



**CITY OF OAKLAND
COMMUNITY POLICING ADVISORY BOARD
REGULAR MEETING**

**Meeting Agenda
Wednesday, September 2, 2020
6:00 PM
Via Teleconference**

Committee Membership: Chairperson Ravinder Singh (Dist. 4), Paula Hawthorn (Dist. 1), Colette McPherson (Dist. 2), TBD (Dist.3), Jorge Lerma (Dist.5), Donald Dalke (Dist. 6), Kirby Thompson (Dist. 7), Jennifer Tran (At Large), Nancy Sidebotham (NW), Geraldine Wong (NW), Daniel Ettlinger (OUSD), Ericka Parker (OHA), Creighton Davis (Mayoral), Yonas Gebremicael (Mayoral)

Pursuant to the Governor's Executive Order N-29-20, members of the Police Commission Selection Panel, as well as City staff, will participate via phone/video conference, and no physical teleconference locations are required.

PUBLIC PARTICIPATION

The Oakland Community Policing Advisory Board encourages public participation in the online board meetings. The public may observe and/or participate in this meeting in several ways.

OBSERVE:

- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/88663892755> at the noticed meeting time.

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Webinar ID: 886 6389 2755

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

- Comment in advance. To send your comment directly to staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Tonya Gilmore @ tgilmore@oakland.ca.gov. Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Selection Panel prior to the meeting.
- By Video Conference. To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” are available at: <https://support.zoom.us/hc/en-us/articles/205566129>, which is a webpage entitled “Raise Hand In Webinar.”
- By Phone. To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing STAR-NINE (“*9”) to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. Once it is your turn, you will be unmuted and allowed to make your comment. After the allotted time, you will be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting by Phone.”

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email tgilmore@oaklandca.gov or call (510) 238-7587 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 tgilmore@oaklandca.gov o llame al (510) 238-7587 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

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If you have any questions about these protocols,
please e-mail Tonya Gilmore, at tgilmore@oaklandca.gov.

**CITY OF OAKLAND
COMMUNITY POLICING ADVISORY BOARD
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***Each person wishing to speak on items must raise their hands via ZOOM
Persons addressing the Community Policing Advisory Board shall state their names
and the organization they are representing, if any.***

1. Open Forum (6:00 – 6:10)
2. Approval of Minutes (6:10 – 6:15)
 - a. August 5, 2020 Meeting
 - b. August 18, 2020 Special Meeting
3. Oakland Police Department Updates (6:15 – 6:30)
 - a. Reporting Formats for CPAB Meetings
4. Neighborhood Services (6:30 – 6:45)
 - a. Update on the G-mail Use Agreement and NCPC Contact Information
 - b. NCPC Elections
5. Re-Imagining Public Safety Task Force (6:45 – 7:15)
 - a. Candidate Discussions
 - b. Vote
6. Chair's Report (7:15 – 7:25)
 - a. NCPC Outreach
 - b. Ceasefire Program
 - c. RDA / OPD Evaluation Focus Group
7. NCPC Outreach (7:25 – 7:45)
 - a. NCPC Letter and Survey
 - b. Vote
8. CPAB Retreat (7:45 – 8:10)
 - a. Potential topics of discussion
 - b. CPAB Goals and Action Plan
 - c. Ethics Training
 - d. Vote
9. Staff Report (8:10 – 8:20)
10. October Agenda Building (8:20 – 8:30)

**Next Meeting – October 7, 2020, 6:00pm
Virtual Meeting**



**CITY OF OAKLAND
COMMUNITY POLICING ADVISORY BOARD
DRAFT REGULAR MEETING**

DRAFT MEETING MINUTES
Wednesday, August 5, 2020
6:00 PM
Via Teleconference

PRESENT: Chairperson Ravinder Singh (Dist. 4), Paula Hawthorn (Dist. 1), Colette McPherson (Dist. 2), Jorge Lerma (Dist.5), Donald Dalke (Dist. 6), Kirby Thompson (Dist. 7), Jennifer Tran (At Large), Nancy Sidebotham (NW), Geraldine Wong (NW), Daniel Ettlinger (OUSD), Creighton Davis (Mayoral), Yonas Gebremicael (Mayoral)

ABSENT: Ericka Parker (OHA)

Meeting called to Order at 6:03PM

1. Open Forum - 2 minutes

1 Speaker –

Assata Olugbala (4-25Y) – Why are panelist not shown in this meeting? Reso in May 2018 effort to be made to increase African American Officers hired for OPD, and a 2019 letter from black OPD Officers noting unfair, racist and inequitable practices in hiring and other issues related to black officers. This should not be allowed to continue to exist.

