission.org](mailto:DJordan@oaklandcommission.org)

Marsha Peterson [MPeterson@oaklandcommission.org](mailto:MPeterson@oaklandcommission.org)

Judge Brenda Harbin-Forte (Retd.) [BHarbin-Forte@oaklandcommission.org](mailto:BHarbin-Forte@oaklandcommission.org)

Rudolph Howell [RHowell@oaklandcommission.org](mailto:RHowell@oaklandcommission.org)

Jesse Hsieh [JHsieh@oaklandcommission.org](mailto:JHsieh@oaklandcommission.org)

Regina Jackson [RJackson@oaklandcommission.org](mailto:RJackson@oaklandcommission.org)

Angela Jackson-Castain [ajackson-castain@oaklandcommission.org](mailto:ajackson-castain@oaklandcommission.org)

Karely Ordaz [kordaz@oaklandcommission.org](mailto:kordaz@oaklandcommission.org)

Oakland Police Commission

Oakland City Hall, 1 Frank Ogawa Plaza

Oakland, CA 94612

Re: Tyfahra Milele as Chair of the Oakland Police Commission

Good Afternoon Commissioners and Alternate Commissioners,

The Coalition is composed of Oakland and Bay Area residents and local nonprofits who support our mission to advocate for accountability of the Oakland Police Department (OPD) to the community. Our goal is to ensure that OPD operates with equitable, just, constitutional, transparent policies and practices that reflect the values and engender the trust of the community.

In that vein, we introduced and wrote most of the legislation for Measure LL (creating the Police Commission and the Community Police Review Agency (CPRA) and Measure S1 (creating the Office of the Inspector General and expanding the independence of the Police Commission with the hiring of their own attorney).

Article VI, Section 604(a)1., Oakland City Charter created an independent body of community residents with the authority to hold the Oakland Police Department accountable for equitable, constitutional policing. The Police Commission was created to have the trust of the community by ensuring it was immune to City interference, influence or pressure. The downside is that its independence requires it *must* be self-regulatory and self-correcting.

Failing that, in a democratic society, it is up to the people to make its dissatisfaction known and to apply pressure. That's what the Coalition for Police Accountability is attempting to do in order to enable the Commission to fulfill its mission as a trusted overseer of the Oakland Police Department.

As we see in the Supreme Court, the independence of the Court results in the inability to enforce ethical behavior and has resulted in a lack of confidence in the highest Court of the land. The same can be said for the legal system, in general. And, in this instance, the abuse of the authority of the Commission's Chair has resulted in the lack of confidence in her and in the Police Commission.

In this instance, we have a Commission Chair, elected for a second term in January, 2023 who has committed serious breaches of conduct with the acquiescence of some of her allies and has created an atmosphere of friction, disrespect and hostility that has caused the Inspector General to file a complaint with the Ethics Commission and caused the Coalition to act.

We feel that we are left with no choice but to ask Tyfahra Milele to step down as chair of the Police Commission in order to avoid future possible action and to permit the Police Commission to function as one body as envisioned in the Enabling Ordinance and Charter Section 604. As mentioned in the cover email, over the past 18 months, we have reached out to Chair Tyfahra Milele via phone calls, letters, texts, a zoom call, and a face to face meeting during which we expressed our concerns. Nothing has changed and has in fact worsened.

Our ten (10) reasons are stated below for requesting that Tyfahra Milele step down as chair for violating the Enabling Ordinance, Charter Section 604, Measure S1, and the Police Commission's Code of Conduct. The Code of Conduct provides in part:

"It is a privilege to serve as the Commission's leader. With that privilege comes the responsibility to treat other Commissioners as equals, and in a manner that demonstrates appreciation and respect for their hard work and commitment..." Attached is a copy of the Police Commission's Code of Conduct as "AMENDED 12/16/2021."

1. 2023-2025 Budget Requests- Lack of Transparency

Recently the Chair submitted a budget on behalf of the commission to the City without sharing it with commissioners and to date has still not shared what was initially. This despite several commissioners making a request orally and in writing. Her lack of transparency is further documented by scheduling a budget forum for June 3, 2023 which is several days after the official budget presentation was made on May 30, 2023. Transparency is absent when there is no review or feedback provided in advance of the official presentation.

We understand that Chair Milele contacted the City Attorney's office directing them not to speak to any Commissioners other than herself. This is not only an abuse of

power but it is inappropriate to direct the City Attorney to refuse service to other Commissioners.

2. Especially shocking and troubling is that there appears to be a lack of understanding about acting with transparency and respect towards fellow Commissioners and the public. Transparency fosters trust. How can the public or fellow Commissioners trust her leadership as Chair.

The optics are terrible, especially given the timing. Chair Milele's attendance at OPD' retreat occurred about a week after the Independent Monitor Team (IMT) report that referred to two Internal Affairs Division (IAD) investigations that were 'very troubling' and which were being assigned to an outside investigator, Clarence Dyer & Cohen LLP.

We know from this email exchange that the Federal Court Monitor's report was discussed at the retreat... and, no doubt, the Michael Chung investigations which were referenced in the Monitor's report for "outside counsel investigation."

What are we to think when the Chair convened a discipline committee on the Chung/Armstrong matter subsequently and did not recuse herself from serving on the committee.

Her "defense" is that her predecessor, former chair, Regina Jackson also attended an OPD retreat. What Chair Milele fails to state is that former Chair Jackson was invited specifically to answer questions about the role of the Police Commission, she informed her fellow Commissioners and the public, and left the retreat promptly after the close of her presentation and Q&A. Chair Milele stayed for the entire retreat.

3. On December 8, 2022, the Coalition wrote the full Police Commission detailing Chair Milele's lack of transparency regarding the "December 9, 2022 Police Commission Meeting Closed Session (Evaluation of IG Michele Phillips) and Agenda Item 9 ("Scope of Commission Powers/Duties and Governance Structure (including Executive Director position)."). The Chair never responded to our letter.

The Closed Session item dealt with an evaluation metric for IG Phillips. The public was not informed of what kind of evaluation instrument was being used because there has never been any public discussion of what metrics would be applied.

Members of the public should be able to weigh in on any metrics designed to evaluate the work of the Inspector General. This failure goes to the lack of transparency as no metrics had been agendized nor shared for public input. Clearly a Brown Act violation.

Chair Milele has interfered with the Inspector General's ability to perform the functions described in Section 604(f). The Chair has inappropriately directed IG Phillips to attend specific meetings, directed her work, and has refused two

requests by IG Phillips for mediation, prompting the IG to file an Ethics Commission complaint against Chair Milele.

4. Under Measure S1, the Police Commission's counsel, Garcia Hernandez Sawhney, LLP, was hired to provide "professional legal services." It appears that Chair Milele exceeded her authority and the scope of the employment contract and unilaterally directed this firm to research and prepare a memorandum containing organizational restructuring recommendations. This is outside the purview of counsel as this is not a legal issue and is in fact project management services. Directing legal counsel to provide project management services is not only impermissible but is a misuse of public funds.

The Enabling Charter provides for two department heads, i.e. the Executive Director of CPRA and the Inspector General. The Chair further exceeded her authority by seeking to hire another Department Head who "tracks, drives, and supports all of the Commission's Charter and Enabling Ordinance Powers and Duties."

Further, the Chair also suggested that the "Commission could shift to a Board-of-Directors model..." It appears that the chair is attempting to transfer its duties to someone else not contemplated by Measure LL nor by the public. The public voted by 83.11% to empower Police Commissioners to do this work themselves and not delegate its responsibilities to a body not contemplated in the Charter.

5. On February 14, 2023, the Coalition forwarded another letter to the full Commission citing Oakland City Charter section 604 (g)5 which outlines circumstances under which the Police Commission can convene a Discipline Committee. A Discipline Commission may only be convened after CPRA has conducted an investigation. The Chair never directed CPRA to conduct an investigation of the Michael Chung matters nor an investigation of former Chief LaRonne Armstrong. Yet she agendized the convening of a Discipline Committee and failed to recuse herself. Chair Milele did not respond to this letter.

Under the Charter Section 604(f), the role of investigations falls to CPRA not the Discipline Committee. By convening the Discipline Commission without first directing CPRA to initiate an investigation and waiting for the receipt of their findings, Chair Milele was usurping the role of CPRA. She was also improperly directing the Discipline Committee to act as investigators. Police Commissioners are not investigators and the eligibility requirements to become a Police Commissioner do not require investigative skills or training.

6. The Chair Failed To Subpoena Records Which Would Have Given Rise to an Investigation by CPRA in the Michael Chung matters. The Chair failed to obtain all of the relevant documents that were provided to the Dyer law firm. Had the records been subpoenaed, the Commission would have been in the position to direct CPRA to discharge its duties and conduct its own investigation, and produce findings. Failing to obtain those records does not give the Commission the authority to act as investigators.

One of the greatest responsibilities of the Commission is to relieve a police chief of duty with cause. The Commission never got the chance to discharge its duties, since the Chair failed to subpoena records and direct CPRA to investigate. Had this been done and CPRA's findings differed from the Dyer report, a Discipline Committee would have been properly convened and made a recommendation to the full Commission as to whether or not to fire Chief Armstrong. The Chair's failure to act forced Mayor Sheng Thao to step in and make the decision.

7. The Chair has failed to conduct the Police Commission meetings in a fair and respectful manner and has allowed a Commissioner to verbally attack other Commissioners which violates their own written Code of Conduct (attached herein). This has occurred on several occasions. We would expect the Chair to speak up and caution Commissioners to follow the Code of Conduct and be respectful towards each other. Each Commissioner signed the Code of Conduct and agreed to abide by all of its terms.

8. Chair Milele has made public statements of fact without providing evidence for her assertions. Specifically, blaming the Federal Monitor for withholding investigative documents with respect to the findings of the Dyer report without subpoenaing them herself, and blaming the City for preventing the Police Commission from obtaining the requested documents.

9. Chair Milele arbitrarily removed two Commissioners Regina Jackson and Marsha Peterson from participating in their assigned ad hoc committees (CPRA search, IG evaluation and NSA Ad Hoc), thereby increasing the burden on the remaining Commissioners, and violating the Commission's Code of Conduct.

10. Chair Milele has made public statements which supported the segment of the community opposed to the removal of LeRonne Armstrong as OPD Chief, in violation of the Commission's Code of Conduct under the Guiding Principles section as follows:

*"Police Commissioners are responsible to all of the people of the City of Oakland, and not to any particular segment or group.*

*Police Commissioners must act in the public interest, not their private interests or any special interests.*

*Police Commissioners must strictly adhere to the legal and ethical requirements of office and avoid all situations where prejudice, bias or conflicts of interest could influence their decisions."*

The Chair has made unsupported public statements accusing the Federal Monitor for thwarting the Commission's efforts to investigate police misconduct, thus possibly compromising the City's ability to exit the Negotiated Settlement Agreement by incurring a lack of confidence by the Court.

We are not asking that Chair Tyfahra Milele be removed as a Commissioner, only that she resign as Chair. If she is allowed to remain as Chair until the end of her term, October 16, 2023, the damage done to the Commission, CPRA and the OIG will be significant. Losing the credibility and trust of the community, the City and the Federal Court may have the effect of prolonging the NSA sustainability period.

For all of the reasons stated above, the Coalition for Police Accountability requests that Chair Tyfahra Milele resign as chair of the Police Commission by June 8, 2023.

Should Chair Milele refuse to step aside as Chair, the City Council has the option under the City Charter's provisions (601 and 604) to remove a Commissioner after a hearing by the Public Ethics Commission.

The following documents are attached.

1. Police Commission's Code of Conduct.
2. Email from Chair Tyfahra Milele to OPD Senior Staff Command Retreat.
3. Re: 11 Tasks: Communication between Chair Milele and former Chief LeRonne Armstrong.

Thank you for your courtesy and cooperation and we look forward to receiving a response.

