



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

**Meeting Agenda**

**Wednesday, June 30, 2021**

6:15 PM

Via Teleconference

Selection Panel Members: Chairperson James Chanin (District 2), Vice Chairperson Brendalynn Goodall (Mayor), Gay Plair Cobb (At Large), Don Link (District 1), Langston Buddenhagen (District 3), Lorelei Bosserman (District 4), Mary Vail (District 5), Rickisha Herron (District 6), and Bill Thomasson (District 7).

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**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 Police Commission Selection Panel 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/85415503753> at the noticed meeting time.

Instructions on how to join a meeting by video conference are available at: <https://support.zoom.us/hc/en-us/articles/201362193>, which is a webpage entitled “Joining a Meeting”

- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

+1 669 900 9128 or +1 346 248 7799 or +1 253 215 8782 or +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799. For each number, please be patient and when requested, dial the following Webinar ID: 854 1550 3753

After calling any of these phone numbers, if you are asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting By Phone.”

**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 the Selection Panel and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Richard Luna at [rluna@oaklandca.gov](mailto:rluna@oaklandca.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.

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

**Meeting Agenda (Continued)**

**Wednesday, June 30, 2021**

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• 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 a 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.”

If you have any questions about these protocols, please e-mail Richard Luna, at [rluna@oaklandca.gov](mailto:rluna@oaklandca.gov).

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

**Meeting Agenda (Continued)**

**Wednesday, June 30, 2021**

6:15 PM

Via Teleconference

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

**2. Open Forum**

Speakers will be called on by the facilitator as speakers “raise their hand” through video conference or by telephone. All speakers will be allotted a maximum of two minutes unless the Chairperson allocates additional time.

**ACTION ITEMS**

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

- [June 17, 2021 Meeting](#)

**4. 2021 Police Commissioner Applicant Candidate Statements**

The Selection Panel will invite Police Commission Applicants to make up to a five (5) minute candidate statement on why they would like to serve on the Police Commission. At the Chairperson’s discretion, the Selection Panel may ask questions to clarify any statements made by the candidates.

- [Tentative Schedule – Candidate Statements](#)
- [Applications of Current Police Commission Candidates](#)

**5. Police Commissioner Nomination Process**

The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during the 2021 and/or 2022 nomination process, including which candidates will advance to interview with the Selection Panel in July 2021. The Selection Panel may also set or amend its future meeting schedule.

- [Staff Report: 2021 Nomination Process](#)

**6. Rules of Procedure**

The Selection Panel will discuss and take possible action on adopting Rules of Procedure for conducting its business.

- [Proposed Rules of Procedures](#)

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

**Meeting Agenda (Continued)**

**Wednesday, June 30, 2021**

6:15 PM

Via Teleconference

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**7. Adjournment**

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

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

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a [rluna@oaklandca.gov](mailto:rluna@oaklandca.gov) o llame al (510) 238-4756 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

你需要手語,西班牙語,粵語或國語翻譯服務嗎?請在會議前五個工作天電郵 [rluna@oaklandca.gov](mailto:rluna@oaklandca.gov) 或 致電 (510) 238-4756 或 (510) 238-2007 TDD/TTY.



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

**Meeting Minutes**

**Thursday, June 17, 2021**  
Via Teleconference

Selection Panel Members: Gay Plair Cobb (At Large), Don Link (District 1), James Chanin (District 2), Langston Buddenhagen (District 3), Lorelei Bosserman (District 4), Mary Vail (District 5), Rickisha Herron (District 6), Bill Thomasson (District 7), and Brendalynn Goodall (Mayor).

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

Quorum was determined and the meeting started at 6:01 pm.

Members present: Lorelei Bosserman (arrived at 6:23 pm), Langston Buddenhagen, James Chanin, Gay Plair Cobb, Brendalynn Goodall, Rickisha Herron, Don Link, Bill Thomasson and Mary Vail.

Members absent: none

Staff present: Richard J. Luna

City Attorney Staff present: Tricia Shafie

**3. Time Commitment & Duties of Police Commissioners**

A motion was made by Don Link, seconded by Gay Plair Cobb to hear item 3, Time Commitment & Duties of Police Commissioners, as the first agenda item. The motion passed with eight ayes (Buddenhagen, Chanin, Cobb, Goodall, Herron, Link, Thomasson, Vail) and one not present (Bosserman).

Police Commission Chair Regina Jackson presented a report on the time commitment involved in serving on the Police Commission and the activities, work and duties performed by Police Commissioners. Selection Panel Members and Ms. Jackson engaged in a question-answer session related to Police Commission work and the qualities and qualifications the Selection Panel should consider when evaluating candidates.

There was no action on this item.

Public comments were provided by the following speakers:

Assata Olugbala  
Rashidah Grinage  
Paul

**CITY OF OAKLAND  
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(SPECIAL MEETING)**

**Meeting Minutes (Continued)**

**Thursday, June 17, 2021**  
Via Teleconference

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**2. Open Forum**

Public comments were provided by the following speakers:  
Assata Olugbala

Written comments were submitted prior to the meeting by the following individuals:  
Paul Pflueger

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

A motion was made by Gay Plair Cobb, seconded by Don Link, to amend the minutes in correcting the date in the headings and approve the meeting minutes of May 4, 2021. The motion passed with nine ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Herron, Link, Thomasson, Vail).

There were no public comments on this item.

**5. 2021 Police Commissioner Nomination Process**

City staff member Richard J. Luna presented a report on the status of the Selection Panel's 2021 nomination process and stated 18 candidates had applied by the June 15, 2021 deadline. Staff recommended the Selection Panel determine its deadline to evaluate all applications and which candidates would advance to the interview stage of the nomination process.

Selection Panel Members discussed the number of candidates that could advance to the interview stage and requested staff contact the applicant that indicated they only wanted to be considered by the Mayor to see if the applicant would like to also be considered by the Selection Panel. Selection Panel Member Lorelei Bosserman stated the City had a citywide application to serve on Boards and Commissions and asked if staff had received any general Police Commission interest through that separate application process. Staff agreed to look into the matter and report back to the Selection Panel.

After further discussion on the ideal number of candidates to invite to an interview, Selection Panel Members discussed the option of inviting all applicants that indicated they attended or watched at least one Police Commission meeting, or agree to attend or watch a Police Commission meeting prior to the next Selection Panel meeting, be invited to address the Selection Panel and provide a candidate statement on why they would like to serve on the Police Commission.

A motion was made by Mary Vail, seconded by Brendalynn Goodall, that at the next meeting candidates can make up to a five minute statement on why they want to serve on

**CITY OF OAKLAND  
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**Meeting Minutes (Continued)**

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the Police Commission, that candidates stating they had not attended a Police Commission meeting need to commit and attend or watch at least one Police Commission meeting in order to be considered, and that at the conclusion of the candidate statements the Selection Panel should be prepared to decide the number of candidates it would like to invite to an interview. The motion passed with nine ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Herron, Link, Thomasson, Vail).

The Selection Panel then discussed its future meeting schedule and determined the next meetings would be held at 6:15 pm on the following dates: June 30, 2021, July 7, 2021, and July 15, 2021.

Public comments were provided by the following speakers:

Saleem Bey  
Anne Jenks  
Rashidah Grinage  
Elise Bernstein  
Paul

**6. Rules of Procedure Discussion**

The Selection Panel then discussed creating a Rules of Procedure document similar to the Police Commission's adopted rules. It was announced by Chairperson James Chanin that Don Link and Gay Plair Cobb would serve on the Ad Hoc Committee and report back at the next meeting with a proposal or update on a Rules of Procedure for the Selection Panel.

Public comments were provided by the following speakers:

Assata Olugbala  
Anne Jenks

**7. Adjournment**

The meeting was adjourned at 8:59 pm.

## Tentative Schedule - Candidate Statements for June 30, 2021

*All times and order of candidates subject to change*

<b>Candidate No</b>	<b>Last Name</b>	<b>First Name</b>	<b>Time Slot</b>
6	Powers	Kim	6:25
18	Lindquist	Mark	6:30
4	Parker	Cseneca	6:35
5	Delmore	Lance	6:40
8	Vedantham	Kumar	6:45
14	Harrison	Joey	6:50
7	Harris	Ginale	6:55
12	Chase	Cynthia	7:00
10	Mao	Sokhom	7:05
16	Jackson-Castain	Angela	7:10
11	Hill	Claudette	7:15
3	Smith	Jesse	7:20
15	Jo-Dato	Samantha	7:25
13	Dorado	Jose	7:30
17	Latham	Lesley	7:35
1	Howell	Rudolph	7:40
9	Scott	Phyllis	7:45

2021 Police Commission Applicants (updated June 24, 2021)

No	Last	First	Zip	Council District	Selection Panel / Mayoral	Race	Gender	Disability	Oakland Residency	# of Meetings
1	Howell	Rudolph	94609	3	Both	Black/AA/Asian	Male	No	8 years	1-2
<del>2</del>	<del>Clayton</del>	<del>Tre</del>	<del>94611</del>	<del>4</del>	<del>Both</del>	<del>Black/AA</del>	<del>Male</del>	<del>No</del>	<del>22 years</del>	<del>0</del>
3	Smith	Jesse	94612	3	SP	White	Male	--	10 years	3 or more
4	Parker	Cseneca	94612	3	Both	Black/AA	Male	--	40 years	0
5	Delmore	Lance	94621	6	Both	Black/AA	Male	--	41 years	0
6	Powers	Kim	94611	1	Both	White	Female	No	7 years	1-2
7	Harris	Ginale	94605	7	SP	Black/AA	Female	No	9 years	3 or more
8	Vedantham	Kumar	94619	6	Both	Asian	Male	No	5 years	3 or more
9	Scott	Phyllis	94605	6	SP	Black/AA	Female	No	25 years	0
10	Mao	Sokhom	94606	2	Both	Asian/ Cambodian	Male	No	34 years	3 or more
11	Hill	Claudette	94621	6	SP	Black/AA	Female	No	54 years	3 or more
12	Chase	Cynthia	94602	4	Both	White	Female	No	2 years	3 or more
13	Dorado	Jose	94619	6	SP	Latino	Male	No	42 years	3 or more
14	Harrison	Joey	94609	1	Both	Black/AA	Male	No	47 years	3 or more
15	Jo-Dato	Samantha	94605	6	Both	Black/AA	Transgender Female	Yes	5	3 or more
16	Jackson-Castain	Angela	94608	3	Both	Black/AA	Woman	No	38 years	1-2
17	Latham	Lesley	94605	6	Both	Black/AA	Female	No	4 years	3 or more
18	Lindquist	Mark	94602	4	Both	White	Male	No	Born in Oak	1-2
<b>Note</b>	Candidates shown in <del>strikethrough</del> have withdrawn their application from consideration.									



# 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:	Howell	Rudolph	Date: 4/25/2021
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[Redacted]		
	<i>Street Address</i>		<i>Apartment/Unit #</i>
	Oakland	Ca	94609
	<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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: Caitlin Henry

Relationship: Attorney

E-Mail

Phone:

Full Name: Rhody McCoy

Relationship:

E-Mail

Phone:

Full Name: Deborah Mukamal

Relationship: Professor

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- 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

**Required Questionnaire**

4. How long have you lived in Oakland?

8 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

News

**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: *Rudy Howell* Date: 4/25/2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

## Oakland Police Commission 2021 Supplemental Questionnaire

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

I experienced the full impact of the American criminal justice system at the age of 23. It was at this age I entered the federal prison system with a 25 year 1st time sentence. At 23 years of age I was charged with a federal drug crime and sentenced to 294 months. It was a soul crushing experience for a 23 year old kid. Nevertheless, after coming out of a 5 year stupor I took on the work of deconstructing and reconstructing myself. It took me 17 years to complete my transferable A.A. degree in Business Admin from Lassen College. This accomplishment allowed me to be accepted at San Francisco State University before my release. I was released from federal prison to the halfway house on Taylor St in San Francisco in January of 2013. I arrived on a Wednesday and that Monday I was at SFSU attending my first class at a 4yr college. I graduated with a B.A. in Criminal Justice in May of 2016. I began working for Rubicon Programs, a non profit in Richmond, Ca. that provides reentry services for citizens returning home to the Bay Area from prison. My role as the Rubicon Education Partnership program Impact Coach / Case Manager is to support any formerly incarcerated individual, from Oakland, Ca. who wants to go to college, get to college. I coach, mentor, motivate and help these students on the academic road to a career that will help increase their earning potential in an effort to eliminate poverty in the East Bay. I believe that my degree in Criminal Justice, my direct experience with the criminal justice system and my work with others impacted by the criminal justice system gives me a unique view that will allow me to contribute to the work of the Commission in a very positive and creative way.

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

My limited contact and experience with the Oakland Police Department has been friendly, so far. I have had to report stolen cars that are abandoned in the area where I live. The exchanges have been friendly and professional. The breadth of my experience with authority stems from my interactions with the FBI, DEA, BNE, LAPD, Riverside County Police and Sheriffs, Federal Marshals, Federal Correctional Officers and Federal Probation Officers. These interactions and experiences occurred from California to Texas and back were varied from bad to good.

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

- a. as a police officer

No one in my immediate family has experience as a police officer.

- b. as a criminal prosecutor or defense attorney

No one in my immediate family has experience 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.

## Oakland Police Commission 2021 Supplemental Questionnaire

No one in my immediate family has experience working with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

I have served on a board that seeks to bring community based organizations to college campuses whose mission is to help formerly incarcerated students navigate their respective college campuses. The board known as BASIC Bay Area System Impacted Consortium was developed by the Urban Strategies Council in Oakland. Before COVID we met twice a month to design, develop and promote a prison to college pipeline. The most challenging aspect is the limited funding to get things done. I would like to see more action than talk. Hopefully, with the advent of some normalcy returning to everyday life the efforts to build the prison to college pipeline will resume.



# 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: Smith Jesse E. Date: 04/28/2021

*Last* *First* *M.I.*

Home Address: [REDACTED]

*Street Address* *Apartment/Unit #*

Oakland CA 94612

*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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: Cat Brooks Relationship: Former Coworker

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

Full Name: Prof. Rachel Van Cleave Relationship: Instructor

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

Full Name: Gabriel Haaland 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

## Required Questionnaire

4. How long have you lived in Oakland?

10 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

Twitter

## 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: 04/28/2021

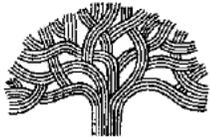
Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

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Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

# Jesse E. Smith

Oakland, CA 94612

- 1) I've worked in political organizing in one form or another since graduating high school, but I would say my "activist career" didn't truly begin until the day my friend Scott had his skull fractured by a grinning officer, with a taped-over nameplate, holding a grenade launcher on the sidewalk in front of Oscar Grant Plaza. Since that time, I've focused my life and career around the issue of police reform and accountability. I am currently a 3rd year student at Golden Gate University School of Law, pursuing a Juris Doctor degree with specializations in public interest and litigation. I've focused my legal education around preparing for a career in indigent criminal defense at both the trial and appellate levels. In addition to coursework focused on criminal litigation, I've also taken several courses that specifically deal with the issue of police reform, such as *Reimagining Criminal Justice*. Prior to attending Golden Gate, I was a constituent services liaison for the United States Senate. I spent the vast majority of my time helping constituents to navigate the federal bureaucracy in pursuit of disaster relief funds or access to Medicare or Social Security. These constituents were often economically disadvantaged or part of an otherwise marginalized community, had a healthy distrust of me as a "government agent", and had often received a notice just before their call informing them that – despite losing everything they owned – their claim had been denied. Dealing with distraught callers demanded an ability to simultaneously console and deescalate in order to walk them through a complex and inherently frustrating application and appeal process. Despite these hurdles, I was consistently able to brainstorm creative solutions to complex problems and arrive at a positive outcome for the Senator's constituents. I would hope to bring those same skills to my work as a commissioner.
- 2) At the march on the Port of Oakland in November 2011, a pick-up truck deliberately ran me over on a picket line and, despite numerous witnesses and a license plate number, Oakland police refused to even generate a report. Meanwhile, people I knew to be innocent were fraudulently charged with fabricated felonies and slapped with gang injunctions to stop them from exercising their constitutional right to protest. My experiences with police during that time revealed to me that our legal system frequently works against the interests of justice rather than being predisposed toward them. I saw that my rights were – contrary to what I'd learned in civics classes – not some insurmountable buttress against the howling winds of state oppression; they were frail and vulnerable things that would evaporate in an instant without the stalwart guardianship of legal professionals committed to principle over personal profit. It was this that inspired me to pursue a career as a public defender.
- 3) Neither I nor any of my family members have ever worked as police officers, prosecutors, or defense attorneys, although I do have some experience with functioning as defense counsel from the experiential coursework I mentioned in Question #1. As a Senate aide, I was involved with compiling presidential pardon recommendations.
- 4) I have served on the executive boards of Young Democrats of Louisiana and the Communist Party of California and as a member on the LGBT Advisory Committee for the SF Human Rights Commission. Overall, I thoroughly enjoyed each of these experiences, but serving on a collaborative body comes with several challenging aspects. I think one of the most challenging is also one of the most universal: the work of consensus-building. Civil committees always bring together diverse constituencies and along with that comes a diversity of both motivation and methods. Having good listening skills, a genuine interest in connecting with your fellow members, and an ability to empathize with their perspective is essential to being able to collaborate. One thing that I would certainly bring to the commission is a deep and abiding love for this city and the people in it; with that comes an earnest desire to build the alliances we need to complete the important work of reigning in police abuse and making our streets safe for the most vulnerable in this community.