The NCPC is webpage is lacking information and she would like to have the Neighborhood Services staff person contact her.

2. Approval of August Minutes: July 1, 2020 – all approved with noted correction of Mr. Dorado’s name.

3. Oakland Police Department Updates (6:10-6:20)

a. Oakland Police Department

DC Armstrong – all CRO positions filled- 2 on sick leave. 729 officers Coordinating with Joe DeVries on transition of Neighborhood Services from OPD to the City Administrator’s office. BFO 2 supervisor position is frozen and a decision is pending.

BM Dalke asked if the move is currently in effect, and if their current physical locations will remain the same. Locations will remain the same. Timeline will be provided by J. Devries.

BM Davis asked if the NSC Supervisor that Gmail use agreement be sent to the NCPC’s. He would like a copy of the agreement for his review.

BC Singh asked when the transition would be complete, and due to Meet and Confer meetings, the transition should be complete by 2021.

CITY OF OAKLAND
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DC Armstrong Introduced Chief Manheimer

Chief Manheimer thanked the CPAB and provided an overview on the topic of Community Policing and working on the challenging and opportunity moments on Reimagining Public Safety. For long term problem solving to the community. Neighborhood Services move comes at just the right time. New Academy graduates bring staffing to 750 out of a goal of 786.

BM Dalke thanked the Chief for recognizing the importance of NSC's.

BM Davis OPD/CRO time being spent is there any plan to ensure that they can stay in their beats.

Chief Manheimer noted that OPD is aware and the transition should address the concern, and a grant has been received for relational policing.

b. Neighborhood Services

NSC Supervisor Verdin – Transition to CAO is moving forward and there are questions that need to be addressed.

Gmail use agreement sent to NCPC's and is requested to be returned by 8-7-20.

BC Singh asked about the status of the Neighborhood Services year end report. Reports for BFO 1 and BFO 2 are complete and will be sent to staff member Gilmore.

4. Discussion of reporting from OPD and Neighborhood Services

BC Singh reviewed the history of developing a report format.

BM Wong questioned if Ambassador is the same as a Block Level Captain?

BM Davis responded – Yes – the reports will save meeting time and better inform the CPAB.

NSC Supervisor Verdin no questions, would like time to review.

DC Armstrong needs to ensure that the infrastructure is in place to complete the reports. 911 calls and wants the NSC's to take the lead and OPD will support.

BM Dalke noted the timing and suggested that the decision on timing and implementation be moved to the September meeting.

BM Wong – NCPC monthly reports total about 43 who will compile and review the reports? 7 NSC's

BM Davis – reports will be circulated by google forms and completed by NCPC's and will populate a spreadsheet.

BM Wong – many NCPC's do not have or want electronic access.

CITY OF OAKLAND
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Public Speakers – (2) 2 Minutes

Ms. Olugbala (4-25 Y) questioned what NCPC's do. Requesting an annual report? What are they doing and is it effective? For access to all. What percentage of residents participate?

Ms. Wyatt (Beat 7X) chair of NCPC – expected to be appointed to the board. Concern about Community Policing how officers are used and overused.

Item should return to September CPAB meeting for a possible vote.

5. Reimagining Policing in Oakland Taskforce

Council Member Bas presented the Reimagining Public Safety. Expecting 1 appointment to the CPAB for the Taskforce. 50% goal of the taskforce is based on the community.

Advisory board membership up to 35 requires a Statement of Interest form to be completed by 8-14-20. CPAB members and NCPC's, can participate. BM Tran asked how resources will be allocated for language and hard to reach communities? CM Bas noted that they have a \$100,000 allocation in the budget and looking into philanthropic opportunities. BM Dalke NCPC's should be considered. CM Bas noted that the Advisory boards will have more members and the CPAB will nominate 1 person to the Taskforce.

