



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

Meeting Agenda

Thursday, February 20, 2020

5:30 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).

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](#)

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. Strategies for Reducing the Impact of Implicit Bias

Darlene Flynn, City of Oakland, Director of Race and Equity, will present overview of implicit bias in hiring and selection processes. Selection Panel will discuss and take possible action about the interview and selection process of Police Commission members.

Agenda Item Report:

- [Strategies for Reducing the Impact of Implicit Bias](#)

6. 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.

Agenda Item Report:

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

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

Meeting Agenda (Continued)

Thursday, February 20, 2020

5:30 PM – 8:00 PM

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

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 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 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 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)

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
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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)

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

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:

Last Name	First Name	Total Votes	Voting Members
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

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.



Strategies for Reducing the Impact of Implicit Bias

Stereotype replacement:

Practice recognizing responses that are based on stereotypes; labeling responses that are stereotypical and reflecting on why the response occurred creates a process for considering how the biased response could be avoided in the future, and replaces it with an unbiased response.

Counter-stereotypic imaging:

Imagining individuals who are counter-stereotypical in detail makes positive exemplars salient and accessible when challenging a stereotype's validity.

Individuation:

Obtaining specific information about group members prevents stereotypic inferences.

Perspective-taking:

Imagining oneself to be a member of a stereotyped group increases psychological closeness to the stereotyped group, which ameliorates automatic group-based evaluations.

Increasing opportunities for contact:

Increased contact between groups can ameliorate implicit bias through a wide variety of mechanisms, including altering their images of the group or by directly improving evaluations of the group.

The data showing reduced bias from Devine and colleagues “provide the first evidence that a controlled, randomized intervention can produce enduring reductions in implicit bias” (Devine et al. 2012). The findings have been replicated by Devine and colleagues, and further studies will be in print in 2015.

(Adapted from: Breaking the Cycle: Implicit Bias, Racial Anxiety, and Stereotype Threat, by Rachel Godsil – Poverty & Race Newsletter, January/February 2015 Issue)

What you can do...

- Increase awareness of your own on implicit bias
- Diversify your media and information sources
- Slow down rushed processes that strain systems and the people in them (use the Racial Equity Toolkit, IOPE Guide)
- Avoid ambiguity; use the decision making criteria – name explicit racial barriers related to topic issue
- Track (measure) and report racial outcomes in your sphere of influence – articulate your racial equity thinking process

Resources

Books:

- Blind Spot, by Mahzarin Banaji and Anthony Greenwald
- Whistling Vivaldi, by Claude Steele
- Racism without Racists, by Eduardo Bonilla-Silva
- Blink, by Malcomb Gladwell

Articles:

Breaking the Cycle: Implicit Bias, Racial Anxiety, and Stereotype Threat, by Rachel Godsil – Poverty & Race, January/February 2015 Issue - <http://prrac.org/newsletters/janfeb2015.pdf>

Film:

Cracking the Codes, by Shakti Butler

<http://world-trust.org/>

YouTube Clips:

Bicycle Thief Video

<https://www.youtube.com/watch?v=6qMK-JSXawM>

Research:

Race and Punishment, The Sentencing Project

http://sentencingproject.org/doc/publications/rd_Race_and_Punishment.pdf

(IAT Tests) - <https://implicit.harvard.edu/implicit/>



DF:df (Strategies for Reducing Impact of Implicit Bias_Oak.docx)



MEMORANDUM

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: February 13, 2020

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. 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. Since its last meeting and as of 5:00 pm on February 12, 2020, the Selection Panel has received three (3) 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 Vice Chair Ginale Harris and Commissioner 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 ¹	February 21, 2020
Application Deadline ²	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). 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

¹ 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.

² 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 127 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.

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.

/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: [Redacted]

Street Address Apartment/Unit #
Oakland CA 94610
City State ZIP Code

Phone: [Redacted] Email [Redacted]

Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- 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

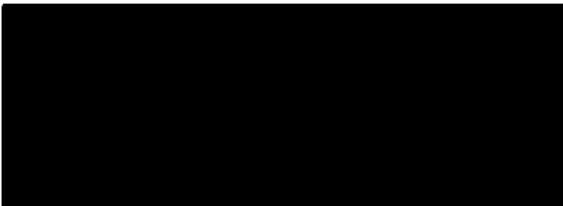
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

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 rd Floor Oakland, CA 94612
E-mail	Address: CityAdministratorsOffice@oaklandca.gov 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:	<u>Cai</u> <i>Last</i>	<u>James</u> <i>First</i>	<u>D.</u> <i>M.I.</i>
Date:	<u>11/12/2019</u>		
Home Address:	[Redacted]		
	<u>Oakland</u> <i>City</i>	<u>CA</u> <i>State</i>	<u>94606</u> <i>ZIP Code</i>
Phone:	[Redacted]	Email:	[Redacted]

Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- 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

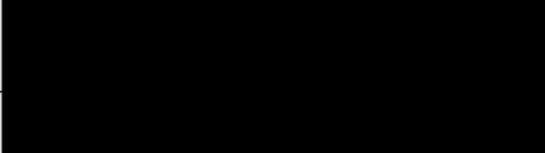
Disclaimer and Signature

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)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612
E-mail	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application

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 Anya 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, 3rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application



Oakland Police Commission 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.

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

Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- 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

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)
Interpersonal / Collaborative					
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.

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)
Judgement / Decision-Making					
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?

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)
Analytic / Investigative Practices					
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.

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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