



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

**Meeting Agenda**

**Thursday, March 19, 2020**

5:45 PM – 8:00 PM

City Hall, 1 Frank H. Ogawa Plaza, Council Chamber  
Oakland, CA 94612

Selection Panel Members: Chairperson John Jones III (At Large), Don Link (District 1), James Chanin (District 2), *Vacant* (District 3), Lorelei Bosserman (District 4), Mary Vail (District 5), Braunz Courtney (District 6), Jean Blacksher (District 7), and Brendalynn Goodall (Mayor).

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

**2. Open Forum**

**ACTION ITEMS**

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

- [July 1, 2019 Meeting](#)
- [July 3, 2019 Meeting](#)
- [February 20, 2020 Meeting](#)

**4. Determining Selection Panel Vice Chairperson**

Selection Panel will determine a new Vice Chairperson for Selection Panel due to a resignation. [There are no agenda materials for this item.]

**5. 2020 Police Commissioner Application and Selection Process**

The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during this current selection process, including the process for placing candidates in the Reserve Pool.

Agenda Item Report:

- [2020 Police Commissioner Application and Selection Process](#)

**6. Discussion regarding Commissioner Harris and former Selection Panel Member Jessie**

The Selection Panel will discuss and take possible action on the incidents involving Police Commissioner Ginale Harris and former Selection Panel Member Candice Jessie. [There are no agenda materials for this item.]

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

**Meeting Agenda (Continued)**

**Thursday, March 19, 2020**

5:45 PM – 8:00 PM

City Hall, 1 Frank H. Ogawa Plaza, Council Chamber  
Oakland, CA 94612

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**7. Next Meeting**

The Selection Panel will discuss and take possible action on its future meeting schedule.  
[There are no agenda materials for this item.]

**8. Open Forum**

**9. Adjournment**

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

A member of the public may speak on any item appearing on the agenda. All speakers will be allotted a maximum of three minutes unless the Chairperson allocates additional time.

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [rluna@oaklandca.gov](mailto:rluna@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 [rluna@oaklandca.gov](mailto:rluna@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  
[rluna@oaklandca.gov](mailto:rluna@oaklandca.gov) 或 致電 (510) 238-4756 或 (510) 238-2007 TDD/TTY.



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

**Meeting Minutes**

**Monday, July 1, 2019**

City Hall, 1 Frank H. Ogawa Plaza, Council Chamber  
Oakland, CA 94612

Selection Panel Members: Chairperson John Jones III (At Large), Vice Chairperson Candice Jessie (District 6), Tal Klement (District 1), James Chanin (District 2), Sarah Chavez-Yoell (District 3), *Vacant* (District 4), Mary Vail (District 5), Jean Blacksher (District 7), *Vacant* (Mayor)

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

Quorum was determined and the meeting started at 5:37 pm.

Members present: Chairperson John Jones III, Vice Chairperson Candice Jessie, Jean Blacksher (arrived at 5:38 pm), Jim Chanin, Sarah Chavez-Yoell, Tal Klement, and Mary Vail

Staff present: Stephanie Hom

City Attorney Staff present: Allison Dibley

**2. Open Forum**

There were no comments from the public.

**ACTION ITEMS**

**3. Approval of Selection Panel Meeting Draft Minutes**

Motion to approve the meeting minutes for June 26, 2019 was moved (S. Chavez-Yoell) and seconded (M. Vail). Motion passed with 6 yes, 1 abstention (J. Blacksher).

**4. Selection Panel Interviews and Deliberations of Police Commission Applicants**

The Selection Panel interviewed applicants for the Oakland Police Commission including the following:

Henry Gage  
Michael Tigges  
Gabriel Crane (via phone)

Applicant Sherria Taylor who was scheduled to interview informed staff that she was unable to participate in the interview this evening due to a personal matter. Motion to

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

**Meeting Minutes (Continued)**

**Monday, July 1, 2019**

City Hall, 1 Frank H. Ogawa Plaza, Council Chamber  
Oakland, CA 94612

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reschedule interview with applicant Sherria Taylor from July 1 to July 3 at 7:15 pm was moved (J. Chanin) and seconded (M. Vail). Motion passed with 7 ayes.

Applicant Barbara Swoffard did not participate in the scheduled interview. Applicant Gay Cobb withdrew her application for the position prior to the scheduled interview.

[The Selection Panel recessed between 6:31 pm and 7:30 pm in between the interview with Mr. Tigges and Mr. Crane.]

**5. Open Forum**

Comments were provided by the following public speakers:  
Lorelei Bosserman

**6. Adjournment**

The meeting was adjourned at 7:55 pm.





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

**Meeting Minutes**

**Wednesday, July 3, 2019**

City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1  
Oakland, CA 94612

Selection Panel Members: Chairperson John Jones III (At Large), Vice Chairperson Candice Jessie (District 6), Tal Klement (District 1), James Chanin (District 2), Sarah Chavez-Yoell (District 3), *Vacant* (District 4), Mary Vail (District 5), Jean Blacksher (District 7), *Vacant* (Mayor)

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

Quorum was determined and the meeting started at 5:36 pm.

Members present: Chairperson John Jones III, Jean Blacksher, Jim Chanin, Sarah Chavez-Yoell, Tal Klement (arrived at 5:38 pm), and Mary Vail

Members absent: Vice Chairperson Candice Jessie

Staff present: Stephanie Hom

City Attorney Staff present: Allison Dibley

**2. Open Forum**

Comments were provided by the following public speakers:  
Lorelei Bosserman

**ACTION ITEMS**

**3. Approval of Selection Panel Meeting Draft Minutes**

The meeting minutes for June 26, 2019 were approved at the July 1, 2019 meeting so no action was needed.

**4. Selection Panel Interviews and Deliberations of Police Commission Applicants**

The Selection Panel interviewed applicants for the Oakland Police Commission including the following:

Barbara Swoffard (via phone)  
Christina Cross  
David Jordan

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

**Meeting Minutes (Continued)**

**Wednesday, July 3, 2019**

City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1  
Oakland, CA 94612

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Applicant Tiffany Silas did not participate in the scheduled interview. Applicant Mark Dorton withdrew his application for the position prior to the scheduled interview. Applicant Sherria Taylor was not available to participate in the interview this evening.

[The Selection Panel recessed between 5:45 pm and 6:00 pm and again between 6:43 pm and 6:54 pm in between interviews.]

Motion to deliberate and select 2 applicants to serve on the Police Commission and not select applicants for a reserve pool was moved (T. Klement) and seconded (J. Chanin). Motion passed with 5 ayes and 1 abstention (J. Blacksher). Absent: C. Jessie.