Public Speaker – (2)

Ms. Olugbala – will the Taskforce address systemic racism?
CM. Bas the taskforce will address systemic racism.

A special meeting will be held in August to discuss and nominate a member to Taskforce.

6. CPAB Chair nominations and election

BM Davis nominated by BM Dalke motion made by ??? 2nd by BC Singh – roll call vote 9 Yes – 2 No.

7. Committee Reports and Discussion

- a. **Ad Hoc – Complaint Process** – No report
- b. **NCPC Resource Committee** – No Report
- c. **Program and Services Committee** – 1 meeting held, and a Vision and Mission Statement and proposed goals developed
- d. **Fund Development Committee** – No Report

CITY OF OAKLAND
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8. **Discussion of CPAB Proposed Goals and Action Plan** moved to September Meeting
9. **Discussion of possible CPAB Retreat** moved to September Meeting
10. **Chair's Report** - No Report
11. **Staff Report: Scheduling Ethics Training** - Leadership team will decide on timing
12. **September Agenda Building**
 - a. CPAB Retreat
 - b. CPAB Goals

Meeting adjourned at 8:50pm

Next Meeting - September 2, 2020, 6:00pm



CITY OF OAKLAND
COMMUNITY POLICING ADVISORY BOARD
SPECIAL MEETING

DRAFT MEETING MINUTES
Tuesday, AUGUST 18, 2020
5:00 PM
Via Teleconference

PRESENT: Chairperson Creighton Davis (Mayoral), Paula Hawthorn (Dist. 1), Colette McPherson (Dist. 2), TBD (Dist.3), Jorge Lerma (Dist.5), Donald Dalke (Dist. 6), Kirby Thompson (Dist. 7), Geraldine Wong (NW), Daniel Ettlinger (OUSD), Ericka Parker (OHA), Ravinder Singh (Dist. 4), Yonas Gebremicael (Mayoral)

ABSENT: Jennifer Tran (At Large),
EXCUSED: Nancy Sidebotham (NW),

Meeting Called to order @ 5:06pm

1. **Open Forum:** Mike Ubell – Issue with elections and instructions from NSC. NCPC Elections under discussion with Chair of CPAB. Councils are supported but not controlled by OPD.
2. **General Remarks by Chair Emeritus Ravinder Singh** – 6 years on the Board 3 as chair. Thanked the board and looked forward to continuing to work on the board.
3. **Presentation and Discussion of Re-Imagining Public Safety Task Force by Councilmember Loren Taylor (District 6):**

A detailed overview of the Reimagining Public Safety Taskforce and Advisory Boards was presented to the board.

BM Hawthorne – for the Advisory Boards, 30 members each, and how are they chosen who reviews the applications?

CM Taylor max # of 35 with strong facilitation and use of technology expect to tap into knowledge and manage appropriately. Selected by the Steering Committee – 2 Co-Chairs, 2 Facilitators and Jason Mitchell, Assistant City Administrator.

A goggle form (Statement of Interest) is required to be completed. 116 received to date.

BM Dalke – how broad was the outreach?

CM Taylor more can be done, intends to reach out to NCPC Leadership.

**CITY OF OAKLAND
COMMUNITY POLICING ADVISORY BOARD**

SPECIAL Meeting Agenda

Tuesday, AUGUST 18, 2020

5:00 PM

Via Teleconference

BM Ettliger – What do you envision as the partnership between the Taskforce and the CPAB?

CM Taylor staying connected to the CPAB is important and a regular touchpoint on how things are going. September 29th is the public meeting to introduce the Taskforce.

Public Speaker

Jose R. – how will candidate bias be addressed, and how will good candidates with capabilities and capacity be chosen? How will it be measured qualitatively. CM Taylor how to move forward rests with the City Council. Statement of Interest form asks targeted questions.

Tom – transition from OPD to new ways should be seamless and staff should be fully trained and ready to go in advance of OPD transition.