CITY OF OAKLAND

# 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: Parker , Cseneca Date: May 3, 2021  
Last First M.I.

Home Address: [REDACTED]  
Street Address Apartment/Unit #

Oakland Ca 94612  
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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

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

I, Cseneca Parker, Community Advocate, Entrepreneur, and Deputy Commissioner of Marriages in Oakland, California, celebrate 30 years of Community Service to members of the community who are in need of help. My expertise and training as a Concept Developer have allowed me to participate in a number of community boards, commissions and committees who help write direct and execute needs of low income community members in the Oakland/San Francisco Bay areas.

I have also worked close behind the scenes for nationally recognized Spiritual Leaders, Pastors and Bishops, as well as promoted some of the most sensational concerts, public events, parades and community and citywide celebrations, including LGBTQ+ pride celebrations such as Stonewall 30 in Oakland, tribute to the Stonewall rebellion in NYC.

I have received numerous acknowledgments, awards, certificates for his work in areas such as Community Economic Development, Housing Eviction Prevention, HIV/AIDS and other chronic illnesses. Most Boards Committees, Commissions do not offer compensation or financial gain but I am and have been very happy to volunteer and offer my support input and creativity to be a positive change agent about the issues that impact local communities. In the 30 years of my service, I hope to have proven to be dedicated, committed and compassionate to all people that I am privileged to serve. He currently sits as Director of an essential services non profit agency, Black Love Movement, to assist low income and moderate income families and homeless individuals. Presently Cseneca is volunteering for Youth Learning and Cultural Institute with Covid 19- Food Distributions throughout the 2021 calendar year!

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

I, Cseneca Parker, nor any family member has NO connections or contacts with or to 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.

I, Cseneca Parker, have NO personal employment or volunteer experience with OPD. I am not, nor does any family member have experience as an Oakland Police Officer or any experience as a Criminal Prosecutor, Defense Attorney. I nor any of my family members are affiliated with any public agency or non profit agency for crime victims or persons charged or convicted of crimes.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

I, Cseneca Parker, have been on several Commissions and Boards over the last 30 years in Oakland, California and those Board Commitments have been:

Deputy Commissioner of Marriages- Oakland	2 Years
Alameda County East Bay AIDS Foundation	2 Years
Alameda County Office of AIDS Planning Council	2 Terms
Oakland California District 3 OCBG	2 Terms

### 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: Mayor Elihu Harris

Relationship: Former Oakland Mayor

E-Mail

Phone:

Full Name: Dr. Jenee Scott

Relationship: Pastor/Spiritual Leader

E-Mail

Phone:

Full Name: Rachel Y. Durham-Shannon

Relationship: Ret. Houston Police Officer

E-Mail

Phone:

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

Male  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

**Required Questionnaire**

4. How long have you lived in Oakland?

40 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

0  
 1-2  
 3 or more

6. How did you hear about applying to be on the Police Commission?

Mayor's Office

**Disclaimer and Signature**

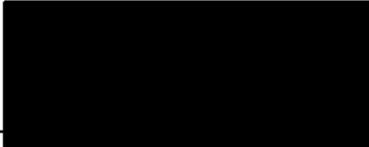
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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: Cseneca Parker



Date: May 3, 2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301



# 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: Delmore Lance N Date: 5/4/2021  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address*

Oakland Ca 94621  
*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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

### 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: Patricia Delmore

Relationship: mother

E-Mail

Phone:

Full Name: Aurora Delmore

Relationship: sister

E-Mail

Phone:

Full Name: Adrian Goodall

Relationship: friend

E-Mail

Phone:

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

Male  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

### Required Questionnaire

4. How long have you lived in Oakland?

41 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

Radio

### 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: Lance Delmore

Date: 5/4/2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 <sup>rd</sup> Floor Oakland, CA 94612
Email	Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> (510) 238-3301

## Luna, Richard

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**From:** Lance Delmore [REDACTED]  
**Sent:** Tuesday, May 11, 2021 8:11 AM  
**To:** Luna, Richard  
**Subject:** Re: Police Commission Application Follow Up - Supplemental Questions Needed

[EXTERNAL] This email originated outside of the City of Oakland. Please do not click links or open attachments unless you recognize the sender and expect the message.

---

Questions answers

1. I do security at a wellness center and I keep the employees safe and stop criminals from stealing car parts out of the parking lots
2. No bad experience with Oakland police
3. I have a no experience with volunteer work
4. I have been the leader and final say so with immediate family meetings and decisions, some challenges were I had to decide what to do about a family problem with a brother and sister and I had to talk to both sides and come to a conclusion for them

On Fri, May 7, 2021, 8:41 AM Luna, Richard <[RLuna@oaklandca.gov](mailto:RLuna@oaklandca.gov)> wrote:

Hi Lance,

We received your Police Commission application; however, you did not submit responses to the 4 written supplemental questions listed on pg. 1 of the application. Can you send me your written responses to those questions?

Thank you.

**Richard J. Luna**

*Interim Deputy City Administrator*

[rluna@oaklandca.gov](mailto:rluna@oaklandca.gov)

(510) 238-4756

Kim Powers

██████████  
██████████  
██████████ akland CA 94611

Cell: ██████████

*Application for Position of Police Commissioner*

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

I am extremely passionate about police accountability issues and justice. I was born and raised by police officers in New Jersey and at one time considered enrolling into the Police Academy myself. My father, a now retired career police officer, convinced me not to. He's the same person who, when teaching me to drive, told me to never pull over for a police officer until I was somewhere with other people nearby. And I'm white.

I've known for my entire life that with this incredibly taxing, honorable line of work comes responsibility that can be used inappropriately, wrongfully and abusively. Police Departments need to be held to the highest standards. Community engagement, with people who can help speak up for others, is one of the best ways to do this.

In 2014, I adopted a baby at birth. My daughter, and only child, means the world to me. She is mixed race, white and African American. During her early years, I was very naive. I thought because her skin color didn't matter to me, it wouldn't matter. Through a lot of hard moments of perceptual racism towards her, many many hours of reading, talking and listening to others I have learned how different her life will be to mine. And I am incredibly proud to be raising her in Oakland, a place I see as hopeful and a place that she can identify with. **I want to help the community she lives in to be better, to provide for its members, to listen and to ensure the people who are helping to keep the community safe are doing so justly, fairly and within the highest standards.**

My husband, born and raised in the east bay, lost his job and we were struggling to find his next career move. We decided to open a small business in our neighborhood because we desperately needed and wanted to add to our community and be a part of where we live. We opened a very small, independent coffee shop across from the Kaiser Hospital on Piedmont Avenue 5 years ago. We are very proud to be a part of the Oakland community. We are vested members of this city and want to do all that we can do to ensure it thrives.

I am proud of OPD for the reform that was quickly adopted after the killing of George Floyd. Replacing officers with counselors to respond to some mental health or homeless calls was momentum toward changing the face of our public safety. And we need to continue pushing on reforms like these to ensure our community is a just and fair place for all the members. Young, old, brown, black, wealthy or homeless. Every human who lives in our city needs to have the same rights and practices afforded to them. If given this opportunity, I would be an incredibly dedicated and honored Police Commissioner member. And would continue to help uphold the highest policies of policing while representing and speaking up for the entire community that I proudly live and raise my family in.

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

A few years ago, we were having some work done at our home in Oakland. While I was home, the worker performing the repair stole several pieces of jewelry from our bedroom. I wasn't aware of the robbery until I received a call from the Contra Costa Police Department who had caught the person with my jewelry in his pockets (they had arrested him directly after being at our house for another incident). Contra Costa PD sent Oakland PD to our house to take a statement. Officer Julie Yu arrived to take the report and determine if we wanted to press charges in Alameda County. While Officer Yu was taking my statement, my then 5 year old daughter came home from school. Officer Yu was exactly what I would want for any police officer to be when interacting with a young child. She was sweet, kind, warm, talkative and incredibly helpful in explaining what happened and helping to put Bella's mind at ease. She went so far as to let Bella sit in her police car and then gave her an OPD hat which she still proudly displays in her room. Several weeks later, Julie wrote Bella a letter and left it on our front door. She was so kind, compassionate and human centered.

I understand not all interactions that police officers deal with are as easy or non-threatening as this simple home robbery. There are all kinds of reasons and situations for police officers to have to react or act in different ways. And, Officer Yu gives me hope for the possibility of a just and fair 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.**

My father was a career police officer in New Jersey, since retired for many years. His brother, my uncle, was also a law enforcement officer in the police, DEA and CIA.

**4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?**

I serve on my daughter's school committees including one for parents of children of African descent and the lower school parents association. Pre-pandemic, I served on the Patient Advisory Committee for One Medical for two years. I work for a company in San Francisco and sit on several employee resource and experience groups as well.

From work groups, to school committees to volunteering with OneMedical, the most challenging aspects have been around wanting to incorporate new ideas into an established system. Most of the time, change is met with some level of reluctance especially if the previous system has been seen as successful. I have always found using evidence and facts help persuade people to try out a new idea or way of working.

It's also important to gain trust and respect from people who have been on the boards or groups previously, and can be challenging in the beginning. Building individual relationships with each person and sharing information about myself and who I am as a person has always helped to gain respect and solidify my credibility. Without trust and regard among the members, it will almost always not work.



# 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: Powers Kim E Date: 5/24/21  
Last First M.I.

Home Address: [Redacted]  
Street Address

Oakland CA 94611  
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 (Question 1, 2, 3 and 4 below.)

- 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).

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

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

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

Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: Alex Bell Relationship: spouse

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

Full Name: Keren Amit Bigio Relationship: co-worker

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

Full Name: Laura Tobben 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

**Required Questionnaire**

4. How long have you lived in Oakland?

7 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

I actively sought out ways to become involved and found the application on line.

**Disclaimer and Signature**

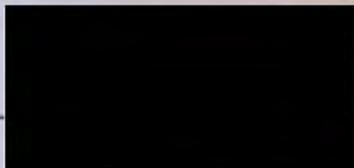
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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:

5.25.21

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 <sup>rd</sup> Floor Oakland, CA 94612
Email	Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: Police Commission Application
For assistance or additional information contact	City Administrator's Office <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> (510) 238-3301



# 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: Harris Ginale Date: June 8, 2021  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*

Oakland CA

*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 (Question 1, 2, 3 and 4 below.)

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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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: Michele Lizaneo

Relationship: personal/professional

E-Mail [REDACTED]

Phone [REDACTED]

Full Name: Carol Whyatt

Relationship: professional/personal

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: LeRonne Armstrong

Relationship: professional

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

**Required Questionnaire**

4. How long have you lived in Oakland?

9 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

I was a previous Police Commissioner

**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: Ginale Harris Date: 06/08/2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator’s Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator’s Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

Question #1: Nothing can dissuade me from my commitment to Oakland and to our community. I have returned to this committee humbled, yet more determined and powerful, asking you to give me another opportunity to serve as a member of the Oakland Police Commission. Our Police Commission has made significant progress, but we still have a mountain of work ahead to ensure that the Oakland Police Department finally achieves NSA compliance and is following constitutional policing standards.

There's no need to remind you that the NSA is a reform that the Oakland Police Department is mandated to complete as the settlement of a lawsuit 21 years ago. In 2000, 119 people claimed that they were victims of police brutality at the hands of OPD officers. In 2016, our community let their collective voice be heard with a resounding 80% vote demanding Oakland create an independent, citizen-led Police Commission. Oaklanders have made it clear that we want accountability and oversight. Then on May 20, 2020, George Floyd was murdered, a national movement was ignited and 9:29 became a symbol of 300 years of police brutality and the immediate need to reevaluate the role of law enforcement and to re-imagine public safety. I am part of that resounding vote and collective voice in Oakland!

The Ginale Harris who stands in front of you today has lived the experience of Police Commission work for three years and the expertise that comes along with it. This Ginale has lived the pain and devastation of losing a family member who was brutally murdered after being reported as a missing person to the Oakland Police Department. This Ginale was accused of using derogatory remarks, asking for favors as well as abusing and harassing OPD staff by former Chief Kirkpatrick. Some people questioned my approach, my integrity, my tone and how I choose to express myself. Although I am not a victim of police brutality now, I continually hear many stories and have watched the seemingly endless stream of bodycam videos where lives, especially Black lives, are not respected or honored, not protected and too often are brutalized or ended by the police without the families ever receiving justice.

My tone and expressions are responses to accumulated anger, frustration and indignation about injustice. Shouldn't we all be frustrated and indignant at this point? Yet my commitment to this community is unbreakable and emanates from my core, so I am still here doing the work, fighting the fight and making good trouble by being selected by the Police Commission and volunteering on the Re-imagining Public Safety Committee and the Missing Persons Policy Ad-Hoc Committee. During my tenure as a

Commissioner, I served as the Vice Chair for two consecutive years and had the opportunity to lead and participate in various ad-hoc committees which include: The Use of Force, Armed and Unresponsive Persons Arrest Teams, Parole & Probation Stop Policy, the Budget committee, and the Job Description for the Chief of Police committee, the personnel committee, the rebuttal for the Police commission Audit and an array of others. I have personally volunteered as the liaison for two separate families that have been affected negatively by actions of the Oakland Police Department. I have learned about the complexities and the process of collaboration, teamwork and understanding police policy and procedures which will assist the commission going forward.

If I am chosen for a second term, I have a comprehensive plan to increase our engagement with the community. My plan includes creating new partnerships by reaching out to groups impacted by misconduct and police violence, groups who have a negative relationship and history with law enforcement and groups underrepresented at Oakland Police Commission meetings. This plan includes communicating with religious leaders, partnering with established community leaders (Oakland Frontline Healers, East Oakland Pillars, Homies Empowerment Program/Adelante, 100 Black Men of the Bay Area, B.O.S.S. (Building Opportunities for Self-Sufficiency), Dream catcher Youth Services and increasing our social media strategy and impact. Oakland has a dedicated group of community members who regularly attend and participate at Commission meetings, but the audience is pretty empty. My goal is to fill the audience with community members that reflect the diversity of Oakland, to increase the voices that we hear and to educate our community about exactly how to make a complaint, about the role and responsibilities of the Police Commission.

Question #2: As a resident of Deep East Oakland over the past 10 years, I have frequently watched Oakland Police officers driving lights and sirens to a call-for-service or they've responded to my neighborhood for a call. It's been my observation that although "The Flatlands" are plagued with a high level of violence, we never see sufficient police officers patrolling this area. When I was representing Oaklanders on our Police Commission, I did a ride-along with an officer and understood one of the reasons. During my ride-along, the police officer showed me on the monitor that there were 450 priority calls pending and that detail spoke volumes about what I witnessed at home and why the response time was such a long wait.