Motion to determine the 2 applicants to serve on the Police Commission by having each Selection Panel member cast 2 votes for the applicants interviewed with the applicant having the highest number of votes to serve on the Police Commission as a regular Police Commissioner and the applicant with the second highest number of votes to serve as the Alternate Police Commissioner. Motion passed with 6 ayes. Absent: C. Jessie.

Selection Panel members casted their votes for applicants interviewed as following:

<b>Last Name</b>	<b>First Name</b>	<b>Total Votes</b>	<b>Voting Members</b>
Gage	Henry	4	JB, TK, JJ, MV
Jordan	David	4	JB, JC, SCY, MV
Cross	Cristina	2	JJ, SCY
Swoffard	Barbara	2	JC, TK
Crane	Gabriel	0	
Tigges	Michael	0	

Motion to select the top 2 applicants, Henry Gage and David Jordan, to serve on the Police Commission and 1 standby, if one of the top 2 applicants is unable to serve or as a reserve was moved (J. Jones) and seconded (J. Blacksher). Motion passed with 5 ayes and 1 no vote (J. Chanin). Absent: C. Jessie.

Motion to select Henry Gage as the regular Police Commissioner and David Jordan as the Alternate Police Commissioner for the slate to submit to the City Council was moved (M. Vail) and seconded (T. Klement). Motion passed with 4 ayes and 2 no votes (J. Chanin, S. Chavez-Yoell).

Motion to select Christina Cross as the 1 standby applicant was moved (S. Chavez-Yoell) and seconded (J. Blacksher). Motion passed with 5 ayes and 1 no vote (J. Chanin).

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

**Meeting Minutes (Continued)**

**Wednesday, July 3, 2019**

City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1  
Oakland, CA 94612

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Motion that if a Police Commission vacancy arises, the Selection Panel would give Applicant Sherria Taylor an opportunity to interview prior to selecting Christina Cross to the vacancy was moved (J. Chanin). Motion failed due to lack of a second.

Motion to have the Police Commissioner application process be a continuous process with no application deadline was moved (S. Chavez-Yoell) and seconded (T. Klement). Motion passed with 6 ayes. Absent: C. Jessie.

**5. Open Forum**

Comments were provided by the following public speakers:  
Lorelei Bosserman

**6. Adjournment**

The meeting was adjourned at 7:56 pm.



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

**Meeting Minutes**

**Thursday, February 20, 2020**

City Hall, 1 Frank H. Ogawa Plaza, Council Chamber  
Oakland, CA 94612

Selection Panel Members: Chairperson John Jones III (At Large), Don Link (District 1), James Chanin (District 2), *Vacant* (District 3), Lorelei Bosserman (District 4), Mary Vail (District 5), Braunz Courtney (District 6), Jean Blacksher (District 7), and Brendalynn Goodall (Mayor).

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

Quorum was determined and the meeting started at 5:38 pm.

Members present: Chairperson John Jones III, Jean Blacksher (arrived at 5:44 pm), Lorelei Bosserman (arrived at 5:43 pm), Jim Chanin (arrived at 5:40 pm), Braunz Courtney, Brendalynn Goodall, and Mary Vail.

Members absent: None

Staff present: Richard J. Luna

City Attorney Staff present: None

**2. Open Forum**

There were no public comments provided during Open Forum.

**ACTION ITEMS**

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

No action was taken on this item due to a lack of quorum on approving the Meeting Minutes for the meetings of July 1 and July 3, 2019.

There were no public comments provided on this item.

**4. Determining Selection Panel Vice Chairperson**

The Selection Panel discussed the Vice Chair nomination and how it would be best to continue this item to allow members additional time to better understand the role of the Vice Chair before a nomination is made.

A motion was made by Jim Chanin, and seconded by Braunz Courtney, to table this item to the next meeting. Motion passed with 8 ayes.

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

**Meeting Minutes (Continued)**

**Thursday, February 20, 2020**

City Hall, 1 Frank H. Ogawa Plaza, Council Chamber  
Oakland, CA 94612

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There were no public comments provided on this item.

**5. Strategies for Reducing the Impact of Implicit Bias**

Darlene Flynn, City of Oakland, Director of Race and Equity, presented an overview of implicit bias in the Police Commissioner selection processes. Darlene cited best practices using examples from the media to demonstrate the public's implicit biases.

No action was taken on this item.

There were no public comments on this item.

**6. 2020 Police Commissioner Application and Selection Process**

The Selection Panel discussed its process for appointing Police Commissioners during the current selection process. Chairperson John Jones III informed the members of the processes the Selection Panel used during the previous selection processes.

A motion was made by John Jones III, and seconded by Jean Blacksher, for (1) Christina Cross to remain as a standby applicant; (2) that Christina Cross will automatically become the Selection Panel's nominee if there becomes a vacancy; and (3) that Christina Cross will automatically become the Selection Panel's nominee if any of the current Police Commissioners eligible for reappointment withdraw from consideration. This motion was later rescinded by John Jones III.

A second motion was made by John Jones III, and seconded by Mary Vail, to table this item to the next meeting. Motion passed with 8 ayes.

Comments were provided by the following public speakers:  
Rashidah Grinage

**7. Next Meeting**

The Selection Panel discussed its future meeting schedule. Members shared dates and times that they are generally available, and City staff member Richard J. Luna provided dates and times when meeting rooms at City Hall are generally available.

A motion was made by Lorelei Bosserman, and seconded by Braunz Courtney, to meet on March 19, 2020, at 5:45 pm. Motion passed with 8 ayes.

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

**Meeting Minutes (Continued)**

**Thursday, February 20, 2020**

City Hall, 1 Frank H. Ogawa Plaza, Council Chamber  
Oakland, CA 94612

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**8. Open Forum**

There were no public comments on this item.

**9. Adjournment**

The meeting was adjourned at 7:49 pm.

DRAFT



# MEMORANDUM

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

**FROM:** Richard J. Luna  
Assistant to the City Administrator

**SUBJECT:** 2020 Police Commissioner  
Application and Selection Process

**DATE:** March 11, 2020

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**Action Requested:**

For the Selection Panel to:

1. Review, approve or modify the proposed 2020 Nomination Schedule.
2. Review, approve or modify the proposed 2020 Outreach Plan.
3. Review, approve or modify the criteria for establishing Reserve Pool applicants.
4. Determine date for next meeting(s).

