CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL

Meeting Agenda

Tuesday, August 8, 2017
5:30 PM – 9:00 PM
City Hall, 1 Frank H. Ogawa Plaza, Council Chamber
Oakland, CA 94612

Wednesday, August 9, 2017
5:30 PM – 9:00 PM
City Hall, 1 Frank H. Ogawa Plaza, Council Chamber
Oakland, CA 94612

Thursday, August 10, 2017
5:30 PM – 9:00 PM
City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1
Oakland, CA 94612

Selection Panel Members: Chairperson Sarah Chavez-Yoell (District 3), Second Chairperson John Jones III (At Large), Tal Klement (District 1), James Chanin (District 2), Shikira Porter (District 4), Mary Vail (District 5), Candice Jessie (District 6), Jean Blacksher (District 7), Arnold X. C. Perkins (Mayor)

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

2. **Open Forum**

ACTION ITEMS

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

   - July 26, 2017 Meeting

4. **Selection Panel Interviews of Police Commission Applicants**
   Selection Panel will interview applicants for the Oakland Police Commission and take possible action about the next phases of the interview and selection process for Police Commission members, including interview structure, questions, selection criteria, reference checks, future schedule, and selection of final candidates to be submitted to City Council.

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

Open Forum

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

CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL

Meeting Agenda (Continued)

Tuesday, August 8, 2017
5:30 PM – 9:00 PM
City Hall, 1 Frank H. Ogawa Plaza, Council Chamber
Oakland, CA 94612

Wednesday, August 9, 2017
5:30 PM – 9:00 PM
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Thursday, August 10, 2017
5:30 PM – 9:00 PM
City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1
Oakland, CA 94612

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

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email wwoo@oaklandnet.com or call (510) 238-7798 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 wwoo@oaklandnet.com o llame al (510) 238-7798 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 wwoo@oaklandnet.com 或 致電 (510) 238-7798 或 (510) 238-2007 TDD/TTY.

DRAFT

CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL

Meeting Minutes

Wednesday, July 26, 2017
5:30 PM – 7:30 PM
City Hall, 1 Frank H. Ogawa Plaza, Council Chamber
Oakland, CA 94612

Selection Panel Members: Chairperson Sarah Chavez-Yoell (District 3), Second Chairperson John Jones III (At Large), Tal Klement (District 1), James Chanin (District 2), Shikira Porter (District 4), Mary Vail (District 5), Candice Jessie (District 6), Jean Blacksher (District 7), Arnold X. C. Perkins (Mayor)

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

   The meeting started at 5:31 pm.

   Selection Panel members present: Jean Blacksher, Jim Chanin, Tal Klement, Sarah Chavez-Yoell, Candice Jessie, John Jones III, Arnold Perkins, Shikira Porter, and Mary Vail.

   Staff present: Stephanie Hom

   City Attorney Staff: Ryan Richardson, Harveen Gill

2. **Open Forum**

   There were no comments from the public.

<u>ACTION ITEMS</u>

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

   - June 28, 2017 Meeting
   - July 10, 2017 Meeting

   Motion to approve the June 28 and July 10 meeting minutes was moved (A. Perkins) and seconded (J. Blacksher).

   Motion passed with 9 ayes.

4. **Interview and Selection Process**
   Selection Panel discussed and took action about the next phases of the interview and selection process for Police Commission members, including interview structure, questions, selection criteria, reference checks, and future schedule.

   Motion to have Ad Hoc Subcommittee A (Perkins, Porter, and Vail) reduce the number of applicants submitted to participate in the full Selection Panel interviews from 14 to 8 by Monday, July 31 was moved (J. Chanin) and seconded (J. Blacksher).

Motion failed with 4 ayes (J. Blacksher, J. Chanin, S. Chavez-Yoell, C. Jessie), 3 no votes (J. Jones, A. Perkins, S. Porter), 2 abstentions (T. Klement, M. Vail).

Motion to have each Ad Hoc Subcommittee conduct reference checks on the respective applicants that a subcommittee submitted to participate in the full Selection Panel interview process; and for each Ad Hoc Subcommittee to conduct the reference checks between the time period of Monday, July 31 through Thursday, August 3 and communicate with the City Administrator's Office upon completion of the reference checks no later than Friday, August 4 was moved (C. Jessie) and seconded (J. Chanin).

Motion passed with 9 ayes.

Motion that during the Selection Panel interviews, each applicant would have timed interviews not to exceed 20 minutes in length; and that these interviews would occur at meetings to be held on Tuesday, August 8, Wednesday, August 9, and Thursday, August 10 with final Selection Panel deliberations to occur at a meeting on Monday, August 14; and that if applicants are unable to physical appear for an interview, they will be given the option of interviewing via telephone and would be scheduled at the beginning of the meeting; and that each of these meetings would start at 5:30 pm was moved (C. Jessie) and seconded (A. Perkins).

Motion passed with 9 ayes.