Although I have been a victim and witness of crime, I chose to resolve these situations on my own within my neighborhood. I realistically knew that with current patrol staffing combined with the high amount of activity, I would be waiting for hours. I have communicated with the Community Resource Officer for my area and provided details and intel regarding ongoing serious issues on my block: multiple homes owned by one neighbor where renters are allowed to have all hours of the night loud parties every weekend with drug/alcohol usage and guns, home burglaries and arson associated with these same homes and on one occasion, these

same renters and their guests taking over the entire block by completely blocking all street entrances with multiple vehicles. I recently organized a NCPC ZOOM block meeting with my NCPC representative and I promoted the meeting, but unfortunately other than the NCPC rep and one neighbor, we were the only attendees. This seems like a complex and perfect Community Policing project for the Oakland Police Department. As someone directly impacted by crime and violence, although I am frustrated with the lack of police response, I also understand that solving these problems will take participation from everyone: the police officers, the Department of Violence Prevention, Ceasefire, NCPC, Community Resource Officers AND THE COMMUNITY. While everyone is talking about defunding the police; I am talking about Re-imagining Public Safety, having sufficient patrol for the level of activity in East Oakland and other high crime areas, having accountability and having community participation.

During my time as a Police Commissioner, I was fortunate to work with Oakland Police Department employees like now Chief Leronne Armstrong, Deputy Chief Nishant Joshi, Acting Lieutenant Aaron Smith, and Lieutenant Joseph Turner. Chief Armstrong and Deputy Chief Joshi listened to my concerns especially about East Oakland and offered suggestions and support. Chief Armstrong even responded to East Oakland to increase OPD's presence after multiple homicides during the pandemic. Lieutenant Turner was a member of the Use of Force Ad-Hoc Committee and we collaborated well together, along with other members of the committee. He was open and owned mistakes or shortcomings made by OPD which made the process faster and brought forth a solid policy. I've also had negative experiences with the Oakland Police Department during my time as a Commissioner. Former Chief Kirkpatrick and retired Deputy Chief Cunningham made promises while I was acting as a liaison and advocating for the Bandabaila family regarding their son's disappearance. They didn't keep their promises, were not truthful or forthcoming with me or the Bandabaila family. My expectations are realistic, I expect police officers to serve the community, to do the job they're paid to do, to be honest and to have integrity. Going forward, OPD and the Police Commission can ensure that the Oakland Police Department hires the right people and once they're wearing the blue uniform, badge and carrying a gun, that they are ALL held accountable for their actions and that they're following the best standard practices and department policies.

Question #3: My work experience and volunteering include over 28 years of advocating, facilitating and managing programs for community members involved in and/or impacted by crime. I have never been interested in titles, it is serving the community that has always motivated me. My family has been impacted by crime as well and has been caught up in the criminal justice system. With experiences on both sides of crime, I have a unique perspective that I can bring to this Commission. Whether I was acting as a Youth Program Manager, a Parole and Probation Specialist or a mentor for San Francisco's Community Response Network Outreach program, my approach was always rooted in solutions. My personal standard operating procedure when facilitating a plan to assist people involved in the criminal justice system was to offer them a clean slate. We'd focus on identifying the causes for their criminal behavior and coming up with a plan for success with solutions, support and resources tailored for each of them. I bring these same skills with me as a Police Commissioner. It takes a village to raise a child is a popular African proverb which reflects the emphasis African cultures place

on the family and community. In 2021, I would say that it takes a village to raise a child, but it also takes a progressive police department, a fearless police commission and a responsive city council standing side-by-side with the community to protect the community.

For more detailed information and descriptions of my community work, you can refer to my attached resume.

# Ginale Harris

Police Commissioner | Rehabilitation Services Professional | Community Leader

██████████  
██████████  
██████████  
██████████  
• Oakland, CA

Dedicated, performance-focused, and award-winning professional with 20+ years leading government and non-profit initiatives. Experienced Police Commissioner with a strong background in Adult Probation & Parole and the Juvenile Court System. Extensively trained and knowledgeable of San Francisco and Oakland Reentry Programs, Violence Prevention & Crisis Intervention, Case Management, and Housing Management.

## Selected Awards and Recognition

- **Restorative Justice Award** from the San Francisco District Attorney's Office for implementing the "Back on Track" Program eliminating felony charges for first time offenders in exchange for community service.
- **Phat Friend Award** for serving as a leader and mentor to many hometown children and young adults. Known for accepting youth development challenges that others did not want.
- **Proclamations** from the United States Senate for obtaining funding and creating programming to better the lives of marginalized African Americans in San Francisco. Comprehensive program included: GED school, food pantry, and senior citizen food delivery service. Raised funds to take 100 families to Disneyland for the first time, an experience that was out of their financial reach.
- **Leadership Award** for many years of service in the Black & Brown Community of San Francisco, California.
- **State of California Proclamation** in recognition of being a community service hero for over two decades.

## Professional Experience

### Felton Institute, San Francisco

2020 – 2021

#### Program Director Mild to Moderate & Justice Services Operations Coordinator

Oversee and manage the Re-Entry Case Management Team administering mental health services to adults with mild to moderate mental health conditions. Provide individual and group supervision to clinical and non-clinical staff. Ensure program covers a continuum of care, including treatment of dual diagnosis and justice system impacted individuals. Monitor and evaluate program productivity to include outreach, referrals, intake, and assignments. Coordinate and facilitate training for staff professional development. Perform budget planning and expenditure approval.

- Lead, inspire, and motivate staff to efficient performance and to continually look for improvement opportunities.
- Monitor all financial and operation activities to ensure compliance with local, state, and federal guidelines.
- Create short and long term strategic goals setting overall program policies and operating procedures.

### San Francisco Sheriff's Department

2018 – 2021

#### Rehabilitation Services Coordinator

Directed, planned, and organized programs providing for the social welfare of inmates in the San Francisco County Jail System and post release sites. Collaborated with Jail Health Services, contractors, Five Keys Staff, other Resource Service Coordinators, and local community organizations and agencies to align appropriate services (i.e. education, employment, recovery, and reentry) for offenders' successful movement within the system and successful return to the community.

- Effectively liaised with Classification Programs Deputy and others to ensure program inmate movement into and out of inmate housing including regular development of a movement list.
- Coordinated with facility command staff to ensure smooth and comprehensive delivery of programs.
- Conducted interventions with inmates at risk of program and housing removal.

# Ginale Harris

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## **City of Oakland Oakland Police Commissioner**

**2017 – 2020**

Influential Police Commissioner actively engaged in overseeing the Oakland Police Department's policies, practices, and customs. Ensured adherence to national standards of constitutional policing policy, helped secure resources, and promoted civic engagement. Collaborated with other commissioners to oversee the Community Police Review Agency which investigates police misconduct and recommends discipline.

- Chaired the Use of Force ad hoc committee creating the most effective Use of Force policy in the nation.
- Selected as vice-chair for two consecutive years: instrumental in establishing Oakland's framework for police accountability and oversight.
- Leveraged assessment expertise to identify 151 Oakland Police Department's outdated policies.

## **Superior Court of California County of San Francisco Deputy Court Clerk II**

**2016 – 2018**

Interacted with diverse customers from attorneys, law enforcement, and staff members from various agencies to the public. Performed a variety of duties including preparing court documents in accordance with established guidelines, entered data into automated case management systems, imaged case files, and scheduled matters for court. Also provided customer service at the front counter and via telephone, filed court documents, prepared the daily docket and attended court sessions.

- Remodeled and developed a systematized process for effective records management.
- Tactfully mastered the transfer process for court cases from state to state.

## **Housing Authority of Santa Clara CA Housing Programs Manager**

**2015 – 2016**

Oversaw daily operations for several programs administered by the Housing Authority Agency including the high-profile Section 8 Housing Choice Voucher Program. Provided vision, support, and guidance for service delivery. including inspections, initial/continued eligibility, occupancy, housing placement, housing retention, quality assurance and contract and regulatory compliance.

- Key player in the development of the Administrative Plan and the Moving to Work (Moving To Work) Program.
- Implemented policy, procedure, and work plan changes improving programs for more effective administration.

## **Mission Neighborhood Centers, San Francisco Family Resource Center Intervention Service Director**

**2011 – 2015**

Led efforts to provide services to young adults from the Juvenile Justice System and/or Adult Justice System. Collaborated with multiple resources (i.e., San Francisco Unified School District staff, Probation/Parole Department, Public Defenders, Community based agencies, families, Youth Guidance Center, and Log Cabin Ranch staff) to identify ways and means to meet the needs of the young adults. Provided advocacy information and referral services to contribute to rehabilitation, growth, and development.

- Established a system of regular communications with parents and guardians, including formal and informal meetings, on student progress, enrollment status, newsletters, calendars, and memos.
- Ensured program activities reflected best practices in child development.

# Ginale Harris

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- **Career Note:** Additional professional experience as a Transitional Aged Youth Program Manager, Violence Prevention Intervention Service Director, Home Detention Supervisor, Gang Specialist, Parole & Probation Specialist and Senior Case Manager for Log Cabin Ranch Aftercare

## Education

**Criminal Justice** - Bachelors of Science with emphasis in Management (*Dean's List*)

University of Phoenix, San Francisco, CA

**Associate of Arts Degree | Drug and Alcohol Studies**

City College of San Francisco, San Francisco, CA

## Areas of Expertise

Public Safety / Violence Prevention | Re-entry and Recidivism | Public Policy and City Governance | Training | Research Investigation | Facilitation | Client Relations | Quality Control/Assurance | Risk Management | Resource Management Change Management | Project Management | Negotiation | Strategic Planning | Workflow Process Analysis

**Computer Skills:** Microsoft Office: Word, Excel, PowerPoint, Outlook, Project, and Live Meeting | Contract Management Systems (CMS) | Matrix | Elite Emphasis system | IJS system | Digital Reel | Tyler | Citrix | Insyst System | Sales Force Circle

## Professional Affiliations & Organizations

**Boys & Girls Club of America** – Youth Advisor | **Discovering Your True Self, County Jail #4** – Mentor/ Facilitator

**Back on Track Program** – Advisory Member & Mentor | **Community Response Network Outreach** – Mentor

**Real Alternatives Program**-Mentor & Advisory Member | **Department of Children Youth & Families**-Advisory Member

**San Francisco's Police Chief Violence Prevention Board** – Board Member



# 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: VEDANTHAM KUMAR Date: 6/7/21  
Last First M.I.

Home Address: [REDACTED]  
Street Address Apartment/Unit #

Oakland CA 94619  
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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

**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: Tanya Aaen Ph.D (UFA) Relationship: Supervisor

E-Mail [Redacted] Phone: [Redacted]

Full Name: David Joseph Ph.D (UFA) Relationship: Co-worker

E-Mail [Redacted] Phone: [Redacted]

Full Name: David Shernoff LCSW (VJO) 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?

Male  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

**Required Questionnaire**

4. How long have you lived in Oakland?

5 yrs

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

I applied in 2020

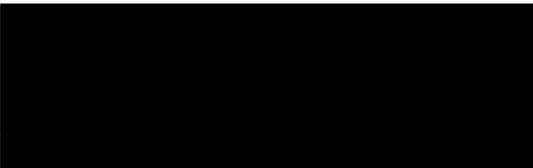
**Disclaimer and Signature**

*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: 6/7/21

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

## **ANSWER TO QUESTION 1**

I would like to highlight three personal qualities that I would bring to the Police Commission

### **COMMITMENT TO SERVICE**

I have spent my entire career serving those who have the greatest needs. Upon graduating from my training in psychiatry I felt that treating veterans was my calling. I have been working for the Department of Veterans Affairs since 1998. In 2003 I became Medical Director of the VA Oakland Behavioral Health Clinic and have helped Oakland residents for the past 18 years.

Our clinic serves some of the most seriously ill members of the Oakland community. We operate a Methadone Treatment Program that provides Methadone as an alternative to heroin for the most severely addicted veterans. Our Homeless Outreach Program is designed to provide both housing and treatment for homeless veterans with mental illness or substance use issues. We have a specialty Post-traumatic Stress Disorder (PTSD) treatment program designed to help veterans who have experienced combat or sexual trauma. Oakland's General Mental Health (GMH) program treats veterans with Schizophrenia and Bipolar Disorder. Our clinic liaisons closely with the Veterans Justice Outreach (VJO) program that is designed to provide treatment as an alternative to incarceration for non-violent offenders. Finally, our Compensated Work Therapy program helps veterans with severe mental disorders to return to the workforce.

As Medical Director, I am actively involved in all of the above programs and play a central role in keeping our clinic functioning and staying true to its mission. If selected, I promise to bring the same passion and commitment to protecting and safety and dignity of Oakland citizens.

### **COURAGE TO CONFRONT AUTHORITY**

In 2019 the chair of our department of mental health made an abrupt and unilateral decision to eliminate alternate work schedules for all mental health employees. This created tremendous anxiety and distress for employees who had alternate work schedules. Many of them had selected non-traditional work hours in order to balance other pressing needs such as parenting responsibilities, caregiving roles or education. Many of them felt that the only option left was to quit.

As Medical Director, I felt that this decision was poorly thought out and very unfair. I decided to have a clinic wide discussion to address this issue. We joined together as a clinic to challenge this decision. I drafted a letter highlighting our concerns and we read this protest letter to the facility director at our next town hall meeting. This letter created a firestorm. Other clinics began to draft similar letters and other complaints started to surface regarding the abrasive and disrespectful style of our department leadership. The union became involved in our struggle, our efforts triggered a broader VA investigation into the leadership practices of our department, and ultimately our chair was removed and left the VA shortly thereafter.

I use this example to reflect my willingness to stand up to power and authority in a determined and effective manner. I am not afraid to take a stand against the abuse of power and I know how to build successful coalitions in order to do so.

## **CLINICAL EXPERTISE**

One of the tragic and common features of so many police violence incidents is that they involve the most vulnerable members of our society – people of color with mental illness and substance use issues. Too often their illness is viewed as a justification for the violence that is perpetrated against them. Many recently highlighted incidents of police violence, including that of George Floyd, have involved citizens with mental or substance use issues.

My clinical expertise in mental illness and substance use could greatly assist the Police Commission. I have extensive knowledge of the interactions between police and those with addiction and homelessness through my work with our Homeless Outreach Program and Methadone Treatment Program. I have seen firsthand how providing treatment and housing instead of incarceration makes both moral and economic sense. I have extensive experience working with chronically mental ill persons such as those with Schizophrenia and Bipolar Disorder. Many of them face unique challenges when they interact with the police, especially if they are black or brown. Frequently their families call police hoping to get their loved ones into treatment and instead watch with horror as they are handcuffed and taken to jail. Many of the veterans I treat have PTSD partly as a result of police violence. I recognize how police violence can be terrifying and create psychological trauma as well as physical injuries. This mental violence inflicted by police on both victims and bystanders needs to be addressed as part of police brutality. My work with the VJO has shown me the profound limitations of our entire justice system and how addressing police violence is only the tip of the iceberg of dismantling systemic racism. It also gives me hope that we can work together to come up with better answers.

I believe that these qualities can be valuable to the work of the Police Commission. Thank you for your consideration.

## **ANSWER TO QUESTION 2**

My contact with the Oakland Police Department has been extremely limited. I have assisted the police in communicating with acutely mentally ill patients at our clinic that needed to be admitted to the hospital involuntarily.

## **ANSWER TO QUESTION 3**

Neither I nor any immediate family member has had significant volunteer or employment experiences as a police officer, as a criminal prosecutor or defense attorney, or with a public agency or nonprofit community group serving or advocating for crime victims.

#### **ANSWER TO QUESTION 4**

I founded and Chaired the Committee on Disruptive Behavior (DBC) for VA Northern California Health Care System from 2003 to 2013. VA Northern California covers a multitude of clinics and medical centers that stretch from Oakland to Tahoe and north to the Oregon border. The purpose of this committee was to address incidents of violence perpetrated on staff and patients anywhere within the VANCHCS catchment area. This committee involved four primary stakeholders. The first was the VA staff who are the victims of these incidents. Committee members represented the fields that are at highest risk. This includes Nurses, Emergency Room Personnel, Mental Health providers, and Front Desk employees. The second major stakeholder were the patients themselves. They were represented by the VA Patient Advocate. The third major stakeholder was the VA Police who were usually the first ones to get involved in these incidents. The final stakeholder was the VA itself to ensure that Committee decisions were aligned with the VA mission. Our role was not only to adjudicate individual incidents but also to highlight systemic needs and inadequacies.