Very truly yours,

*Cathy Leonard*

President  
Board Chair  
Member, Steering Committee  
Coalition for Police Accountability  
[Coalition for Police Accountability](#)

cc via email:

Mayor Sheng Thao, [SThao@oaklandca.gov](mailto:SThao@oaklandca.gov)  
City of Oakland Councilpersons, [Council@oaklandca.gov](mailto:Council@oaklandca.gov)  
Felicia Verdin, staff to the Selection Panel, [FVerdin@oaklandca.gov](mailto:FVerdin@oaklandca.gov)  
Barbara Parker, City Attorney, [Bjparker@oaklandcityattorney.org](mailto:Bjparker@oaklandcityattorney.org)  
Jestin Johnson Administrator, [cityadministratoroffice@oaklandca.gov](mailto:cityadministratoroffice@oaklandca.gov)  
Michelle Phillips, Inspector General, [mphillips@oaklandca.gov](mailto:mphillips@oaklandca.gov)  
Charlotte Jones, Interim Director, CPRA, [cjones@oaklandca.gov](mailto:cjones@oaklandca.gov)

**ORIGINAL VERSION ADOPTED 5/24/2018  
AMENDED 5/27/2021  
AMENDED 12/16/2021**

**CITY OF OAKLAND  
POLICE COMMISSION**

**CODE OF CONDUCT**

**GUIDING PRINCIPLES**

Police Commissioners are public officials and have a responsibility to conduct themselves with the highest integrity and leadership.

Police Commissioners are responsible to all of the people of the City of Oakland, and not to any particular segment or group.

Police Commissioners must act in the public interest, not their private interests or any special interests.

Police Commissioners must strictly adhere to the legal and ethical requirements of office and avoid all situations where prejudice, bias or conflicts of interest could influence their decisions.

Accountability for and between members of the Police Commission is promoted by the adoption of agreed-upon standards of behavior.

Rule 7.1 of the Oakland Police Commission's Rules of Order calls for the adoption of a Code of Conduct to which Commissioners are to be held accountable. This Code is intended as a statement of the expectations of Commissioner behavior, not as a pretext for discipline by the Commission, or evidence in support or removal of a Commissioner.

In accordance with the Oakland City Charter, the Oakland Municipal Code, and the Oakland Police Commission's Rules of Order, the following is established as the Code of Conduct for the Oakland Police Commission.

## CODE OF CONDUCT

**A. Responsibilities of All Commissioners.** Serving on the Commission is an honor. All Commissioners shall conduct themselves in a manner that demonstrates civility, courtesy, honesty, integrity, decorum, and respect in all discussions, debates, and interactions with the public, fellow Commissioners, and City of Oakland representatives and staff. Commissioners shall observe the letter and the spirit of all state and federal laws, the Charter of the City of Oakland, the Oakland Municipal Code, Commission Rules of Order, and this Code of Conduct. To promote these ideals and to ensure the credibility of the Commission, all Commissioners shall:

1. Prepare in advance for, attend, and fully participate in all Commission meetings, unless excused by the Chair;
2. Actively engage in assigned Commission committees and meet applicable deadlines;
3. Be respectful of time constraints during public meetings by raising only appropriate points that advance the decision-making process;
4. Foster a collaborative working relationship with other Commissioners and engage in discussions with them in a manner that shows respect and appreciation for their varied backgrounds, skills and interests, so that Commission business can be discussed openly and comfortably;
5. Respect differing opinions, and refrain from belligerent comments or personal attacks, shouting, or any other actions that could be construed as threatening or intimidating;
6. Take the time to comprehend, and then actively and diligently support and implement final action taken by the Commission as a whole, even when the Commissioner did not vote with the majority on such action;
7. Maintain the confidentiality of all confidential information disclosed to Commissioners, unless expressly authorized by the Chair, the Commission's legal advisor, or court order to disclose such information;
8. When appearing before or corresponding with another governmental agency, a non-governmental organization, or the public, clearly articulate whether they are acting or speaking on behalf of the Commission, on behalf of a Commission Committee, or in their personal or individual capacity;
9. When speaking as a representative of the Commission, state the Commission's official position on the issue, as reflected by a Commission vote. If a Commissioner who did not vote with the majority on the issue wishes to speak to the reasons for the Commissioner's individual vote, the Commissioner should do so in a way that respectfully recognizes the vote of the majority;



10. Avoid any explicit or implicit promises on behalf of the Commission as to a certain outcome related to any Commission action. Commissioners may appropriately give a brief factual overview of Commission policy, but should refer questions to the Chair, Vice Chair, or Commission staff to provide further information.
11. Treat all staff as professionals and engage in clear, honest communication that respects the abilities, experience and dignity of each individual; and
12. Participate in the ongoing review and improvement of Commission procedures, such as this Code of Conduct.

**B. Responsibilities of the Chair.** It is a privilege to serve as the Commission's leader. With that privilege comes the responsibility to treat other Commissioners as equals, and in a manner that demonstrates appreciation and respect for their hard work and commitment. To promote these ideals, the Chair (or other Presiding Officer), in addition to complying with the responsibilities of all Commissioners as stated above shall:

1. Welcome input and suggestions from other Commissioners on how to improve the operations of the Commission;
2. Take the time to comprehend and then diligently comply with all of the Commission's rules of procedure and any other authorities governing the Commission's work;
3. Maintain order and decorum at meetings by applying the Commission's rules and other governing authorities in a consistent fashion to ensure the fair and equal treatment of all speakers;
4. Keep discussion and questions at the meetings focused on the specific agenda item under consideration, and ensure that discussion of related items advances deliberation of that agenda item; and
5. Seek advice from the Commission's Legal Counsel as necessary to ensure compliance with the Commission's rules and other statutes or authorities governing the Commission's work.

**C. Social Media.** Commissioners are strictly accountable for their conduct at all times, whether in public or private, in person or through social media outlets. Of course Commissioners may engage in activity that is protected by the First Amendment. However, Commissioners who maintain personal social media accounts and publicly disseminate information related to the Commission’s work must understand that their social media posts may discredit, undermine, or otherwise negatively impact the Commission, the City of Oakland, or the Oakland Police Department. For these reasons, Commissioners should exercise good judgment when posting content on social media platforms, and should refrain from using social media to attack, retaliate against, or harass other Commissioners, the Commission itself, the Oakland Police Department, and City staff.

**COMMISSIONER’S ACKNOWLEDGMENT**

I hereby acknowledge receipt of this Oakland Police Commission Code of Conduct on the date stated below and agree to abide by all of its terms.

\_\_\_\_\_  
Commissioner Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Commissioner Printed Name

**From:** [Tyfahra Milele](#) on behalf of [Armstrong, LeRonne](#)  
**To:** [Tyfahra Singleton](#); ["Jax Black"](#); [Tyfahra Milele](#); [Suttle, Kiona](#); [Beaver, Michael L](#); [Beere, James](#); [Burroughs, Tristen](#); [Burgess, Kristin](#); [Jones, Tracey](#); [Burch, Clay W](#); [Marshall, LaRajia](#); [Hart, Lynette](#); [Mendoza, Angelica](#); [Tedesco, Anthony](#); [Bassett, James J.](#); [Elzey, David](#); [Norfleet, Vijay](#); [Johnson, Casey S.](#); [Smith, Aaron](#); [Beckman, Carlo](#); [Sachs, Sandra](#); [Wong, Clifford W](#); [Davis-Howard, Damita](#); [Allison, Darren](#); [Fuller, Amber](#); [Jones, Trevelyan](#); [Rosin, Robert D](#); [Kaney, Kevin J.](#); [Lindsey, Drennon](#); [Chambers, Paul](#); [Freeman, Nicole](#); [Williams-Pierre, Nikita M](#); [Perez-Angeles, Eriberto](#)  
**Cc:** [Pullen, David](#); [Mar, Christopher](#); [Udo-Okon, Donnisha](#)  
**Subject:** Fwd: Senior Staff Command Retreat

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From: Burroughs, Tristen <[TBurroughs@oaklandca.gov](mailto:TBurroughs@oaklandca.gov)> on behalf of Armstrong, LeRonne <[LArmstrong@oaklandca.gov](mailto:LArmstrong@oaklandca.gov)>  
Sent: Tuesday, October 4, 2022 2:00:56 PM  
To: 'Jax Black' <[\[REDACTED\]](mailto:)> [Tyfahra Milele <TMilele@oaklandcommission.org>](mailto:Tyfahra Milele <TMilele@oaklandcommission.org>)  
Subject: Senior Staff Command Retreat  
When: Monday, October 10, 2022 8:00 AM-4:00 PM.  
Where: Dunsmuir Hellman Estate - 2960 Peralta Oak Court, Oakland, Ca 94605

Greetings Commanders and Managers,

The Senior Staff Command Retreat has been rescheduled for Monday, October 10th, 2022.

Thank you,

---

**From:** Armstrong, LeRonne  
**Sent:** Wednesday, November 16, 2022 2:50 PM  
**To:** Tyfahra Milele  
**Subject:** RE: 11 Tasks

Hi Chair,

There must've been a miscommunication. I was referencing that the Sustainability Order from the judge reduced the number of task from 51 to 11, that the IMT would be monitoring during the one-year sustainability period. I provided the list of 11 task during the retreat.

**LeRonne L. Armstrong**

Chief of Police

Oakland Police Department

455 7<sup>th</sup> St.

Oakland, CA. 94607

510-238-3365

[larmstrong@oaklandca.gov](mailto:larmstrong@oaklandca.gov)

<https://www.oaklandca.gov/departments/police>



---

**From:** Tyfahra Milele <TMilele@oaklandcommission.org>  
**Sent:** Wednesday, November 16, 2022 2:43 PM  
**To:** Armstrong, LeRonne <LArmstrong@oaklandca.gov>  
**Subject:** 11 Tasks

Hi Chief,

You mentioned in the retreat that there were 11 tasks that you were working on as part of the NSA. Mr. Satterwhite requested that I retrieve those from you so that he can attach them in his report out. Can you please forward those to me?

**TYFAHRA MILELE**

POLICE COMMISSION CHAIR  
OAKLAND POLICE COMMISSION

City Hall - 1 Frank H. Ogawa Plaza  
Oakland, CA 94612 - 510-238-2187  
[tmilele@oaklandcommission.org](mailto:tmilele@oaklandcommission.org)

**From:** [Verdin, Felicia](#)  
**Bcc:** ["don-link@comcast.net"](#); ["jbcofc@aol.com"](#); ["lorelei.bosserman@gmail.com"](#); ["Monique Rivera"](#); ["Rickisha"](#); ["bill.thomasson@comcast.net"](#); ["b.r.goodall@att.net"](#); [Sudame, Meeti](#); ["Jim Chanin"](#); ["gpcobb@aol.com"](#)  
**Subject:** FW: Police Commission Leadership Lacking  
**Date:** Wednesday, June 7, 2023 1:35:00 PM

---

Good Afternoon Police Commission Selection Panel,

Please see email below from Police Commissioner Regina Jackson.

Thank you,

Felicia Verdin  
City of Oakland  
Assistant to the City Administrator  
1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor  
Oakland, CA 94612  
(510) 238-3128

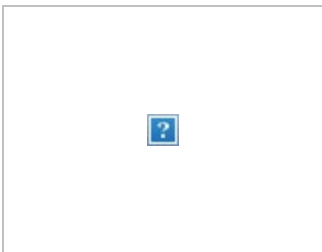
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**From:** Regina Jackson <[RJackson@oaklandcommission.org](mailto:RJackson@oaklandcommission.org)>  
**Sent:** Tuesday, June 6, 2023 7:05 PM  
**To:** Verdin, Felicia <[FVerdin@oaklandca.gov](mailto:FVerdin@oaklandca.gov)>  
**Subject:** Fw: Police Commission Leadership Lacking

Felicia,  
Please share this with selection committee members.

## REGINA JACKSON

POLICE COMMISSION CHAIR EMERITUS



OAKLAND POLICE COMMISSION

[City Hall - 1 Frank H. Ogawa Plaza](#)

Oakland, CA 94612 510-238-2187

[RJackson@oaklandcommission.org](mailto:RJackson@oaklandcommission.org)

---

**From:** Regina Jackson

**Sent:** Monday, June 5, 2023 4:24 PM

**To:** Reid, Treva <[TReid@oaklandca.gov](mailto:TReid@oaklandca.gov)>; Jenkins, Kevin <[KJenkins@oaklandca.gov](mailto:KJenkins@oaklandca.gov)>; Fife, Carroll <[CFife@oaklandca.gov](mailto:CFife@oaklandca.gov)>; Fortunato Bas, Nikki <[NFortunatoBas@oaklandca.gov](mailto:NFortunatoBas@oaklandca.gov)>; Ramachandran, Janani <[JRamachandran@oaklandca.gov](mailto:JRamachandran@oaklandca.gov)>; Kalb, Dan <[DKalb@oaklandca.gov](mailto:DKalb@oaklandca.gov)>; Kaplan, Rebecca <[RKaplan@oaklandca.gov](mailto:RKaplan@oaklandca.gov)>; Gallo, Noel <[NGallo@oaklandca.gov](mailto:NGallo@oaklandca.gov)>; Thao, Sheng <[SThao@Oaklandca.gov](mailto:SThao@Oaklandca.gov)>

**Subject:** Police Commission Leadership Lacking

Dear Honorable Councilmembers,

I have been asked to provide my input on Police Commission leadership as it relates to our productivity, our communication, team dynamics and overall culture of health.

