



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

Meeting Agenda

Wednesday, July 15, 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).

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/81667117938> 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: 816 6711 7938

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. 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, July 15, 2021

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Via Teleconference

• 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.

**CITY OF OAKLAND
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Meeting Agenda (Continued)

Wednesday, July 15, 2021

6:15 PM

Via Teleconference

1. Roll Call and Determination of Quorum

2. Open Forum (maximum 15 minutes)

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. Selection Panel Interviews and Deliberations of Police Commission Applicants

The Selection Panel will interview applicants for the Oakland Police Commission, deliberate and take the following possible actions about the selection process for Police Commission members: amending the interview questions, evaluation structure and selection criteria; reporting on reference checks; amending the future meeting schedule; selecting the final candidate to be submitted to City Council for confirmation and appointment to the Police Commission; selecting candidates to invite to a second interview with the Selection Panel; and determining which candidates to place in the Reserve Pool.

- [Staff Report – Police Commissioner Interviews, Deliberations, and Nomination Process](#)

Note: The interview schedule is included as part of the agenda materials but is subject to change.

4. Approval of Selection Panel Meeting Minutes

- [June 30, 2021 Meeting](#)

5. Selection Process & Nomination Improvements

The Selection Panel will discuss and may take possible action on scheduling a meeting and/or creating an ad hoc committee to revisit a list of suggested changes to the selection and nomination process as submitted by the City’s Reimagining Public Safety Task Force.

6. Adjournment

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

**CITY OF OAKLAND
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Meeting Agenda (Continued)

Wednesday, July 15, 2021

6:15 PM

Via Teleconference

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

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

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



SELECTION PANEL REPORT

TO: Selection Panel for the
Oakland Police Commission

FROM: Richard J. Luna
Interim Deputy City Administrator

SUBJECT: Police Commissioner Interviews,
Deliberations, and Nomination
Process

DATE: July 12, 2021

ACTION REQUESTED

For the Selection Panel to:

1. Review, discuss and/or modify the nomination schedule.
2. Review, discuss and/or modify the evaluation and interview process.
3. Interview and determine which candidate will be nominated as a Police Commissioner or which candidates will be invited to an additional second round interview.
4. Determine which candidates will be placed in the Reserve Pool.
5. Amend or add to the Selection Panel's meeting schedule.

EXECUTIVE SUMMARY

The Selection Panel received 16¹ 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. On July 7, 2021, the Selection Panel voted to invite the following candidates to a first-round interview for this meeting:

- Angela Jackson-Castain
- Ginale Harris
- Rudolph Howell
- Joey Harrison
- Jose Dorado

The tentative interview schedule and applications are included in **Attachment A**. At this meeting, the Selection Panel will interview candidates and may decide to nominate a candidate as a Police Commissioner, delay making that nomination, or select candidates that will participate in a second round interview tentatively scheduled for July 29, 2021.

¹ Staff was contacted by Applicant 2 (Tre Clayton) and Applicant 9 (Phyllis Scott) 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.

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.

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.

Police Commissioner Terms

Table 1: Terms for Current Police Commissioners

Commissioner	Appointing Authority	Term End Date
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 ²	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)

Activity	Date
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
Candidate statements and deadline for Selection Panel to review applications	June 30, 2021
Determine interview candidates	July 7, 2021
Candidate interviews	July 15, 2021
Reserved date – potential meeting	July 29, 2021
Deadline to determine nomination slate	August 12, 2021

² 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.

Activity	Date
Background check process complete	early-September 2021
Council confirmation	October 5, 2021

Interviews

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

- 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.

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	16	5	1 Commissioner

Evaluation Tools

Attachment B is the Applicant Evaluation Tool that the Selection Panel will use during the interview process. This evaluation tool was last reviewed and edited on July 7, 2021.

Attachment C includes additional questions that could be asked during the interview process (also referred to as Finalist Interview Questions). The questions were last reviewed and edited on July 7, 2021.

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). 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.

