



CITY of OAKLAND | POLICE COMMISSION

Webinar: <https://us02web.zoom.us/j/81993897847> | Webinar ID: 819 9389 7847 | Telephone: +1 669 900 9128

PUBLIC FORUM **CPRA Executive Director Search** **May 4, 2023 | 6:30-8:30 PM**

- I. Welcome and Introduction
- II. Candidate Bios
- III. Forum Participation and Guidelines
- IV. Presentations from Finalists — 15 minutes per person
Topic: Given the challenges that CPRA is currently facing as it evolves to take over IAD responsibilities, what is your plan and vision for the next 90 days as Executive Director? Include your thoughts on staffing and the IAD transition.
- V. Q&A Session — 3 minutes per question for all candidates
 1. What is the investigative and research process that must be taken to produce consistent, complete, and timely professional investigations with clear expectations and accountability measures?
 2. Functionally, how would you utilize community engagement and outreach to further the goals of the CPRA? What do you perceive as the most important aspects of this engagement?
 3. Building team morale and being supportive in an office that does emotionally difficult work will be important for this position. How would you address this as Executive Director of CPRA?
 4. There has historically been a lack of sustained complaints around racial harassment, profiling, and bias. Moving forward, how would you use the Commission and its resources (e.g. CPRA, OIG) to rectify this?
- VI. Community Questions in Zoom Q&A
- VII. Closing Remarks



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CANDIDATE BIOS

(alphabetical by last name)

Charlotte Jones

Charlotte Jones is the interim Executive Director for Oakland's Community Police Review Agency (CPRA). Prior to accepting this appointment in December 2022, she began her work with CPRA as the organization's Chief of Staff in April 2022. In both positions, Jones has sought to lead with her expertise in civilian oversight, working tirelessly for the benefit and betterment of the organization and the City of Oakland more broadly. While she has done much work of which she is proud in the last year, the strides she has made in establishing the first standard operating procedures for CPRA and in implementing many important policy changes notably stands out.

Jones received her Bachelor's in Sociology from the University of Michigan-Dearborn and her law degree from Wayne State University. Raised in Detroit, she spent 28 years working in public service, including over 22 years working in civilian oversight. Through this service she became intimately aware of the methods, functions, and purpose of civilian oversight, having conducted and reviewed thousands of investigations throughout her tenure. Jones also stands as a subject-matter expert on the work it takes to establish a viable civilian oversight unit in the face of significant scrutiny by the Department of Justice, having played a pivotal role in overhauling the operating procedures and investigative practices of OCI during its 13 years under a federal Consent Decree. The work Jones conducted in Detroit as both an investigator and, later, the leader of an investigative team has provided her with crucial insight into the field of civilian oversight down to the minute details.

As a recent transplant to Oakland, Jones has spent the last year growing increasingly acclimated to the city and its civilian oversight needs. Her passion for and dedication to the betterment of the community through the assurance of their safety is matched only by the experience and knowledge she brings to her role.



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CANDIDATE BIOS *(alphabetical by last name)*

Mac Muir

Raised in Oakland, Mac Muir is a recognized expert on civilian oversight of law enforcement. As a Supervising Investigator at New York City's Civilian Complaint Review Board (CCRB), the largest police oversight agency in the United States, he investigated allegations in every one of the NYPD's 77 precincts.

In his seven years at the CCRB, Muir worked on a wide range of complex and politically charged cases, including officer-involved shootings, chokeholds, sexual misconduct, excessive force, and false official statements. As a supervisor, he directly oversaw over 150 cases at a given time. To improve agency-wide practices, Muir led trainings for the CCRB's Investigations Division, crafted and conducted mediation training, recruited and mentored new investigators, and represented the CCRB at annual conferences for the National Association of Civilian Oversight of Law Enforcement (NACOLE). As a designated liaison to NACOLE, in 2018 Muir interviewed dozens of civilian oversight leaders to improve strategy and organizational management. In 2022, he served as a subject matter expert to the Oakland Police Commission. Today he is a member of the NACOLE Communications Committee and the Investigations, Policy, and Stakeholders Working Groups.

Muir served on the staff of Colorado Governor John W. Hickenlooper, received mediation training from Columbia Law School and the New York Peace Institute, and taught the Know Your Rights course 'Street Law' at Oberlin High School. Outside of oversight, he advises presidential, congressional, and local political campaigns. He holds a B.A. from Oberlin College in Politics and Africana Studies, where his studies focused on the history of the Oakland Police Department and the Negotiated Settlement Agreement.



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CANDIDATE BIOS *(alphabetical by last name)*

Dwight White

Dwight White has over ten years of experience leading and managing timely and successful investigations. He is the inaugural Inspector General for the City of Sacramento, where he created the City's current investigatory process for civilian oversight. Mr. White utilized his interpersonal skills and technical acumen to establish internal policies and procedures that foster fair and thorough investigations, while also promoting community relations. Mr. White collaborated with the Sacramento Police Department to create an investigative process that is timely, impartial, independent, and confidential for all officer-involved shootings, serious bodily injuries, and in-custody deaths. Mr. White also oversees misconduct investigations including excessive force, conduct unbecoming, domestic violence, and improper search and seizure.

Mr. White has extensive experience in both criminal and administrative investigations. Prior to his work in Sacramento, he became a Certified Lead Homicide Investigator for the City of Chicago's Civilian Office of Police Accountability (COPA). Mr. White conducted several high-profile investigations involving officer shootings, excessive force, and constitutional violations on members of the Chicago Police Department.

Dwight grew up in Chicago, Illinois. He earned a Bachelor of Science degree in Information Assurance and Security Engineering from DePaul University. He also earned his Juris Doctor from the University of Illinois, Chicago School of Law.