Public comments were provided by the following:

Rashida Grinage

By consensus, the Selection Panel agreed to the following regarding questions for the interview process:

- The questions to be used for the interviews will consist of the eight (8) questions submitted by A. Perkins, S. Porter, and M. Vail (that were distributed on the dais and attached to these minutes) and the five (5) questions used during the Ad Hoc Subcommittee screening interview process for a total of 13 available questions.
- During the Selection Panel interviews, members of the Selection Panel that were not part of the Ad Hoc Subcommittee that submitted the applicant for participation in the full Selection Panel interview will ask three (3) questions of the applicant selecting these questions from the list of 13 available questions. Each applicant will be timed to answer each question within four (4) minutes for each of the three (3) questions. After completion of the questions and answers for the first three (3) questions, any/all members of the Selection Panel may ask

follow up questions of the applicant so long as the total interview time for the applicant does not exceed 20 minutes.

By consensus, the Selection Panel requested of the City Administrator's Office the following:

- Post on the website on Thursday, July 27 the list of 28 applicants submitted by the Ad Hoc Subcommittees, including demographic information and City Council District.
- Send the original applications of the 28 applicants to each respective Ad Hoc Subcommittee in order that each Subcommittee may conduct reference calls.
- Include in a future agenda packet for the interview meeting(s) the redacted applications of the 28 applicants.

By consensus, the Selection Panel will use the Interview Notes Form included in the agenda packet as a deliberation tool.

By consensus, the Selection Panel would like to send acknowledgement and appreciation letters to each of the 144 applicants that applied. T. Klement will provide the City Administrator's Office with a draft of a letter.

INFORMATIONAL ITEMS

5. Application and Interview Summary Information
Selection Panel received summary information about applications and applicants interviewed to date, through July 20, 2017.

6. Open Forum

There were no comments from the public. However, a member of the public submitted a written statement that was distributed to the Selection Panel members, and attached to these minutes for the record.

The meeting adjourned at 7:05 pm.

DRAFT

Selection Panel for Police Commission

July 24, 2017
Draft Questions Submitted by Arnold Perkins, Shikira Porter, and Mary Vail:

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

2) 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.

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

4) What are some limiting obligations that might make it difficult to complete your term and what are the elements that will help you to stay committed?

5) While serving on the Police Commission there will be a great deal of pressure from the public, fellow commission members and City staff, what skills and capacity will you draw on to manage this and stay true to the Commission's mission?

6) How does institutional racism and systemic oppression affect the actions of both good and bad cops?

7) 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?

8) 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?

SOME THOUGHTS ON THE SELECTION PROCESS

First, I want to thank the City Administrator and City Attorney staffs and the Selection Panel members for all the time and work they put into this rushed process. The time crunch and volume of applicants obviously contributed to the problems I write about. My hope is that a fairer and more objective method will be used next time or in any other similar situation.

I will start with a self-criticism. I should have mentioned these issues earlier. However, having spoken a couple of times with less controversial suggestions and noticing some nonverbal negativity, I decided not to raise more controversial issues. Making suggestions to a group that will be judging me is sort of like telling a Judge who is about to rule on my motion that he should reorganize his/her courtroom. Nothing I would do when representing a client.

Upon reviewing the statistics of the first round of interviews I noticed that the concerns I didn't raise may have happened. The first problem is that 1/3 of the body decided the fate of the applicants. There was no cross review. This means that 2/3 of the Panel had no input on the decision as to who the whole group would see. It also means that 2/9 of the Panel could veto someone. That is more like a social club reviewing applicants than a democratic process.

If we assume that the applications were randomly distributed to the three subcommittees, then they should have had a roughly even, not perfect, distribution of quality candidates. The results of the groups were quite different. The percentage of applicants reviewed to those chosen for a second interview are as follows: 37%, 17%, and 14%. If you were in the first group, all other things being equal, you had a 2.6 times greater chance of moving on as did the applicants in the last group. Were these subcommittees using the same criteria for selection or did they have different agendas?

Then there is the political aspect which was never discussed during the meetings I attended. We all know that some Council members were more supportive of the initiative than others. Some are more status quo oriented. I think it is correct to conclude that those that appointed people to the Selection Panel probably chose someone that reflected their point of view on what to do with the OPD.

The reviewing subcommittees were selected by seating position with no thought to any political balance. So hypothetically if two status quo minded people were on the same subcommittee they could make sure that people with backgrounds and skills to make the Police Commission effective in changing the culture of OPD, would not get selected. I am not saying that this happened, just that the method used for selection was susceptible to such practices.

I hope that all members of the Selection Panel are putting the 83% vote of the people above any individual political interests, so someday in Oakland, "Black Lives Matter" will not be a slogan shouted at the OPD.