**Background:**

The Selection Panel is tasked with reviewing and recommending applicants to serve on the City of Oakland's Police Commission. The Police Commission is composed of seven (7) voting members and two (2) alternate members. The Selection Panel and Mayor both submit nominations to the City Council for confirmation, with the Selection Panel responsible for four (4) regular members and one (1) alternate member to the Police Commission, and the Mayor responsible for three (3) regular members and one (1) alternate member.

On July 3, 2019, the Selection Panel voted to begin accepting applications to serve on the Commission on a continuous basis. As of 5:00 pm on March 10, 2020, the Selection Panel has received five (5) new applications to serve on the Police Commission (**Attachment A**).

On March 13, 2019, the Selection Panel elected to establish a Reserve Pool of applicants in cases where a vacancy occurs. The Reserve Pool:

- Is comprised of no less than three (3) applicants;
- Expires after two (2) years;
- Includes only applicants that receive at least a two-thirds (2/3) vote of the Selection Panel members present for the vote; and
- Requires applicants in the Reserve Pool to give notice to City staff if applicant no longer has interest in being in the Reserve Pool.

On July 3, 2019, the Selection Panel approved adding Christina Cross as a Reserve Pool applicant. Currently, Christina Cross is the only candidate in the pool. An application for Christina Cross is included in **Attachment B** for reference.

**Discussion:**

In 2020, the Selection Panel will be nominating two (2) appointees to the Police Commission for City Council approval. The terms for Commissioners Ginale Harris and Tara Anderson both

expire on October 16, 2020. Commissioners Harris and Anderson are eligible for reappointment to serve an additional three-year term.

Additionally, the Mayor will be nominating one voting Commissioner and one Alternate Commissioner by October 16, 2020, as Commissioner Thomas Loyd Smith and Alternate Commissioner Chris Brown terms end on this date. Likewise, both are eligible for reappointment to serve an additional three-year term.

#### Proposed 2020 Nomination Schedule

Based on the Selection Panel's actions during the 2019 year, staff has compiled the following 2020 Nomination Schedule for consideration:

Application Released	Continuously
Incumbents Notified <sup>1</sup>	March 20, 2020
Application Deadline <sup>2</sup>	June 16, 2020
Candidate Interviews	June 17 – July 17, 2020
Determination of Slate	July 22, 2020
Background Check Completed	August 17, 2020
Report to Council Due Date	September 14, 2020
Council Confirmation	October 6, 2020

#### Proposed 2020 Outreach Plan

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

- Press release to all media contacts
- Notice on City of Oakland social media (e.g., Nextdoor, Twitter, Facebook)
- Notice on Police Commission social media (e.g., Twitter)
- Email communication to announce and request distribution of information to:
  - Mayor's Office
  - City Council Offices
  - City service provider networks
  - Selection Panel members
  - Oakland Neighbors Inspiring Trust
  - Latino Task Force
  - Oakland Community Organizations
- Hard copies distributed to:
  - Neighborhood Service Coordinators for distribution at Neighborhood Crime Prevention Council meetings
  - All public libraries
  - All recreation centers
  - All senior centers

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<sup>1</sup> As in 2019, the current incumbents will be notified by City staff that their term will be expiring in October, and will be asked to submit a new application by the deadline.

<sup>2</sup> Staff proposes that the City will continuously receive applications. The deadline for the 2020 nomination period is recommended to be June 16, 2020, so the Selection Panel can meet its target date for City Council approval on October 6, 2020.



### Applicant Evaluation Tool

**Attachment C** is the Applicant Evaluation Tool that the Selection Panel used during the interview process in 2019. This evaluation tool was last reviewed and edited on June 19, 2019.

### Applicant Statistics

In 2017, the Selection Panel received 146 applications and invited 28 candidates for interviews, ultimately nominating four Commissioners and one Alternate Commissioner to the Police Commission. In 2019, the Selection Panel received 16 applications and invited 10 candidates for interviews, ultimately nominating one Commissioner and one Alternate Commissioner to the Police Commission.

### Proposed Reserve Pool Amendments

At its meeting on February 20, 2020, the Selection Panel discussed the process for placing candidates on the Reserve Pool. Staff recommends the following amendments to the Reserve Pool process:

- Is comprised of no ~~less~~ more than three (3) applicants;
- Candidates added to the Reserve Pool expire ~~Expire~~ after two (2) years;
- Includes only applicants that receive at least a two-thirds (2/3) vote of the Selection Panel members present for the vote; and
- Requires applicants in the Reserve Pool to give notice to City staff if applicant no longer has interest in being in the Reserve Pool.

This would allow the current candidate (Christina Cross) to remain in the Reserve Pool. Additionally, capping the pool at three candidates would ensure only the top candidates are placed on stand-by. Finally, since candidates can be added at any time, each candidate should have a two-year cap before they need to re-apply for the Commission.

### Scheduling of Meetings

The Selection Panel will need to consider and tentatively schedule upcoming meetings to discuss the application review process. Generally, Hearing Room 1 is available on Wednesday evenings starting at 5:30 pm. The Council Chamber is available on the first Monday and third Thursday of each month at 5:30 pm.

Please note, the Selection Panel's annual meeting will be scheduled for Wednesday, May 13, 2020. The annual meeting fulfills the mandated training requirement on Section 604 of the City Charter.

For questions regarding this report, contact Richard J. Luna at (510) 238-4756 or [rluna@oaklandca.gov](mailto:rluna@oaklandca.gov).

/s/

RICHARD J. LUNA  
Assistant to the City Administrator

### Attachments (2):

- A. Current Police Commissioner Applications
- B. Reserve Pool Application
- C. Applicant Evaluation Tool

**ATTACHMENT A**

**Current Police Commissioner  
Applications**



# 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: Breyer Julia M Date: 1/17/2020  
Last First M.I.

Home Address:

Street Address

Apartment/Unit #

Oakland

CA

94610

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.

- 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.

### 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: Hon. Jacqueline Scott Corley

Relationship: former boss

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Lauren Pedley, Esq.

Relationship: friend/Oakland resident

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Miranda Kane, Esq.

Relationship: current boss

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

### Disclaimer and Signature

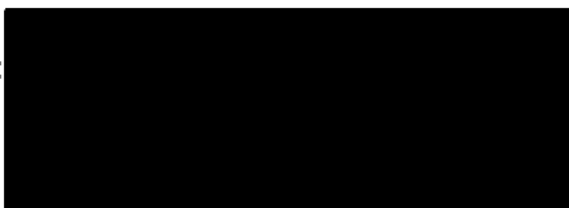
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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: 1/17/2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail 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
E-mail	Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: Police Commission Application

**Application for Position of Commission – Supplemental Questionnaire, Question 1**

As an attorney, I am familiar with the constitutional constraints that govern police officers' work. I understand how difficult it must be for officers to balance individual-officer and community safety in extremely fast-paced, high-stress situations with the need to respect the constitutional rights of potential suspects. In my four years as a judicial law clerk, I heard live testimony from policing experts on these subjects and read countless reports and sworn affidavits about it. I am sensitive to how difficult it is.