As Committee Chair I had to ensure that every veteran who was brought before the committee received a fair hearing with input from all stake holders. As all decisions were made by consensus, my job was to bring the stakeholders together to some common agreement despite their initial differences. I can sketch my role with a simple example. Let's say a veteran became agitated and started screaming in the lobby of one of our medical centers. We would look at this incident from all angles. We would first try to understand the context of the screaming to identify why this happened. Was the patient annoyed by having to wait for an extensive amount of time? Was this provoked by the disrespectful or rude behavior from one of our staff? Did the patient have an untreated mental illness or substance abuse issue that the VA needed to address? Then we would focus on how we could prevent this from happening again. Our response was intended not to punish the veteran but try to help him with the needs that led to the incident in the first place. While trying to get the various stakeholders to unite with each other was quite a challenge, the benefits provided by the committee were vital in maintaining a safe and responsive VA for patients and staff.

Chairing this committee required many of the same skills that a commissioner would need, such as empathic listening, developing consensus, addressing the needs of conflicting stakeholders, and maintaining focus on the main mission. As Chair I had to demonstrate leadership, empathy, management skills, and lots of hard work. I would bring these strengths to the Police Commission as well.



# 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: **Scott, Phyllis** Date: **June 1, 2021**

<i>Last</i>	<i>First</i>	<i>M.I.</i>
[Redacted]		

Home Address:

<i>Street Address</i>	<i>Apartment/Unit #</i>
<b>Oakland</b>	<b>Ca 94605</b>
<i>City</i>	<i>State ZIP Code</i>
[Redacted]	[Redacted]

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 (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
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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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: **Gerald Agee**

Relationship: **Pastor**

E-Mail

Phone:

Full Name: **Paul Cobb**

Relationship: **Business Associate**

E-Mail

Phone:

Full Name: **Antoné Hicks**

Relationship: **Ministerial Staff Member**

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

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

**Required Questionnaire**

4. How long have you lived in Oakland?

25 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

Newspaper

**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: 6-2-21

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

## **Oakland Police Commission Application Supplemental Questions**

**Applicant:** Phyllis Scott

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

I currently serve as a Pastor of a local church in Oakland. As such, I work with various people including community activists, city officials, and the Oakland Police Department. As a Pastor in East Oakland, I have met and worked alongside various officers to introduce our youth and community to those men and women in law enforcement, developing relationships between officers and community. Such officers include Chief Sean Whent, Captain Ersie Joyner, and Officer Marco Marquez.

I have also volunteered for the C-Care program going out and speaking with women and girls trapped in the sex worker industry. To become more familiar with the work of OPD, I went on a police ride along and met officers in the Homicide Section.

I also served on Chief Whent's and Chief Batts' clergy board, which met every three months to discuss issues that needed community awareness.

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

- Met with Chief LeRonne Armstrong at the Chief's Clergy Advisory Board meeting.
- Volunteered for C-Care program to encourage women and men that are working in the sex trafficking industry.
- Worked through the Pastors of Oakland community chaplaincy program to resurrect all Community Chaplains that were required to meet with various departments within the Oakland Police Department including a visit to the firing range.

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

a. as a police officer – N/A

b. as a criminal prosecutor or defense attorney N/A

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes. - I have accepted the position of President of the Pastors of Oakland in which one of my goals is to continue to work towards unity, revolution, and peace in our communities, developing relationships between community and law enforcement. Just recently we invited Officer Mae Phu to come and speak about what we can do to support the Asian community.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

I have served on the Pastors of Oakland Board and the Oakland Police Clergy Advisory Board. My experience allowed me to hear different perspectives on issues based on different life, culture, and religious backgrounds. The most challenging aspect was trying to get everyone to agree on how to move forward.



# 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: Mao, Sokhom Date: 06/01/2021

	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[REDACTED]		
	<i>Street Address</i>		<i>Apartment/Unit #</i>
	<u>Oakland</u>		<u>94606</u>
	<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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: Xochilt Sanchez

Relationship: Former Director

E-Mail

Phone

Full Name: Lawrence Brisco

Relationship: Colleague

E-Mail

Phone:

Full Name: Vince Reyes

Relationship: Colleague

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: Cambodian American
- 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

**Required Questionnaire**

4. How long have you lived in Oakland?

34 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

I was invited by the Chair of the Selection Panel to re-apply.

**Disclaimer and Signature**

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***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: 06/08/2021

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Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator’s Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator’s Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

**Oakland 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.**

I have spent a lot of time preparing myself to contribute to the commission's work both professionally and academically. I earned a bachelor's degree in criminal justice from San Francisco State University. Aside from my participation on civic boards and commissions, I am a native Oaklander who is passionate about seeing my city's police force prosper.

I was appointed an Officer of the Courts and a Juvenile Justice Commissioner in 2010 to oversee the entire county's juvenile justice system, which included court-appointed authority to conduct investigations and inspections at over 26 lock-up facilities and law enforcement agencies in Alameda County, where I investigated allegations of misconduct and ethical violations (peace officers, probation officers, etc.).

I served as a Commissioner on the Citizens' Police Review Board (the predecessor to the new police commission) for over four years, where I had legal authority under the City Charter and Ordinance to order investigations of alleged misconduct brought to the Police Review Board. I negotiated with city staff to issue subpoenas for police officers' mandatory attendance and presence before the Police Board for evidentiary hearings, and I ordered police officers' evidence to be taken under oath.

I worked with my fellow board members to draft and amend police policies in order to reform how the police interact with the public. As Chairman of the Citizens' Police Review Board, I ensured that all matters needing Board approval were brought to the board in a timely manner. I made sure the city's police board was operating within its legal purview, with the advice and guidance of the Board Counsel, in matters involving any police officer misconduct or violation of the Oakland Police Department's general orders.

Academically, my criminal justice background included researching the United States criminal justice system, identifying distinguishing United States constitutional court case features, and comparing experiences of systems around the world. This includes any abuse of authority, as well as group conflicts and bias in case processing. I am familiar with methodologies and applications for analyzing criminal justice systems and procedures. All of these academic training prepared me to be thoroughly vetted to participate in my community on matters of law, crime, and justice, as well as the government's checks and balances and interpretation of the rule of law.

As a former assistant to the police chief, I provided reviews of policies and procedures to the command team and the police chief, along with a variety of drafts, finished reports, and departmental memos to be added to the police department's general order, including confidential details from taped dictation, brief directives, and written materials from police officers.

In addition to the chartered duties, I have worked with the City of Oakland to make sure that the city has a professional and competent police department whose members behave with integrity, impartiality, and justice by reviewing reports of police misconduct and general orders of the Police Department to render fair and ethical decisions on behalf of the citizenry of Oakland.

*(Please see next page for continue response to question 1)*

*(Continue response to question 1 below)*

My unique perspective will give the commission an unprecedented background and understanding of recent actions and reforms (*the preceding police board to the current police commission*) that will be critical to the success of the Oakland Police Commission. In order for the city to deliver on the commitments of measure LL, we need a solid structure and understanding of those processes so that we can continue to provide effective police services, preserve a positive reputation, and restore the confidence of the people of Oakland in our policing practices and services.

In particular, my knowledge of the negotiated settlement agreement (NSA) would aid the commission in focusing on the task at hand and committing to the completion of a long-awaited reform. For the past 18 years, the city's police department has been under a federal court decree from a 2003 civil rights settlement that was scheduled to expire in 2010. This federal oversight has extended several times after the department failed to reach such milestones as compliance with the agreement's use-of-force policies, administrative audits, and officer discipline mechanisms. Since 2003, Oakland taxpayers footed a bill of more than \$28 million in reform fees, and that figure is projected to increase if the city fails to meet these settlement benchmarks.

Because of my experience and knowledge of the city's police board, I am capable of carrying out the commission's duties and meeting the needs of residents in all police-related matters. But, most importantly, I was born and raised in Oakland, went to school here, and through the city's economic shifts over the years, I have never considered leaving; I have remained true to my hometown. I believe it is my civic duty to give back to the city that has given me so much, and now it is my turn to use my expertise, skills, and professional experience to help Oakland residents improve public safety. Former president Barack Obama said, "Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek."

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

In 2006, while riding in the passenger seat of a relative's car, I was detained and searched by two Oakland police officers and was held up for a brief time before being released. My second encounter occurred while I was driving home late at night and was held by two Oakland police officers for an unjustified traffic violation. In both situations, the demeanor, tone, and attitude were condescending, which made me realize that there was still a lot of progress to be made and the need for positive interaction with the public—worthy of a trusting relationship between the public and the police.

My interaction was a startling surprise to the current problem facing the city's police force, and it correlates to the case study led by Dr. Jennifer Eberhardt on police unjustified stops. These examples of my personal contacts cut to the heart of the issues confronting the Oakland Police Department, and I look forward to contributing to the police commission's positive work.

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

*Not applicable, all of my experiences with the city has been outlined above.*

**4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?**

Yes, I was a member of the Citizens' Police Review Board. My insight was an invaluable contribution to my community and to the city's continuing growth towards building an understanding between the community and the police. During my professional career, I served on several organizational boards, commissions, and public advisory boards at both the city and county levels. Sitting on a committee presents a multitude of obstacles, but two issues consistently arose: a lack of understanding of the process and lack of support among the participants.

As a seasoned Commissioner, I represented the Citizens' Police Review Board on a wide range of topics, including one piece of council legislation in which I specifically pushed for, raising the annual operating budget of the Citizens' Police Review Board Agency from \$697,269 to \$2,723,724. I also assisted in defining targets, setting goals, and monitoring the Agency Director's progress.

During my time as a member of the Citizen's Police Review Board, we conducted extensive studies on ways to strengthen the police-community relationship. I led the charge in drafting strategic methods to collaborate with faith-based communities, neighborhood crime prevention councils, parent action groups, ethnic or multi-culture community forums, youth organizations, senior homes, and many more.

The biggest issue, in my opinion, was that the Board's plans were not prioritized, and none of these goals or strategies were achieved. The method was confusing, and instead of the City Administrator being a collaborator, it seemed like the board was operating in isolation. In addition, board members had differing views on how police oversight could be carried out did not collaborate or seek technical assistance from city departments. All of this led to massive confusion and nearly impossible for all of the board members to get on the same page or to make any headways on the mandated duties of the commission.

As chairman, I attempted to solicit the board's help in writing a series of by-laws that would set the board's guidelines and guide us toward our oversight mission. Unfortunately, because the board was restructuring and dissolving board members, these initiatives failed, and the board was unable to carry out all of its objectives.

Nevertheless, I wholeheartedly believe that with the right skills and knowledge in place, the city will be able to overcome these challenges and make real progress including the auditor's most recent corrective actions. I am certain that this is a tremendous opportunity for me to represent my city and contribute my skills to the improvement of my community. I'm excited and eager to help!



# 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:	Hill	Claudette	Date: 5/19/2021
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[Redacted]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	Oakland	CA	94621
	<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 (Question 1, 2, 3 and 4 below.)

- 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:
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  - 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

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

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: Tamara Walker Relationship: Associate  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Dom Arotzarena Relationship: Associate  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Maritza Stovall Relationship: Associate  
E-Mail: [REDACTED] Phone: [REDACTED]

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

**Required Questionnaire**

4. How long have you lived in Oakland?

54 Years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

Received a email invite

**Disclaimer and Signature**

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***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.***

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Signature:



Date: 5/19/2021

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Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 235-3301

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

As an Oakland native, Born and raised, I have seen and done so much within the streets of Oakland. As a young girl, my grandparents taught us to give back to others (whether they had it or not) and I keep that with me even today. I have raised 3 children who are products of our fine city and I am proud they are now building their own families here as well. They are each educated, motivated and thriving. For the past 16 years, I've been an active board member of Community Enrichment Organization, which is a non-profit 501©(3) built on the backs of black women from Oakland in 2004. We created this non-profit to shape the lives of the next generation by hosting an annual Community Easter Egg Hunt (which had over 2500+ people in attendance consecutively for 10 years)., Community Feed the Homeless program, Adopt-A-Family Christmas & Thanksgiving program, youth football and cheerleading program -for ages 6-16, youth mentorship programs, as well as, an adult softball league. These programs were designed to unite residents of Oakland together, as one, and to also lead our youth to not only a better future, but a promising one. I left my job of 25 years at AT&T in 2012 and took a position at Youth Uprising as a Youth Administrative Manager where I assisted the youth with job placement opportunities. There I learned there are many children just looking for someone to care, I'm just blessed that I was available to give that. Those youth are now grown adults, caring for their own families. This is an example as to what has prepared me to the work of the Commission. I will serve the people, because they are me. Aside from my work with Community Enrichment Organization and Youth Uprising, I was also a volunteer for former Councilmember Desley Brooks' 2014 Oakland City Council campaign and again during CEO's (Community Enrichment Organization) 2017 Community Feed the Homeless event. Oakland is home. Lastly, I am currently an employee of PG&E and a proud active member of Acts Full Gospel Church of God in Christ.

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

I've had many experiences with Oakland police throughout my life. As a 53-year-old black woman, I have experienced the good and the bad of the police. I have been a part of multiple event planning committees, both volunteer and career based, and I have witnessed good people wearing the police uniform and badge of honor. However, I have also witnessed the injustices and wrongdoing of Oakland police on many occasions. I would like to be the fresh voice in the room of those that understand the people of Oakland the way that I do. Those that are born here, raised children here, and are building generations here are the people that need us, and I would love to be an influence in that.

3. N/A

## Luna, Richard

---

**From:** [REDACTED]  
**Sent:** Friday, June 11, 2021 7:39 AM  
**To:** Luna, Richard  
**Subject:** Re: Police Commission Application - Missing Questionnaire Response

**Categories:** Blue Category

[EXTERNAL] This email originated outside of the City of Oakland. Please do not click links or open attachments unless you recognize the sender and expect the message.

Hi Richard,

I do serve on a board for CEO (Community Enrichment Organization) being on this board is so rewarding this organization serves at risk youth and the elderly.

The most challenging aspect of my participation is working with people or organizations on funding. The great thing is things usually work out and we are able to take care of our youth & elderly.

-----Original Message-----

**From:** Luna, Richard <RLuna@oaklandca.gov>  
**To:** [REDACTED]  
**Sent:** Wed, Jun 9, 2021 1:14 pm  
**Subject:** Police Commission Application - Missing Questionnaire Response

Hi Claudette,

I received your Police Commission application; however, it's missing your response to the 4<sup>th</sup> Supplemental Questionnaire related to board/commission experience. Can you send me your response to the 4<sup>th</sup> question at the bottom of page 1?

Thank you.

**Richard J. Luna**  
*Interim Deputy City Administrator*  
[rluna@oaklandca.gov](mailto:rluna@oaklandca.gov)  
(510) 238-4756



# 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:	Chase	Cynthia	M
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Date:	6.14.21		
Home Address:	[Redacted]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	Oakland	CA	
	<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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: Jasmine Najera

Relationship: Colleague/friend

E-Mail

Phone:

Full Name: Gina Peralta

Relationship: Colleague/friend

E-Mail

Phone:

Full Name: Assemblymember Mark Stone

Relationship: Colleague/friend

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

female she/her/hers  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

**Required Questionnaire**

4. How long have you lived in Oakland?

2 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

Commission meeting

**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: Cynthia Chase Date: 6/14/21

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Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator’s Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

## Oakland Police Commission Supplemental Questions – Cynthia Chase

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

1. I have devoted my education and career to developing the training, skills, and experience that would help me to positively and productively contribute to the work of the commission. I am a Social Worker by profession who has chosen to focus my career on addressing the systemic inequities that have resulted in criminal legal system overrepresentation of communities of color, the inequitable treatment of women and LGBTQI individuals, as well as those who have experienced the intergenerational cycle of poverty.