Richard Phelps
7-26-2017

CITY OF OAKLAND

MEMORANDUM

TO:	Selection Panel for Oakland Police Commission	**FROM:**	Stephanie Hom Deputy City Administrator
SUBJECT:	Selection Panel Interviews	**DATE:**	August 4, 2017

To assist the Selection Panel in its interviews of applicants submitted through the Ad Hoc Subcommittee process, attached are the following:

1. List of 28 applicants with demographic information, in alphabetical order. (Page 2)
2. Tentative interview schedule for August 8, 9 and 10. (Pages 3 – 5)
3. Applications for each of the 28 applicants invited to an interview with the Selection Panel, in alphabetical order. (Pages 6 – 158)

Respectfully submitted,

/s/

STEPHANIE HOM
Deputy City Administrator
City Administrator's Office

City of Oakland

Applicants for the Police Commission - 2017

The Selection Panel has invited the following applicants interview with the Selection Panel (listed in alphabetical order):

Number	Last Name	First Name	Zip Code	District	Race	Gender	Disability
53	Ahmad	Mubarak	94605	7	Black/AA	Male	No
114	Alheri	Onyinye	94601	5	Decline	Decline to state	Decline to state
21	Altobelli	Erika	94602	4	White	Female	No
23	Anderson	Tara	94608	1	White	Female	No
2	Benson	Maureen	94605	7	White	Female	Decline to state
144	Brown	Ernest	94612	3	Black/AA	Male	No
107	Cobb	Gay	94607	3	Black/AA	Female	No
121	Cowan	Melvin	94611	4	Black/AA	Male	No
54	Davenport	Leigh	94609	3	Black/AA	Female	No
67	Dorado	Jose	94619	6	Latino	Male	No
30	Gage	Henry	94612	3	Black/AA	Male	No
15	Harris	Ginale	94605	6	White, Black/AA, Latino	Female	No
58	Hauck	Brian	94618	1	White	Male	No
92	Hosman	Elliot	94621	6	White	Transgender	Decline to state
142	Iqbal	Sikander	94619	4	Asian	Male	No
128	Lambert	Elan	94608	1	Black/AA	Female	No
63	Leitner	R. Elaine	94611	4	White	Female	No
110	Mao	Sokhom	94606	2	Asian	Male	No
7	McDonnell	Logan	94607	3	White, Black/AA	Male	No
84	Nisperos	Mike	94602	4	Mixed	Male	No
45	Raffanti	Susan	94606	2	White	Female	No
102	Tagami	Phillip	94610	2	White, Asian	Male	No
56	Takenouchi	Jason	94611	1	Asian	Male	No
115	Tucker-Dawson	Vildred	94606	2	Black/AA	Female	Yes
19	Tuttle	Chiquita	94605	6	Black/AA	Female	No
81	Wertheim	Suzanne	94609	1	White	Female	No
123	Wilkins	David	94602	4	Black/AA	Male	Yes
48	Williams	Walter	94601	4	Black/AA	Male	No

Police Commission - Selection Panel - Applicant Interviews

Tuesday, August 8

Location: City Hall, Council Chamber

Tuesday, August 8 Time Slot	Applicant Name
5:40 PM	*Walter Williams (via phone) - 48
6:00	Henry Gage - 30
6:20	Tara Anderson - 23
6:40	Leigh Davenport - 54
7:00	Phil Tagami - 102
7:20	Ernest Brown - 144
7:40	Elan Lambert - 128
8:00	Mike Nisperos - 84
8:20	Elliot Hosman - 92
8:40	Vildred Tucker-Dawson - 115

*Applicant interviewing by phone.

Note. Maureen Benson (#2) is not listed on the interview schedule for August 8, 9, and 10 due to her unavailability on these dates.

Police Commission - Selection Panel - Applicant Interviews

Wednesday, August 9

Location: City Hall, Council Chamber

Wednesday, August 9 Time Slot	Applicant Name
5:40 PM	Mubarak Ahmad - 53
6:00	Brian Hauck - 58
6:20	Elaine Leitner - 63
6:40	Ginale Harris - 15
7:00	Jason Takenouchi - 54
7:20	Onyinye Alheri - 114
7:40	Logan McDonnell - 7
8:00	Erika Altobelli - 21

Police Commission - Selection Panel - Applicant Interviews

Thursday, August 10

Location: City Hall, Hearing Room #1

Thursday, August 10 Time Slot	Applicant Name
5:40 PM	Gay Cobb - 107
6:00	Sikander Iqbal - 142
6:20	Suzanne Wertheim - 81
6:40	
7:00	Melvin Cowan - 121
7:20	David Wilkins - 123
7:40	Susan Raffanti - 45
8:00	Chiquita Tuttle - 19
8:20	Jose Dorado - 67
8:40	Sokhom Mao - 110

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Ahmad (Last) Mubarak (First) M. (M.I.) Date: 06-27-2017

Home Address: [redacted] (Street Address) (Apartment/Unit #)

Oakland (City) Ca (State) 94605 (ZIP Code)

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Ed Collier Relationship: Father in Law
E-Mail [redacted] Phone: [redacted]

Full Name: Darion Edwards Relationship: Supervisor
E-Mail [redacted] Phone: [redacted]