Attachments (3):

- A. [Tentative Interview Schedule and Police Commission Applications](#)
- B. [2021 Applicant Evaluation Tool](#)
- C. [2021 Finalist Interview Questions](#)

ATTACHMENT A
Interview Schedule &
Candidate Applications

Police Commission - Selection Panel - Applicant Interviews

Thursday, July 15, 2021

Via Teleconference

Time Slot	Applicant Name
6:50 PM	Angela Jackson-Castain
7:20 PM	Ginale Harris
7:50 PM	Rudolph Howell
8:20 PM	Joey Harrison
8:50 PM	Jose Dorado



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. 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

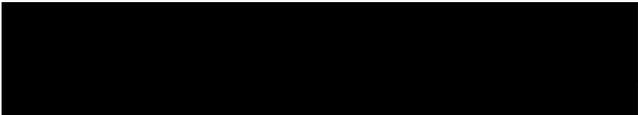
Disclaimer and Signature

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

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

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

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

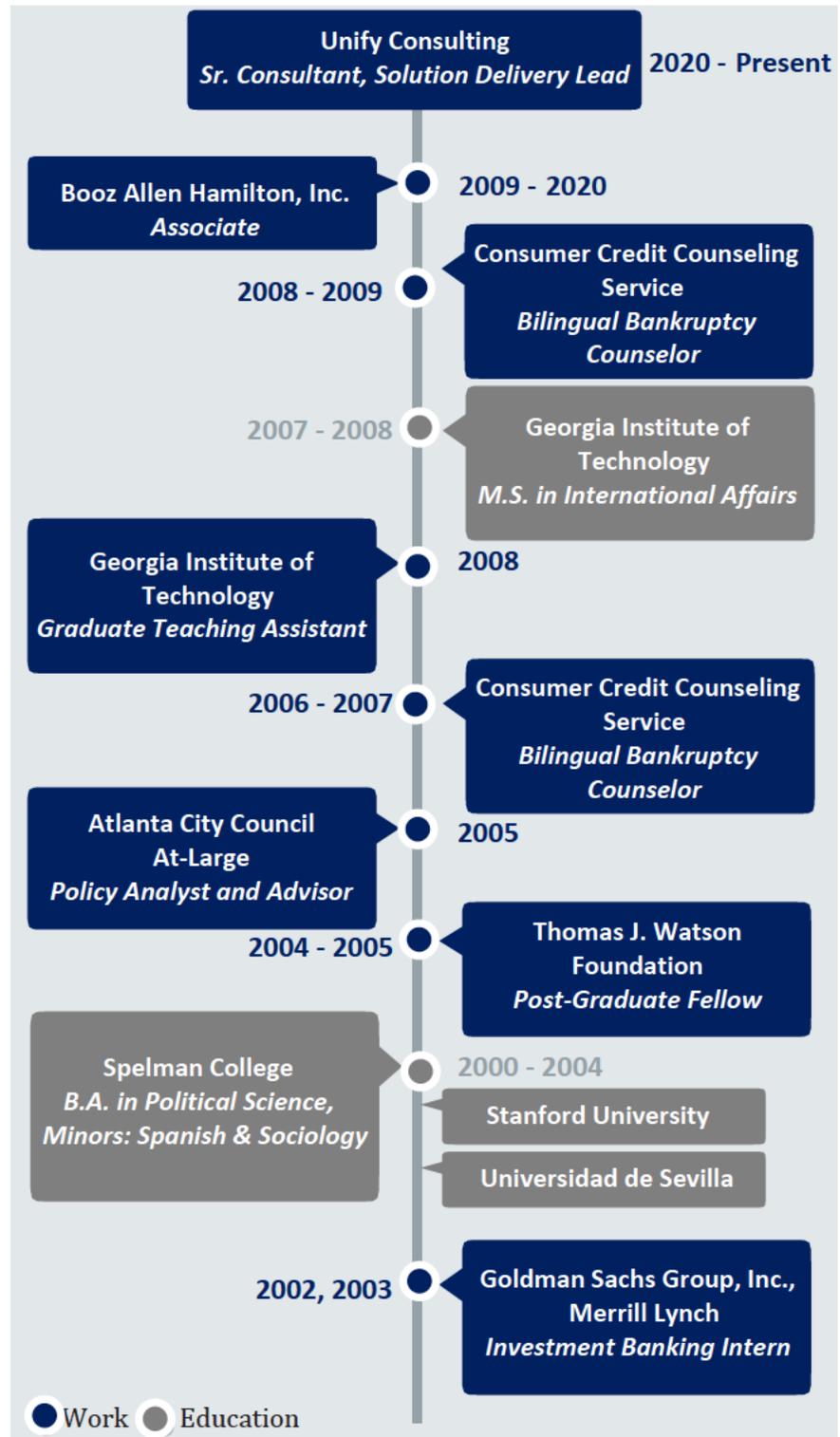
Training and Technical Assistance

Empirical Research Methods

Socio-cultural Analysis

Geopolitical Affairs

Modeling, Forecasting & Decision-making



Work Experience

2009-2020	Booz Allen Hamilton, Inc. <i>Associate</i>	Washington, DC Metro Area
Management Consulting	U.S. Department of Homeland Security (DHS), Cybersecurity and Infrastructure Security Agency <i>Facilitator 1, 2018 - 2020</i>	
	<ul style="list-style-type: none">• 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.• Serves as primary facilitator for CISA's Interoperable Communications Technical Assistance Program.• 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.• 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.• 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.	
	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">• 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.• 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.• Coordinated resources across DOJ's many components to deliver information, training, and resources to address challenges identified by requesting government entities.• 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.• 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.• Oversaw and facilitated the provision of direct technical assistance services to top-level executives in the criminal justice and law enforcement fields.• 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.	

- 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.

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.

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.

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.

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.
-

2004–2005	Thomas J. Watson Fellowship <i>Watson Fellow</i>	Global