Please understand that I provide this perspective as the longest serving commissioner and as 3-time chair of the Police Commission.

Initially, I thought that Chair Milele might continue the cohesion and productivity that I enjoyed as both a commissioner and as Chair. I ensured that she served as my Vice Chair and then championed her candidacy for Chair believing that as a nonprofit leader, she would have leadership and management skills, commitment to procedural processes and accountability and transparency to city leaders, our direct reports and the community at large. Over time I have realized that my expectation was woefully incorrect. The actions of Chair Milele have called into question the integrity of the Police Commission body as a whole. I will preview chronologically a narrative of concerning issues during her term as Chair.

In anticipation of setting both the Chair and Inspector General up for success, I set up about 8-10 critical introductions in January/February of 2022. These included introductions to Councilmembers, Mayor Schaaf, Coalition for Police Accountability leadership, City Administrator, David Muhammad of National Institute for Criminal Justice Reform and more.

Once I officially transitioned out of the Chair role in February 2022, I set up weekly check-ins with Chair Milele to offer any support and guidance as the previous Chair. I believe we had 2 meetings prior to the Chair discontinuing this practice.

In April 2022 during her first Negotiated Settlement Agreement (NSA) Case Management Conference, where Judge Orrick placed OPD to the sustainability period effective June 1) she failed to attend virtually. I know this because I called in while on vacation in Ecuador and did not see her signed in at any point.

Following this I heard from Vice Chair Peterson and IG Phillips, that after several requests from both the Vice Chair and IG, Chair Milele refused to allow Vice Chair Peterson to be included in weekly meetings with Police Commission direct reports (Police Chief, CPRA Director and IG). Chair and Vice Chair meetings with direct reports have been a past practice from the very beginning of the Commission (Chair Milele experienced this as the Vice Chair). The former Vice Chair, Marsha Peterson is a labor and employment attorney who could have assisted in framing goals as the IG requested in collaboration with Police Commission leadership. The meetings with the IG and Chair were apparently lacking in direction and purpose and had no agenda according to the IG. Please feel free to confirm with the IG and former Vice Chair Peterson.

By summer of 2022, I was receiving calls from city leadership that Chair Milele was disparaging myself, Vice Chair Peterson and IG Phillips. I did not understand where this was coming from. Early in her tenure Milele would openly marvel at how the IG, Vice Chair and I were powerful Black women but subsequently she has blocked our contributions. In addition, it is my understanding that Chair Milele called the City Attorney's office and directed them to speak to no other commissioners, only herself as the Chair. I found this troubling.

Around late July, as part of the Chief of Staff Ad hoc, I completed work on job descriptions and worked with the external hiring consultant to post the job opportunity. In August, I confirmed that we received well over 20 applications for the permanent position. We understand the hiring process for the City can be lengthy and we needed assistance at that moment. Milele hired a friend as an exempt limited duration employee (ELDE) who had supported her as an assistant personally and professionally as the commission chief of staff. The staff member did not have any prior experience and was supposed to only be in the position temporarily until the Commission could vet the applications. Unfortunately, it appears that Chair Milele has prolonged the process and I am sure many of the applicants who are qualified may no longer be interested. We should be dedicated to hiring the best and brightest. I



believe these types of behaviors are a conflict of interest.

Following several months of requests for updates during commission meetings I was retaliated against and removed from the ad hoc all together. To date, this search has now stale dated applications and the process has been delayed. As far as I know she has neglected to review possible qualified candidates since the post closing.

Furthermore, in July, the Chair attempted to suspend all meetings in August because "she needed a break". Since she nor counsel knew that Measure LL called for at least one meeting a month, I had to clarify this during a public meeting.

Also in July, Chair Milele failed to hand over any information to Vice Chair Peterson for a public safety presentation which left the Vice Chair to seek direction from me since she was left with no background on how to approach this meeting.

In August, the entire commission received a letter requesting direction and clarification by then chief of staff, Charlotte Jones who was serving as Acting CPRA director as the Interim was on vacation which elevated her to acting leadership status. I responded that I hoped we could agendize the issue soon. There was no follow up from the Chair on this request, not even an acknowledgement. I even asked that it be agendized so that we could provide a transparent response, however this was never agendized. I am in a quandary of how you disregard a direct staffer's request for support on behalf of the commission.

The IG has also requested guidance from the Chair Milele and has not received responses.

Furthermore, multiple recommendations made on behalf of the OIG have gone without response or action. Audit best practices offer stakeholders the opportunity to respond to recommendations. As the auditing arm of the Police Commission we should be working with the OIG to ensure timely responses.

Then I received the troubling news from Vice Chair Peterson that requests that I and others had made of direct reports during commission meetings were being countermanded by Chair Milele. Direct reports were not to provide information to

commissioners or perhaps just Vice Chair Peterson and myself. An example is my requests in both September and October for a hiring plan from then Interim CPRA Director, Aaron Zisser. When I followed up in commission meetings his response was "I spoke to the Chair". I pushed with inquiries but got nowhere. Apparently, she had told Zisser to disregard my requests. This was counterproductive at best and lacking accountability and transparency at worst.

Later in October, IG Phillips filed an official complaint against Milele for allegedly fostering a toxic work environment, alleged bullying and harassment, the complaint went to the City Attorney's Office and the City Administrator's Office. The IG apparently followed up with a request for mediation with Chair Milele. I understood from then City Administrator Reiskin that Chair Milele never responded to multiple requests. Several months later Chair Milele sent the commissioners an email claiming that the complaint filed did not rise to an official complaint status. I know this to be false.

Also in October, Interim CPRA Director Zisser resigned his position. I served on the CPRA Director search ad hoc, updating the job description and announcement, working with Human Resources to get the job posted. After several requests to provide updates in commission meetings, Chair Milele removed me and Vice Chair Peterson from this ad hoc and changed the name of the ad hoc to "Staffing". I felt this was an effort to mislead the public and obscure the fact that the chief of staff search was a search for the position that a friend of hers was occupying.

Furthermore, in October Chair Milele sent a request to then Chief Armstrong requesting information on the first sustainability case. Our historic protocols called for public discussion, community input and a vote to direct the Chair to follow up in writing. She wrote the letter without agendaizing anything and the commission was in the dark around this case.

Since October, I have repeatedly registered my objection to using counsel as project managers and executive assistants- noticing meetings etc. I have requested not less than 5 times a budget update since we do not know how much money we have spent to date under Chair Milele's leadership including counsel fees. There has been no response.

On December 8, 2022, Chair Milele agendaized a proposal for a restructured commission designed by counsel and presented to commissioners at the same time

as the community. This was so disrespectful to our commission oath and responsibilities.

On Feb 17th, Milele walked through an active officer involved shooting scene where CPRA and OIG were present. While she did not report out about this, I remembered Chair Smith (who served as chair 2018-2019) being publicly flogged for doing so since it would require recusal should this case go to the discipline committee. It is a shame that she has learned nothing from our commission history. This is not proactive for the police commission.

Following Chief Armstrong's termination, Chair Milele sent an inaccurate letter to Mayor Thao regarding the Police Chief search that I led in 2020. In an effort to help get a meeting set up, Alternate Commissioner Ordaz cut and pasted the request and sent it to the Mayor's Office knowing the protocols for meetings from personal experience having worked for the Mayor. She was simply trying to support her.

Chair Milele responded with a scathing reprimand that threatened a public ethics violation complaint if Alternate Commissioner Ordaz made any future direct contact with City Officials. Chair Milele sent this admonishment to us all (Commissioner Peterson, Ordaz and myself) about how we were not to speak on behalf of the commission and that if we continued she would file a code of conduct report against us. Notwithstanding the illogical attempt at reprimanding us (i don't know if all commissioners received this admonishment), there were other serious problems with the substance of the letter she sent to the Mayor.

In her letter to the Mayor, Chair Milele was quoting falsehoods such as the city requested that we led the search (we were delighted to take on this challenge which saved the City at least 850k-the cost of the police chief search in 2016) it also stated the search took a year which was false.

I took issue with the inaccurate report to our Mayor and responded that I would not allow my work to be mischaracterized. In a follow up to me Chair Milele suggested that if I continued to speak to the Mayor or her staff that she would seek to remove me from the commission via the code of conduct.

I have yet to receive a 2023 response to my request for the initial budget submittal that was sent to the Mayor on our behalf of which we had no knowledge. I am still waiting for this response.

When we did finally discuss the proposed budget in a public meeting in April or early May, we were asked to vote on a budget presentation with no numbers. I was livid and mentioned several times how we were fiducially responsible to have real numbers in our budget. In my 40 years of managing budgets I have never been asked to approve a budget with no numbers.

Besides, we have not been good stewards of the budget we have, not knowing what our budget actuals are, how could we justify an increase in budget?

Also, as I routinely review the website, I discovered that there was a listing for NSA Standing Committee, and I was on said committee. I had to clarify that we could not possibly have an NSA Standing Committee without having City Council approval. I suggested that she remove it and call it an ad hoc. She then removed me from this ad hoc as well. It boggles the mind how much she does not research before approving postings to our website.

Chair Milele has been asked by the community multiple times to manage meetings rather than allow Commissioner Harbin Forte to run over commissioners and community. Harbin Forte has been unnecessarily rude, cutting off community members through public forums. One example is that Mr. Bey was cut off by Harbin Forte when he had 35 seconds left during his public comment.

On 3/30/23 we received a letter of protest from a community member regarding the previous meetings NSA ad hoc report out- The letter states that "NSA ad hoc excluding community voices calls to question the legitimate democratic process and transparency which is at core of our city charter."

Recalling that commission meeting, Commissioner Brenda Harbin Forte publicly acknowledged that she made certain "command decisions" to the exclusion of the community volunteers on the NSA ad hoc. Although she received a strident response and objection to her high handed approach from a community member of the adhoc, Chair Milele sat mute during the exchange. She allowed this discourse to happen with no accountability.

In closing, Chair Milele arbitrarily has no responsibility to anyone but herself. The

"Chair driven" protocol she has put in place does not treat commissioners as the code of conduct requires with fairness and equity, it is a clear abuse of power. It is also in direct violation of the very measures LL and S1 which Oakland voters supported.

It is my professional opinion that Chair Milele has abused power, retaliated against commissioners and has not been accountable or transparent to commissioners or the community. Her chairmanship should be ended as soon as possible.

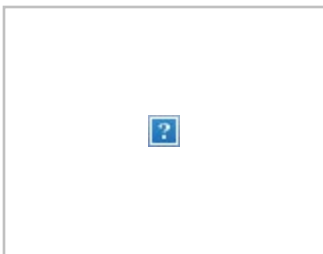
I am available to answer any questions related to this letter.

Best

Regina Jackson

**REGINA JACKSON**

POLICE COMMISSION CHAIR EMERITUS



OAKLAND POLICE COMMISSION

[City Hall - 1 Frank H. Ogawa Plaza](#)

[Oakland, CA 94612](#) - 510-238-2187

[RJackson@oaklandcommission.org](mailto:RJackson@oaklandcommission.org)

Subject: Urgent Appeal for Objective Consideration of Police Commission Reappointment

Dear Members of the Selection Panel,

I hope this letter finds you well. I currently serve as Chair of the Oakland Police Commission, an entity currently facing a critical juncture. I implore you, as esteemed members of the selection panel, to discern the true nature of the challenges we face and to preserve the Commission's integrity and commitment to balanced, effective, and sustainable police reform.

Let me emphasize that I did not join the Commission with the intent to gain the position of Chair of the Commission. I was recruited by the former Chair to serve in that role because of my experience as a professional executive leader. I took this job seriously and my goal has been to make sure the work of the commission gets done, which includes the Commission review and action on the Court Monitor's policy directives as well as the work outlined by the City Auditor. Nonetheless, I have been subjected to a barrage of unwarranted personal attacks precisely because, under my leadership, our diligent efforts have yielded tangible results.

Despite skepticism surrounding our ability to meet the monitor's policy requirements, we accomplished what was deemed improbable. We delivered the mandated policies within the stipulated time frame, placing the Oakland Police Department on a path towards sustainability after nearly two decades of oversight. Furthermore, my tenure as chair has been marked by continued success in fostering meaningful progress as evidenced by the attached annual report. The very effectiveness of our work has drawn the ire of those who prefer an obedient commission beholden to their agenda, rather than an independent body committed to advancing the best interests of *all* of Oakland's citizens and residents.