4. Discussion and Nomination of Candidate(s) to the Re-Imagining Public Safety Task Force:

No vote due to time, nominations will be accepted for vote at the September 2, 2020 meeting.

BM Hawthorne nominated Carol Wyatt
BC Davis nominated Julia Gonzalez

BM Singh wants to know if additional nominations can be made?

BC Davis noted that since voting will not occur till September 2, 2020, additional nominations can be made.

BM Dalke suggested that a specific date for the nominations.

Public Speaker

Jose R – nominee should live with violence in the neighborhoods that experience violence.

Additional nominations will be accepted by BC Davis until Monday, August 24, 2020.

5. Meeting Adjourned: motion to adjourn BM Ettliger, 2nd by M Dalke.

ITEM 5 A

[CAROL WYATT, Oakland CA- Community Service Biography](#)



An active resident within her West Oakland community for more than 20 years, Carol's community service is a part of her daily life. Whether she's mentoring teens and young people to ignite and inspire their interests, dreams, and goals related to her career work or serving the community as a change-agent for a better and inclusive community, Carol's passion plan focuses on community, diversity, inclusion, and equity, and includes engaging neighbors and community care partners in identifying creative opportunities that bridge the community, sparks difficult discussions and advocates action toward in-common goals.

Involve/Engage/Act/Inspire are her objective community goals.

As Chair for **Neighborhood Crime Prevention Council for Police Beat 7x** for over seven years, during her service as chair, she's witnessed crime indices reduce more than **50%**, engaging neighbors and businesses in the area. She serves as an **At-large board member of West Oakland Neighbors (WON)**, the community group that has contributed toward significant changes towards the improvement of community conditions throughout West Oakland while assuring racial inequities are always in consideration. These included the renewal of St. Andrews Plaza, and working directly with the community to prepare in 2019 for the Community Foods Market, 3105 San Pablo Avenue, in West Oakland, the first full-service grocery market in the community in more than 27 years. Safe streets, clean air, and water, as well as safe surrounding communities, are a huge part of Carol's community support, and working in partnership with other organizations like community non-profits, churches and religious organizations (St. Mary's Center), other NCPs/WOEIP/B.O.S.S./ Fresh Life Foundation and many others are sought-out community partners on WON's agenda. Carol works tirelessly to get involved in community interests, engage her neighbors and community partners to obtain their input to identify problems and find common-ground solutions with community residents, inspiring change, towards building a more diverse, crime-reduced, grass-roots, socially-engaged and accessible-to-all community.

Carol learned about the **Oakland Public Ethics Commission (PEC)** while serving as a mentor in OUSD's SPARK Program at the Oakland—Westlake High School. Impressed with the knowledge and information provided by the PEC internship program, this introduction to the PEC fueled her desire to volunteer with the Commission in support of its goals. In **2013-2017, Carol served on the PEC**, the independent commission made up of Oakland residents and charged with ensuring fairness, openness, honesty, and integrity in the Oakland City government, holding elected and all serving volunteers to assure they function within ethical integrity in the Oakland community. During her service term, she participated in the creation of the commission's ballot Measure CC, granting significantly more authority to the independent commission, bringing transparency of questionable and corrupt actions by Oakland elected officials. The measure passed overwhelmingly on the 2014 ballot, providing a voter-approved annual appropriation for hiring staff to meet important duties. Carol served on the Government Ethics Act (GEA) and the Ticket Distribution Policy sub-committees. For the past five years, Carol has served as an **Advisory Board member at The Crucible**, the largest nonprofit industrial arts education foundry and facility in the United States, near West Oakland BART. She also serves as a **Community Action Council Board Member** for the **West Oakland BART/Mandela Station Project**, a volunteer member/donor of **City Slicker Farm Park** and a **Community Engagement Board Member** for (the soon to be developed) **West Oakland Works**, a development that will include opportunities for small, disadvantaged and black entrepreneur businesses at 2715 Adeline Street, West Oakland.

ITEM 5 A cont.