Throughout my career I have approached this issue from a variety of roles including as a non-profit director and community advocate, juvenile probation officer, and elected official. In addition, I was a member of the sheriff's correction team working to shift the department culture from retributive to rehabilitative. These unique and valuable perspectives allow me to approach challenges and solutions, and work through conflicts while being able to see them from several points of view.

I have also worked to build and train multi-disciplinary coalitions to work together to craft meaningful policy solutions to criminal legal system involvement and social justice challenges. Coalitions have included individuals with lived experience, researchers, behavioral health, addiction, family and children services, community-based organizations, and community groups/activities and law enforcement.

After nearly two decades of work attempting to implement largely well-intentioned policy that frequently missed the mark, I made the decision to run for office so that I could try to bridge the gap between well-intentioned policy ideas and the unintended consequences that result from them. As a City Councilmember and Mayor I served all four years of my term on the Public Safety Commission with a similar purview to that of the Oakland Police Commission.

I have also been serving as facilitator for the Contra Costa County Juvenile Justice Coordinating Council (JJCC) as they work to create more equitable outcomes for young people in Contra Costa County. A primary focus of my work with the JJCC and its subcommittees is to support the implementation of primary prevention services that reach young people well before they are involved in the criminal legal system.

Most recently, I led the Antiracist and Inclusive Campus Plan development process for Sacramento State University. I am now in the role of supporting the President and Cabinet in the implementation portion of that plan with an emphasis on community engagement and integrating the voices of those whose lives are directly impacted by racism every day.

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

2. I have had no direct contacts or experiences with 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.

3. I began my career as a juvenile probation officer for a department working to create culture and system change in juvenile detention and juvenile legal system involvement. In that position, I worked closely with school systems, community groups, non-profit agencies, faith-based organizations, and natural helpers to support youth and their families to create a network of support outside of justice involvement.

Following that position I was the Executive Director of a non-profit gender-responsive and trauma-informed reentry program for women transitioning from jail to the community. The success of this program led to the development of a men's program. Both of these programs worked within the corrections setting and extended into the community to maintain continuity of care during the critical transition time. The focus of the programs was to eliminate further criminal legal system contact through the use of a strengths-based, public health and community focused approach.

Following this position, I worked for the Sheriff's Office Corrections Bureau with the goal of shifting the corrections culture from retributive to rehabilitative.

In all of these positions I advocated for persons charged with and/or convicted of crimes.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

I have served on a variety of committees, commissions and other governing boards. The following are a list of the most relevant to the commission role:

- **Housing Matters – Solving Homelessness Together** – Board Member.
- **City of Santa Cruz** –Mayor and City Council Member.
- **Public Safety Committee**–Vice Chair.
- **Homelessness Coordinating Committee**– Chair
- **Substance Abuse & Mental Health Council** – Member
- **Justice and Gender Task Force** – Justice Representative.
- **Youth Violence Prevention Task Force** – Chair.
- **Criminal Justice Council: Mental Health and Substance Abuse** - Member.
- **Juvenile Justice Commission** - 3<sup>rd</sup> District Representative.
- **Santa Cruz County Trauma Consortium** – Executive Member.
- **Together For Youth** –Executive Member.
- **Santa Cruz County Girls' Task Force** – Founding Member.
- **Queer Youth Task Force** – Member.
- **Youth Reentry Team** – Member.

In my experience, a challenging aspect of serving on boards, committees, and commissions is working with colleagues and members of the public who insist on approaching the work through an adversarial lens. I have worked on all sides of issues, in some cases I have had diametrically opposed views to those of my colleagues but that doesn't mean we have to treat each other as enemies. Real progress happens when collaboration and partnership can be created.



## 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: DORADO JOSÉ A Date: JUNE 15, 2021  
Last First M.I.

Home Address: [REDACTED]  
Street Address Apartment/Unit #

OAKLAND CA  
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 (Question 1, 2, 3 and 4 below.)

- 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. *(SEE ATTACHED)*
2. Please describe your contacts or experiences with the Oakland Police Department. *(SEE ATTACHED)*
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: *(SEE ATTACHED)*
  - 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation? *(SEE ATTACHED)*

**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: JOE BROOKS Relationship: FRIEND

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: CARL CHAN Relationship: FRIEND

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: NISHANT JOSHI 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

**Required Questionnaire**

4. How long have you lived in Oakland?

42 YEARS

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

ORIGINALLY INVOLVED IN MEASURE LL CAMPAIGN.

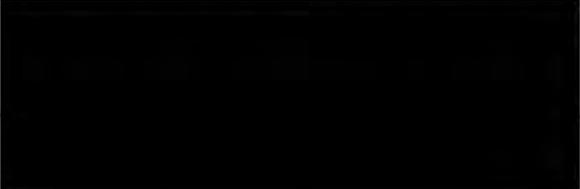
**Disclaimer and Signature**

*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: 6/15/21

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 <sup>rd</sup> Floor Oakland, CA 94612
Email	Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: Police Commission Application
For assistance or additional information contact	City Administrator's Office <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> (510) 238-3301

# José A. Dorado

**Oakland, CA 94619**

15 June 2021

## APPLICATION FOR POSITION OF COMMISSIONER

Addendum to Application Page 2, Question 1. “Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.”

Born and raised in Jingtletown and the Fruitvale neighborhood before moving to San Leandro at age sixteen. Worked in several warehouses after graduating from San Lorenzo High School in 1966. Member of Communication Workers and Steelworkers Unions.

Student activist attending Chabot College, Hayward, 1969 to 1971. Elected Student Body Vice-President on a Coalition Slate, represented Chabot in the California Community College Student Government Association while agitating statewide as a member of the Chicano Student Union, including actively supporting the United Farm Workers Union and demonstrating against the Vietnam War. In 1970 witnessed and suffered Police Brutality in Los Angeles at the Chicano Moratorium and in Hayward at the demonstrations against the U.S. invasion of Cambodia.

Married in 1971, raised three children working as a Union Machinist, a non-profit Director, Teamster Warehouse/Shop Steward and Union Carpenter. Remarried in 1999, proud grandfather of three. Following in my father’s footsteps, established a Tax Preparation and Bookkeeping business in 1990 in the Fruitvale, thereby becoming involved in merchant and community issues through several Latino Chambers of Commerce. Actively advocated for grassroots empowerment at City Council and community meetings. Contributed to the early planning of the Fruitvale Transit Village through the Unity Council.

In 1996 the City of Oakland formally adopted Community Policing as City policy, establishing Neighborhood Crime Prevention Councils (NCPCs) citywide. Current Chair of the eight member Board of the Maxwell Park Neighborhood Council (MPNC), Beat 28X. First elected in 1998, presently preside over monthly Board meetings and bi-monthly General meetings featuring NAT Committee ( Neighborhood Action Team) reports, Crime stats and Guest Speakers on timely topics. The MPNC has established the following NATs, each with a Chair or Co-Chairs: Blight and Beautification, Community Building and Diversity, Public Safety, our Maxwell Park, Traffic, Cameras, Neighborhood Watch and the Maxwell Park Emergency Response Team (MPERT). Appointed by then-Councilmember Jean Quan in 2005 to the Measure Y Oversight Committee (Violence Prevention and Public Safety Act of 2004), becoming Chair in 2010, the only original member to serve the ten year term of the Measure.

Provided security for marches in coordination with OPD during Occupy Oakland. Acted as an Observer of arrests during the second clearing of Occupy Oakland from Frank Ogawa Plaza in November 2011. Promoted the concept of the Peacekeepers, a grassroots, broad, diverse group of Oaklanders acting as monitors of marches and protests, using their moral authority to deter violence against persons or property. Augmented security in coordination with OPD and Private Security after a young man was shot and killed at First Fridays in 2013. Appointed to the Citizen’s Police Review Board by Mayor Schaaf in late 2016. In June 2017 traveled to Minneapolis, Minnesota, for four days with fifteen members of the Oakland Racial Equity Taskforce to study the development of the Municipal Racial Equity Scorecard and met with local programs and City Hall representatives. Completed the Citizen’s Police Academy on June 19, 2017, and participated in an OPD ride-along from 2pm to 2am in Area Four of East Oakland on June 26, 2017. Honored to be appointed by the Selection Panel to the Oakland Police Commission in 2017. Attended National Association for Civilian Oversight of Law Enforcement Conference in St. Petersburg, Florida, Sept. 30 – Oct. 4, 2018.

# José A. Dorado

**Oakland, CA 94619**

15 June 2021

## APPLICATION FOR POSITION OF COMMISSIONER

Addendum to Application Page 2, Question 2. "Please describe your contacts or experiences with the Oakland Police Department."

Extensive and ongoing contacts and experiences, both positive and negative, with OPD as a member of the Oakland Police Commission since 2017 and current Vice-Chair since February 2021.

Invited by OPD to participate in their Strategic Planning Process from November 2014 to March 2015.

In 2014, after considerable delay, OPD complied with my request as the Chair of the Measure Y Oversight Committee (Violence Prevention and Public Safety Act of 2004) to provide information on the hours Problem Solving Officers spend in their respective Beats.

In 2013, OPD invited me to be an observer at a Ceasefire "Call-In" held at a local Church at which the early effectiveness of the program could be clearly seen as well as the coordination with Federal Agencies, pertinent programs and the community. In early 2014, co-led the Block By Block Organizing Network (BBBON) panel discussion on Sexually Exploited Minors in Oakland at which OPD provided their nationally recognized expert, Sgt. Holly Joshi.

Invited in 2012 by then Chief Howard Jordan to be on an Advisory Panel to his office. Represented the community in the interview process for promotions to Captain in OPD during that year. Invited over the years to address the Command Staffs of former Chiefs Batts, Jordan and Whent on my perspective on Community Policing and OPD. Developed viable working relationships with OPD Area Four Captains especially as of late.

In late 2011 during Occupy, OPD allowed myself and three others to observe the arrests in the second clearing of Frank Ogawa Plaza. OPD also coordinated with the Peacekeepers in the marches and protests during that time. Various individuals in OPD have also expressed public and private support for the Peacekeeper concept.

Collaborated with an OPD Captain to hold a youth workshop at the Community Policing Summit of 2011 at which the Captain provided ten Officers, all the materials and extremely valuable insights on the topics covered.

Worked with various Problem Solving/Community Resource Officers (PSO/CRO) since 1998 as the Chair of the Maxwell Park Neighborhood Council (MPNC) Beat 28X. These contacts have met with various degrees of success over the years depending on the degree of commitment to Community Policing of the PSO/CRO. In 2003 and 2004 had a number of conversations with then Chief Richard Word and the MPNC Board regarding the specific barriers in OPD culture that prevent effective communication with the community.

In 2011, upon the return to duty by our CRO Amie Rutten after an on-the-job injury, OPD arranged for the MPNC to deliver Get Well Cards and Chocolates to her as a surprise at an early morning lineup at Eastmont.

Oakland was profoundly impacted by the deaths of the Fallen Four on March 21, 2009. On several occasions expressed my great disappointment to OPD regarding their not involving the community in their subsequent commemorations of these brave Officers, even after witnessing the outpouring of grief from a broad spectrum of Oaklanders immediately after their murders.

**José A. Dorado**

**Oakland, CA 94619**

15 June 2021

**APPLICATION FOR POSITION OF COMMISSIONER**

Addendum to Application Page 2, Question 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.”

My younger brother, Leopoldo E. Dorado, worked for the San Mateo County District Attorney’s office for three years and as an Alameda County Prosecutor for six years before being appointed to the bench by then-Governor George Deukmejian in 1988. He oversaw the Riders criminal case from 2001-2003.

# José A. Dorado

**Oakland, CA 94619**

15 June 2021

## APPLICATION FOR POSITION OF COMMISSIONER

Addendum to Application Page 2, Question 4. “Have you ever served on a board, committee, commission or other group? (examples might include church boards or school organizations.) Please describe the experiences. What were the most challenging aspects of your participation?”

Member then Vice-Chair of the Oakland Police Commission: Experiences include becoming part of a powerful and newly created entity deeply involved in critical Policing policy and issues while incorporating passionate but informed community input. Challenges include laying a solid foundation for the new Commission moving forward in important areas, absorbing the extensive training and education involved regarding the Negotiated Settlement Agreement, OPD policies/procedures and the specific role of the Commission, participating in the Discipline Committee leading to the firing of the five Officers involved in the Pawlick shooting, approving the firing of the former CPRA Executive Director and former OPD Chief Kirkpatrick, participating in the new OPD Chief Search Ad Hoc Committee, and currently leading the Community Policing policy 15-01 and White Supremacy Ad Hoc Committees. Weekly accountability calls with current OPD Chief Armstrong.

Chair of the Maxwell Park Neighborhood Council: Experiences included building a grass-roots organization with neighbors that is recognized as one of the most effective and organized in Oakland. Challenges have included overcoming the resistance of City staff, Councilmembers and OPD to full implementation of Community Policing policy as well as building a network of Block leaders and Neighborhood Council Chairs.

Latino Task Force/African-American Latino Action Alliance: Experiences included building a Latino power base while allying with our Black brothers. Challenges have included battling systemic racism while overcoming the barriers separating Brown and Black communities suffering a common oppression. Latino Chamber of Commerce member: Experiences included building the organizations and serving as Treasurer. Challenges included advocating for support for, and unity of, Latino businesses.

Union member: Experiences included a sharpened focus of working class issues such as harassment, discrimination, pay, safety and working conditions in various occupations. Challenges included developing effective strategies to enforce contract provisions while fighting the bosses as well as corrupt union officials. Teamster Shop Steward: Experiences included grievance procedures and contract negotiations. Challenges included learning these procedures and specific contract language as well as how to deal with company representatives in these settings.

Chicano Student Union: Experiences included confronting racial oppression directly in the fields, in the streets and on campus. Challenges included developing effective strategies to fight oppression wherever necessary, including institutional racism at Chabot College, and witnessing and suffering Police Brutality fighting for Latino Liberation

Student Body Vice-President/ activist: Experience included cooperatively running Chabot College Student Government with other People of Color, representing our Student Government across the State, dealing with the Chabot administration and protesting the Vietnam War. Challenges included overcoming the resistance of the Chabot Administration to student demands, and coordinating student and anti-war activities with other campuses locally and statewide.



# 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: Harrison Joey W Date: 6/07/21  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address*  
oakland CA 94609  
*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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

### 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: Steve Snider Relationship: friend  
E-Mail steve@downtownoakland.org Phone: 4158472903

Full Name: ellen kim Relationship: friend  
E-Mail ellen@temescalworks.com Phone: 5104062638

Full Name: shifra de Benedicts-Kessner Relationship: friend  
E-Mail shifra@temescaldistrict.org Phone: 5109262250

### 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

**Required Questionnaire**

4. How long have you lived in Oakland?

47 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

website

**Disclaimer and Signature**

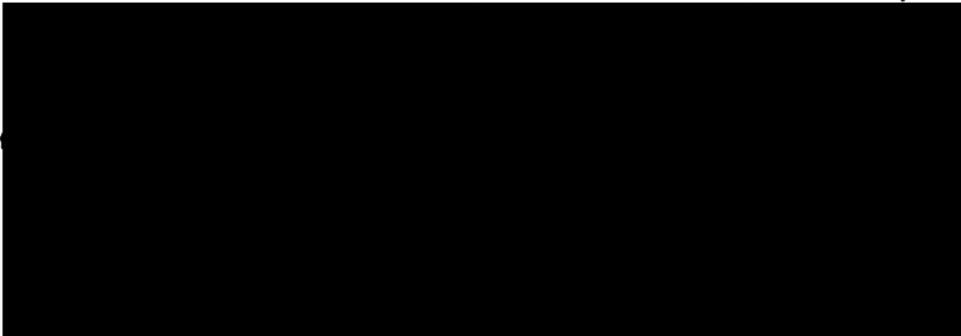
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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



*B/K/21*

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 <sup>rd</sup> Floor Oakland, CA 94612
Email	Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: Police Commission Application
For assistance or additional information contact	City Administrator's Office <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> (510) 238-3301

## Police commission application questions

- 1) I am the Executive Director of The Village of Love, I train businesses and residents how to de-escalate situations regarding those with mental health and are homeless. I volunteered at Y.O.U.T.H a special news segment was done on myself and my friends about our traumatic experience with OPD. The news segment referenced me saying, "the police are supposed to be here to serve and protect us, but who's going to protect us from them". I volunteered with a non-profit that work the with formally incarcerated. I sit on a quarterly meeting with Area 2 police captain.
- 2) Ive had negative and positive contact with OPD in the past. I've been stopped and harassed by OPD officers, I've also had good experience with some officers. Some have gone out there way to support the community and try and help build the trust that has been lost between OPD and some community members.
- 3) As a youth I watched police harass my family, I never felt Safe with OPD. I've been stopped and talk down to numerous times by OPD. In recent years I've joined the area 2 quarterly meeting with former captain Bolton. In recent years <y interactions with OPD has been more positive.
- 4) Yes Oakland Homeless commission, International studios board from 1998-2002. I had a great experience with International studios, and Im having a good experience with the homeless commission although we're just getting started. The most challenging part with international studios was not enough committed board members.