Full Name: Eric Darby Relationship: Co-worker
E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☐ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☑ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☑ Male ☐ I do not wish to self-identify

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

Please check one of the boxes below:

☐ Yes, I have a disability (or previously had a disability)

☑ No, I do not have a disability

☐ I do not wish to answer

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Mubarak Ahmad Date: June 27, 2017

Completed applications due by June 30, 2017 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@oaklandnet.com** Subject: **Police Commission Application**

Supplemental ? Police Commission

1. My work in the Community consist of me Coaching Little League Baseball in Oakland for 7 years and The Montana Middle School Basketball Coach for 3 years, I also Coached J.V. Basketball at Oakland Tech High School for 3 years until 2014. I'm a citizen of Oakland for 28 years and I'm a Father of Six Children an Six Grandchildren. I've worked in Oakland for 28 years and I presently work for AC Transit for 24 years as a Mechanic in the Non-Revenue Shop.
2. I've have no contact with the Oakland Police Department, but I've been to a few City counsel meetings and protest them out the years of living in Oakland.
3. Yes, I ~~had~~ have a Son who was a cadet for OPD, he quit the Program. B. no. C. no.

Muhaned Ahmad
June 27, 2017

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Alheri Onyinye S. Date: 29 June 2017
Last *First* *M.I.*

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

Oakland CA 94601
City *State* *ZIP Code*

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Afomeia Tesfai Relationship: Instructor

E-Mail [redacted] Phone: [redacted]

Full Name: Alma Blackwell Relationship: Mentor

E-Mail [redacted] Phone: [redacted]

Full Name: Brytanee Brown Relationship: Friend/Co-organizer

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☐ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☒ I do not wish to Self-Identify

2. What is your gender?

   ☐ _____ ☒ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Onyinye Alheri Date: June 29, 2017

Completed applications due by June 30, 2017 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@oaklandnet.com** Subject: **Police Commission Application**

Oakland Police Commission Supplementary Questions - Onyinye Alheri

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

I am a volunteer community health worker who provides several services including emergency response, birth attendance, basic first aid, and mental health/de-escalation. I have been doing this for the past three and a half years. I also work full time as an outreach worker and counselor for a non-profit agency in San Francisco.

I currently serve as a member of several community organizations in the Bay Area including Causa Justa::Just Cause, East Oakland Building Healthy Communities, HOPE Collaborative, People's Community Medics and most recently the Oakland Tenants Union. Along with this, I have just completed the Boards and Commissions Leadership Institute, a 6-month intensive training provided by Urban Habitat. In that space my colleagues and I learned about many facets of city planning, including the history of development and land use in the Bay Area, economic and workforce development & labor, transportation justice, affordable housing and health equity. Additionally we were encouraged to identify what boards most aligned with our interests and attend their meetings. This is how I came to discover the now defunct Citizens Police Review Board. Since February I have attended those meetings to observe what the board does and how it functions. Thanks to the training I received, I am now very familiar with basic parliamentary procedure and Robert's/Rosenberg's Rules. This, in addition to my connection with individuals and community groups, makes me well versed in and connected to the needs of Oakland's people.

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

I have no contacts within the Oakland Police Department at this point in time. My experiences with the OPD center around requests for their public services. I live in an area where crime is above average and have had to call the police on a few occasions. On each occasion I have been placed on hold for over 30 mins and for half of those calls no officer ever arrived despite the need for their presence. Additionally, I once had the unfortunate experience of witnessing a roommate experience physical harm at the hands of OPD simply because she was running down the street during a public event. I bring this up not to enflame or add strife to already tense relations between our citizens and our police. I do mention this because I have experienced and witnessed the shortcomings of a department composed of earnest, caring and extremely hardworking individuals. I am committed to the safety of my community and would like to become more intimately involved in a process that allows for community oversight and assurance of accountability for denizens, officers and our city government.

Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
1) as a police officer: None

2) as a criminal prosecutor or defense attorney: None

3) with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes:

I work with homeless and unstably housed youth in San Francisco. A good portion of them have been charged and convicted of crimes of various classifications. However an equal portion of our clients have been victims of crimes of various classifications. My main role is that of a counselor, providing mental health counseling and assisting clients in accessing resources that lead to their employment, housing and self sufficiency. This is done regardless of whether our clients committed crimes or were victims of them.