In her day job, Carol is Director of Talent Diversity & Professional Services for Carol H. Williams Advertising, based in Oakland, California and the largest, woman and minority-owned creative advertising/marketing creative communications firm in the country. Its namesake is the first black female inducted into the industry's top recognized institution (Advertising Hall of Fame). Carol has been hiring minority creatives, writers, art directors, and digital producers, including minority youth, and supporting them in their career goals of recognizing creative communications, digital art, and how they provide advertising and marketing communications to Fortune 500 companies. Working closely with other organizations through her employer, when community and business can handhold. Her employer has provided campaigns for the Unity Council's 50th Anniversary logo redesign and the Visit Oakland branding redesign and reimagining of the City of Oakland campaigns. Her employer uses its position in the industry and relationships at the City, County, State, and Federal levels. Other Oakland-based organizations, such as Youth Radio (YR), having sponsored internships and apprenticeships for at-risk youth seeking careers in media communications, including print and broadcast media) and has partnered with Shaun Tai's Bridgegood (formerly Oakland Digital), providing support, and coordinating the agency's creative leadership to judge creative billboards contests or provide mentor-protege discussions and listening sessions that inspire their educational goals. She has also worked to professional service minority and women-owned support business services and works to identify creative employment opportunities and digital project resources. In support of these goals, Carol worked with **Qyeno Labs** and was a **MentorTeam Lead Manager as part of the first Oakland, CA My Brother's Keeper Weekend Hackathon**. Her goal is always to create ways to open up career and entrepreneurial business opportunities, in creativity, technology, and other communication platforms.

Carol has devoted over 25+ years in her management/service career sourcing top-notch creative talent and business management for diverse business owners. A staunch advocate her work passion connects individuals from all walks of life to share their unique business experiences, creatively, professionally and socially, with the goal of designing diverse and inclusive work-life balances. She also uses her vast DE&I experience to bring equity and inclusion across orientation and diverse differences.

Born and raised in the Ocean Hill/Brownsville community in Brooklyn, NY, Carol's been an Oakland resident for 17+ years. and lives in a restored 100+-year-old Victorian in the Clawson-McClymonds area of West Oakland. She strongly supports the revitalization, without gentrification, recognizes the presence of generational community members, as both a legacy and gift and recognized for its rich, cultural history, especially as it pertains to the historical black community.

Notable Moments - Top - Photo w/Mayor Schaaf (2016) at my home - Hosted Town Hall

Videos: August 2017 Interview - KTVU National Night Out Interview at St. Andrews Plaza

<https://www.facebook.com/happyfeelin/videos/10155907604068268/>



2019 Grand Opening Community Foods Market, 3105 San Pablo Ave, West Oakland

ITEM 5 B

Cathy Leonard is a native Oaklander who is committed to working on improving our city through community organizing and engagement. Her previous volunteer and work experiences make her uniquely qualified to serve on the Re-Imagining Public Safety Task Force. She would be invaluable to the Task Force as they engage the communities of Oakland given her experience in planning community engagement, building strong community partnerships, and proposing innovative strategies. Furthermore, many of her community experiences have involved engaging Oakland city government to effect change.

Cathy Leonard knows the CPAB, having served for six years as the District 1 representative. She understands our work and would be most effective in ensuring that Oakland's community policing practices and strategies are considered and incorporated into this re-imagining. The principles informing the creation of this task force are in essence the basis of Cathy's vision for public safety--examining and addressing the root causes of crime; holding law enforcement accountable; partnering Community and City to build a safer Oakland.

Cathy Leonard will be a strong advocate for community policing. Her deep listening and critical thinking skills will make her a good task force member. Please consider Cathy as our CPAB nominee.

Cathy Leonard, J.D.
845 58th Street
Oakland, CA 94608

cathlnrd@gmail.com

(510) 927-1574

WORK EXPERIENCE

EcoBlock
Community Engagement & Outreach Consultant
2018 - Present

Collaboratively develop and implement a comprehensive strategic plan to target and deepen relationships with targeted neighbors Planning and execution of outreach activities, develop a plan to incorporate feedback from residents, monitor and evaluate outreach efforts to determine effectiveness in reaching targeted residents.

Oakland Neighborhoods for Equity, Oakland, CA
Founder and Director
2017 - Present

Nonprofit status pending.

Identify and best serve the needs of Oakland neighborhoods by advocating for accountability by City government to ensure that traditionally underserved neighborhoods receive just, fair, and equitable treatment.