In my white collar legal practice, I am often hired to conduct internal investigations when corporate policies are not followed and wrongdoing has occurred. In these contexts, I advise companies on how to make changes to their policies and procedures to better address the problems that have arisen. Although the context is clearly different, this skill will be transferrable to my role on the Police Commission.

I also understand that, often, a police department may have constitutional policies that are not always heeded by individual officers. As a defense attorney, I take seriously the presumption of innocence and do not immediately assume that an officer warrants discipline and expect the CPRA to do the same. On the other hand, I also expect the CPRA to take discipline seriously when it concludes—after a thorough investigation—that discipline is warranted.

Lastly, as a member of law firm and a mother to two children, I have experience reviewing budgets, assessing the reasonableness of expenditures, and making recommendations. I am not afraid to express my opinion when it comes to any of these matters. I am comfortable speaking in public, when it comes time for annual public hearings. Nor do I shy away from uncomfortable conversations. I am well-suited for this position.

**Application for Position of Commission – Supplemental Questionnaire, Question 2**

I have had mostly positive contacts and experience with OPD. As an Oakland resident, I have been a victim of property crime on two occasions. On both occasions, my former residence was broken into and a great deal of personal property was taken. The first time, the officers—when they finally arrived twelve hours after the incident—were kind and respectful.

On several occasions I have witnessed officers speaking to other members of my community and—surprised by the officers’ tones of voice—have stopped to observe or videotape. On one such occasion an officer told me to stop recording. I had followed the officer’s instruction to step away from the area where the officers were speaking with the individual. But I told the officer I would not stop recording. When I continued to record, the officer became quite angry in response, using language I was surprised to hear from a peace officer on the job. That is the only negative experience I have had personally with an OPD officer.

**Application for Position of Commission – Supplemental Questionnaire, Question 3**

I have had limited experience with OPD in connection with my legal practice, and my husband has had significant experience.

I am a white collar criminal defense attorney, and my practice is exclusively in federal court. Because of the nature of my work, the law enforcement agency I typically interact with is the FBI. However, on two occasions I have had cases where OPD officers were involved in the investigation or arrest of my client. These cases come through my work as a member of the Criminal Justice Act Panel for the Northern District of California. The judges of the Northern District of California appointed me to the panel, which is a group of attorneys who represent indigent defendants when the Federal Public Defender's Office is conflicted out. I did not file a motion to suppress or otherwise challenge the propriety of the involved officer's work in either of these cases.

In addition, as a law clerk to the Honorable Jacqueline Scott Corley in the Northern District of California, I frequently helped decide cases involving allegations of excessive force or other police misconduct in lawsuits against OPD officers and OPD brought under Section 1983. I wrote draft opinions for the judge on motions to dismiss such complaints and on motions for summary judgment on the claims. While I assisted in trials on excessive force cases involving other police departments, none of my Section 1983 cases involving OPD ever went to trial.

In contrast to my limited exposure to OPD at work, my husband, Joseph Goldstein Breyer, interacts with OPD on a daily basis in his role as an Alameda County Public Defender, where he has worked since 2011.





# 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: Cai James D. Date: 11/12/2019  
Last First M.I.

Home Address: [Redacted]  
Street Address Apartment/Unit #  
Oakland CA 94606  
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.

- 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.

### 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: Bridget Galvan Relationship: co-worker

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

Full Name: Kevin Ye Relationship: Supervisor

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

Full Name: Yoway Wilson Tong 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

### Disclaimer and Signature

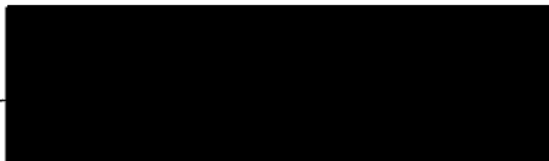
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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: 11/12/19

Completed applications are accepted continuously by mail, hand-delivery, or e-mail 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>
E-mail	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>

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

As a honorable local community resident in City of Oakland for about 12 years since 2007, I am so pleased and thankful to be part of the community and always want to be contributed back to better serve the society where I current living. The recent years have witnessed an increase in the number of crimes and violence in the community; I had volunteered to be the neighborhood captain in my neighborhood to organized social events for neighbor gatherings and neighborhood watch. I also had volunteered in the local organizations for each year's National Night Out held at the Lincoln Recreational Center and street cleaning to maintain the city clean and safe.

In recent years I have served in different capacities in various organizations that deal with humanitarian support aimed at enhancing the wellbeing of the vulnerable members in the community. The different job placements and experiences have helped me gain exemplary skills; knowledge and expertise that I believe will make my stay as the commissioner. Since 2008, I worked in the non-profit organization where I facilitated and managed several activities with the most important being "Activities of Daily Living programs". Secondly, I managed many social services programs for low-income families and immigrants. Thirdly, I worked with government agencies and local vendors to develop a resource or service programs to help them for succeed, provided them with a daily wellness check, and housing retention services. The vast knowledge, skills, and experiences gained in the social services management sector will be an added advantage to my need to undertake a position as the commissioner.

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

As the current Resident Services Supervisor in a nonprofit housing organization, we work closely with local law enforcement facilities to secure our residents' safety and well beings. We worked with Oakland Police Department for National Night Out event, Welfare Checks, and the Neighborhood Crime Prevention Council to collaborate with the police department to report community social issues and work together to reduce crime in the areas. Due to the nature of the challenges experienced in the community, there is a need to develop and implement a better residents & polices collaboration program in the social services that can help mitigate some of the safety challenges faced by the society. This problem resonates well with me and I hope that one day we will able to find a solution to their issues.

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

- a. As a police officer,
- b. As a criminal prosecutor or defense attorney,
- c. With a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

A better police team is a practice that entails giving a helping hand in addressing the various challenges that face the vulnerable members of the society. These members encompass all residents within the city of Oakland. As the supportive services provider, I believe that I will be in a position to devise a number of solutions for addressing the safety challenges facing this population. One of the most important persons who contributed immensely to what I am today is my grandfather, whom was

a former local Sheriff in Guangdong Province of China. My grandfather played a critical role by instilling in me certain virtues such as resilience, support, tolerance, honesty, perseverance, and respect, which have been a key in helping me cope and overcome life challenges and obstacles. He greatly influenced by values and personality. His love, kindness, and support made me develop immense respect for him and the residents in general. The support and education I received from him is a key motivator for wanting to help the local residents to live happy and safe in the society.