As a commissioner, I have pledged to uphold the charter, ensuring constitutional policing that also necessarily upholds the confidentiality rights and due process of officers. While some demand unfettered power for their activist pursuits, I firmly believe in a measured, professional approach that honors both the community's desire for safety and the fundamental rights enshrined in our Constitution.

Moreover, it is disheartening to witness an element within our community that seeks to perpetuate the negotiated settlement agreement (NSA) as a permanent check on the Oakland Police Department, rather than as a catalyst for genuine reform and sustained oversight by the Citizens of Oakland themselves through their elected representatives and their Police Commission. We must prioritize measurable tasks and outcomes based on objective criteria; not solely subjective opinions driven by political interests. In a city grappling with a substantial budget deficit, it is imperative that decisions related to public safety be informed by thoughtful collaboration and expertise, and officials accountable to the people.

I would like to emphasize that the Commission is composed of dedicated individuals who selflessly volunteer their unpaid time and efforts to fulfill their responsibilities. There have been many times when I have put in at least forty hours on Commission business in addition to my own full-time work and being a wife and a mother of three children. Notably, the statistics you possess indicate a significant decline in the number of individuals applying to be commissioners in recent years. The decline may be attributed, in part, to the increased visibility of the personal attacks and vulnerabilities faced by community members who are volunteering their time to serve on the Commission. The lack of adequate protection against these attacks may have created a sense of apprehension and deterrence among potential applicants, who may fear becoming targets themselves without the necessary safeguards in place.

Perhaps that's why the very critics of the Commission fail to step forward and apply themselves. This reality illuminates their true motivations: to divert our attention from the crucial oversight of the Oakland Police Department to ensure its adherence to national standards of constitutional policing.

Lastly, I want to emphasize that it is evident that the attempts to prevent my reappointment are desperate last-ditch efforts to alter the leadership of the Commission, following unsuccessful attempts to sway the supermajority of commissioners who elected me, not once but twice. And all the allegations made against me are demonstrably false.

I kindly urge you to evaluate me and any candidate based on our demonstrated commitment to being active, consistent, and positive contributors to the Commission's work. It is essential that the selection process remains focused on the qualifications, dedication, and commitment of each candidate to the principles of balanced, effective, and sustainable police reform. This will ensure that the Commission remains an independent and effective body entrusted with the responsibility of overseeing the Oakland Police Department.

I genuinely appreciate your thoughtful consideration of these matters. I eagerly anticipate the upcoming meeting on the 20th, where we can engage in a meaningful dialogue about the future of the Commission and its vital role in ensuring the well-being of our community.

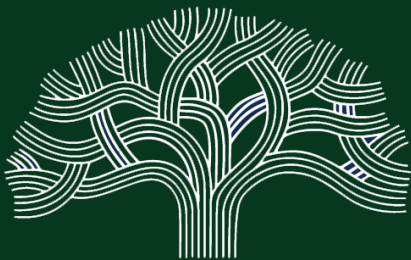
Thank you for your time, diligence, and commitment to serving Oakland.

Sincerely,

Tyfahra Milele  
Chair, Oakland Police Commission

# Oakland Police Commission

## 2022 Annual Report



**OAKLAND**  
POLICE COMMISSION



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# I. Executive Summary

The City of Oakland's Police Commission (Commission) is a Charter-created civilian oversight body established to provide community input and oversee the Oakland Police Department (OPD) in order to ensure its policies, practices, and customs conform to national standards of constitutional policing. The Commission is also responsible for overseeing the Office of the Inspector General (OIG), which monitors and audits OPD compliance with policies and procedures, as well as the Community Police Review Agency (CPRA), which investigates police misconduct and recommends discipline.

Among its Charter-mandated responsibilities, is the Commission's authority to approve or reject the Department's proposed changes to all policies, procedures, customs, and General Orders of the Department which govern use of force, use of force review boards, profiling based on any of the protected characteristics identified by federal, state, or local law, or First Amendment assemblies, or which contains elements expressly listed in federal court orders or federal court settlements which pertain to the Department.

The Commission is composed of seven Regular Commissioners and two Alternate Commissioners appointed by either the Mayor or a nine-member Police Commission Selection Panel. Alternate Commissioners do not vote unless they are elevated to Regular Commissioners by the Chair. Although the legislation establishing the Commission passed in November 2016, the Commission was not officially seated until December 2017. All commissioners are Oakland residents and serve in a volunteer capacity. Since the Commission's inception through Measure LL in 2016 and expansion of authority through Measure S1 in 2020, its impact through policies and programs has rapidly accelerated.

## **Milestone**

In 2022, the Commission continued the extraordinary work it began in 2017 of ensuring that OPD's policies, practices and customs meet or exceed constitutional standards. The Commission reviewed and approved nineteen (19) OPD policies, procedures and general orders, more than in all previous years combined.

## II. Legislative History

Oakland City Charter Section 604 vests the Police Commission with overseeing the OPD and holding the Department accountable to its compliance obligation and its duties to Oakland's communities.

On November 8, 2016, the voters of Oakland approved Measure LL with 83.19% (137,032 votes) in favor. Measure LL established the Commission to oversee OPD policies and procedures, as well as the CPRA to investigate police misconduct and recommend discipline. On June 22, 2018, the Oakland City Council approved an ordinance to support and implement Measure LL.

On November 3, 2020, Oakland voters approved Measure S1 with 81.27% in favor. Measure S1 expanded the independence, authority, and staffing of the Police Commission and CPRA, and provided that the OIG reports to the Police Commission. Under Measure S1, the OIG is responsible for auditing OPD's compliance with the 52 Tasks described in the negotiated settlement agreement (NSA) in *Delphine Allen, et al., v. City of Oakland, et al.* These audits would address improvements in policing standards, community access to the complaint process, reporting and investigations of police misconduct, training and supervision, and identifying at-risk behaviors by police officers.

### Milestone

For the first time in 20 years, and under the leadership of Chief LeRonne Armstrong, the federal court found that OPD was in sufficient compliance with tasks required under the Negotiated Settlement Agreement (NSA), such that the City of Oakland could take the next-to-final step toward ending federal court oversight. In an Order issued on May 12, 2022, Judge Orrick determined that the City would enter into a one year sustainability period starting June 1, 2022.

### III. Police Commission Structure

#### Police Commission Leadership in 2022

In February, Commission Chair Dr. Tyfahra Milele and Vice Chair Marsha Peterson were elected to serve in their leadership positions. Dr. Milele is the Commission’s first Selection Panel appointee to serve as Chair, marking a special moment in community-led police oversight for the City of Oakland.

#### 2022 Commissioners



**Chair**

Dr. Tyfahra Milele  
Selection Panel, Oct 2023



**Vice Chair**

Marsha Peterson  
Mayoral, Oct 2023



Brenda Harbin-Forte  
(Commissioner)  
Mayoral, Oct 2022



Rudolph Howell  
(Commissioner)  
Selection Panel, Oct 2024



Jesse Hsieh  
(Commissioner)  
Selection Panel, Oct 2025



Regina Jackson  
(Chair Emeritus)  
Mayoral, Oct 2024



David Jordan  
(Commissioner)  
Selection Panel, Oct 2023



Angela Jackson-Castain  
(Alternate Commissioner)  
Selection panel, Oct 2025



Karely Ordaz  
(Alternate Commissioner)  
Mayoral, Oct 2023

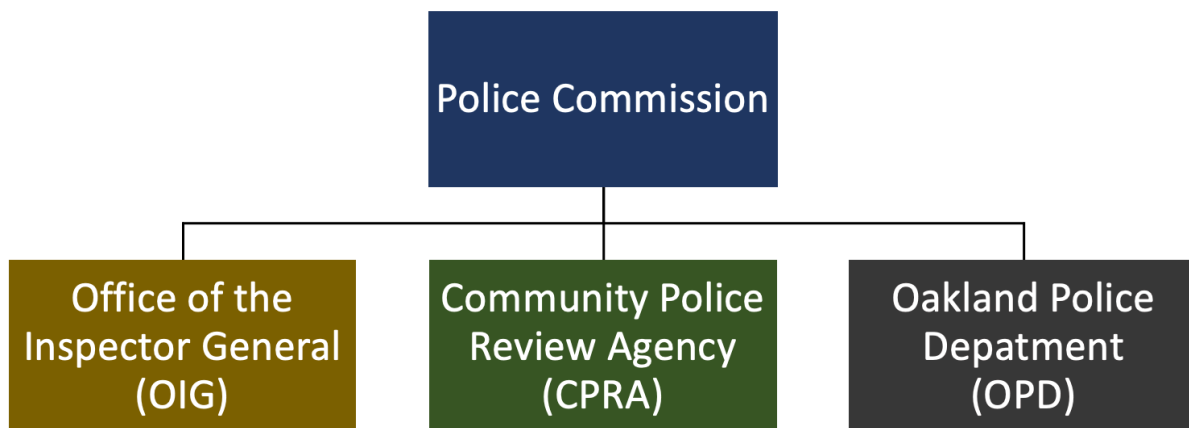
## Commission Changes in 2022

The Commission welcomed two Alternate Commissioners, Angela Jackson-Castain (Selection Panel) and Karely Ordaz (Mayoral). The Commission elevated Alternate Commissioner Jesse Hsieh to complete Commissioner Henry Gage III's (Selection Panel) unexpired term. The City Council confirmed the reappointments of Commissioners Regina Jackson (Mayoral) and Jesse Hsieh (Selection Panel) to new terms of continued service on the Police Commission.

## IV. Staffing Updates in 2022

The Commission officially welcomed its first Inspector General, Michelle Phillips, in January. In August, the Commission welcomed Kelly Yun to the Chief of Staff position as an Exempt Limited Duration Employee (ELDE). The Police Commission bid farewell to John Alden (CPRA Executive Director), Rania Adwan (Chief of Staff), and Aaron Zisser (CPRA Chief of Staff who assumed the Interim CPRA Executive Director position before transitioning). Charlotte Jones was appointed Interim CPRA Executive Director in December.

### Police Commission and Departmental Agencies Organizational Structure



## V. Committee Work

Establishing Ad Hoc Committees in groups of three or fewer Commissioners allows for special focus on additional projects and initiatives between full Commission meetings without violating the Brown Act. Members of the public serve as featured community participants on these ad hoc committees, providing their expertise, input and perspective to enhance the work of these committees. In October, the Commission Chair reorganized the committee assignments to move work forward with intentionality, prioritizing mission alignment and maximizing the participation of Commissioners as much as possible.

*(As of December 31, 2022)*

<b>Ad Hoc Committee</b>	<b>Commissioners Committee Chair (c)</b>
Budget	Milele (c), Jordan, Jackson-Castain
Body Worn Camera Policy	Harbin-Forte (c), Peterson, Hsieh
Community Outreach	Howell (c), Hsieh, Jordan
Contracts	Peterson (c), Howell, Ordaz
OIG Policies	Peterson (c), Harbin-Forte, Jackson
CPRA Policies	Harbin-Forte (c), Jackson-Castain, Ordaz
Militarized Equipment Policy	Hsieh (c), Jackson-Castain, Jordan
Racial Profiling Policy	Committee of the Whole
Rules of Procedure	Hsieh (c), Howell, Jackson-Castain
*Staff Searches (CPRA, CoS)	Milele (c), Jordan, Howell
*Staff Evaluations (CPRA, IG, CoP, CoS)	Milele (c), Peterson, Ordaz
OBOA Allegations	Harbin-Forte (c), Jackson, Ordaz

### **\*Committee Name Changes**

- The Staff Searches (CPRA, CoS) Ad Hoc Committee was formerly separated into two committees: CPRA Executive Director Search Ad Hoc and Chief of Staff Search Ad Hoc.
- The Staff Evaluations (CPRA, IG, CoP, CoS) Ad Hoc Committee was formerly the CPRA Director and IG Performance Evaluation Ad Hoc Committee.