Independent Research	<ul style="list-style-type: none"> • 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. • Examined aggregate statistical data on education and international funding; conducted in-depth research on national educational systems. • 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. • 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. 	

Other Relevant Skills

Computer Applications & Programming Languages	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Spanish (Fluent), Portuguese (Novice - Conversational), Arabic (Novice)

Other Professional Experience

Conferences & Training Events	<ul style="list-style-type: none"> • Nevada District Court Judges: 2018 Annual Seminar, April 2018 <i>Faculty</i> Topic: “Pretrial Risk Assessment: History and Developing Trends” • Nevada Limited Jurisdiction Judges: 2018 Winter Seminar, February 2018 <i>Faculty</i> Topic: “The Design and Validation of the Nevada Pretrial Risk Assessment” • Vera Institute and Police Foundation, October 2017 <i>Subject Matter Expert</i> 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): 27th Annual IACA Training Conference, September 2017 <i>Instructor</i> Topic: “Data Analytics for Violence: A Two-City Case Study on Gun and Interpersonal Violence and Developing a Targeted Violence Reduction Strategy”
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**Conferences &
Training Events
(continued)**

- **National Organization of Black Law Enforcement Executives (NOBLE): 41st 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): 80th 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): 39th 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

**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: 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.)

- 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: **Michele Lizaneo**

Relationship: personal/professional

E-Mail

Phone

Full Name: **Carol Whyatt**

Relationship: professional/personal

E-Mail

Phone:

Full Name: **LeRonne Armstrong**

Relationship: professional

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?

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

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

- **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: Howell Rudolph Date: 4/25/2021
Last First M.I.

Home Address: [Redacted]
Street Address Apartment/Unit #
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: Caitlin Henry Relationship: Attorney

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

Full Name: Rhody McCoy Relationship: _____

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

Full Name: Deborah Mukamal Relationship: Professor

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?

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

Full Name: ellen kim Relationship: friend
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: shifra de Benedicts-Kessner 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?