# 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: de Marie Anyia C Date: 6-15-2019  
Last First M.I.

Home  
Address:

Street Address

Apartment/Unit #

Oakland  
City

CA  
State

94606  
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.

- 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.

### 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: Holly Joshi

Relationship: colleague

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Robyn Levinson

Relationship: previous co-trainer

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Liz Longfellow

Relationship: 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



#### 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: 6-15-2019

Completed applications due by June 17, 2019 by mail, hand-delivery, or email as follows:

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



**Oakland Police Commision Application**  
**Supplemental Questionnaire**  
**Anya de Marie**

1.

My life's work has focused on addressing gender-based violence through crisis social services, community models and teaching. I have primarily worked within community-based nonprofit organizations and schools, and built an expertise in this field. My career began in 1999 at an intersectional and germinal community-based domestic violence shelter in Chicago, Apna Ghar. Over the years I've continued this work by providing advocacy and crisis services, organizational leadership, serving on task forces, and in the community. My teaching and research focuses on women's psycho-social-emotional development, sexual violence and alternative models for social health. I have served as an educator for all ages from HeadStart teacher to Master's program faculty.

I currently serve as a technical trainer on the issue of commercial sexual exploitation of children (CSEC) with MISSEY (Motivating, Inspiring, Supporting and Serving Sexually Exploited Youth), a nationally recognized Oakland nonprofit. In addition to providing direct services to survivors in the form of intensive case management, one to one mentoring, prevention services and a daily drop in center, MISSEY has informed and shaped conversations, policies, and best practices for addressing CSEC for more than a decade. MISSEY's Training Institute utilizes an innovative, social justice-oriented, survivor-and trauma-informed approach to training. Through the Training Institute, MISSEY has trained over 10,000 community members and professionals.

Previously I served as our Director of Operations beginning in 2015, and in this role managed human resources, finance, operations, communications, and contracts. My work experience with MISSEY significantly informs and enables me to offer a knowledge base which I think will bring great value to the commission's work. Informed policies and attention to detail in best practices, community concerns, legislative changes, and crisis management skills are all essential.

Over the years I have also been involved in organizations and volunteer efforts in the community addressing immigration, homelessness, mental health, education, youth development and the arts. I also direct the Commonality Institute, which addresses how to reach across cultural and gendered differences.

2.

Since 2017, I have provided introductory (Phase I) trainings on CSEC to all city of Oakland employees and Phase II trainings to all Oakland Police Department and Oakland Fire Department staff. These trainings are the first that the city has contracted to address this issue. In this capacity I serve as the lead trainer for MISSEY in collaboration with WestCoast Children's Center and Alameda County District Attorney's HEAT Watch program on human trafficking. Our co-developed curriculum centers on reframing of the issue, Trauma-Informed Care and engagement strategies, risk factors and vulnerabilities, Oakland-relevant data, legislation, and reporter and responder best practices. This training contract is scheduled to complete September 2019.

3.

I have worked within domestic violence shelters and with organizations serving commercially sexually exploited children over the span of my career, as referenced above. Both of these populations often can have charges or convictions of crimes either in relation directly to the violence addressed by the organizations or otherwise in their lives.



## 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>KoKA</u>	<u>RIMI</u>	<u>V</u>
	<small>Last</small>	<small>First</small>	<small>M.I.</small>
Home Address:	<div>[Redacted]</div>		
	<small>Street Address</small>	<small>City</small>	<small>Apartment/Unit #</small>
	<u>Oakland</u>	<u>CA</u>	<u>94605</u>
	<small>City</small>	<small>State</small>	<small>ZIP Code</small>
Phone:	<div>[Redacted]</div>	Email:	<div>[Redacted]</div>

### 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.

- 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.



### 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:

Wonna. Cazares

Relationship:

Community member.

E-Mail

Phone:

Full Name:

Toni Newman

Relationship:

friend.

E-Mail

Phone:

Full Name:

Diana Gilead

Relationship:

Community liaison.

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?

☒ Transgender 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

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

02/18/2020.

Completed applications are accepted continuously by mail, hand-delivery, or e-mail 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>
E-mail	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>



# Rimi Koka

Leadership | Accounting | Administration | Diversity Consultant | Community Engagement  
Seeing a leadership role in the non-profit sector to drive justice

## Community Leadership

President, Board of Directors | ParivarBayArea, Oakland CA | November 2018- Present

- Create spaces and coalitions centered around South Asian Trans and Queer folks.
- Fundraise through events involving panels, trainings, celebrations and social justice causes.
- Operationalize the workings of a non-profit and fulfill vision statement to drive LGBTQ+ inclusion.

Board of Directors | San Francisco Pride, San Francisco CA | September 2019- Present

- Represent and prioritize Trans People of Color on the governing body of the organization.
- Chair, Community Affairs Committee to further Pride's social responsibility.
- Driving corporate accountability for social and economic inclusion for LGBTQ+ community.
- Strategizing the vision and plan for a diversified financial portfolio for sustained cash flow.

Managing Partner | DiversityJourneys.com, Oakland CA | April 2018- Present

- Capacity Building and Workshop facilitation focused on Diversity and Inclusion topics including Gender Identity.

## Community Engagement

- Featured speaker on Trans Justice and visibility at various Pride and Corporate events.
- Past Board Member of Trikone, TGI Justice Project, Oakland LGBTQ center and Transpulse Canada.
- Fundraising lead on committees benefiting ImmigrationEquality, APIENC, TransMarch, TDOR & NQAPIA
- Community Engagement Leader for Transpulse.ca and Steering Committee member for Strategic Actions.
- Facilitator and guest lecturer at Stanford, UC Berkeley, Mills college, Transcend retreat, Gender Infinity, UN, Walmart, Amazon, Oakland Pride, Toronto Pride and more.
- Co-chaired of LGBT ARG (Associate Resource Group) at Walmart while spearheading Workplace Trans Reform.
- Visible Trans Woman Leader of Color in San Francisco Bay Area at organizing and community building.
- Curated Transgender Awareness programs in workplaces and supporting associate gender transitions.
- Peer Support Group Facilitator centering South Asian Queer Trans LGB community.