CITY OF OAKLAND

CITY OF OAKLAND
OFFICE OF CITY MANAGER
17 JUN 21 AM 11:23

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: Altobelli (*Last*) Erika (*First*) C. (*M.I.*) Date: 6/17/2017

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

Oakland (*City*) CA (*State*) 94602 (*ZIP Code*)

Phone: [redacted] Email: [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Wendy Musell Relationship: Friend/Colleague

E-Mail [redacted] Phone: [redacted]

Full Name: Barbara Nanney Relationship: Professional Colleague

E-Mail [redacted] Phone: [redacted]

Full Name: Rima Dasgupta Relationship: Colleague/Supervisor

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☒ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Female ☐ I do not wish to self-identify

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

Please check one of the boxes below:

☐ Yes, I have a disability (or previously had a disability)

☒ No, I do not have a disability

☐ I do not wish to answer

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: _____ Date: 6/17/2017

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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@oaklandnet.com** Subject: **Police Commission Application**

Erika Altobelli Application
June 19, 2017

Question 1: Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the commission:

I have been a resident of Oakland for the past 10 years, and currently am self-employed, operating a private psychotherapy and consultation practice located in Oakland. In 2014, I retired after serving 17 years as an employee of Sonoma County, working most of those years as a Court Investigator for Child Protective Services, as well as preparing evaluations for the Probate, Family and Juvenile Probation Courts. In this capacity, I was trained in investigative and evaluative protocols that allowed me to make unbiased and impartial decisions and recommendations based on review of available information, including first person interviews, law enforcement reports, and other collateral contacts. I was also trained in Child Forensic Interviewing at the advanced level, and used this skill set to interview children and adults with developmental disabilities who were victims of crime. I worked in both Sonoma and Contra Costa Counties as a forensic interview specialist, for total of five years, serving on multi-disciplinary teams which included district attorneys, detectives, child protective services workers and victim advocates. After retiring from county work in 2014, I worked for two years as the Foster Family Agency program supervisor at Youth Homes, Inc. in Contra Costa County. In this position, I was responsible for hiring and supervising 4 employees, completing performance reviews, and managing day to day operations of the program, including monitoring program compliance with State policies and procedures and program budget reconciliation.

In addition to being a licensed clinical social worker, I hold a Master's degree in Sociology, which has allowed me to teach Sociology at a number of Colleges, since 1993, including: Santa Rosa Junior College (where I remain currently employed, part-time), Diablo Valley College, Marin Community College and Yuba College. My courses include instruction on social institutions, including the legal system, as well as examinations of institutional racism and the way it impacts and/or impairs the functioning of social institutions.

I possess other skill sets, developed through work and volunteer positions, which would be valuable to the Commission should I be selected to serve. While living in Davis, California, I served on the Human Rights Commission, interacting with the public, holding public hearings, investigating complaints, and assisting with preparation of the annual report. I also staffed the Child Death Review Committee in Alameda County in 1994 & 1995, collaborating and working in a multi-disciplinary setting, and preparing the annual report for the Board of Supervisors. I have worked in a technical writing capacity (both paid and volunteer), including preparing state mandated evaluations of legislation and recently, preparing a section of the Santa Rosa Junior College accreditation report, addressing student services available to low-income students, veterans and former foster youth. For many years, I volunteered supervising master's levels interns enrolled at UC Berkeley, San Francisco State and Sacramento State. In this capacity, I provided employment and clinical training, as well as conducting written performance reviews and recommendations.

In conclusion, I feel that my work and volunteer experience would make me uniquely qualified to serve on the Police Commission. As a long-time Oakland resident, I am deeply committed to civic responsibility and improving our community. As I am semi-retired, I have time to serve in this capacity.

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

As an Oakland resident, living in the Oakmore Neighborhood, I have had very limited contact with OPD, outside of regularly attending neighborhood briefings conducted by our Neighborhood Crime Prevention Council officer, in order to remain informed about local issues and concerns. I have, of course, had officers respond to take reports of property crimes and I have filed reports using the on-line system regarding vehicle break-ins (more than once). In my neighborhood, police presence is limited, which has resulted in our neighborhood hiring, for the past 4 years, private security patrol. I have mixed feelings about this solution, but we have definitively noted a decrease in petty crimes since instituting private patrol.

Only once have I had a negative interaction with OPD. Many years ago, when I was home alone, a male intruder was in my fenced back yard, attempting entry into my home in the early morning hours. When I called dispatch, I was informed that there was no available officer to respond, and that trespassing reports did not mandate a priority response. While the intruder was not successful and ultimately left my property when my dog began barking, I was underwhelmed by the response of OPD to what could have been a serious situation. However, I do understand, in retrospect, how difficult decisions must be made in assigning priority to requests for assistance.

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 non-profit community group serving or advocating for crime victims or persons charged or convicted of crimes.*

b. My brother-in-law in an assistant district attorney in Reno, Nevada.

c. As noted in my answer to Question #1, I have worked extensively with crime victims as forensic interview specialist and as a Court Investigator. Additionally, I worked for 8 months this year at Our Road Prison Project in Oakland (through a staffing agency), as a clinician for recently released men who had been convicted of a life crime. My role was to assist them in successful community reentry and with compliance with the conditions of their parole. In my private counseling practice, I specialize in trauma resolution, so frequently work with victims of crime. I also work with public safety workers who experience secondary or vicarious trauma as a result of their employment.