*(Completed/Paused/Dormant Ad Hoc Committees)*

<b>Ad Hoc Committee</b>	<b>Commissioners</b>
Annual Report	Milele, Jackson
Anti-Discrimination Policy	Harbin-Forte, Hsieh, Jackson
Electronic Communication Devices	Howell, Harbin-Forte, Peterson
Police Chief Goals and Evaluation	Milele, Peterson, Jackson
Risk Management Policy	Peterson, Harbin-Forte, Howell
Social Media Policy	Milele, Hsieh, Jackson
White Supremacists and Other Extremist Groups	Harbin-Forte, Jackson
Community Policing (15-01)	Harbin-Forte, Howell, Hsieh

## **VI. Police Commission Meetings**

Police Commission meetings regularly take place on the second and fourth Thursday evenings of each month, with additional meetings scheduled as needed. Representatives from OPD, CPRA, and OIG typically attend to provide reports and updates to Commissioners and to listen to feedback from the community. Special guests and subject matter experts are also invited to present on topics relating to the work of the Commission.

The purpose of these Regular and Special Thursday evening meetings is to convene the Commission to conduct business as a body of the whole and to invite public comment in an open forum where ideas, concerns, and input are exchanged. Public feedback is highly encouraged and may also be submitted electronically. Post-meeting video recordings and meeting minutes are also made available on the Commission website for full transparency.

This year, several extra meetings were held in addition to the usual second and fourth Thursday evening meetings, in order to review new or revised policies before deadlines imposed by the NSA or by state and local law.

In light of the ongoing COVID-19 global pandemic, Commission and Ad Hoc Committee meetings have continued to take place virtually via Zoom. This online format ensures adherence to public health guidelines and offers expanded accessibility for engagement with members of the community who may be immunocompromised or experience greater difficulty with access.



## VII. OPD Policies, Orders, and Resolutions

- DGO 15-01 (Community Policing)
- DGO D-18 (Social Media)
- DGO I-25 (\*Unmanned Aerial Systems)
- DGO I-26 (\*Ground Robots)
- DGO I-27 (\*Long-Range Acoustic Devices)
- DGO I-28 (\*Mobile Command Vehicles)
- DGO K-6 (\*Department Rifles)
- DGO O-6 (Missing & Abducted Persons)
- DGO R-01 (Risk Management)
- K-7 (\*Militarized Equipment)
- TB III-G (\*Crowd Control and Crowd Management)
- TB III-P.04 (\*Armored Vehicles)
- TB III-P.05 (\*Noise-Flash Diversion)
- TB V-F.02 (\*Chemical Agents)
- TB-III-H (\*Specialty Impact Munitions)
- Revised Policy DGO-19 (Electronic Communication Devices)
- Revised Special Order 9208 (Documentation of Use of Force)
- Revised Resolution Calling for Reform of Government Code Section 3304 (Time Limits for Conducting Investigations of Public Safety Officer)
- Resolution Endorsing Assembly Bill 2557 (Expanding Disclosure of Peace Officer Personnel Records)

### **Milestone**

The Oakland Police Commission had a landmark year by approving nineteen (19) policies, more than in any prior year. The Commission recognized the Militarized Equipment Ad Hoc Committee for its tremendous work with \*militarized equipment policies. Learn more about any of the policies above at: [oaklandca.gov/resources/opd-policies](http://oaklandca.gov/resources/opd-policies).

## **VIII. Presentations and Speakers**

- Public Safety Youth Leadership Council
- Restorative Justice for Oakland Youth (RJOY)
- Mobile Assistance Community Responders of Oakland (MACRO)
- Dr. Samuel Sinyangwe, Mapping Police Violence
- Dr. Omowale Satterwhite, Leadership Incorporated
- Office of the City Attorney (OCA) Biannual Report Out
- Special Joint Meeting of the Community Police Advisory Board (CPAB), Public Safety and Services Oversight Commission (SSOC), and Oakland Police Commission (represented by Vice Chair Peterson)

## **IX. Training, Development, and Conferences**

- SB 1421 and SB 16 (Police Transparency Laws) Training
- Oakland Police Department Trainings per City Charter
- Office of the City Attorney Trainings per City Charter
- National Association for Civilian Oversight of Law Enforcement (NACOLE) 2022 Annual Conference
- Labor Law and Labor Arbitration Conference

## **X. Acknowledgements**

The Oakland Police Commission would like to thank and acknowledge stakeholders and community members for continuing to engage during meetings and adding their incredible contributions to ad hoc committee work. The impact of this Commission is strengthened by the voices and perspectives of our community thought partners. Thank you!

# XI. Appendix A: Roster of Commission Membership

## POLICE COMMISSION CHAIRS

TENURE	NAME	APPOINTING BODY
Feb. 2018 – Feb. 2019	Thomas Lloyd Smith	Mayor
Feb. 2019 – Feb. 2022	Regina Jackson	Mayor
Feb. 2022 – Present	Tyfahra Milele	Selection Panel

## ROSTER OF ALL COMMISSION MEMBERS

COMMISSIONER NAME	START-END DATE	APPOINTING BODY	REGULAR / ALTERNATE	TITLES HELD
Mubarak Ahmad	10/17 - 10/19	Selection Panel	Regular	
Tara Anderson	10/17 - 10/20	Selection Panel	Regular	
Maureen Benson	10/17 - 10/19	Selection Panel	Both	
Chris Brown	10/17 - 10/20	Mayor	Alternate	
Andrea Dooley	10/17 - 10/20	Mayor	Alternate	
José Dorado	10/17 - 10/21	Selection Panel	Regular	Vice Chair
Henry Gage, III	10/19 - 10/22	Selection Panel	Regular	Vice Chair
Sergio Garcia	10/20 - 10/23	Selection Panel	Regular	
Brenda Harbin-Forté	7/20 - 10/22 *	Mayor	Regular	
Ginale Harris	10/17 - 10/20	Selection Panel	Regular	Vice Chair
Rudy Howell	10/21 - 10/24	Selection Panel	Regular	
Jesse Hsieh	5/21 - 10/25	Selection Panel	Both	
James Jackson	10/21 - 10/21 †	Mayor	Regular	
Regina Jackson	10/17 - 10/24	Mayor	Regular	Chair
Angela Jackson-Castain	10/22 - 10/25	Selection Panel	Alternate	
David Jordan	10/19 - 10/23	Selection Panel	Both	Vice Chair
Tyfahra Milele	10/20 - 10/23	Selection Panel	Regular	Chair
Mike Nisperos	10/17 - 10/20	Selection Panel	Regular	
Karely Ordaz	6/22 - 10/23	Mayor	Alternate	
Marsha Peterson	2/21 - 10/23	Mayor	Both	Vice Chair
Edwin Prather	10/17 - 10/19	Mayor	Regular	
Thomas Lloyd Smith	10/17 - 10/20	Mayor	Regular	Chair

\*Still serving as of date of this annual report

† Resigned before attending his first meeting

## Selection Procedure

### 1. PURPOSE

- 1.1 This document describes the procedure used by the Selection Panel (SP) for recruiting and selecting people to serve on the Oakland Police Commission (PC).

### 2. OVERVIEW

- 2.1 Selections are made every year, to replace or reappoint commissioners whose terms expire. The selection process typically takes place between February and July and consists of recruiting applicants (outreach), reviewing applications, interviewing applicants, checking applicant references, and voting on who to appoint. The final selections should be made by August, so that there is enough time for staff to do background checks before the nominees are submitted to the City Council for approval. The nominees must be submitted to the City Council before the terms of the outgoing commissioners expire on October 15. If approved by the City Council, the new commissioners begin their terms on October 16.
- 2.2 If a commissioner who was selected by the SP resigns or is removed before their term expires, the SP must fill the vacancy. The SP may hold a special meeting and select someone from the Reserve Pool (if one exists) to fill the vacancy. Alternatively, the SP may choose to find a replacement during the regular annual selection process, or to hold a special recruitment and selection cycle.

### 3. PRINCIPLES

#### 3.1 Mission

- 3.1.1 The goal of the SP is to select a diverse group of commissioners who can maintain an objective perspective, focus on facts, and exhibit a spirit of collaboration and community focus, for the betterment of policing in the City of Oakland.

#### 3.2 Diversity

- 3.2.1 One important element of a strong commission is diversity—diversity of race, gender, class, background, neighborhood, age, job experience, and personal experience. The diversity of the commission ensures its likelihood to serve the diverse community in the City of Oakland. People with different backgrounds bring different skill sets, different perspectives, and different insights to the work.

### 3.3 Representation

- 3.3.1 Another important element of a strong commission is representation. The commission must include people from the communities that are most heavily impacted by police misconduct. People who have experienced or witnessed police misconduct know more about what needs to change, what changes are most likely to work, and what the potential pitfalls of new approaches might be.
- 3.3.2 National statistics show that Black people, Native American people, and Latino people are significantly more likely to be killed by police officers than white people. Presumably they are also more likely to experience other types of police misconduct.
- 3.3.3 Other groups that are often heavily impacted by police misconduct include LGBTQ people, poor people, formerly incarcerated people, residents of East Oakland, residents of West Oakland, people who are living without housing, young people, and immigrants.
- 3.3.4 Historically, the victims of certain types of crime have often been neglected or mistreated by the criminal justice system. Examples include members of communities that are often targeted by hate crimes, victims of sexual assault, victims of sexual exploitation, and victims of domestic violence. People who have experienced this kind of neglect or mistreatment at the hands of the criminal justice system can also bring valuable perspectives and insights to the work of the PC.

### 3.4 The Applicant's Experience

- 3.4.1 Applying to be on the PC and undergoing the public selection process is difficult and stressful. Every effort should be made to minimize the unpleasantness of the applicant's experience (without compromising the effectiveness of the process). The SP should express appreciation to the applicants—individually and collectively, verbally and in writing.

## 4. AD HOC COMMITTEES AND DESIGNEES

- 4.1 Ad hoc committees can be formed to perform any of the tasks in this procedure except the final applicant interviews and the final vote to select the commissioners (which must be done by the full SP).
- 4.2 Similarly, any task in this procedure (except the final applicant interviews and the final vote to select the commissioners) can be delegated to a single member of the SP (a designee).
- 4.3 Typically, committees and designees make recommendations which are voted on by the entire SP. If desired, the SP can authorize the committee or designee to perform the task as they see fit without getting approval from the SP on the details. (For example, the SP may authorize a designee to write a letter and send it without bringing the letter back to the SP for approval.)

## 5. RECRUITING APPLICANTS AND SELECTING COMMISSIONERS

- 5.1 The SP typically meets from February to August each year, meeting monthly or more often as required.
- 5.2 The most urgent tasks are setting the schedule for the year—particularly the application deadline—and doing outreach to recruit applicants. If possible, these tasks should be addressed at the first meeting of the year (typically in February).
- 5.3 Applications are accepted all year.
- 5.4 Staff includes all the applications received to date in the agenda packet for every meeting, so that SP members can begin reviewing the applications at any time.
- 5.5 Every agenda packet should include the following:
- This procedure
  - The Applicant Evaluation Tool
  - All applications received so far
- 5.6 Setting the Schedule
- 5.6.1 With staff guidance, decide on a schedule for the year. In 2021, the schedule was as follows:

Activity	Date
Incumbents notified	March 5, 2021
Updated application released	April 21, 2021
Joint press release with Mayor announcing 2021 nomination period	April 21, 2021
Community organizations contacted by staff	April 23, 2021
Previous applicants invited to reapply	April 26, 2021
Email to Mayor and City Council Offices requesting officials to share information	April 28, 2021
Application deadline	June 15, 2021
Deadline for Selection Panel to review applications	TBD
Candidate interviews (first round)	TBD
Finalist interviews (second round)	TBD
Determination of slate	Mid-August 2021
Background check process complete	Early-September 2021
Council confirmation	October 5, 2021

- 5.6.2 The final selections must be made in time for staff to complete background checks before the names of the nominees are submitted to the City Council.
- 5.6.3 The City Council must approve the nominees before October 16, when the new commissioners begin their terms.