## Skills

**Platforms:** MS Excel, Power Point, Word, Outlook and Project super user, Anaplan, Retail Link, MicroStrategy-BIS and BIT, Essbase Finance suit, Thoughtspot, and Looker. **Languages:** English, French, Urdu, Telugu, Hindi and Tamil.

## Education

Master's in Business Administration (MBA), Operations and Finance — Boise State University  
Bachelor of Commerce — B.R. Ambedkar University; 2001: Statistics and Accounting  
Bachelor of Hospitality Management — Institute of Hotel Management and Catering Technology

**Walmart E-Commerce (2016- Present)**

## Senior Manager II —Business Operations and Procurement

July 2017- Present

*12 Direct Reports, including 2 managers*

Preparing fiscal budget of 11 departments and monitoring periodic performance.

Knowledge of categorical budgeting guidelines and following policies and procedures.

Delivering on the business and supply chain vision for \$4B Entertainment Portfolio of Consumer electronics

Leading teams to effectively deliver on inventory controls while building inclusivity and diversity thought.

Advising and mentoring teams on policy and financial management for the assigned business categories.

Monitoring external vendor relationships for smooth and effective product delivery.

Delivered scaled diversity growth and revamped hiring strategy to onboard over 40 supply chain associates.

## Sears Holdings(2015-2016)

Regional Operations Manager , Texas

April, 2015 - May, 2016

*26 direct reports, including 2 analysts*

Deliver apparel vision in the field working with 26 frontline managers within sales, delivery and logistic scopes.

Responsible for the upkeep and functioning of up to 50 facilities along with playing finance and operations council

Charged with delivering the P&L targets set for apparel including e-commerce platform and distribution hubs.

Exceeded annual revenue target of \$84M by additional \$1M

## Amazon (2013-2015)

Senior In-stock Manager, Business Operations

September 2013- April 2015

*13 shared reports, with senior vendor manager*

Built premium planning suite for business planning, Open-to-buy and vendor management.

Developed accounting and overall budgeting process and systems to monitor product selection and availability.

Achieved 97% in stock rates thru improved processes, driving \$3M revenue with on-boarding ~300 new vendors.

## Hudson Bay Company(2010-2013)

Manager, Budget Planning and Business Development

July 2010- August 2013

*4 direct reports*

Charged with planning for Men's clothing around financial accounting, budget planning and managing vendors.

Delivered improved margin rates above 50% across 18 categories by better commodity insights and cost cuts.

Increased annual revenue by \$20M thru new brand launch and categories.

## Walmart Canada (2006-2010)

Manager, Financial Planning and Allocation

July 2006- June 2010

*6 direct reports, including assistant manager*

Charged with financial planning and supply chain initiatives for \$360M fashion business.

Delivered on effective stock to sales balancing across all store locations thru allocation strategies.

1. Please describe any life work and significant community volunteer experiences that prepare you?

I can immensely contribute to the work of the Commission

As an immigrant law abiding woman of color who is also Trans and Brown, I have always stayed connected to my home communities. Whether it is organizing or standing for trans visibility, I have worked with city and government agencies to build accountability and awareness. I have thrived in community showing up as a leader driving accountability for Queer and Trans inclusion. Keeping connected to my South Asian roots, she co-founded Parivar, South Asian Trans and GNC-centered Queer Trans Social collective and currently the Board President for Parivar. While leading community in organizing, supporting and rising together, I sit boards for San Francisco Pride and chairs the board's community affairs committee. I also work as a community liaison agent with the Oakland Mayor's office. I hold an MBA specializing in business operations, accounting and management with undergraduate degrees in Accounting and Culinary arts. I have been in Corporate America for over 20 years in various operations and financial planning leadership roles with fortune 50 companies.

With an MBA and over 15+ years of experience as a professional executive, I bring extensive skills of bookkeeping, business operations, financial planning and compliance management. These are competencies that can applied to ensuring sound decisions are made in managing and executing ethics. Additionally, as a board member on many LGBT organizations including San Francisco Pride and as a community leader who founded a non-profit in Oakland, I bring about a great sense of empathy, leadership, thoughtfulness and inclusion to the commission. I am effective team player and bringing me on the commissions will bring the intersectional uplifting of my identity and ensuring there is balanced representation on the commission, thereby reflecting the diversity of Oakland. I am a social and business leader who has existed nationally and internationally in various cities and have made Oakland my final stop. This city provides such diversity, care and services that always need to be managed and powerfully sustained with strong ethics prevailing. As a business leader that leads large teams and deliver on multi-million-dollar portfolios, I aim to build business competency on the commission. Every organization and service, and the city needs to be looked at and administered as a business. I bring these skills of ensuring that the city can be looked at and run as a business. As a public speaker and leader that has trust and respect in the communities that I serve, I aim to bring greater public awareness of commission and the effective work undertaken to bring about greater engagement, dialogue and better lives of Oakland residents.

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

My experiences with the Oakland Police Department have been limited and the experience has been decent. Living in East Oakland for two years, I have interacted with police when the scene of a crime and helped guide them with the neighborhood. I have met with Office Kirkpatrick on a social basis and found to be engaging. There seemed great interest to help when I reported a missing black trans woman at the downtown



location. She was found safely and appreciating the police work here. Another instance has been to discuss the need to patrol more of my neighborhood in East Oakland.

Another key issue to address and solve for me would be build trust, respect and confidence between the marginalized communities of color especially in East Oakland and public servant agencies of the city. Accountability for Police needs to be addressed as Oakland continues to grow and become home for many walks of life. The approach in solving this issue would include building competency and capability for Oakland Police Department city officials to work with varied diversity of residents devoid of any language barriers, income standings, sexual orientations, gender identities and incarnated biases. It would equally include learning and responding to the overall framework of employing dialogue within citizens of Oakland in an easy and accessible manner. While they dedicate and commit to the society at large and have done tremendous work, the police department can continue and strive to be functioning in an ethical manner in conducting their business and prevent an exploitation of vulnerable populations. Overall, I aim to build public commitment towards the commission and the city at large rather than forcibly employing compliance to follow rules and guidelines in place.

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

Response: No, not applicable to me.



## 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>SIDEBO THAM</u>	<u>NANCY</u>	<u>S</u> Date: <u>2/18/2020</u>
	Last	First	M.I.
Home Address:	<div style="background-color: black; height: 20px;"></div>		
	Street Address	Apartment/Unit #	
	<u>Oakland</u>	<u>CA</u>	<u>94605</u>
	City	State	ZIP Code
Phone:	<div style="background-color: black; width: 150px; height: 20px;"></div>	Email	<div style="background-color: black; width: 150px; height: 20px;"></div>

### 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.

- 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. BEAT 29X NCPC Chair, 16 yrs + CPABOARD member OFF & ON 5 yrs. Active in the Community since 1982
2. Please describe your contacts or experiences with the Oakland Police Department. Positive and work closely with BEAT 29X CAO's & NSC
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: NO, To All The Following
  - 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.