Northwest Oakland Community Coalition, Oakland, CA
Coordinator and Co-founder
04/2015 - Present

- Lead the joint planning process for Santa Fe, Golden Gate, and Longfellow neighborhoods.
- Lobby for the plan's support with city and county elected officials and staff.
- Design the plan specifically to promote safe routes to school and bike/pedestrian safety measures.
- Work closely with Bike East Bay, the City's Bicycle and Pedestrian Advisory Commission, and the City to propose and review transportation engineering projects in Northwest Oakland.
- Ensure inclusion in the planning process via door-to-door outreach, special events, and mailings.

Fellow, Membership and Outreach

Walk Oakland Bike Oakland
December 2016 - May 2017

- Managing and hosting various campaigns.
- Social media outreach.
- Planned and executed Bike to Work Month.

Senior Project Administrator
2008-2009

Mason, Tillman & Associates, Oakland, California

Public policy research firm servicing public and private organizations at the city, regional, state and federal levels to ensure minority, woman-owned, small and local businesses have equal access to public contracting opportunities.

- Met tight deadlines and managed multiple projects
- Researched and wrote disparity study report chapters.
- Researched and wrote Request for Proposals to perform disparity studies.
- Conducted outreach to businesses to explore their contracting practices.
- Conducted public hearings to involve the business community in the disparity study process.
- Analyzed and interpreted qualitative data in fast paced environment

VOLUNTEER EXPERIENCE

Santa Fe Community Association & Neighbors (Santa Fe CAN), Oakland, CA
Co-Director, 2014 - May 2017

Chair, Public Safety Committee, 2013 - May 2017

2017: Some of my work with Santa Fe CAN has transitioned into paid contract work.

Resume - Cathy Leonard
cathlnrd@gmail.com
(510) 927-1574
Page Two

Capacity building, planning, and administration

- Develop short- and long-term organizational goals and fundraising.
- Moderate board and general meetings, prepare agendas and oversee 5 committees.
- Assess and request City services to meet the existing and changing needs of the community.

Greenscape

- Adopted two neighborhood plazas and organize regular cleanups.
- Secured 300 free trees for planting in Santa Fe neighborhood.
- Stakeholder with UCSF Benioff Children's Hospital and other neighborhood groups for the redesign of Helen MacGregor Plaza.

Community outreach and advocacy

- Generate and coordinate distribution of flyers, planned and created social media and email outreach. Website page creation.
- Build strong collaborative relationships with residents, local businesses, key government officials, local school principal, and neighboring associations,
- Partner with Children's Hospital to mitigate the impacts on local communities from the Hospital's expansion and to redesign the blighted Helen MacGregor Park Plaza.

Public Safety

- Lead the Public Safety Committee to improve infrastructure, increase bicycle/pedestrian safety, prevent crime and promote the Beat 10Y NCPC and community policing.
- Organize distribution of City materials to the community on improving public safety.
- Successfully advocate on behalf of residents, seniors, and school children with various City departments.
- Organize the Annual Genoa Street Corridor's (covering 10 blocks) National Night Out, which attracted hundreds of residents throughout North Oakland.

**Beat 10Y Neighborhood Crime Prevention Council
Sector 3 and 4 Leader
04-2014 - 2018**

- Gather, analyze, and report on crime data in Santa Fe at the NCPC monthly meetings.
- Solicit community participation, support, and input on determining crime prevention needs.
- Facilitating a traffic study to reduce speeding on Martin Luther King Jr. Way.

**Coalition for Police Accountability, Oakland, CA
Steering Committee, Policy Committee, Bylaws Committee, Media Committee
2018 - Present**

Governing board of the Coalition. Created policies for police accountability: use of force, non-police 911 response calls, stop and search policy, drafted charter amendment for police accountability measure. Drafted updated bylaws. Created a social media plan to increase visibility, membership, and volunteer opportunities regarding police accountability.