- 5.7 Outreach (Recruiting Applicants)
  - 5.7.1 The goal of outreach is to let people in a variety of communities know that they can apply to be on the PC and give them information about the PC and how to apply.
  - 5.7.2 It is especially important to reach people who are members of communities that are heavily impacted by police misconduct, such as Black people, Native American people, Latino people, LGBTQ people, poor people, formerly incarcerated people, residents of East Oakland, residents of West Oakland, people who are living without housing or who have lived without housing in the past, young people, and immigrants.
  - 5.7.3 Contact Person
    - 5.7.3.1 The SP designates someone (preferably an SP member) to be the contact person for members of the public who have questions about applying to be on the PC. This person's name and/or contact information appear on outreach literature.
  - 5.7.4 Press Release
    - 5.7.4.1 The SP asks staff to write a press release and obtain a copy of the City's current list of people and organizations that usually receive press releases from the City.
    - 5.7.4.2 Staff writes a press release and gets the mayor's approval. (See Appendix A for a sample press release.)
    - 5.7.4.3 Staff includes the press release and the City's usual list of recipients in the agenda packet for the next meeting.
    - 5.7.4.4 The SP approves the press release as is or requests changes.
    - 5.7.4.5 The SP asks staff to distribute the press release to the City's list of people and organizations that usually receive press releases from the City.
    - 5.7.4.6 If desired, the SP asks staff to distribute the press release to additional recipients.
    - 5.7.4.7 Staff distributes the press release to the City's usual recipients and any additional recipients designated by the SP.
    - 5.7.4.8 The SP asks staff to keep a running list of who will be notified.
    - 5.7.4.9 The SP asks staff to keep a running list of who has been notified.
    - 5.7.4.10 If desired, a press conference can be held by the SP, the chair of the SP, and/or the mayor.
  - 5.7.5 The SP asks staff to do outreach to radio stations, local social media accounts, KTOP-TV, the local press, including the minority press, and more.
  - 5.7.6 See Appendix L for sample radio announcements.

- 5.7.7 Social Media Posts, Newsletter Announcements, and Website Announcements
  - 5.7.7.1 The SP reviews the suggested text in Appendix B and Appendix C, makes any desired changes, and then approves the text for use this year. If desired, the SP can designate a committee or designee to rewrite this text.
  - 5.7.7.2 The SP asks staff to post the suggested text on the city’s social media platforms, newsletters, etc. and requests that the text be posted weekly until the application due date.
  - 5.7.7.3 The SP asks staff to post the suggested text on the PC and SP websites and remove it after the application due date.
- 5.7.8 Letter to the Mayor and City Council Members
  - 5.7.8.1 The SP reviews the sample email message in Appendix D, makes any desired changes, and then approves the text for use in the current year.
  - 5.7.8.2 The SP asks staff to send the email to the mayor and City Council members.
- 5.7.9 Personal Contacts
  - 5.7.9.1 SP members post information on their own social media accounts and ask their friends and associates to do the same.
  - 5.7.9.2 SP members reach out to individuals they think should apply to be on the PC.
  - 5.7.9.3 SP members reach out to Neighborhood Councils.
  - 5.7.9.4 SP members reach out to individuals and organizations that could spread the word to Oakland residents, especially Oakland residents from communities that are heavily impacted by police violence and other police misconduct (such as Black people, Native American people, Latino people, LGBTQ people, poor people, formerly incarcerated people, residents of East Oakland, residents of West Oakland, people who are living without housing or who have lived without housing in the past, young people, and immigrants).
  - 5.7.9.5 SP members reach out to organizations whose members have skills or expertise doing the types of work that Police Commissioners do, such as reviewing and rewriting policies, overseeing organizations, community engagement, labor relations, or personnel administration.



- 5.7.10 The recommended procedure for contacting organizations and individuals includes the following steps:
- 5.7.10.1 If possible, find a contact name as well as a phone number and email address.
- 5.7.10.2 Send an email (see Appendix E for a sample email) describing the PC, the application process, and the deadline, and asking the following:
- Are you interested in applying?
  - Can you think of someone you know who would be perfect for this?
  - Can you help us spread the word?
    - Would you please post something on your social media accounts and ask your friends to do the same? (Include sample text in the email message.)
    - Does your organization have a newsletter or website or email list or social media accounts that you could put an announcement/email/post in? (Include sample text in an attachment.)
    - Does your organization have a meeting where someone could make an announcement?
- 5.7.10.3 Follow up with a phone call.
- 5.7.11 Contacting Commissioners Whose Terms Are Expiring
- 5.7.11.1 Staff determines which commissioners have terms that are expiring in October of the current year.
- 5.7.11.2 Staff notifies them that their terms are expiring.
- 5.7.11.3 Staff includes commissioners who were appointed by the mayor as well as those appointed by the SP.
- 5.7.11.4 If the commissioners are eligible to be re-appointed (if they have served only one term), staff invites them to apply and includes the application form for sitting commissioners. Staff asks the incumbents to inform the SP by a certain date whether or not they intend to reapply.
- 5.7.11.5 Staff notifies Alternate Commissioners that they are eligible to apply to be Regular Commissioners. Staff includes the application form for sitting commissioners. Staff asks the Alternate Commissioners to inform the SP by a certain date whether or not they intend to reapply.
- 5.7.12 Assistance from the Public
- 5.7.12.1 The SP chair or designee makes an announcement at every SP meeting encouraging members of the public to help spread the word.
- 5.7.12.2 Staff adds this announcement to the agenda for every SP meeting.

- 5.7.12.3 Staff makes sample text available to the public electronically. (See Appendix B and Appendix C for sample text.)
- 5.7.12.4 The SP designates someone to make announcements at PC meetings. (See Appendix F for sample wording.)

## 5.8 Reviewing This Procedure Every Year

- 5.8.1 The SP should review and revise this procedure as early as possible each year, preferably in February or March, so applicants have adequate time to notify references and prepare for interviews.
- 5.8.2 If a process improvement ad hoc committee was appointed the previous year, they present their recommended changes and the SP votes on them.
- 5.8.3 If there was no process improvement ad hoc committee or designee, or if the committee or designee makes no recommendations, the SP decides whether to review and revise the procedure as a full panel or use the current procedure.
- 5.8.4 This can also be done after the current selection cycle is complete, sometime after July, for use in the following year.
- 5.8.5 Improvements from year to year are encouraged. Changing the procedure at the last minute is discouraged.
- 5.8.6 Any or all of the following documents can be revised:
  - this document
  - the interview questions for new applicants
  - the interview questions for incumbents
  - the Application Evaluation Tool
  - the application for new applicants
  - the application for incumbents
- 5.8.7 This document is revised as necessary.
- 5.8.8 Staff includes the new version in the agenda packets for future meetings.
- 5.8.9 Staff posts the current version of this document on the SP website.

## 5.9 Training

- 5.9.1 Training in ethics, equity, and City Code section 604 is mandatory and will be arranged by staff.
- 5.9.2 In addition, it may be desirable to consult the City of Oakland's Human Resources Department or hire a human resources professional to provide training in recruiting applicants, writing interview questions, interviewing candidates, and evaluating candidates. If possible, this should happen before the interview questions are finalized.

- 5.10 Acknowledging Applications
- 5.10.1 Throughout the year, staff sends a letter to everyone who applies to be on the PC. (See Appendix G for a sample.)
- 5.10.2 Before adjourning for the year, the SP writes and approves the letter for the following year.
- 5.11 Updating Interview Questions
- 5.11.1 If desired, the SP can review and revise the interview questions in the Applicant Evaluation Tool.
- 5.11.2 Staff includes the current Applicant Evaluation Tool in every agenda packet.
- 5.12 Reviewing Applications and Selecting Applicants to Interview
- 5.12.1 The SP schedules a meeting for approximately one week after the application due date, unless staff asks for a different timeline.
- 5.12.2 Staff makes sure the agenda packet for that meeting includes the following:
- All the applications received by the due date.
  - A table showing the names and demographic information of all the applicants. (See previous years for examples.)
  - The Application Evaluation Tool.
- 5.12.3 At that meeting, the SP makes a tentative decision about how many applicants to interview and agrees on a method for choosing those applicants. For example, if there are 100 applicants, the SP may decide that every SP member can vote for 20 applicants, then staff will tally the votes, and the SP as a whole will consider interviewing the 30 applicants who got the most votes.
- 5.12.4 Also at that meeting, the SP determines a deadline for SP members to finish reviewing all the applications and send their votes to staff.
- 5.12.5 The SP schedules a meeting for approximately one week after the deadline, unless staff asks for a different timeline.
- 5.12.6 Every SP member reads every application.
- 5.12.7 SP members consider several things, including the following:
- the applicant's level of dedication to police accountability work
  - the applicant's knowledge of the PC
  - the applicant's relevant lived experiences interacting with the police or witnessing police interactions with other members of the community

- the applicant's skills and expertise doing the types of work that Police Commissioners do, such as policy review and drafting experience, overseeing an organization, community engagement, labor relations, or personnel administration.
- the applicant's ability to present clear and objective views, based on facts
- the applicant's ability to work constructively with others
- the applicant's established connections with the community
- the current makeup of the PC
- which applicants can provide diversity and representation

*Important: Issues of diversity and representation should be considered even in these early steps. We can't choose diversity and representation at the end of the process if we eliminate it at the beginning of the process.*

*Important: Try to avoid eliminating candidates for reasons related to class or profession or level of education. For example, people in some lines of work might be more likely to have resumes. This may make a good impression, but it does not mean they would be better commissioners.*

5.12.8 Each SP member sends their votes to staff by the due date.

5.12.9 Staff tallies the votes and includes the results in the agenda packet for the next meeting, including how many votes each applicant got and which SP members voted for which applicants, and listing the applicants in order of how many votes they got.

**Important: Staff must make it clear in the agenda packet that these votes do not indicate the SP's final decisions about who to interview.**

5.12.10 At the meeting, the SP discusses the votes and the candidates.

5.12.10.1 First, identify a preliminary group to consider. Depending on the votes, the SP may decide to consider a different number of applicants than originally planned. (For example, if the SP has decided to interview the top 30 vote-getters but there is a three-way tie for number 29, the SP may choose to interview the top 28 vote-getters or the top 31 vote-getters.)

5.12.10.2 If a member of the SP thinks there is an applicant who should be interviewed even though they didn't make it into this preliminary group, the panel member can explain why. Some possible reasons might be: (1) the applicant has an important quality that may have been overlooked by other panel members; (2) the applicant could bring more diversity to the commission; or (3) the applicant could increase the representation of impacted communities on the commission. For

example, if the PC currently consists of attorneys and CEOs, the SP might be interested in appointing a working-class person if a qualified working-class person applies. If there is a working-class applicant with a really great application who makes it into the top 40 vote-getters but not the top 30, the SP may choose to interview that applicant in addition to the top 30.

5.12.10.3 The SP discusses the pros and cons of interviewing any applicant who didn't make the cutoff but is being advocated for by an SP member.

5.12.10.4 The SP votes on whether to interview any applicants who did not make the cutoff.

*Important: Issues of diversity and representation should be considered even in these early steps. We can't choose diversity and representation at the end of the process if we eliminate it at the beginning of the process.*

*Important: Try to avoid eliminating candidates for reasons related to class or profession or level of education. For example, people in some lines of work might be more likely to have resumes.*

### 5.13 Interviewing Candidates

5.13.1 The SP decides whether to ask candidates to make 5-minute statements before holding full interviews.

5.13.2 Staff contacts the candidates and schedules 5-minute statements and/or 30-minute interviews.

5.13.3 When contacting a candidate to schedule an interview or 5-minute statement, staff informs the candidate of the following (in writing):

- The SP appreciates their willingness to apply for this very difficult and demanding work.
- The number of people who will be interviewing them.
- The interview will be broadcast live and recorded and stored for public access.
- The SP may discuss their strengths and weaknesses in public.

5.13.4 Staff sends a statement about evaluation criteria to the candidates, along with a copy of the Applicant Evaluation Tool. See Appendix H for a sample.

5.13.5 When sending letters to applicants who are not being interviewed, make sure the letters include information about next steps they can take to get involved in the work of the PC and/or who they can contact for questions.

- 5.13.6 At every meeting that includes an interview or a 5-minute statement from a candidate:
- Explain the selection process to the public.
  - Inform the public that the interview questions and priorities are listed in the Applicant Evaluation Tool (which is in the agenda packet) although follow-up questions are also allowed.
  - Inform the public that evaluation criteria are listed in this document (which is in the agenda packet) and have been sent to all the applicants who are being interviewed.
  - If incumbents are being interviewed, remind the public that the incumbent's interview is only part of what the SP considers. The SP also considers the incumbent's demonstrated performance as a commissioner. Refer the public to the video recordings and agenda packets from the last 3 years of PC meetings.
  - Express appreciation to the candidates for applying and undergoing public interviews.
- 5.13.7 For full interviews:
- Typically, the members of the SP take turns asking candidates questions from the Applicant Evaluation Tool. Follow-up questions are also allowed.
  - Consider including 3-5 minutes at the beginning or end of each interview for the candidate to make a presentation (especially if they did not make 5-minute presentations earlier).
- 5.13.8 After the initial interviews or 5-minute statements, the SP decides who to invite to the next round of interviews.
- Important: Try to avoid eliminating candidates for reasons related to class or profession or level of education. For example, people in some lines of work might be more experienced and comfortable with the kind of interviews the SP is conducting.*
- 5.13.9 Discussing candidates is allowed but not required. When doing so, be mindful of the candidates' feelings and their public reputations. SP meetings are recorded, and the recordings will be available online for years to come, easily accessible by family members and potential employers. Never insult candidates publicly, and avoid criticizing them publicly unless it is absolutely necessary in order to explain specific concerns to the other SP members. Do not speculate on unknown facts, such as an applicant's country of origin or what a formerly incarcerated person's alleged crime was.
- 5.13.10 At least 6 finalists should be interviewed, so there are enough vetted finalists to form a Reserve Pool. If two commissioners need to be selected, at least 7 finalists should be interviewed.