### 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: JERRY WONG Relationship: FRIEND

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

Full Name: RALPH KANZ Relationship: FRIEND

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

Full Name: MARCUS JOHNSON 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

#### 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: 2/18/2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail 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
E-mail	Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: Police Commission Application

## Love, Christine (Chrissie)

---

**From:** Nancy Sidebotham <[REDACTED]>  
**Sent:** Friday, February 28, 2020 7:24 AM  
**To:** Love, Christine (Chrissie)  
**Subject:** Oakland Police Commission Application

Chrissie,

Hope this meets the requirements,

Nancy

1-My life work has always been to serve others. I have prepared taxes for individuals for several years. I have worked with numerous individuals in the police department starting in the 1980s. At that time, the Animal Shelter was under the direction of the police department. I worked very closely with police personnel to make sure the animals taken to the shelter were fed and properly housed. I became a block captain in the 1990s where I focused on making my neighborhood safe. I also got involved with the Community Policing program and became chair of my Neighborhood Council. As chair I was able to address several long term problems; one being the installation of stop signs in the area of Seminary and Highway 580. I serve on the Neighborhood Watch Steering Committee (NWSC) where we sponsored several events educating block captains on OAK311, 9-1-1, vegetation management, target hardening homes and more. Finally I serve on the Community Policing Advisory Board. This board monitors the Community Policing program in Oakland and oversees the Neighborhood Councils.

I believe my extensive volunteer work in the community and my knowledge of Oakland will allow me to effectively serve on the Commission.

2-I have worked very closely with several individuals in the police department. As chair of the Neighborhood Council, I work closely with Neighborhood Services Coordinator Araina Richards, Sgt. Ron Johnson, Off. Razmilovich and Deputy Chief Leronne Armstrong. Prior to his retirement, I worked with Deputy Chief Oliver Cunningham on developing a training curriculum for community leaders. I work with Neighborhood Services Coordinator Renee Sykes on the NWSC to organize community events for block captains. I have participated in trainings and helped coordinate community events with staff assigned to the Police Administration building. My relationship with OPD personnel has been lengthy, upbeat and positive.

3. No to all the following.

---  
Nancy Sidebotham  
Tax Preparer  
Chair Beat 29X NCPC  
[REDACTED]

## **Resume**

### **Vitals:**

**Nancy S. Sidebotham**

[REDACTED]

**Oakland, CA 94605**

[REDACTED]

[REDACTED]

### **Education:**

**1968 A.A. Social Science**

**Merritt College**

**Grove Street Campus**

**Oakland Ca**

**1970 B.A. History**

**Cal State University Hayward**

**Hayward CA**

### **Biography:**

**Age: 74**

**Bilingual: English and Spanish**

**Grew up in Panama**

**Occupation: Tax Preparer since 1973**

**Moved to Oakland: September 4, 1964**

**Moved to District 6: December 21, 1980**

**Qualifications:**

**2000-2020 Chair of MEM (Millsmont Evegreen Millsbrae) Beat 29X NCPC**

**1998-2000 Board member Beat 29X NCPC**

**2013-2020 NW (Neighborhood Watch) Steering Committee**

**2009-2011/2016-2020 CPAB (Community Policing Advisory) Board Member**

**2000 18<sup>th</sup> Academy, Citizens Police Academy**

**2014 Citizen's Academy**

**1990-2010 Candidate for District 6 City Council**

**2014 Mayoral Candidate**

**2016 Candidate for At Large Council Seat**

**2012 Stand for Oakland Co-Founder**

**2018 Mayoral Candidate**

**2008 NCPC Assessment Advisory Committee Survey Study**

**2000 Graduate for Trainers regarding Problem Solving**

Other qualifications/activities:

**ARTS**

- Artship Foundation, supporter
- Oakland Business Arts Awards, '94 Juror
- Supports the remodeling and rehabilitation of Studio One
- Support increase funding for the Arts
- Support the promotion of the artistic community through advertising and festivals
- Enhances after school arts programs

## **COMMUNITY OUTREACH**

- Citizens for a New Animal Shelter (CNAS), President & Co-Founder
- Oakland City Council Animal Shelter Liaison
- Central East Oakland Community Development Block Grant (CEOCDBG), Board
- City of Oakland Emergency Task Force
- Citizens of Oakland Respond to Emergencies (CORE), Program & Graduate
- Citizens of Oakland Respond to Emergencies (CORE), Advisory Committee
- Graduate of Oakland Citizens Police Academy
- Crime Stoppers, founding Board Members of newly reorganized board
- Oakland Crime Stoppers, Secretary
- Citizens Police Academy Alumni Association
- Burbank-Millsbrae Neighborhood Crime Prevention Council (NCPC), Steering Committee and past Vice Chair
- Neighborhood Watch, Block Captain
- Millsmont Home Owners Association, Co-Founder, President
- Wyman/Simmons Coalition, assisted with strategy to stop development in slide area
- Working to get Oakland Housing Authority to clean up and manage their properties
- Worked to get the Vintage Inn closed
- Worked to remove the illegal car washing/detailing loiterers at church top of 73rd
- Working to stop loitering and drug sales at gas station at Sunnymere and Seminary
- Worked to clean up blight and neighborhood intimidation at 3964 Gardenia Place
- Alerted community to the atrocities and mismanagement at the Oakland Animal Shelter
- Strong supporter for removing the Animal Shelter out of Police
- Working to bring One Stop Market and Liquors into compliance
- Closed down One Stop Liquors
- Burbank-Millsbrae NCPC, Beat 29X, Chair
- UNCO Chair
- CPAB
- Four way stop signs at Seminary and Overdale/580 exit

## **AFFILIATIONS**

- CORO Foundation Graduate (San Francisco)
- League of Women Voters, past Board Member
- National Women's Political Caucus former member
- Oakland Sunset Rotary, Past President
- East Oakland Rotary, Past International Director
- MGO (Montclair Greater Oakland) Democratic Club Board member

## **BUSINESS**

- Oakland Merchant Leadership Forum (OMLF), Executive Committee
- Co-Chairperson Shop Oakland 2000
- Co-Chairperson Shop Oakland 2001
- Deemed Approved Advisory Committee (DAAC)



