

**Redistricting Commission  
Applicant Profile**

<b>Applicant #</b>	11440378097
<b>First Name</b>	Paul
<b>Last Name</b>	Marshall
<b>District</b>	District 4
<b>Time living in District</b>	More than 20 years
<b>Time living in Oakland</b>	More than 20 years
<b>Education</b>	Master's degree
<b>Income</b>	\$125,000 - \$250,000
<b>Voting history</b>	2018 election
<b>Gender</b>	Male
<b>Race/Ethncity</b>	Black or African American
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## Supplemental Questionnaire

Your response to each of the mandatory following questions is limited to no more than 500 words. Please type in the space provided for each question.

\*1. Why do you wish to serve on the Commission and why do you think the work of the Commission is important?

I am an Oakland native and very passionate about this city and the communities that make up this city. The evolution and the dynamics of the city have yielded both positive outcomes and opportunities for enhancement in other areas. I believe that the redistricting plans and outcomes could significantly impact the landscape of Oakland and the distribution of resources. As such I would like to participate in a fiduciary capacity to ensure that an authentic voice of the community is heard.

\*2. Explain what it means to be impartial and describe your ability to exercise impartiality.

To be impartial is to operate without bias, to be fair, and just. I commonly operate from a place of objectivity and impartiality. I understand the importance and necessity to suspend one's personal opinion in efforts to collaborate with others pursue the best outcomes for the city based on the fact patterns and information provided to meet and achieve the common goals of redistricting.

\*3. The Commissioners will need to work collaboratively in redrawing district boundaries. Provide an example from when you had to set aside your own self-interest to achieve a common goal.

I am an active mentor with the Our Kids Program which is a youth focused mentoring program. There are certain initiatives like establishing a literacy division to the program. I deem literacy to be imperative to our community and the mentees that we serve. Yet in being committed to the common goals of the OK Program I recognize that the literacy initiative might be more appropriate to revisit at a later date or in a different space.

\*4. All Commissioners must demonstrate an understanding of and appreciation for Oakland's diversity. Describe your knowledge of and appreciation for Oakland's people and places, and how this will enhance your work as a commissioner.

I was born, raised, and educated in Oakland. I celebrate and have a strong appreciation for Oakland's diversity. I have friends, family, and acquaintances throughout the city. I patronize businesses throughout the city. I have a great appreciation for diversity offered in our city. I regularly attend Allen Temple Baptist Church and Shiloh Church and have been supportive of various initiative that take place in Oakland such as various food drives and feeding initiatives. I recognize the needs and concerns in various communities which will ensure that I remain mindful in advocating to the best of my ability as appropriate in achieving the goals of the commission.

\*5. Provide an example from when you faced a complex question or situation. What problem solving skills did you use to solve it?

On a quarterly basis I am tasked with calculating and reporting Share-Based Compensation which entails a series of reconciliations prior to the final generation of reports. One quarter after the reporting had taken place, I re-ran a series of reports and noticed a change in the numbers. I delved into the details to try and identify the data changes that created the discrepancy. I revisited my reconciliations and noticed that there was a change in termination data in which the HR team entered a late termination in the system. I assessed the impact and footnoted the issue to ensure it was captured during the next reporting cycle. I also advised the HR team of the importance of capturing termination activity timely.

\*6. Describe any professional, social, political, volunteer, community activities, and/or causes in which you have been involved or that you have financially supported. If you do not have any activities to report, type N/A in the space provided.

I serve as a mentor for the Our Kids (OK) Program, Volunteer, Black Joy Parade, Volunteer to feed the Homeless via Feed The Hood and 510 Hikers, assist with preparation and distribution for Thanksgiving Turkey Drive, active in The Tomorrow Man Foundation promoting health and literacy. Active member of the National Association of Stock Plan Professionals (NASPP), active participant in the Annual Give Oakland Toy Drive. I assist with various community initiatives offered through District 6 and am an active participant in the Redwood Heights/Davenport Home Owners associations.

**Additional Information (Optional)**

If there is any additional information that was not asked in the Supplemental Questionnaire that you believe would help the Screening Panel in making their nominations, you may enter that information here. Your response here is optional.

\*I understand that if selected as a Commissioner, I shall be ineligible, for a period of 10 years beginning from the date of appointment, to hold elective public office for the City of Oakland. Additionally, I shall be ineligible, for a period of four years beginning from the date of appointment, to hold appointive public office for the City of Oakland or Oakland Unified School Board, to serve as paid staff for or as a paid consultant to Oakland City Council, or any member of the City Council or Oakland School Board, to receive a non-competitively bid contract with the City of Oakland, or to register as a lobbyist. This four-year ban on having a paid consultancy or entering noncompetitively bid contracts applies to myself individually and all entities for which I am a controlling person. Please enter your initials below to confirm your understanding of these statements.

Initials:	PM
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\*I affirm, by entering my name in the space provided, that the statements contained in this application are true and correct to the best of my knowledge.

Name:	Paul Marshall
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