**Community Policing Advisory Board, Oakland, CA
Board Member, District 1
2014 - Present**

- Provide recommendations to the Mayor, City Council, and City staff on improving community policing.
- Advise the Chief of Police and police command staff on community policing matters.
- Maintain communication between the Oakland Police Department and the Neighborhood Crime Prevention Councils.
- Assist in educating and informing the public about community policing, its current progress, and its direction.
- Authorize and re-accredit NCPCs.

Resume - Cathy Leonard
cathlnrd@gmail.com
(510) 927-1574
Page Three

PROFESSIONAL SKILLS

- Program planning and implementation
- Robust community outreach and engagement
- Complex report preparation and analysis
- Needs assessment surveys for improving services
- Excellent written, verbal communication, and public speaking skills
- Use of social media, email, database, spreadsheets, Word, Excel, PowerPoint, Google docs.

EDUCATION

- Juris Doctor, Golden Gate University, School of Law, San Francisco, CA
- Bachelor of Arts, African American History, University of California, Berkeley

AFFILIATIONS

- Board Member, Golden Gate Community Association
- Steering Committee, Coalition for Police Accountability

ITEM 5 C

Julia Gonzales was born and raised in Oakland and is a longtime activist for social justice. Julia began her career in civil rights advocacy, serving as the youth coordinator for the civil rights organization, LatinoJustice PRLDEF, in New York City where she organized fellow youth activists around the DREAM Act, new voter registration, and the Census and also assisted in LatinoJustice's collaborative efforts with the NAACP Legal Defense Fund and Asian American Legal Defense and Education Fund to galvanize community support against the NYPD's "stop and frisk" practice. Deeply influenced by this experience, Julia committed her career to criminal justice reform and worked as a coordinator for a *pro bono* criminal defense trial program at a large law firm, where she supported clients jailed at the infamous Manhattan Detention Complex and at Riker's Island. Julia then attended the University of Texas School of Law where she focused on criminal defense and prosecution and mental health representation. Upon graduation Julia was awarded a Public Service Fellowship and served as a fellow with the Volunteers Lawyers Project in Washington D.C. As a fellow, Julia represented survivors of domestic violence in civil proceedings and children. Julia is currently an Assistant District Attorney in San Francisco with the General Felonies unit. She also participates in a volunteer unit reviewing resentencing petitions from prisoners incarcerated in San Quentin and serves as co-chair of the Latinx Advisory Board.

EDUCATION

University of Texas School of Law

Juris Doctor

Honors: Finalist, 2015 Hispanic National Bar Association Moot Court

Austin, TX

May 2015

Columbia University

Bachelor of Arts in History

Honors: Kluge Scholar, Columbia University Scholars Program

New York, NY

May 2010

PROFESSIONAL EXPERIENCE

San Francisco District Attorney's Office

Assistant District Attorney

- Felony trial attorney personally responsible for active caseload of approximately 100 cases ranging from felony vandalism to attempted homicide, previously serving in Domestic Violence and Misdemeanor Units
- Tried 16 jury trials to verdict
- Participate in volunteer unit of ADA's rapidly processing requests for resentencing for defendants currently housed at San Quentin penitentiary to reduce and prevent the rampage of Covid-19 in the prison
- Co-chair of Latinx Advisory Board

San Francisco, CA

October 2016—present

D.C. Volunteer Lawyers Project

Law Fellow

- Advocate for survivors of domestic violence in civil protection order, divorce, and custody proceedings
- Represent children and conduct investigations in high-conflict child custody cases as a guardian *ad litem*
- Conduct interviews of witnesses, research and draft motions and court reports, litigate contested hearings and trials, participate in mediation sessions, and negotiate settlements

Washington, D.C.

September 2015—October 2016

Travis County Juvenile Public Defender

Student Attorney, Texas Law Juvenile Justice Clinic

- Represented children charged with criminal offenses, including detention hearings, plea negotiation, investigation, cross examination of probation officers, and argument

Austin, TX

January 2014—May 2014

Travis County District Attorney's Office

Intern at 390th Trial Court

- Assisted prosecutors in trial preparation by reviewing and analyzing evidence, reports, and jail calls
- Conducted legal research involving evidence and discovery matters, and worked up cases for trial

Austin, TX

August 2013—March 2014

First District California Court of Appeal

Extern to Justice Sandra Margulies

- Reviewed briefs, conducted legal research, and drafted appellate court opinions