# 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: Dato, Samantha Jo Date: 6/15/2021  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address Apartment/Unit #*

Oakland Ca 94605  
*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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: Celena Mooreson

Relationship: colleague

E-Mail

Phone

Full Name: Dr Jaymie Campbell

Relationship: former supervisor

E-Mail

Phone

Full Name: Nyla Foster

Relationship: supervised

E-Mail

Phone

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- Transgender Female  I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

## Required Questionnaire

4. How long have you lived in Oakland?

5  \_\_\_\_\_

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

Website \_\_\_\_\_

## 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: Samantha Jo-Dato Date: 6-15-2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

Samantha Jo-Dato  
June 15, 2021  
Oakland Police Commission

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

I have 20+ years of work to help to empower, along with immense devotion to leveraging access for Black and Brown folks disproportionately impacted by profound, historically rooted state-sanctioned violence carried out against our community. I bring exceptional experience in community-driven efforts to foster change. Great event, logistical and cultural competence skills inclusive of all. A commitment to national and global policy and legislative actions raises awareness for poor communities and our people.

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

I realize the privilege of stating that as a black trans woman, I have not had any personal experiences, but many of the community members I work with and for have not been good examples of help in a time of need.

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

- a. as a police officer,
- b. as a criminal prosecutor or defense attorney,

Not Applicable ( As a 40-year-old Black Trans woman, I was kicked out of my home at 14 years old and began living entirely too fast because of survival. Now that I am writing out how I can be of service, I am here today against all odds.)

**with a public agency or nonprofit community group serving or advocating for crime victims or**

- a. persons charged or convicted of crimes.

Inactive due to COVID -19

**4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?**

- I serve on **Children's Council SF (CCSF)**. The challenge is seeing all the single partners working and not supporting the whole wellness of their child(ren) due to working entirely too much or lack of support, along with finding the mothers in need of help before it is too late.
- I sit on the **Kaiser Permanente Trans Advisory Council Northern Region**. The challenges have been to help get all staff as inclusive and trans-affirming as possible, with a community that is still evolving and learning on the job ( as we say)



# 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: Jackon-Castain, Angela C. Date: 06/14/2021  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland CA 94608  
*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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: Lt. Colonel J. Rick Brown, Transparency Matters

Relationship: Colleague

E-Mail

Phone:

Full Name: Rev. Dr. George C.L. Cummings, Imani Community Church

Relationship: Pastor

E-Mail

Phone:

Full Name: Katherine Darke Schmitt, DOJ, Acting Director at Office of Victims of Crime

Relationship:

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

White

Black or African American

Latino

Native Hawaiian or other Pacific Islander

Asian

American Indian or Alaskan Native

Other: \_\_\_\_\_

I do not wish to Self-Identify

2. What is your gender?

Woman

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

**Required Questionnaire**

4. How long have you lived in Oakland?

38 yrs; less yrs for school/wk

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

<input type="checkbox"/>	0
<input checked="" type="checkbox"/>	1-2
<input type="checkbox"/>	3 or more

6. How did you hear about applying to be on the Police Commission?

Family member & notification from Terri McWilliams; Imani Social Justice Member

**Disclaimer and Signature**

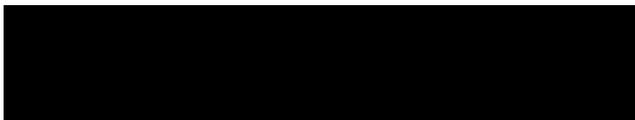
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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: 06/14/2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

# Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

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

As someone born and raised in Oakland, community engagement and advocacy were instilled in me at a young age. One of my first significant experiences preparing me for the work of the Commission was serving as Chair for the City of Oakland's Mayor's Youth Advisory Commission under former Mayor Jerry Brown while in high school. This experience afforded me insight into how communities addressed societal issues from a governance vantage point; and not just as individuals experiencing them. This was my introduction into city government, I then went on to major in political science in college.

Another significant experience was through work. I was instrumental in establishing the U.S. Department of Justice, Office of Justice Programs (OJP) Diagnostic Center where I lead the delivery of national best practices; training and technical assistance; and data-driven solutions to local communities across the country grappling with systemic criminal justice and law enforcement issues.

In this capacity, I honed my expertise to become a nationally recognized criminal justice professional and subject matter expert (SME) with over twelve years of experience in quantitative and qualitative analytical techniques and the application of rigorous research methodologies to assess the **efficacy of law enforcement**, systemic violence and other serious crime problems. I worked with top executives in law enforcement, municipal and judicial sectors and other leaders in the criminal justice community to help communities address these complex justice issues by developing empirically-based recommendations and customized solutions to persistent public safety and organizational challenges. The goal of this work was to develop holistic, tangible solutions that encompassed all facets of the community to build local capacity to implement recommendations and monitor progress for sustainable change.

The experiences of my personal and professional life have more than adequately prepared me to contribute to the work of the Commission, as I have demonstrated experience in the following:

### *Policy & Practice*

- Reviewing, customizing and developing **policing policy and procedures** in accordance with **national standards**; specifically, in the areas of police **misconduct and discipline, use of force, organizational risk management, police accountability** and the customization of Lexipol policies
- Establishing **police/civilian oversight, transparency and accountability** organizations
- Conducting **program evaluations** and developing and implementing **key performance indicators** and to track progress toward intended outcomes
- Serving as a **key contributor, panelist and trainer** at international and national conferences (i.e., IACP, NOBLE, NCJ, NFCJ, PERF; see resume for an exhaustive list and organizational affiliations)

### *Stakeholder Coordination & Collaboration, Strategic Planning & Resourcing*

- Understanding of the **entire criminal justice system** and **key stakeholder groups** needed to support reforms and initiatives
- Establishing **criminal justice coordinating councils** for top officials across all sectors of the justice system
- Facilitating **community outreach and engagement**; hosting/moderating townhalls, focus groups, roundtable discussions, etc.
- Developing robust strategic plans with **identification and prioritization of initiatives, projects, and activities** in alignment with **near- and long-term goals and objectives**
- Understanding **municipal finances**; including financial structures, budget management and resource allocation
- Identifying and coordinating **local, state and federal resources** to support program initiatives

# Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

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## Expertise & Knowledge Base

- Possessing **up-to-date knowledge** of key issues such as **racial disparities** in policing and **unconstitutional policing practices** confronting justice and social systems
- Working with and on behalf of **marginalized populations** to improve police interactions
- Developing/coordinating **effective policing solutions** on a range of topics; such as **racial bias, mental health, substance abuse, recidivism, juvenile justice, domestic and intimate partner violence and homelessness**

My hope is to be able to leverage these skills and experience to enhance the work of the Commission. Through my working relationships with renowned experts and national organizations, I am well-positioned to bring innovative solutions to the Oakland Police Department and the City of Oakland.

I voted to establish the Commission in 2016 and I am still committed to its vision and mission to improve upon and ensure best practices in policing, specifically for people of color and other marginalized groups. Moreover, I am personally committed to the eradication of systemic racism and injustice. Working with the Oakland Police Commission would provide me an opportunity to directly contribute to the growth and development of my community.

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

Aside from the D.A.R.E. program as an Oakland public school student and more recent requests for support from law enforcement/community liaison officer to address specific incidents/concerns in my West Oakland neighborhood, I have had virtually no other contact with OPD. In a professional capacity, the local departments I have worked directly with include Richmond, Vallejo and Salinas PDs.

## 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.

N/A; neither I nor an immediate family member has worked or volunteered in these roles. I have only worked with the aforementioned in a professional capacity.

## 4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

### *YWCA Berkeley/Oakland Board of Directors*

For the last five years, I have served as a Board member on the Board of Directors for the YWCA Berkeley/Oakland to support of its mission to eliminate racism and empower women. I am currently on the Executive Committee and have served on a variety of subcommittees; such as the Asset, Financial Development, Program & Policy, Nominating, and Personnel committees. I supported the development, review and approval of annual budgets, audits; evaluated and nominated potential candidates for membership; supported program leads in delivering the YWCA programs' services to Oakland and Berkeley; and participated and spearheaded funding raising events.

# Application for Position of Commissioner: Supplemental Questionnaire

*Applicant: Angela Jackson-Castain*

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Some of the most challenging aspects of my participation has been around representation. Until recently, I have been serving as the youngest Board member and being a Black woman on a Board that has historically been comprised of more affluent, white women closely aligned to the University (Cal Berkeley). Therefore, the approach to delivering services to underserved members of the community, in particular school-aged girls in Oakland, has come from a limited vantage point and perhaps, a lack of understanding of what needs should be met through our programming.

As a result, we have shifted the focus of the Board to improve understanding and awareness of systemic racism and the cascading impacts. As a Board, we recently received racial justice and anti-racism training, we are launching an initiative on digital equity and partnering with other organizations to align investments as shareholders to promote social corporate responsibility, particularly in the realm of diversity, equity and inclusion.

### *Other Local Activities*

Active member of the National Alumnae Association of Spelman College – Bay Area Chapter, volunteer in Oakland Public School District, PICO California, and Faith in Action. As a youth, served as the Chair of the Mayor's Youth Advisory Commission for the City of Oakland and Chair of the Northern California chapter of A Better Chance.

Please see enclosed resume for full list of organization memberships and affiliations.

Encl.: Resume

# Angela Jackson-Castain, M.S.

## Criminal Justice and Public Safety Practitioner

### Program & Project Manager

 [Redacted]  
 [Redacted]  
 California, 94608 (USA)

#### Security Clearances:

Active DoD Top Secret (since 04/04/2010)/SCI (in progress); DOJ Public Trust; DHS NPPD Suitability

#### Professional Qualifications

Over 13 years of professional experience in the private and non-profit sectors

Successfully organizes and manages large, cross-functional teams of professionals to complete complex projects

Astute quantitative and qualitative analytical skills

Recognized Subject Matter Expert in applied analytics, criminal justice, public safety and emergency management fields

Adept at building, maintaining and growing client relationships in a team-based, professional services environment

#### Education

Master of Science, 2008  
Georgia Institute of Technology

Bachelor of Arts, 2004  
Spelman College

#### Other Educational Experience

Domestic Exchange, 2003  
Stanford University

Foreign Exchange, 2002  
La Universidad de Sevilla, Spain

#### Core Competencies

Professional Project Management

Organizational and Instructional Design

Business and Intelligence Analysis

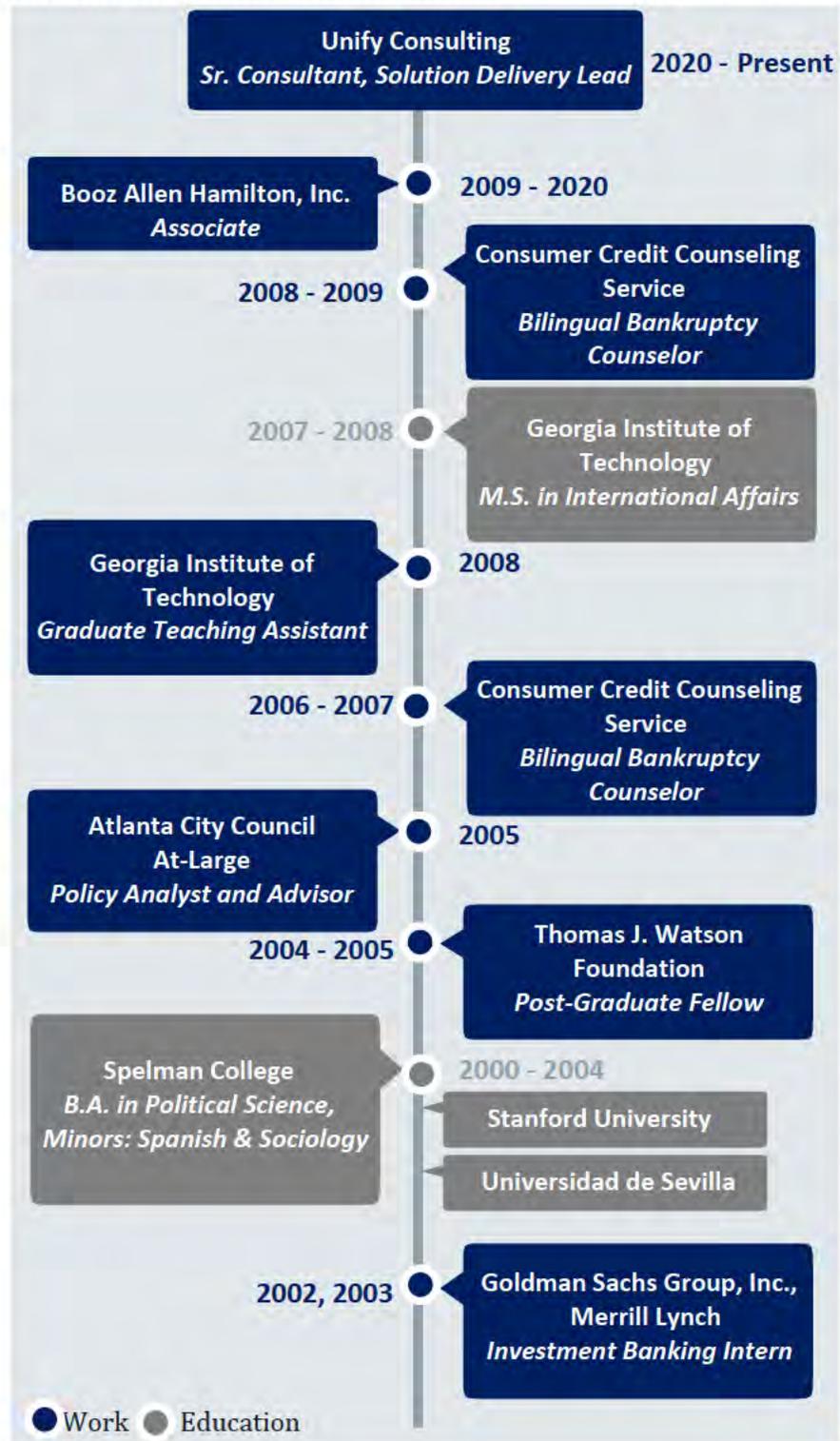
Training and Technical Assistance

Empirical Research Methods

Socio-cultural Analysis

Geopolitical Affairs

Modeling, Forecasting & Decision-making



## Work Experience

2009-2020	<b>Booz Allen Hamilton, Inc.</b> <i>Associate</i>	Washington, DC Metro Area
<b>Management Consulting</b>	U.S. Department of Homeland Security (DHS), Cybersecurity and Infrastructure Security Agency <i>Facilitator 1, 2018 - 2020</i>	
	<ul style="list-style-type: none"><li>• Provides strategic planning support and program management oversight on behalf of DHS' Cybersecurity and Infrastructure Security Agency (CISA) to enhance decision-making, coordination, and planning for emergency communications across all 56 states and territories.</li><li>• Serves as primary facilitator for CISA's Interoperable Communications Technical Assistance Program.</li><li>• Responsible for developing, delivering and facilitating multi-day, statewide workshops to ensure, accelerate and attain operable and interoperable emergency communications nationwide, while accounting for new/emerging technologies and national initiatives, for the national security/emergency preparedness community.</li><li>• Leads multi-disciplinary and multi-jurisdictional stakeholder groups in the development of strategic plans and implementation/monitoring tools to help states prioritize resources, strengthen governance, identify future investments, and address interoperability gaps.</li><li>• Manages project staff and program activities; including, staff oversight and development; development of Monthly Status Reports, project plans and tasks, program updates, and final deliverables; monitors and tracks project budgets, expenditures, billable activities; and coordinates resources across federal components to deliver training and technical assistance to the field.</li></ul>	
	U.S. Department of Justice (DOJ) Office of Justice Programs (OJP) Diagnostic Center, <i>Diagnostic Specialist, 2012-2017</i>	
	<ul style="list-style-type: none"><li>• Lead the delivery of highly-customized, data-driven training and technical assistance to more than 60 communities nationwide to address systemic violent crime and public safety challenges.</li><li>• Provided Subject Matter Expertise and innovative leadership to key stakeholders across the federal, state, local, and tribal justice systems, leveraging nationally-recognized evidence-based practices to address complex criminal justice issues of concern.</li><li>• Coordinated resources across DOJ's many components to deliver information, training, and resources to address challenges identified by requesting government entities.</li><li>• Managed, organized, and planned approximately 25 large-scale projects for various jurisdictions nationwide, examining justice systems to develop strategies and empirically-based recommendations to address crime problems and deliver required training and technical assistance to implement recommendations.</li><li>• Identified and executed consulting agreements and subcontracts with more than 50 technical assistance providers; to include, individuals, agencies, and organizations, maintaining strong controls and accountability over task execution and deliverables.</li><li>• Oversaw and facilitated the provision of direct technical assistance services to top-level executives in the criminal justice and law enforcement fields.</li><li>• Core activities included: overarching project management (e.g., tasks, deliverables, timelines, and budgets) and management of subcontractor and other support staff; conducting baseline organizational assessments, gap analysis, quantitative and qualitative data collection and analysis, policy review, meeting facilitation, strategic planning, peer-to-peer mentoring, criminal justice information sharing and training.</li></ul>	

- Served as primary author of key contract deliverables and products to inform the broader justice community on data-driven approaches to identifying and solving the most pressing crime-related challenges confronting justice systems.