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. 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

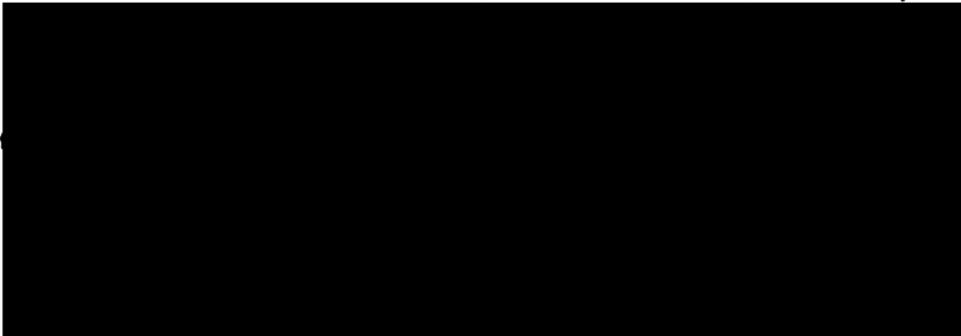
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

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 rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (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: 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. 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.

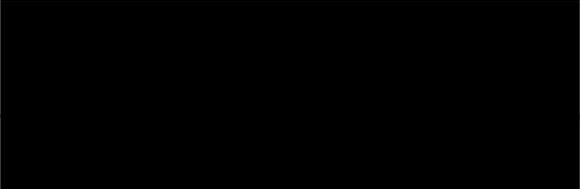
Disclaimer and Signature

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 rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (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 Jingtowntown 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.

ATTACHMENT B

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?

2. Scenario: The Commission's members strongly disagree on an issue. What would you do to forge a consensus or reach a compromise?

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

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?
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)
Judgement / Decision-Making					
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?

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)
Analytic / Investigative Practices					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

Applicant Name: _____

Evaluator Initials: _____

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

- 12. Tell us about your current schedule outside your career or volunteer community work. How would you manage the additional hours (up to 20 hours per week) required to participate on the Police Commission?
- 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)
Values / Commitment / Perspective					
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?

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)
Level of Interest					
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)
Overall Score					
Comments					

ATTACHMENT C

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.
11. Since social media plays an enormous role in our culture, what are your thoughts on how Police Commissioners should or should not utilize social media to comment on issues which may come before the Commission, or which may affect the perception of the Commission as a whole?

Optional & Follow Up Questions

12. How do you define police brutality, and what are the key factors responsible for it?
13. How would you grade the Oakland Police Commission's accomplishments to date, and what are its major challenges going forward?
14. 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?
15. Describe an experience where you had to make a difficult decision that affected someone's life.
16. Has anyone you disagreed with ever changed your mind about something? Please provide an example.
17. 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?
18. 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?
19. 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?
20. 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?
21. How long have you lived in Oakland?
22. 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.)
23. Have you read any of the minutes or agenda packets for any of the Police Commission meetings? (Available on the Police Commission

Finalist Interview Questions

website, <https://www.oaklandca.gov/boards-commissions/police-commission>. Under "Meetings," click "View All Meetings, Minutes & Agendas.")

ATTACHMENT D

Reference Check Questions

Submitted by Lorelei Bosserman

1. **First question:** " How long have you known them and in what context? Tell me about this person in relation to their interest in wanting to serve on the Police Commission."
2. What is this person's greatest strength?
3. In what areas do you think the person can improve?
4. Do you know if they have ever worked on a board, commission, or other body of people? Do you know how they handled that experience?
5. How does _____ respond to criticism and resolve interpersonal conflicts?
6. Can they cooperate with people they disagree with?
7. Are they receptive to other points of view?
8. Have you ever seen them compromise or change their mind?
9. How would you describe their communication skills? Both verbal and written.
10. How would you describe their listening skills and ability to engage with others?

Submitted by Don Link

1. Are you familiar with the roles and responsibilities of an Oakland Police Commissioner? Do you think _____ would be a good Oakland Police Commissioner?

Why do you say that?

2. Has _____ been involved in Public Safety matters in the past?

(If yes) Please describe how:

3. Has _____ been involved in the Oakland community and public service?

(If yes) For how long, and please describe his/her activities

4. Do you think _____ has the time and energy to do the work required of an Oakland Police Commissioner? It is estimated that between Commission meetings, studying meeting materials, and Subcommittee work, approximately 20 hours a week are required.

5. Do you think that _____ has the capacity to be fair and unbiased? In your experience, how has that been demonstrated?

6. Is there anything else you would like to add?



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

Meeting Minutes

Wednesday, June 30, 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).