- Deemed Approved Program, worked to protect small restaurants
- Oakland Employers Transportation Network (ONET)
- MacArthur Blvd. Merchants Association (MBMA), Past Board Secretary
- Foothill Seminary Merchants Association, Past Chair and Secretary

## **DEVELOPMENT**

- Oakland Commerce Corporation (OCC), Business Partners Program
- Business Alert Seminar, organized
- Oakland Development Council, Past Member
- Leona Quarry Committee to Stop Big Box Development
- Stop the Widening of Edwards/73rd Avenue Committee
- MacArthur-Seminary Design Review, Spokesperson & Steering Committee member
- Ban Trucks on 580 Coalition
- MacArthur Blvd. Design Review Committee
- Main Street USA Seminar
- Zoning Update Committee

## **PARKS AND REC/ENVIRONMENT**

- Rotary Nature Center Advisory Council, Past Chairperson
- Citizens for Oakland's Open Space (COOS), Past Co-Treasurer
- Open Space Conservation and Recreation (OSCAR), Advisory
- Measure K, supporter
- Kings Estate Dog Park
- Rainbow Recreation Advisory Committee, Past Secretary
- Hardy Park, assisted with strategy for dog park
- Park & Recreation, Advisory Council—set up individual park advisory system
- Dunsmuir House & Gardens, member
- Friends of Park & Rec, former member
- Supporter of Arroyo Viejo Park
- East Oakland Swim Center Advisory Committee
- Arroyo Viejo Creek Celebration Committee
- Supports the prevention for cutting over three hundred trees around Lake Merritt
- Supports the strengthening of the Creek Ordinance
- Working to restore Chimes Creek and stop the erosion from the project at Leona Quarry
- Supports the vision of those that worked to preserve and develop the Estuary Plan
- Supports the use of the funding that has been set aside to rebuild the City stables and get it up and running again
- Supports the community in stopping the give-away of open space/parkland to a non-profit/upholding the OSCAR Plan
- Working to stop illegal dumping
- Chimes Creek

## **COMMENDATIONS**

- OPD Captain's Certificate of Commendation

**ATTACHMENT B**  
**Reserve Pool Application**



# 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>Cross</b>	<b>Cristina</b>	Date: <b>3/30/2019</b>
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	<div></div>		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	<b>Oakland</b>	<b>CA</b>	<b>94619</b>
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	<div></div>	Email	<div></div>

## 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.

- 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.

### Application Considerations

Check all that apply:

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

I would like to be considered as a Mayoral Appointee? ☐ YES ☐ NO

### References

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

Full Name: Rachel Bryant Relationship: Supervisor

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

Full Name: Chaz Hubbard Relationship: Partner

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

Full Name: Bianca Tummings 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

## 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: Cristina Cross Date: 4/5/2019

Completed applications due by March 30, 2019 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>

## Cross - Police Commission Response

1. During my non-traditional path through college, I worked with Alameda County's Behavioral Health Care Services and PEERS for several years as a Transition Age Youth (TAY) Advocate. This partnership worked to advance the well being of people and families with loved ones who are experiencing mental health challenges, especially those between the ages of 18-24. It was there that I truly learned the meaning of community, professionally and personally.

My experiences of critically examining the need for trauma informed care and communicating the unique needs of transitional age youth to county clinicians, led me to the decision to study Sociology, and eventually Public Policy with a minor in Ethnic Studies. Prior to completing my studies, I worked directly with organizers and mental health advocates who piloted peer led trauma informed workshops with officers at John George Psychiatric Pavilion. While I was not directly involved in that particular work, I understand the importance of those types of community led initiatives. Additionally, I am raising my child in Oakland and his father was raised in Oakland. I am familiar with the various nested issues that Oakland is facing. My commitment to the betterment of this community is deep. My lived experiences, advocacy work combined with my formal education, would provide a unique perspective.

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

Currently, I do not have any regular contacts with the Oakland Police Department however I do have an extended family member that was previously an officer with the Oakland Housing Authority. We periodically discuss the civilian perspective and police perspective with regard to recent national high profile incidents of excessive force, in addition to the need for more officers coming from the communities they serve. During a transitional point in my life, I have experienced some trauma with officers in a different county. From my perspective the incident arose from a misunderstanding. My decision to apply was based on my desire to contribute to more community centered solutions in terms of engaging with marginalized communities and people.

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

At this time, none of these apply.

# **ATTACHMENT C**

## **Applicant Evaluation Tool**





**Position: Police Commissioner (Volunteer)**

**Position Description**

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

**Core Competencies**

Identified knowledge, skills, and/or abilities that are necessary to the successful performance of an Oakland Police Commissioner.

**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.)
- d. Understands role and authority of Police Commission.

## Interview Questions & Evaluation

The objective of this interview is to assess your competency and qualifications for serving as a Police Commissioner. We will ask you a series of questions that are designed to understand your:

- Interpersonal and Collaborative Skills
- Judgement and Decision-Making Skills
- Analytic and Investigative Practices Knowledge and Experience
- Values, Commitment and Personal Perspective

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 is deadlocked on a decision and cannot move forward. How will you unite the conversation so the commission can come to a decision?

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>				

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 and capacity will you draw on to manage this and stay true to the Commission's mission?

4. Tell us about your experience and/or opinion of the Oakland Police Department.

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Additional question as time permits...

5. Describe an experience where you had to make a difficult decision that affected someone's life.

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>				

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

6. How does institutional racism and systemic oppression impact the department's ability to achieve compliance with the Negotiated Settlement Agreement?
7. When there is a complaint against an officer for excessive use of force, describe your understanding of how the city should investigate the matter based on best practices in investigations?

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Additional questions as time permits...

8. Throughout the Federal Court's oversight of O.P.D., the Court has consistently criticized OPD's Internal Affairs Division for the thoroughness, objectivity and professionalism of its investigations of alleged officer misconduct and there is a public perception that both line police officers and their supervisors are rarely held accountable. What structural or policy changes should the Commission explore to address this issue?
9. How do you define police brutality and what are the key elements that produce it?
10. 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>				

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

11. Are you aware of the time commitment required to effectively serve on the Police Commission? What are some limiting obligations that might make it difficult for you to effectively perform as a Police Commissioner and complete your term, and how will you manage these obligations?

12. Tell us about your community involvement and what groups you are affiliated with.

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Additional questions as time permits...

13. 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.

14. 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?

15. What skills would you bring to the Oakland Police Commission?

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

Overall Score: \_\_\_\_\_

Comments	
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