- 5.13.11 Every finalist should be interviewed at least twice, for at least 30 minutes each time, before a final decision is made.
  - 5.13.12 After each round of interviews, SP members are given another chance to discuss the candidates and share information, observations, and opinions. Be mindful of the finalists' feelings and public reputations.
  - 5.13.13 Letters to candidates who were not selected should express appreciation for applying for a volunteer position and undergoing public interviews. They should also include information about how they can get involved in the work of the PC and/or who they can contact for questions.
  - 5.13.14 Letters to candidates who were selected for the Reserve Pool should also express appreciation for applying and undergoing public interviews, and they should also include information about how they can get involved in the work of the PC and/or who they can contact for questions.
  - 5.13.15 Additional interviews or other measures can be added to the process if desired by a majority of the SP.
- 5.14 Checking References
- 5.14.1 Before the final interviews, SP members call each finalist's three references and ask a set of agreed-upon questions. (See Appendix J for a sample list of questions.)
  - 5.14.2 SP members report on what the candidates' references said at an SP meeting. Be mindful of the candidates' feelings and public reputations.
- 5.15 Selecting Commissioners
- 5.15.1 The final selections should be made by mid-August, so there is enough time for staff to do background checks before the names of the nominees are submitted to the City Council for approval. The nominees must be confirmed by the City Council before the terms of the outgoing commissioners expire on October 15.
  - 5.15.2 If desired, the SP discusses the finalists. Be mindful of the finalists' feelings and public reputations.
  - 5.15.3 If desired, the SP takes a vote to see which finalists get the most votes.
  - 5.15.4 Someone makes a motion to select one of the finalists, and the SP members vote yes or no on selecting that individual. An individual must get 2/3 of the vote to be selected. (If the SP consists of 9 members, the selected finalist must get at least 6 votes.)
- 5.16 Creating a Reserve Pool
- 5.16.1 The SP can create a Reserve Pool, if desired, made up of applicants who were not selected in the current year.
  - 5.16.2 The purpose of a Reserve Pool is to make it easier to fill an unexpected vacancy in the coming year. If a commissioner who was selected by the SP resigns or is

removed before their term has expired, the SP must fill the vacancy. If a Reserve Pool exists, the SP can select a member of the Reserve Pool to fill the vacancy.

- 5.16.3 A Reserve Pool is typically created at the end of a selection cycle.
  - 5.16.4 The criteria for inclusion in the Reserve Pool are decided each year by the SP. The members of the Reserve Pool may be some of the finalists who were not selected in the current year.
  - 5.16.5 The Reserve Pool must consist of at least 3 people.
  - 5.16.6 People who are selected for the Reserve Pool must be asked if they want to be in the Reserve Pool and if they are willing to inform the SP if they become unavailable to serve on the commission.
  - 5.16.7 Important: Members of the Reserve Pool must be informed that (a) being in the Reserve Pool does not guarantee that they will be appointed in the event of a vacancy on the PC, (b) being in the Reserve Pool does not guarantee that they will be appointed in the following year, (c) membership in the Reserve Pool expires on August 1 of the following year, and (d) if they want to be considered during the next year's selection cycle, they must submit a new application. (For example: If a Reserve Pool is created in July 2022, it will not expire until August 1, 2023, but anyone who wants to be considered in the regular selection cycle in 2023 must submit a new application by the application deadline in spring or summer of 2023.)
  - 5.16.8 It is the responsibility of the chair of the SP to communicate the above points to the members of the Reserve Pool or to delegate the task to a designee (preferably a member of the SP). It is the responsibility of staff to confirm that this information has been communicated to the members of the Reserve Pool. See Appendix K for a sample letter.
- 5.17 Background Checks and Submission to City Council
- 5.17.1 Staff performs background checks for the selected individual(s) and submits their name(s) to the City Council in time for the City Council to confirm their appointments before the terms of the outgoing commissioners expire on October 15.

## 6. POST-SELECTION TASKS

- 6.1 After the selections are made, certain tasks should be done before the SP adjourns for the year.
- 6.2 Letter to Future Applicants
  - 6.2.1 Write and approve a letter to send to people who apply in the next year. (See Appendix G for a sample letter.) Request that staff send the letter to anyone who applies.



### 6.3 Next Year's Schedule

- 6.3.1 Choose an application deadline for the following year, which can be used in outreach material for the next 11 months.
- 6.3.2 Ask staff to update the application information on the PC and SP websites, including the application deadline.
- 6.3.3 Choose a date for the next SP meeting (typically in February or March).

### 6.4 Revising the Application

- 6.4.1 The SP may choose to revise the application for the following year. This should be done as soon as possible, so that people who apply during the year can use the new version. This work can be delegated to an ad hoc committee or an individual SP member.

### 6.5 Revising the Procedure

- 6.5.1 Create a process improvement ad hoc committee to review the process in October, November, and/or January and create a list of recommended changes for presentation to the full SP at the beginning of the following year's selection cycle (in February or March). Alternatively, the full SP could meet in October, November, and/or January to review and revise the process.

### 6.6 Updating the SP Website

- 6.6.1 The SP reviews the SP website and decides on any changes.
- 6.6.2 Staff implements the changes.
- 6.6.3 Staff removes the information about this year's applications from the PC and SP websites, replacing it with information for next year's application process (including the deadline for the next year).

## 7. FILLING VACANCIES

- 7.1 If a commissioner who was selected by the SP resigns or is removed before their term has expired, the SP must fill the vacancy.
- 7.2 The SP may choose to select someone from the Reserve Pool (if one exists). Members of the Reserve Pool can be interviewed again, or the SP can vote on who to select without interviewing them again.
- 7.3 Alternatively, the SP may choose to hold a special recruitment and selection cycle, although that is very time consuming. The SP could also choose to fill the vacancy during that year's regular selection cycle, particularly if the vacancy occurs in the spring or summer and the regular selection cycle is already underway.
- 7.4 If the SP chooses to interview members of the Reserve Pool again, the chair of the SP (or a designee) explains the process to the public, explaining that the selection is based on information obtained previously, from candidates' applications, interviews, and references.

## 8. DOCUMENT APPROVAL

- 8.1 This document was approved by a majority of the SP on February 28, 2023. It became effective immediately.

## 9. REVISIONS AND EXCEPTIONS

- 9.1 This document can be changed at any time. Changes must be approved by a majority of the SP.
- 9.2 Improvements from year to year are encouraged. Changing the procedure at the last minute is discouraged.
- 9.3 Exceptions to this procedure must be documented and approved by a majority of the SP.

## 10. APPENDICES

- 10.1 The sample text in the appendices can be used or modified if desired. Using this wording is not required.

## APPENDIX A

### SAMPLE PRESS RELEASE

May 20, 2022

Oakland Residents Encouraged to Apply for Police Commission

Applications Due June 30, 2022

*Oakland, CA* – Mayor Libby Schaaf and the Selection Panel for the Police Commission today announced the opening of the application process to serve on the Oakland Police Commission.

“Oakland’s volunteer Police Commission is currently the most powerful and independent Police Commission in the country,” **Oakland Mayor Libby Schaaf** said. “When the actions of a member of the Oakland Police Department are called into question, the public must have total confidence that allegations of misconduct are taken seriously, investigations are thorough, transparent, and fair, and offenders are held accountable when appropriate. The City remains committed to ongoing and nationally recognized strides the Oakland Police Department has been making.”

Establishing and maintaining public trust and confidence in the Oakland Police Department (OPD) is essential for the department to provide the highest level of service to the community.

Selection Panel Chairperson **Jim Chanin**: “We are seeking dedicated community members that will hold the Oakland Police Department to the highest standards and speak up for the community at-large. If you can be fair to all parties, and are passionate about police accountability issues and justice, we want to hear from you.”

The Selection Panel will seek to make appointments that reflect Oaklanders’ diversity of experiences, especially individuals from communities experiencing the most frequent contact with the police. Strong commitment to police accountability and public service will be prioritized. Duties include overseeing the Community Police Review Agency, which conducts investigations into allegations of officer misconduct; overseeing the Office of the Inspector General, which will conduct independent audits of OPD; proposing changes to, approving, or rejecting current or proposed OPD policies; and removing the Chief of Police for cause, as well as other duties.

Commissioners must meet two criteria:

- a. be a resident of the City of Oakland; and
- b. be over 18 years of age by the date of the first Commission meeting.

The Selection Panel strongly encourages formerly incarcerated individuals to apply.

Individuals meeting the following criteria are not eligible to serve on the Police Commission: current sworn police officers; current City employees; former OPD sworn employees; current or former employees, officials, or representatives of an employee association representing sworn police officers; attorneys with pending claim or lawsuit against OPD; and attorneys who have filed a claim or lawsuit against OPD that was resolved during the past year.

Applications are available at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission) and will be accepted until June 30, 2022, when the Selection Panel will begin to interview candidates. Appointments will be made no later than October 16, 2022. Interested applicants are encouraged to apply as soon as possible.

###

**APPENDIX B**  
**SAMPLE SOCIAL MEDIA POST**

Help oversee the Oakland Police Department!

Apply by [date] to be on the Police Commission, which is changing OPD policies and overseeing discipline. It takes significant time but can bring fair policing to Oakland.

[www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission)

## APPENDIX C

### SAMPLE ANNOUNCEMENTS FOR NEWSLETTERS OR WEBSITES

#### SHORT ANNOUNCEMENT

Do you want to help oversee the Oakland Police Department?

Apply to be on the Police Commission, which is changing OPD policies and overseeing police discipline. It takes significant time in meetings, meeting prep, and committee work, but you can help bring fair and just policing to Oakland communities. Applications are due by [date].

[www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission)

#### LONG ANNOUNCEMENT

**Do you want to help oversee the Oakland Police Department?**

Apply to be on the Police Commission, which is changing OPD policies and overseeing police discipline. It takes significant time in meetings, meeting prep, and committee work, but you can help bring fair and just policing to Oakland communities.

The panel that selects most of the commissioners is looking for diversity and encouraging people from heavily policed communities to apply. Commissioners must be over 18 and live in Oakland. They cannot be police officers or City employees. A high school diploma is not required, and formerly incarcerated people are encouraged to apply.

**This year applications are due by [date].**

To apply, go to [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission), where you can also find more information about the Police Commission. You can watch videos of past meetings, find out about upcoming meetings, and learn about City Code section 604, which describes the powers and responsibilities of the Police Commission.

**If you have any questions** please call [phone number] between [10:00 am and 8:00 pm, any day of the week].

**APPENDIX D****SAMPLE EMAIL FOR MAYOR AND CITY COUNCIL MEMBERS**

Note: If using this sample email, be sure to attach a document with the sample wording for announcements (see Appendix C). Or delete the sentence that says, "There are longer posts in the attached document, for newsletters or web pages." Also be sure to add the actual information (mayor's name or council member's name at the top, contact's phone number at the bottom, etc.).

Subject: Time to apply for the Police Commission

Dear council members and staff / Dear Mayor[name]:

It's time for interested community members to apply to be on the Police Commission! The deadline for applications is [date]. Will you help us spread the word?

If you have a newsletter, web page, or social media account, please consider posting something. Here is some sample language:

Help oversee the Oakland Police Department!

Apply by [date] to be on the Police Commission, which is changing OPD policies and overseeing discipline. It takes significant time but can bring fair policing to Oakland.

[www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission)

There are longer posts in the attached document, for newsletters or web pages.

If you have any questions, please call Selection Panel Member [name] at [phone number] (between 10:00 am and 8:00 pm) or email her at [email address].

Thank you!

**APPENDIX E****SAMPLE OUTREACH EMAIL TO ORGANIZATIONS**

Note: This sample email contains references to documents that can be attached to the email. Either attach the documents or delete the sentence that refers to them. An example of the first referenced document can be found in Appendix C, and an example of the second referenced document can be found in Appendix M.