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

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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: Anderson (*Last*) Tara (*First*) R (*M.I.*) Date: 06/13/17

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

Oakland (*City*) CA (*State*) 94608 (*ZIP Code*)

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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: Veronica Martinez Relationship: Friend and Co-worker

E-Mail [redacted] Phone: [redacted]

Full Name: Brian Hofer Relationship: Friend

E-Mail [redacted] Phone: [redacted]

Full Name: District Attorney George Gascon Relationship: Employer

E-Mail [redacted] Phone [redacted]

Voluntary Self-Identification Questionnaire

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

   ☒ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Female ☐ I do not wish to self-identify

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

Please check one of the boxes below:

☐ Yes, I have a disability (or previously had a disability)

☒ No, I do not have a disability

☐ I do not wish to answer

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: _____ Date: 6/19/17

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Email	Address: **CityAdministratorsOffice@oaklandnet.com** Subject: **Police Commission Application**

Tara Regan Anderson
Application for Position of Commissioner-Oakland Police Commission
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 respectfully submit my name for consideration to serve on the reformed Oakland Police Commission. I believe that I have a unique combination of professional and personal experience that make me a highly qualified candidate. I have lived in Oakland for 13 years and I currently live in the Santa Fe neighborhood, District 1, Beat 10Y, with my husband, and two children. In addition to my professional experience summarized briefly below, I serve as Santa Fe Community Association & Neighbors, Board Member At Large and Public Safety Co-Chair. Serving as a member of the Police Commission is a natural next step in my service to Oakland as a community steward demanding transparency and accountability in the Oakland Police Department.

I have over 16 years of experience working within and closely with local and state governments to provide services and improve outcomes for individuals and families impacted by criminal justice systems. I currently serve as Director of Policy at the Office of San Francisco District Attorney George Gascón, a leadership role advancing policy on behalf of the San Francisco District Attorney's Office. I serve as office policy liaison for issues related to sentencing, police accountability and transparency, pre-trial diversion, fines and fees, human trafficking, victim services, restorative justice, and implementation of criminal justice reforms such as Propositions 47 and 57. I transitioned to the District Attorney's Office after serving as the Senior Planner and Policy Analyst for the Violence Prevention and Intervention Unit at San Francisco's Department of Children Youth and Their Families. Prior to my government work, I served as the Children and Family Programs Manager for Centerforce, a non-profit working with prisoners, their families and persons recently released from jails and prisons in Northern and Central California. In this role, I supervised the San Quentin State Prison (SQSP) Visitors Center- a multi service hospitality center for visiting loved ones; Families Moving Forward- a family reunification case management program based out of Marin County Jail; Back to Family- a family reunification case management program based out of SQSP; the LIFE mentoring program- which serves youth whom have an incarcerated parent; and Live Love Learn- a peer health education HIV prevention program working with SQSP women visitors. In addition, the Vera Institute of Justice and the Center for Restorative Justice Works have contracted me for my subject matter expertise and policy analysis. I received my B.S. in Criminal Justice and minor in International Politics at Northeastern University and M.P.P. at the Goldman School of Public Policy, UC Berkeley.

This combination of experience has shown me that our criminal justice system is a flawed, complicated, and resilient design. A system that all too often leaves those working in it, those who have contact with it, and those who call upon it, left harmed. I have committed my life to ensure that the system is reformed for the benefit of all people and continue to work tirelessly to ensure that all people, including those with the duty to serve and protect are held accountable. I have maintained this commitment during my time working inside the walls of SQSP, time in community working to amplify the voice of children with an incarcerated parent, and now working for law enforcement. I am fully invested in a criminal justice system with integrity that truly represents justice. I look forward to discussing further how my skills and experience can support the work of the Police Commission.

Tara Regan Anderson
Application for Position of Commissioner-Oakland Police Commission
Supplemental Questionnaire

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

I currently serve as the Co-Chair for the Public Safety Committee Santa Fe CAN. In this role I attend Neighborhood Crime Prevention Council Meetings (now known as Neighborhood Council), where I have had regular interaction with Beat 10Y Community Resource Officer (CRO) Michael Ransom and Neighborhood Services Coordinator Felicia Verdin.

In January 2017 members of Beat 10Y elected new leadership to our NCPC with Max Kurtz-Cadji now serving as council Chair. Max brings a advanced training in restorative justice and it has been positive to see how OPD and Housing Authority representatives actively engage in his restorative justice facilitation, ultimately seeking non law enforcement intervention to solve community issues.

The following is a brief summary of my contacts with OPD over the last 13 years:

2013-2017
-Response to issues of serious mental illness and problem property near current residence.

2012-2016
-National Night Out Participant.

2009-2017
-Race day support for the Oakland Running festival.

2010
-Welfare check at former residence. My car was found with the door open during patrol, OPD responded by checking in at my residence to verify if I was okay.

2009
-Response to break in at counseling center near previous residence.

Absent the 2009 incident when OPD responded to the report of a break in, I have had a positive experience interacting with OPD. This can largely be attributed to my privileged status including income and race and ethnicity. This privilege has afforded me the opportunity to see law enforcement as a support and ally in preserving my safety and that of my family. This is not the case for all Oaklanders. If appointed to the Police Commission it will be my duty to represent all residents of Oakland and challenge any policy or perceived protection afforded to law enforcement at the cost of any group or community.