San Francisco, CA

May 2013—July 2013

Hughes Hubbard & Reed LLP

Criminal Trial Program Coordinator / White Collar Legal Assistant

- Coordinated the expansion, development, and activities of renowned *pro bono* criminal defense program
- Conducted interviews of witnesses, investigators, and experts and liaised with incarcerated clients

New York, NY

June 2010—July 2012

LatinoJustice PRLDEF

Coordinator for the Youth Civic Engagement Network

- Designed campaigns for DREAM Act, new citizen voter registration, and Census projects
- Processed archives for release to the Senate Judiciary Committee during confirmation of Justice Sotomayor

New York, NY

April 2009—May 2010

ATTORNEY ADMISSION

California, 2016

PERSONAL

Oakland native; volunteer mentor to women and girls in Oakland, New York, and London, currently through Oakland Promise; annual panelist Merritt Community College Law Day; hobbies include preparing feasts, reading contemporary fiction, and traveling

ITEM 7 A

Dear NCPC Chair,

On behalf of the Community Policing Advisory Board (“CPAB”), I would like to extend both greetings and gratitude to you for all the work you do on a daily basis in support of your neighborhood and community. The CPAB is tasked with the oversight and monitoring of Oakland’s community policing framework, pursuant to City Council Resolution [79235](#). We recognize, however, that Neighborhood Councils have long been, and will, likely, continue to be, the principal actors on the ground in each community. You are doing the critical work of answering the urgent phone calls from neighbors, working with NSCs and other city officials to address and resolve priorities and issues, and providing a space for neighbors to connect in fellowship. I believe the CPAB can play an important role in not only supporting your work, advocating on your behalf and assisting in the resolution of priorities but also bringing together other NCPC Chairs along with city, community and faith-based partners for the purposes of collaboration and coordination on shared challenges.

There is no doubt that we are currently in a moment of dramatic change and upheaval. Not only are we still in the midst of a pandemic, we are also simultaneously battling wildfires wrought by climate change and the demands for criminal justice reform in response to the killings of George Floyd and countless others. Community policing is not immune to such demands for change nor should it remain static in the face of all these challenges. The CPAB is developing a vision and a plan to re-imagine community policing, which we look forward to sharing and discussing with you. But, as we consider how to build safer, more resilient and more equitable communities, we should engage in this process together.

In that spirit, the CPAB would like to extend an invitation to attend one of our planned district-wide town hall Zoom calls, date still to be determined. We hope to use this town hall as an opportunity to meet you and your fellow NCPC Chairs and begin developing the connections that might flourish into strong, working relationships. But, we also hope to listen. And, listen some more. By understanding the challenges your neighborhood faces, we can better support you and advocate on your behalf.

Attached to this e-mail is a survey that we would request you to complete. The information from this survey will help us inform our town hall and structure it as best as we can around the discussion of issues that matter most to you.

We also wish to extend a standing invitation to our CPAB general meetings where we would be grateful for your presence, thoughts and ideas. While we cannot always attend your NCPC meetings, if you feel so inclined, please feel free to extend an invitation and we will try our best to attend. We look forward to building a strong relationship with you and working together to build a resilient, more cohesive and more equitable Oakland.

Sincerely,

[]

NCPC Outreach Survey

The CPAB

* Required

1. First Name *

2. Last Name *

3. Beat Number *

4. NCPC Name (if any) *

5. Official NCPC Position *

Mark only one oval.

Chair

Vice Chair

Treasurer

Secretary

Other

6. Please share a brief description of your NCPC. *

We would like to get to know your NCPC. Please feel free to share your mission, goals or ideals, and anything else that makes your NCPC unique in a few words or a longer response.

7. Please list or describe the most pressing issue or concern that is affecting your neighborhood / beat. *

8. Please list or describe an accomplishment or area of progress in your neighborhood / beat. *

- 9. The CPAB wants to support you. We have discussed creating a network through which fellow NCPCs can connect and collaborate with one another, and the CPAB, on issues. Would a network like this interest you? Please feel free to share any other ideas or ways in which the CPAB can support you. *

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