1. Roll Call and Determination of Quorum

Quorum was determined and the meeting started at 6:18 pm.

Members present: Lorelei Bosserman, James Chanin, Gay Plair Cobb, Brendalynn Goodall, Rickisha Herron (arrived at 6:58 pm), Don Link, and Bill Thomasson.

Members excused: Langston Buddenhagen, Mary Vail.

Staff present: Richard J. Luna

City Attorney Staff present: Allison Dibley

2. Open Forum

Public comments were provided by the following speakers:

Maria Navarro
Saleem Bey
Assata Olugbala
John Bey

3. Approval of Selection Panel Meeting Minutes

A motion was made by Brendalynn Goodall, seconded by Don Link, to approve the meeting minutes of June 17, 2021. The motion passed with six ayes (Bosserman, Chanin, Cobb, Goodall, Link, Thomasson), one not present (Herron) and two excused (Buddenhagen, Vail).

Public comments were provided by the following speakers:
Saleem Bey

4. 2021 Police Commissioner Applicant Candidate Statements

The Selection Panel heard candidate statements from the following applicants wishing to serve on the Police Commission:

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

Meeting Minutes (Continued)

Wednesday, June 30, 2021
Via Teleconference

- Mark Lindquist
- Cseneca Parker
- Kumar Vedantham
- Joey Harrison
- Ginale Harris
- Cynthia Chase
- Sokhom Mao
- Angela Jackson-Castain
- Claudette Hill
- Jesse Smith
- Samantha Jo-Dato
- Jose Dorado
- Lesley Latham
- Rudolph Howell

Public comments were provided by the following speakers:

Assata Olugbala
Saleem Bey
Rashidah Grinage

There was no action on this item.

5. Police Commissioner Nomination Process

The Selection Panel discussed the number of candidates that should advance to the interview stage of the nomination process.

A motion was made by Bill Thomasson, seconded by Gay Plair Cobb, to advance six candidates to the next steps of the nomination process. A friendly amendment made by Don Link was accepted to provide some flexibility should the Selection Panel decide to consider more than six candidates advancing in the process. The motion passed with seven ayes (Bosserman, Chanin, Cobb, Goodall, Herron, Link, Thomasson) and two excused (Buddenhagen, Vail).

The Selection Panel then discussed whether to vote on the candidates advancing to the interview stage during the meeting or if Members needed more time to review notes and candidate applications prior to making their selections. After further discussion, Chairperson James Chanin stated Selection Panel Members will submit their top six candidates to City staff by 10:00 am on Friday, July 2, 2021. It was announced that staff would tally the votes and include the rankings in the next agenda packet. Additionally, it was announced that interviews would take place on Thursday, July 15, 2021, and be for 30 minutes each.

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

Meeting Minutes (Continued)

Wednesday, June 30, 2021
Via Teleconference

The Selection Panel requested to discuss the following items at their next meeting on July 7, 2021: Standardizing questions to ask during reference checks, and potential edits to the applicant evaluation tool and questions asked during the interviews.

A second motion was made by Lorelei Bosserman, seconded by Gay Plair Cobb, to set the 2022 application deadline as May 16, 2022. The motion passed with six ayes (Bosserman, Cobb, Goodall, Herron, Link, Thomasson), one abstention (Chanin) and two excused (Buddenhagen, Vail).

Public comments were provided by the following speakers:
Saleem Bey
Assata Olugbala
Elise Bernstein

6. Rules of Procedure

Member Don Link presented the proposed Rules of Procedure that the Ad Hoc Committee comprised of Gay Plair Cobb, Brendalynn Goodall, and Link drafted for the Selection Panel's consideration.

A motion was made by Don Link, seconded by Brendalynn Goodall, to adopt the Rules of Procedure for the Selection Panel. The motion passed with seven ayes (Bosserman, Chanin, Cobb, Goodall, Herron, Link, Thomasson) and two excused (Buddenhagen, Vail).

Public comments were provided by the following speakers:
Assata Olugbala
Saleem Bey

7. Adjournment

The meeting was adjourned at 9:23 pm.