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

a. as a police officer,

My brother Thomas S. Regan currently serves as a Sargent in the Wethersfield Police Department, located in Wethersfield, CT. Sgt. Regan is in his 22nd year with WPD. He completed police academy in 1995, my junior year of high school. He has served as a patrol officer, DARE Officer, Capitol Area SWAT Team member, Juvenile Detective and now Sargent.

I was inspired to study criminal justice in undergrad thanks to my brother, my Uncle a former judge and father former legal officer in the Navy. Growing up with family stories of criminal justice around my kitchen table has lead me to the complex understanding of the stress and burden placed on those who choose to serve the community as law enforcement and the family who care for them. There is a great responsibility placed in the hands of those who chose to serve and they are regularly required to make choices compromising the civil liberties of others. I have great respect for law enforcement and believe that this respect is not independent from great expectations for accountability and transparency.

b. as a criminal prosecutor or defense attorney,

I am not a criminal prosecutor, however I work for the elected District Attorney of San Francisco. I consider it a great honor and privilege to work for San Francisco District Attorney George Gascón as his Director of Policy. In this role I advance evidence-based policy that encourages innovation and ultimately serves public safety. I have discussed my interest in serving on the Oakland Police Commission with District Attorney Gascón and he fully supports my application.

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

In addition to the professional experience outlined in response to question one, I have worked serving and advocating for victims and persons charged and convicted of crimes at the San Francisco District Attorney's Office (SFDA), Get on the Bus and the Hartford Choice Project. At the SFDA I managed a comprehensive gap analysis of the Victim Services Division (VSD), looking into the possible issues with services delivery and areas for improvement. I now advise the Chief of VSD on policy implementation responding to those findings. In addition I liaison with Crime Survivors for Safety and Justice to facilitate opportunities to share their victim centered message and representative victim voice. In 2009-2010 I was contracted by Get on the Bus to serve as the Northern California Coordinator and lead a network of over 100 volunteers to fund and fill buses with children visiting parents in prison. Lastly, at the start of my career I worked for the Hartford Choice Project, providing transitional case management services to adjudicated youth returning home from detention. In this role I conducted needs assessments and formulated individualized service plans with clients; advocating for client's rights in educational, legal, and vocational settings.

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

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Applicant Information

Full Name: Benson Maureen E Date: 06/01/17

Last *First* *M.I.*

Home Address: [redacted]

Street Address *Apartment/Unit #*

Oakland CA 94605

City *State* *ZIP Code*

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

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

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

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: Sonya Renee Taylor Relationship: Colleague

E-Mail [redacted] Phone: [redacted]

Full Name: Ashara Ekundayo Relationship: Colleague

E-Mail [redacted] Phone: [redacted]

Full Name: Hilary Hayes Relationship: Colleague

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☑ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☑ Female ☐ I do not wish to self-identify

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

Please check one of the boxes below:

☐ Yes, I have a disability (or previously had a disability)

☐ No, I do not have a disability

☑ I do not wish to answer

Disclaimer and Signature

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I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

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Signature: _____ Date: 06/01/2017

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Email	Address: **CityAdministratorsOffice@oaklandnet.com** Subject: **Police Commission Application**

From: Maureen Benson [redacted]
Sent: Thursday, June 1, 2017 10:38 AM
To: City Administrator's Office <CityAdministratorsOffice@oaklandnet.com>
Subject: Police Commision Application

1. 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. As a former OUSD teacher and principal, I've been deeply committed to work on equity in Oakland. I spent 12 years in schools focused on racial and socio-economic equity, often engaging with police officers (both OUSD and OPD) with an emphasis on interrupting systemic oppressions as well as support youth development and as much as possible, stay away from the judicial system. I've had both successful and unsuccessful experiences in attempting to do this with police officers. I also ran a national organization for 5 years (after my time in OUSD) that focused on systemic racial equity transformation in K-12 school districts around the US. In that time, much of our work was building community partnerships with police departments, to help the system deepen its work around racial equity, implicit bias and community policing.
3.
4. 2. Please describe your contacts or experiences with the Oakland Police Department.

As a resident of Oakland since 2000, in both East and West Oakland, I've had multiple personal experiences with police officers. Often, I'd be in an official capacity as a school administrator, sometimes dealing with off site matters. Sometimes, I observe police activity on my streets or in the community, or have had to engage if they've been called to an incident on my block as a witness. Sometimes, police officers have been supportive and mindful. Sometimes, they have been explicitly problematic and demonstrated clear bias or lack of community policing principles. I hope these oversight committee meetings can help create a community support system as well as an accountability system. I've never been one to focus only on punitive, but prefer a system of deep support and development.

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

    1.

        1. as a police officer *My father was a police officer in NYC. We have deep debate and strong conversations about monitoring police activity, often from a different viewpoint.