Dear [name of organization or contact],

It's time for people to apply to be on the Oakland Police Commission! Are you interested in being on the commission? Can you think of someone you know who would be a good commissioner? Will you help us spread the word?

If you have a newsletter, website, or social media account, please consider posting something. Here is some sample wording:

Help oversee the Oakland Police Department!

Apply by [date] to be on the Police Commission, which is changing OPD policies and overseeing discipline. It takes significant time but can bring fair policing to Oakland.

[www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission)

Sample wording for longer announcements is attached, and so is a sample letter that you could send to your members if you wish.

The Police Commission rewrote OPD's policy on use of force. It has the authority to discipline officers and fire the chief of police for cause. When the mayor hires a new chief of police, the mayor must choose from a list provided by the commission.

Commissioners must be over 18 and must live in Oakland. They cannot be police officers or City employees. Being a commissioner takes significant time, but it is a chance to really change policing in Oakland. A high school diploma is not required, and formerly incarcerated people are encouraged to apply.

If you would like someone to give a 5-minute presentation at a meeting, or if you have any questions, please call [number] between [10:00 am and 8:00 pm, any day of the week].

Thanks in advance for anything you can do to get the word out!

**APPENDIX F****SAMPLE WORDING FOR ANNOUNCEMENTS AT OTHER MEETINGS**

Note: This wording can be used when making announcements at Police Commission meetings or meetings of other organizations.

Hello, my name is ----- and I want to remind everyone that you can apply to be on the Police Commission. Get a pen, because I'm about to give you a website address. Applications are accepted all year, and every summer the Selection Panel chooses a replacement for a commissioner whose term is expiring. The deadline to be considered this year is [date].

If you are interested, or you know someone who might be interested, go to [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). Or Google "Oakland Police Commission".

You must be an Oakland resident and at least 18 years old to apply, and you cannot be a police officer or a City employee. You do not need a high school diploma, and formerly incarcerated residents are encouraged to apply. That website again is [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission), and this year's deadline is [date].



## APPENDIX G

### SAMPLE LETTER TO APPLICANTS

Dear applicant,

Thank you for applying to be on the Oakland Police Commission. This important work depends on people who are willing to volunteer their time and expertise.

Please take some time to learn about the Police Commission so you will be prepared if you are selected for an interview.

Recommended activities:

- Attend at least 3 meetings of the Oakland Police Commission.
  - Meetings are usually held at [5:30 or 6:30 pm] on [the second and fourth Thursdays of the month]. To find out when the next meeting is, go to the Police Commission website ([www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission)).
  - During the COVID pandemic, meetings are being held virtually by Zoom. To find the link for the next meeting, go to the Police Commission website ([www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission)) and find the agenda for the next meeting. A link for the meeting should be in the first two pages of the agenda.
  - If you cannot attend 3 meetings before your interview date, watch the video recordings of at least 3 past meetings. The videos are available on the Police Commission website ([www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission)).
- Read the agenda packets for at least 3 meetings.
  - They can be found on the Police Commission website ([www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission)).
- Read City Code section 604.
  - Section 604 describes the Police Commission's powers and responsibilities.
  - A link to the text of section 604 can be found near the bottom of the Police Commission website ([www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission)).
- Look around on the Police Commission website ([www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission)).

Thank you again for applying. If you have any questions, please contact [the designated SP member] at [contact information].

## APPENDIX H

### SAMPLE STATEMENT TO INTERVIEWEES

This sample statement can be used or modified to satisfy the instructions in Steps 5.13.3 and 5.13.4.

Dear applicant,

The Selection Panel for the Police Commission would like to interview you, and [name] will be contacting you to schedule a time.

You will be interviewed by a panel of 9 people. The interview will be part of a public Zoom meeting, and it will be recorded and posted on the Police Commission website. The Selection Panel may discuss your strengths and weaknesses at the meeting. Members of the public may express their opinions about the candidates.

We deeply appreciate your participation in this demanding process.

During the interview you may be asked some of the questions in the Applicant Evaluation Tool, [which is attached]. The Selection Panel considers several things when evaluating applicants, including the following:

- level of dedication to police accountability work
- knowledge of the Police Commission
- lived experiences interacting with the police or witnessing police interactions with other members of the community
- skills and expertise doing the types of work that Police Commissioners do
- ability to present clear and objective views, based on facts
- ability to work constructively with others
- established connections with the community
- who can add to the diversity of the Police Commission
- who represents a community that is heavily impacted by police violence and other police misconduct (such as Black people, Native American people, LGBTQ people, poor people, formerly incarcerated people, residents of East Oakland, residents of West Oakland, people **who are living** without housing, young people, and immigrants)

Sincere thanks for your commitment to making the Police Commission the best it can be. If you have any questions, please contact [SP member] at [contact information].

## APPENDIX J

### QUESTIONS TO ASK REFERENCES

If desired, these questions can be asked when interviewing a candidate's references. It might be best to start with general questions, to see what they say before we say something that indicates what we are looking for.

1. How do you know this person?
2. How long have you known this person?
3. What can you tell me about them?
4. What is their greatest strength?
5. In what areas could they improve?
6. Have they ever worked on a board, commission, or other body of people? (That you know of.) How did they handle that experience? (Do you know?)
7. Do you know if they have been involved in the Oakland community and public service? Do you know how long? Can you describe their activities?
8. Do you think they have the capacity to be fair and unbiased? In your experience, how has that been demonstrated? OR: Can you give me an example?
9. How would you describe their listening skills and ability to engage with others? In your experience, how has that been demonstrated? OR: Can you give me an example?
10. Would you say they are receptive to other points of view? In your experience, how has that been demonstrated? OR: Can you give me an example?
11. Have you ever seen them change their mind? Please describe.
12. How do they resolve interpersonal conflicts? In your experience, how has that been demonstrated? OR: Can you give me an example?
13. How do they respond to criticism? In your experience, how has that been demonstrated? OR: Can you give me an example?
14. Can they cooperate with people they disagree with? In your experience, how has that been demonstrated? OR: Can you give me an example?

15. How would you describe their communication skills—both verbal and written?
16. Do you know if they have been involved in public safety issues in the past? Do you know how long? Can you describe their activities?
17. Do you think they would be a good police commissioner—are you familiar with the roles and responsibilities of an Oakland Police Commissioner? [Describe, if necessary.] Do you think they would do a good job in that role? Why do you think so?
18. Being a police commissioner takes a lot of time. Between commission meetings, studying meeting materials, and committee work, it is estimated that a police commissioner needs to spend 20 hours a week on Police Commission business. Do you think this person has the time and energy to do the work required of an Oakland Police Commissioner?
19. What is this person's interaction style?
20. Have you seen this person work with people they disagree with? How do they handle the situation?
21. Have you seen this person help someone else achieve their goals?
22. What would make this person a good Police Commissioner? (First tell them a little about what is involved in being on the Police Commission.)
23. Is there anything you would like to add?

**APPENDIX K****SAMPLE LETTER TO MEMBERS OF THE RESERVE POOL**

Dear finalist,

The Selection Panel would like to invite you to be in the Reserve Pool for the Police Commission. If a Police Commissioner resigns or is removed in the next year, the Selection Panel may choose to select the commissioner's replacement from the Reserve Pool.

Please note:

- Being in the Reserve Pool does not guarantee that you will be appointed to fill the next vacancy on the Police Commission.
- If you want to be considered again next year, you must submit a new application.
- Membership in the Reserve Pool expires on August 1 of [2023].

If you are interested in being in the Reserve Pool, and are willing to inform the Selection Panel if you become unavailable to serve on the Police Commission, please inform [staff member] by [date].

Thank you.

## APPENDIX L

### SAMPLE RADIO ANNOUNCEMENTS

#### SHORT ANNOUNCEMENT

##### **Do you want to help oversee the Oakland Police Department?**

Apply to be on the Police Commission, which is changing OPD policies and overseeing police discipline. It takes significant time in meetings, meeting prep, and committee work, but you can help bring fair and just policing to Oakland communities. Applications are due by [date].

Google “Oakland police commission” or go to [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission)

#### LONG ANNOUNCEMENT

##### **Do you want to help oversee the Oakland Police Department?**

Apply to be on the Police Commission, which is changing OPD policies and overseeing police discipline. It takes significant time in meetings, meeting prep, and committee work, but you can help bring fair and just policing to Oakland communities.

The panel that selects most of the commissioners is looking for diversity and is encouraging people from impacted communities to apply. You must be over 18 and live in Oakland, and you cannot be a police officer or a City employee. Formerly incarcerated individuals are encouraged to apply. A high school diploma is not required.

**Applications are due by [date].** To apply, Google “Oakland police commission” or go to [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). At the Police Commission website you can also find more information about the Police Commission and Oakland City Code section 604, which describes the powers and responsibilities of the Police Commission. You can watch videos of past meetings and find out about upcoming meetings. If you have any questions, please call [phone number], [any day of the week].

## APPENDIX M

### SAMPLE LETTER FOR OTHER ORGANIZATIONS TO SEND TO THEIR MEMBERS

Note: This document is intended to be an attachment to an email we would send to an organization. It is a sample of what the organization could send to their members.

Dear members,

You can change Oakland policing.

The Oakland Police Commission is looking for new members. Are you interested? Do you know someone who would be interested? Please help us spread the word. Applications are due [date and year].

The Police Commission was created by Oakland voters in 2016, and it is taking major steps to reform the Oakland Police Department.

The work is hard, and it is unpaid at this time. It takes significant time in meetings, meeting prep, and committee work. It requires working with people you disagree with. You could face opposition and criticism from many quarters. But you can help bring fair and just policing to Oakland communities.

The panel that selects the majority of the commissioners is looking for diversity and encouraging people from impacted communities to apply. You must be over 18 and live in Oakland. You cannot be a police officer or a City employee. You do not need a high school diploma, and formerly incarcerated people are encouraged to apply.

To apply, go to [www.oaklandnet.gov/policecommission](http://www.oaklandnet.gov/policecommission), where you can also find more information about the Police Commission. You can watch videos of past meetings, find out about upcoming meetings, and learn about City Code section 604, which describes the powers and responsibilities of the Police Commission. If you have any questions, please call [phone number] between [10:00 am and 8:00 pm, any day of the week].

Please spread the word on social media. You can use the wording below if you like:

Help oversee the Oakland Police Department!

Apply by [date] to be on the Police Commission, which is changing OPD policies and overseeing discipline. It takes significant time but can bring fair policing to Oakland.

[www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission)

Thank you for supporting police accountability in Oakland!

## APPENDIX N

### SAMPLE RECRUITMENT FLYER

## Who can hold Oakland police accountable?

Who can change OPD policies? Who can discipline police officers who don't follow the rules?

The Oakland Police Commission can. The Police Commission has been rewriting OPD policies, such as the policy on use of force. What happens if officers don't follow the policy? The commission can discipline them.

The Police Commission was created by Oakland voters in 2016. Commissioners are community members, not police officers or politicians.

## We need you.

We need committed people to apply to be on the Police Commission. You must be over 18 and live in Oakland, and you can't be a police officer or City employee. You do not need to have a high school diploma or work history. Formerly incarcerated individuals are encouraged to apply.

It is not an easy job. Are you ready to spend time on meetings, meeting preparation, and committee work? Are you ready to face resistance from City Hall and criticism from the community?

Can you work with people you disagree with? Can you disagree without being disrespectful? Are you ready to be part of public meetings that are recorded and shown on KTOP (the City's cable station)? Are you willing to learn more?

## You can do this.

To apply, go to [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). If you don't have access to the Internet, or if you have any questions, call [phone number] [between 10:00 am and 8:00 pm, any day]. Applications are due [date].

When you submit an application, it becomes a public record and can be viewed by anyone, although personal contact information is removed.

## Learn more.

For more information, visit [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can watch videos of past meetings, find out about upcoming meetings, read Oakland City Code, section 604 (the law that defines the Police Commission's powers and duties), and more.

Questions? Please call [number] [between 10:00 am and 8:00 pm any day of the week].

Revised 6/13/2020





**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. Additional duties include hearing citizen complaints, making decisions determining outcomes.

**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.

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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. 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?
  
5. 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>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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**:

6. 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? KEEP
  
7. 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>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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

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

---

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

8. Tell us about your community involvement and what groups you are affiliated with.
9. 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.
10. 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?
11. What skills would you bring to the Oakland Police Commission?
12. What is the Police Commission doing right?
13. If you became a Police Commissioner, what would you do differently?
14. 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: \_\_\_\_\_

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>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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**:

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

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					