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U.S. Department of Defense, *All-Source Intelligence Analyst, 2009–2012*

- Worked within the functional areas of threat modeling and applied analytics to develop methods and approaches to intelligence problems; provided data collection, analysis, and policy recommendations to U.S. Government (USG) clients in support of their security and defense missions.
- Conducted Research & Development, as a model and methods developer, leveraging a variety of social science methodologies and analytical techniques to systematically dissect complex problems and provide empirically-based recommendations.
- Conducted statistical, quantitative, and qualitative data coding and analysis, as well as social network analysis to research potential threats, terrorist and transnational crime networks.
- Authored case studies on relevant international human security issues and civil-military relations for countries of interest for the U.S. Combatant Commands (COCOMs).
- Provided geospatial analysis in support of U.S. Pacific Command (PACOM) to enhance hazard assistance disaster relief knowledge management platforms and for the Broadband Technology Opportunities Program to evaluate broadband and wireless capabilities for municipalities.
- Developed complex databases and methodology to analyze unstructured data on the global dispersion of populations of interest. In support of the same USG client, conducted in-depth interviews with key subject matter experts to develop a Best Practices Guide on Agent-Based Modeling.

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**2008–2009 & 2006–2007**      **Consumer Credit Counseling Service**      Atlanta, GA  
*Bilingual Budget/Credit Counselor, Bilingual Bankruptcy Counselor*

**Non-Profit  
Financial**

- Provided financial counseling and high-quality customer care to English and Spanish-speaking clients faced with bankruptcy, budget, and credit issues.
- Responsible for training new employees on the process of counseling clients and the creation of personalized Debt Management Plans, as well as managing compliance with law firm affiliates.
- Served as media spokesperson to relay current market trends and program offerings to news media personnel and other key stakeholders.
- Supported educational outreach projects to provide basic financial education and budget management strategies to local residents.

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**2008**      **Georgia Institute of Technology**      Atlanta, GA  
*Graduate Teacher Assistant*

**Education**

- Served as sole teaching assistant for an Ethics in International Affairs course, serving approximately 200 undergraduate students.
- Managed and developed supplemental course material; developed and executed grading scheme for students' assignments.
- Assisted students by reinforcing course content presented by the professor, answering questions, and leading pre-exam tutorial sessions.

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**2005**      **Atlanta City Council – Post 3: At Large**      Atlanta, GA  
*Policy Analyst and Advisor*

**Government**

- Addressed constituent concerns, researched legislation, and attended Neighborhood Planning Unit and council meetings.
  - Served as Supervisory Office Manager and managed a staff of five; provided workforce training skills to staff members and facilitated community engagement activities.
-

<b>2004–2005</b>	<b>Thomas J. Watson Fellowship</b> <i>Watson Fellow</i>	Global
<b>Independent Research</b>	<ul style="list-style-type: none"> <li>• Conducted post-graduate independent research in Brazil, Egypt, India, and the Dominican Republic to analyze the impact of the international monetary lending system and on local education.</li> <li>• Examined aggregate statistical data on education and international funding; conducted in-depth research on national educational systems.</li> <li>• Conducted structured interviews of government officials, non-profit organizations, local school administrators, parents, and students to observe and document educational disparities among various populations of the countries visited.</li> <li>• Authored a paper: “Education for All? A Comparative Study of Educational Disparities” documenting all findings and outcomes of the study and presented at a national conference.</li> </ul>	

## Other Relevant Skills

**Computer Applications & Programming Languages**

- Proficient in Windows XE/7/8/10 and MS Office, all versions through 2013/365, MS Project, MS Planner, MS Access, SharePoint, Adobe Acrobat Professional, ArcGIS and ESRI products, APAN, Social Network Analysis tools, Palantir, SPSS, Stata, Stella, Web 2.0 tools, Bloomberg, HOSTaccess and Timpani

**Additional Professional Training Courses**

- Salesforce, Software as a Service (Saas), Customer Relationship Management (CRM)
- Organizational Leadership and Team Development
- Tableau Fundamentals
- Agile Fundamentals
- Intelligence Analysis Bootcamp
- Financial Intelligence
- Advanced Geospatial Information Systems

**Languages**

- Spanish (Fluent), Portuguese (Novice - Conversational), Arabic (Novice)

## Other Professional Experience

- Conferences & Training Events**
- **Nevada District Court Judges: 2018 Annual Seminar, April 2018**  
*Faculty*  
Topic: “Pretrial Risk Assessment: History and Developing Trends”
  - **Nevada Limited Jurisdiction Judges: 2018 Winter Seminar, February 2018**  
*Faculty*  
Topic: “The Design and Validation of the Nevada Pretrial Risk Assessment”
  - **Vera Institute and Police Foundation, October 2017**  
*Subject Matter Expert*  
Participation requested for a national professional focus group to advise on methods, opportunities, and approaches to harvesting useful data from the community, law enforcement, and other criminal justice system for improved policing as part of a formal research project to inform the development of CompStat 2.0.
  - **International Association of Crime Analysts (IACA): 27<sup>th</sup> Annual IACA Training Conference, September 2017**  
*Instructor*  
Topic: “Data Analytics for Violence: A Two-City Case Study on Gun and Interpersonal Violence and Developing a Targeted Violence Reduction Strategy”

**Conferences &  
Training Events  
(continued)**

- **National Organization of Black Law Enforcement Executives (NOBLE): 41<sup>st</sup> Annual Training Conference and Exhibition, August 2017**  
*Moderator*  
Topic: “Building Community Engagement and Reducing Violent Crime in Richmond, California”
- **National Council of Juvenile and Family Court Judges (NCJFCJ): 80<sup>th</sup> Annual Conference, July 2017**  
*Faculty, Panelist & Moderator*  
Topic: “Prioritizing Reform: Nevada Blue Ribbon for Kids Commission’s Strategic Reform of the Child Welfare System”  
Topic: “Improving the City of Seattle and King County’s Capacity to improve Responses to Juvenile Domestic Violence”
- **International Association of Chiefs of Police (IACP), October 2015**  
Topic: “Addressing Police Misconduct and Accountability: Two Case Studies”
- **National Organization of Black Law Enforcement Executives (NOBLE): 39<sup>th</sup> Annual Training Conference and Exhibition, July 2015**
- **Academy of Criminal Justice Sciences (ACJS), March 2015**
- **National Criminal Justice Association (NCJA): National Forum, August 2014**  
*Panelist*  
Topic: “Offender Reentry: The Burden of Shifting Case Loads”
- **National Forum on Criminal Justice (NFCJ), 2014**
- **Police Executive Research Forum (PERF), May 2014**
- **Smart Policing Initiative (SPI) Conference: April 2013**
- **George Mason University, April 2013**
- **World-Wide Human Geography Data Working Group, March 2012**
- **Computational Social Science Society of the Americas (CSSSA) Conference, October 2011**  
Agent-Based Modeling Workshop

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**Professional  
Affiliations &  
Memberships**

- Project Management Institute (PMI)
- International Association of Chiefs of Police (IACP)
- Computational Social Science Society of the Americas (CSSSA)
- American Political Science Association
- Military Operations Research 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:	Latham	Lesley	Date: 06/15/2021
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[Redacted]		
	<i>Street Address</i>		<i>Apartment/Unit #</i>
	Oakland	CA	94605
	<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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: Charmaine Ng

Relationship: Supervisor

E-Mail

Phone:

Full Name: Debra Montoya

Relationship: Secretary

E-Mail

Phone:

Full Name: James Jackson

Relationship: Supervisor

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- 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

**Required Questionnaire**

4. How long have you lived in Oakland?

4 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

National Public Radio

**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: Lesley Latham Date: June 15, 2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301



## **Supplemental Questionnaire - Application for position of Commissioner**

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

**I currently volunteer as a Clinical Professor for the Orofacial Sciences Department at UCSF. As Eastmont Clinic Director, we host fourth-year dental students to learn hands-on procedures for adult and pediatric patients. Students learn what is not taught in textbooks, especially interpersonal communication and cultural humility. I am a community member of East Oakland with heavy investment in its people and legacy--- serving the City in the capacity of Oakland Police Department commissioner is the level of dedication I want to instill into my home and neighbors.**

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

**June of 2017, I packed up all of my belongings and left for Northern California to start my journey as a University of California San Francisco pediatric resident! It took eleven days to drive my beaten Subaru from Columbus, Ohio, where I'd just completed a dental fellowship in community oral health at Ohio State University. My lovely mother listened to my stories all through the great American plains until we pulled up to our hotel on 10th and Broadway. We stepped out of the car to stretch our legs, proceeded to check-in. I went back to start the arduous process of unloading all of what we packed 3,000 miles earlier only to find... my stuff was gone! My bags were taken. Everything. Stolen right there while checking into my hotel my very first night in California. I even had a spot on the local news**

**<https://abc7news.com/pediatric-dentist-visiting-oakland-hit-by-thieves/2266863/>**

**Oakland PD was quick to respond and shared resources to fix my window. Only after this scary process did I learn of our City's decriminalization efforts for car break-ins. Ever since, I have been interested in how we can keep our community in harmony.**

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 group serving or advocating for crime victims or persons charged or convicted of crimes.

**My Auntie Bernadette is an Illinois court-appointed lawyer for victims of child abuse. I don't know much about her day-in and day-out but I do know she works tirelessly throughout the night to represent vulnerable youth who have nowhere else to turn.**

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

**I have a passion to serve my community. After dental school, I traveled to Ohio to learn how I could be a better dentist for the community. Not one to quickly drill and fill for bread and butter, but to think holistically on how we can eradicate dental problems from a community in totality. During residency, I served as UCSF Outreach chief for pediatric dentistry. I further learned to work with the department of public health in order to gain critical knowledge from new research and higher education to interpret into easily digestible communication for all literacy levels. Now I dedicate my time to public health as dental director and dental provider for Alameda Health System. It is truly an honor to serve the people of Oakland.**

**Thank you for considering me for the Oakland Police Department Commission.**



# 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:	LINDQUIST	MARK	A.
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Date:	6/10/2021		
Home Address:	[REDACTED]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	OAKLAND	CA.	94602
	<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 (Question 1, 2, 3 and 4 below.)

- 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:

- Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission. *(PAST CHAIR) 30 YEARS SALVATION ARMY OAKLAND 30 YEARS TO B.D.C. (OAKLAND BUSINESS DEVELOPMENT COMMITTEE (CHAIR)*
- Please describe your contacts or experiences with the Oakland Police Department. *(NOW MAIN ST. LAUNCH) GENERALLY GOOD. ANY NEGATIVE WAS WHEN I WAS UNDER 20*
- Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - as a police officer, *NONE*
  - as a criminal prosecutor or defense attorney, *NONE*
  - with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes. *SALVATION ARMY ADULT REHABILITATION CENTER*
- Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?
  - PAST CHAIR (SALVATION ARMY, OBDC (MAIN ST. LAUNCH)*
  - PAST PRESIDENT ASSOCIATED GENERAL CONTRACTORS OF CALIFORNIA*
  - PAST MEMBER N. CALIFORNIA CARPENTERS UNION TRUST FUI*
  - FIRST COVENANT CHURCH OAKLAND (NOMINATING COMMITTEE, CHAIR ORAVOL BD. LAY MINISTRY. BENEVOLENT FUND)*

### 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: BARBARA LEE (CONGRESSMAN) Relationship: FRIEND  
E-Mail: [REDACTED] Phone: UPON REQUEST
- Full Name: ELIHU HARRIS (FORMER MAYOR) Relationship: FRIEND/BUSINESS PARTNER  
E-Mail: [REDACTED] Phone: [REDACTED]
- Full Name: CHARY YEE (CUSD ED. MEMBER) 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

**Required Questionnaire**

4. How long have you lived in Oakland?  
 BORN IN OAKLAND . . . . LIVED HERE MY ENTIRE LIFE EXCEPT FOR COLLEGE & A SHORT TIME
5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)
- 0  
 1-2  
 3 or more
6. How did you hear about applying to be on the Police Commission?  
 ONLINE INVITATION

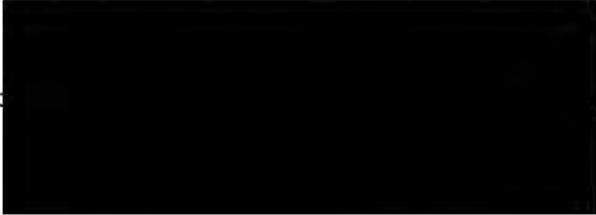
**Disclaimer and Signature**

*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: 6/14/2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 <sup>rd</sup> Floor Oakland, CA 94612
Email	Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> (510) 238-3301

## QUESTION #4 CONT.

4.) - IN ADDITION, I HAVE SERVED IN THE PAST ON THE OAKLAND CHAMBER OF COMMERCE CITY BUDGET REVIEW COMMITTEE

- CYPRESS MANDELA, PRE-APPRENTICE ORGANIZATION, BOARD MEMBER

HAVING LIVED IN OAKLAND NEARLY MY ENTIRE LIFE, I CAN SAY THAT I HAVE NEVER REALLY HAD A BAD EXPERIENCE WITH O.P.D. I HAVE LIVED IN NUMEROUS NEIGHBORHOODS OF OAKLAND & HAVE HAD A GOOD RELATIONSHIP W/THE POLICE IN THOSE NEIGHBORHOODS. HOWEVER, THAT MAY NOT BE THE FEELING THAT OTHERS MAY HAVE. O.P.D. HAS HAD SERIOUS PROBLEMS WITH ITS RESIDENTS FOR MORE THAN 20+ YEARS, & EVEN PRIOR.

I SEE MY JOB ON THE COMMISSION AS BEING FAIR BUT FIRM. IT WOULD BE MY INTENT TO LISTEN CAREFULLY TO ALL SIDES BEFORE REACHING ANY DETERMINATIONS, OR CONCLUSIONS. . . . MARK LINDQUIST



# SELECTION PANEL REPORT

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

**FROM:** Richard J. Luna  
Interim Deputy City Administrator

**SUBJECT:** Police Commissioner Nomination  
Process

**DATE:** June 24, 2021

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## **ACTION REQUESTED**

For the Selection Panel to:

1. Review, discuss and/or modify the Nomination Schedule.
2. Review, discuss and/or modify the Selection and Interview Process.
3. Determine which candidates will advance to the interview stage.
4. Amend or add to the Selection Panel's meeting schedule.

## **EXECUTIVE SUMMARY**

The Selection Panel received 17<sup>1</sup> Police Commissioner applications for the 2021 nomination process. All candidates that previously attended or agreed to attend and/or watch a Police Commission meeting were invited to provide a candidate statement at the June 30, 2021 Selection Panel meeting. After conclusion of the candidate statements, the Selection Panel will vote on which applicants will be invited to interview with the Selection Panel in July.

At this meeting, the Selection Panel may also amend its process for evaluating candidates and set the deadline for applying to the Police Commission in 2022. Applications for all candidates were previously shared in the June 30, 2021 Agenda Packet.

## **BACKGROUND**

In 2021, the Selection Panel will be nominating a slate of one (1) appointee to the Police Commission for City Council approval. The term for Commissioner Jose Dorado, currently serving as the Commission's Vice-Chair, expires on October 16, 2021. Vice-Chair Dorado is eligible for reappointment to serve an additional three-year term and submitted an application for the Selection Panel's consideration.

Likewise, the term for Commissioner Regina Jackson, currently serving as the Commission's Chair, expires on October 16, 2021. Chair Jackson is a Mayoral appointee and is also eligible for reappointment; however, Chair Jackson stated at the Selection Panel's meeting on June 17, 2021 that she would not seek reappointment.

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<sup>1</sup> Staff was contacted by Applicant 2 (Tre Clayton) who withdrew from consideration. Staff contacted Applicant 4 (Cseneca Parker) and confirmed the candidate would like to be considered by both the Selection Panel and Mayor's Office.

Police Commissioner Terms

**Table 1: Terms for Current Police Commissioners**

<b>Commissioner</b>	<b>Appointing Authority</b>	<b>Term End Date</b>
Regina Jackson, <i>Chair</i>	Mayor	Oct. 16, 2021
Jose Dorado, <i>Vice-Chair</i>	Selection Panel	Oct. 16, 2021
Henry Gage III	Selection Panel	Oct. 16, 2022
Brenda Harbin-Forte	Mayor	Oct. 16, 2022
Sergio Garcia	Selection Panel	Oct. 16, 2023
Tyfahra Singleton	Selection Panel	Oct. 16, 2023
David Jordan <sup>2</sup>	Mayor	Oct. 16, 2023
Jesse Hsieh, <i>Alternate</i>	Selection Panel	Oct. 16, 2022
Marsha Peterson, <i>Alternate</i>	Mayor	Oct. 16, 2023

Nomination Schedule

**Table 2: 2021 Nomination Schedule (dates subject to change)**

<b>Activity</b>	<b>Date</b>
Incumbents notified	March 5, 2021
Updated application released	April 21, 2021
Joint press release with Mayor announcing 2021 nomination period	April 21, 2021
Email to community organizations requesting to share application	April 23, 2021
Previous applicants invited to reapply	April 26, 2021
Email to Mayor and City Council Offices requesting officials to share application	April 28, 2021 & June 10, 2011
Email to Police Commissioners and CPRA staff requesting to share application	May 4, 2021
Application deadline	June 15, 2021
Deadline for Selection Panel to review applications, determine interview candidates	June 30, 2021
Candidate interviews (first round)	July 7, 2021
Candidate interviews (first round continued, if needed) -OR- Finalist interviews (second round, if needed)	July 15, 2021
Determination of slate	August 12, 2021
Background check process complete	early-September 2021
Council confirmation	October 5, 2021

As part of this agenda item, the Selection Panel may also set future dates and deadlines for its 2022 nomination process.

Interviews

At its meeting on May 4, 2021, the Selection Panel decided to do the following during its interviews:

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<sup>2</sup> David Jordan was an Alternate member nominated by the Selection Panel. He was promoted by the Police Commission to fill the vacancy of James Jackson, a Mayoral appointee.

- Allow candidates two (2) minutes to make an opening statement.
- Before and after interviewing incumbents, remind the public that the incumbent's interview is only part of what the Selection Panel considers, and that the Selection Panel also considers the incumbent's demonstrated performance as a commissioner. If needed, the Selection Panel can refer the public to the video recordings and agenda packets from the last three (3) years of Police Commission meetings.
- Allow discussion of a candidate's merits and any concerns the Selection Panel has but do not require such a discussion.

At its meeting on June 17, 2021, the Selection Panel decided to reserve July 7 and July 15 as dates to conduct first and/or second round interviews with candidates.

### Applicant Statistics

**Table 3** shows application statistics by nomination year. There were no nominations required in 2018.

**Table 3: Applications Statistics by Year**

Nomination Year	Applications Received	Applicants Invited to Interview	Nominations made by Selection Panel
2017	146	28	4 Commissioners; 1 Alternate
2019	16	10	1 Commissioner; 1 Alternate
2020	68	17	2 Commissioners
2021	17	TBD	1 Commissioner

### Evaluation Tools

**Attachment A** is the Applicant Evaluation Tool that the Selection Panel used during the interview process in 2020. This evaluation tool was last reviewed and edited on July 22, 2020.

**Attachment B** includes the questions asked to all finalists in the 2020 second round interviews. The Selection Panel finalized these questions on August 10, 2020, prior to initiating the finalist interviews.

The Applicant Evaluation Tool and/or finalist interview questions are subject to change per direction from the Selection Panel.

### Outreach

The Police Commissioner application is available online in English, Spanish, Chinese and Vietnamese on the Police Commission webpage ([www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission)). Additionally, staff has completed the following outreach:

- Press release to all media contacts
- Email communication to announce and request distribution of information to:
  - Mayor's and City Council Offices
  - Selection Panel Members
  - Oakland community-based organizations
  - Oakland Police Commissioners
  - Community Police Review Agency

In 2020, Vice Chairperson Brendalynn Goodall worked with KLBX radio to run a 15-second Public Service Announcement (PSA) leading up to the application deadline. The PSA was advertised free of charge and aired 30 times between May 29 to June 12, 2020.

Also in 2020, Member Lorelei Bosserman organized outreach efforts by the Selection Panel and maintained a database of organizations that were contacted directly by Selection Panel Members.

### Reserve Pool

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.

The reserve pool process was used in 2021 to expedite the nomination of Jesse Hsieh (a former reserve pool applicant) to fill the Alternate Commissioner vacancy on the Police Commission.

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

Attachments (2):

- A. [2020 Applicant Evaluation Tool](#)
- B. [2020 Finalist Interview Questions](#)

# **ATTACHMENT A**

## **2020 Applicant Evaluation Tool**



**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, Interview Questions & Evaluation**

Core competencies are the identified knowledge, skills, and/or abilities that are necessary to the successful performance of an Oakland Police Commissioner. The objective of the interview is to assess the competency and qualifications for serving as a Police Commissioner. The Selection Panel will ask each applicant a series of questions that are designed to understand the applicant's qualifications in the following areas:

**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.)

**E. Level of Interest**

- a. Understands role and authority of Police Commission.

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

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?

\_\_\_\_\_

*Additional questions as time permits...*

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

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

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

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 will you draw on to manage this and come to a fact-based decision?

*Additional questions as time permits...*

- 4. Tell us about your experience and/or opinion of the Oakland Police Department.
- 5. Describe an experience where you had to make a difficult decision that affected someone’s life.
- 6. Being a Commissioner may involve being insulted by the public and criticized by the police. Have you ever been publicly insulted? What advice would you give to someone about how to handle it?
- 7. Has someone you disagreed with ever changed your mind about something? Please provide an example.

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

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

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

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?

*Additional questions as time permits...*

9. How does institutional racism and systemic oppression impact the department’s ability to achieve compliance with the Negotiated Settlement Agreement?

10. How do you define police brutality and what are the key elements that produce it?

11. With the assistance of a Court-appointed expert, it has been fully established that OPD officers have for some time and continue to make racially-biased stops of motorists and pedestrians. What actions should the Commission take to change this OPD practice?

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

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

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

12. Experience has shown that the time commitment to effectively serve on the Police Commission is approximated to be between 10 to 20 hours a week. 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?

---

*Additional questions as time permits...*

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

14. 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.

15. 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?

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

17. What is the Police Commission doing right?

18. If you became a Police Commissioner, what would you do differently?

19. For you personally, which of your work, community service and/or organizational leadership experiences would help you in serving on the Oakland Police Commission?

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

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

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

E. Based on the responses to the following interview questions, rate the applicant’s strength of the Core **Competency – Level of Interest**:

20. When did you first become interested in the Police Commission? What have you done to learn more about it? And what are your impressions?

*Additional questions as time permits...*

21. Have you attended any Police Commission meetings either in person or virtually?

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

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Overall Score</b>					
<b>Comments</b>					

**ATTACHMENT B**  
**2020 Finalist Interview Questions**

### Standard Questions

1. Would you tell the Panel about your involvement in Public Safety matters in Oakland, and how that involvement has influenced your desire to serve on the Oakland Police Commission?

*Follow-up, time permitting*

What do you hope to achieve on the Commission?

2. How can the commission make the best use of the data in VISION?

*If they don't know, explain it to them and then get an answer.*

3. What change in OPD policy is needed to break up the 'thin blue line' or code of silence?
4. What concrete steps should the Commission take to expand community engagement and input? And, what would you do to educate and engage the community in the work of the Commission? Please be specific.
5. While serving on the Commission you will learn information that may not be familiar to your life experience. Please share a brief experience where you had to see through someone else's life experience and give an example.
6. How would you work to gain consensus in a chaotic situation where the Commission is deeply divided on an issue? Are there any similar examples where you have done this?
7. What is your approach to creating highly effective teamwork with colleagues on the Commission, even when belief systems about the work may vary widely? Please give examples where you have done that.
8. How would you handle specific concerns and complaints about the OPD, which are brought to the Commission? These can include instances of excessive force, failure to act in a situation that requires police intervention, etc.
9. What would you advocate as the best process to use to identify the recommendations for the next Police Chief? Would you give preference to promoting from within OPD or to an outsider?
10. How does institutional racism and historic bias influence the effectiveness of efforts by the Courts, the Commission and OPD leadership to revise and implement policy and operational reforms.

### Optional & Follow Up Questions

11. How do you define police brutality, and what are the key factors responsible for it?
12. How would you grade the Oakland Police Commission's accomplishments to date, and what are its major challenges going forward?

## Finalist Interview Questions

13. What is the most important asset that a candidate for Inspector General should possess? -OR- In the coming year, the Commission will likely recruit and hire its first Inspector General. What do you believe are the most important skills, experience and other qualifications that candidates for this position should have?
14. Describe an experience where you had to make a difficult decision that affected someone's life.
15. Has anyone you disagreed with ever changed your mind about something? Please provide an example.
16. If you are appointed, what would you want your legacy to be after completing your term? What significant contribution would you want the Commission to remember you for?
17. It's often been said that police culture has police policy for lunch. What strategies can the Commission use to align the pace of policy change and cultural change at OPD?
18. In Oakland, in the area of crowd/demonstration control the OPD's "cycle" is to violate both the law and its existing policy, the City to be sued, the City to settle the new lawsuits, sometimes with revisions to its prior policy, and OPD commanders and line personnel to again violate the same laws and policy during future demonstrations. What steps can the Commission take to help break this cycle?
19. With guidance from the Commission, the CPRA Executive Director is in the process of developing a uniform process for charge intake, categorization, investigation and timely decision or resolution of complaints of officer misconduct. What do you believe are the most important components of such a case-handling system?
20. How long have you lived in Oakland?
21. Have you read Measure LL, the 21-page document that defines the Police Commission? (Available on the Police Commission website, <https://www.oaklandca.gov/boards-commissions/police-commission>. Scroll down to "About," near the bottom of the page.)
22. Have you read any of the minutes or agenda packets for any of the Police Commission meetings? (Available on the Police Commission website, <https://www.oaklandca.gov/boards-commissions/police-commission>. Under "Meetings," click "View All Meetings, Minutes & Agendas.")

**CITY OF OAKLAND  
SELECTION PANEL FOR THE OAKLAND POLICE COMMISSION**

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**RESOLUTION ADOPTING RULES OF PROCEDURE FOR THE  
SELECTION PANEL FOR THE OAKLAND POLICE COMMISSION**

**WHEREAS**, the Selection Panel for the Oakland Police Commission of the City of Oakland hereby declares that the business before it is to be conducted in an orderly, efficient and collaborative manner to facilitate sound Selection Panel and public deliberation and decision making; and

**WHEREAS**, the following Rules of Procedure seek to provide for: (1) a reasonable time for public input and comment on agenda items at Selection Panel meetings; (2) a meeting that is managed efficiently and effectively; and

**WHEREAS**, in recognition of these goals, the Selection Panel for the Oakland Police Commission desires to establish these Rules of Procedure for the conduct of its meetings; and

**RESOLVED**: That the Selection Panel for the Oakland Police Commission hereby adopts these Rules of Procedure in their entirety.

**CHAPTER 1 – RULES OF CONDUCT GOVERNING SELECTION PANEL MEETINGS**

**Rule 1.1. Open Forum and Time Allotted.** Open Forum shall be listed at the beginning of the Agenda. Open Forum shall be limited to fifteen (15) minutes. During Open Forum the public shall be granted two (2) minutes to address the Selection Panel on items that are not on the agenda, but that may be of interest to the public and that are within the subject matter jurisdiction of the Selection Panel. The Chair, at the Chair's discretion, may reduce a speaker's time to one (1) minute based upon consideration of the total time allocated or anticipated for the meeting, the number and complexity of the agenda items, and the number of persons wishing to address the Selection Panel in Open Forum. Persons wishing to speak during Open Forum must complete a speaker card.

**Rule 1.2. Public Comment on Agenda Items and Time Allotted.** The Selection Panel values and encourages public comment and participation. Members of the public shall be granted two (2) minutes to speak on each agenda item before the Selection Panel takes any action on that item. Public comment shall be confined to the specific agenda item under discussion. At the Chair's discretion, a speaker may be ruled out of order if the comment is unrelated to the agenda item under discussion. The Chair, at the Chair's discretion, may reduce a speaker's time to one (1) minute based on consideration of the total time allocated or anticipated for the meeting, the number and complexity of the agenda items, the number of persons wishing to address the Selection Panel on the agenda item, and whether there will be sufficient time available during the meeting to consider all agenda items if all speakers are allowed two minutes to speak. The Chair, at the Chair's discretion, may request that speakers representing similar views designate a spokesperson in the interest of time,

and may, at the Chair's discretion, grant that spokesperson three (3) minutes to address the agenda item. Persons wishing to speak must complete a speaker card for each agenda item the public member wishes to address. Multiple agenda items cannot be listed on one speaker card.

**Rule 1.3. Addressing the Selection Panel and Selection Panel Members'**

**Responses.** Speakers must speak from the podium when addressing the Selection Panel and shall speak clearly into the microphone. Accommodation will be made for speakers unable to use the podium and/or microphone. Speakers are to refrain from using profanity, yelling or screaming. Members of the public should address their questions or remarks to the Selection Panel Chair. Other Selection Panel Members and City of Oakland staff members will respond to questions only when requested to do so by the Chair. Selection Panel Members and City of Oakland staff members should refrain from entering into any debates or discussion with speakers during public comment.

**Rule 1.4. Audience Conduct.** The public has the right to criticize policies, procedures, programs, services, actions or omissions of the City of Oakland and the Selection Panel. To foster an atmosphere of collaboration, the Selection Panel expects that such criticism will be delivered in a respectful fashion, and that such criticism be directed toward matters that are within the subject matter jurisdiction of the Selection Panel. The Chair, at the Chair's discretion, may rule a speaker out of order when a speaker's criticism falls outside of these standards. Members of the public may not display signs that impede the ability of the public or Selection Panel to see or participate in the meeting or that endanger any meeting participants. Cameras and tape recording devices may be brought into the Selection Panel meeting; but persons are prohibited from using flash, camera lights or other devices that may disrupt the meeting.

ADOPTED ON THIS \_\_\_ DAY OF \_\_\_\_\_, 2021.