        2. as a criminal prosecutor or defense attorney, *N/A

        3. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes. As an administrator in OUSD, I've had over a decade of multiple interactions

(and built positive relationships) with OPD. Often they were dealing with students that I had a relationship with and we had a mix of positive and negative experiences. In addition, I implemented a Youth Court/Restorative Justice process in our school as an alternative to traditional discipline. In leading this we virtually eliminated suspension of Af-Am males, receiving a visit from the Office of Civil Rights to study what we were doing at our high school as a national model.

--
Be well,
~ Maureen
[redacted]

Personal transformation can and does have global effects. As we go, so goes the world, for the world is us. The revolution that will save the world is ultimately a personal one.
Marianne Williamson

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

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Applicant Information

Full Name: Brown (*Last*) Ernest (*First*) L (*M.I.*) Date: 06/30/2017

Home Address: [redacted] (*Street Address*) [redacted] (*Apartment/Unit #*)

Oakland (*City*) CA (*State*) 94612 (*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.

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   c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Caroline Whistler Relationship: Supervisor

E-Mail [redacted] Phone: [redacted]

Full Name: Christine Johnson Relationship: Former Coworker

E-Mail [redacted] Phone [redacted]

Full Name: Darius Pattillo Relationship: Mentor

E-Mail [redacted] Phone [redacted]

Voluntary Self-Identification Questionnaire

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

   ☐ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☒ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Male _____ ☐ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Ernest Brown Jr Date: 6/302017

Completed applications due by June 30, 2017 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@oaklandnet.com** Subject: **Police Commission Application**

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

My previous work experience includes stints within government, private business, and the nonprofit sector. My most relevant experiences are largely a result of my current employment with Third Sector Capital Partners (Third Sector). Third Sector is a non-profit consulting firm that advises government on the development Pay for Success contracting models. The work involves detailed analysis of the costs and potential benefits associated with various government programs, substantial engagement of relevant stakeholders within and external to government, and writing reports that guide can guide local capacity building or contract negotiations as local conditions dictate. This work has given me demonstrable experience in management, organizational planning, and report delivery.

Each of the engagements I have worked on have required substantial project management to keep a diverse team focused on meeting our objectives on time. An example is the development and analysis of a custom data set of individuals interacting a county's court, jail, or publicly funded behavioral health system. My client was interested in diverting a population of offenders with substance use disorders out of County jail and into outpatient treatment through a sentencing alternative. In order to understand what subset of this population we could serve we convened stakeholders from the Courts, jail, public defenders, victim's advocates, and service providers. Once we identified two populations that everyone could agree had unmet needs and would be willing to serve, we had to carefully design the creation of a dataset to measure how many individuals meeting proposed eligibility criteria were available and compare that to the budgeted capacity for the program. I led discussions with the data owners in the relevant departments around the specific needs for our analysis as well as data security protocols.

I assisted our own organization with strategic planning around integrating a partner with software solutions into our service offerings. I led conversations with our leadership to understand the initial visions for what such a partnership would look like. I researched potential partners fitting those visions and used initial criteria to bucket and assess the potential for fit. As it so happened, a previous partner of ours stepped away from an engagement and the results of my work were able to be used to quickly identify a replacement partner based on their complimentary skillsets and similar theory of change.

Report delivery is a crucial component of my job as a consultant. My team developed a clear outline for the report that reflected the discussions we had held with clear stakeholders. Once the client signed off on the outline we fleshed out key sections with their revisions. I led the drafting of the cost-benefit section which also involved updating an economic model that demonstrated likely scenarios based on participation in the proposed intervention. My section combined detailed prose that explained the tradeoffs of the available options along with graphs and charts to quickly demonstrate the relationship between key inputs and the project's viability.

Collectively, the skills outlined above would enable me to contribute to the proper functioning of the Police Commission and oversight of OPD.

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

I have not had any direct contact or experience 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.

Shortly after graduating high school, I participated in the Atlanta Bar Association's Summer Law Internship Program (SLIP). SLIP offers summer opportunities to Atlanta area high school students who are interested in learning more about the legal profession and is designed to achieve three goals: (1) to provide valuable work experience; (2) to further students' understanding of the law; and (3) to promote mentor relationships with the Atlanta legal community.

I spent eight weeks working with Assistant District Attorney Darius Pattillo of the Dekalb County District Attorney's Office. Most of my duties were administrative in nature, but I got to see the inner workings of a large prosecutor's office. I attended a full murder trial from beginning to end, sat in on conversations about legal strategy, and spoke with different prosecutors about their areas of focus and career goals. I learned how prosecutors work with investigators to build their cases, victim's advocates to develop sentencing recommendations, and with each other to take complex cases to trial.

I've maintained a relationship with my mentor and continued to go back to speak to subsequent classes of interns about my experiences in college and how to make the most of their time working alongside legal professionals.

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Cobb (*Last*) Gay (*First*) Plair (*M.I.*) Date: June 30, 2017

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

Oakland (*City*) CA (*State*) 94607 (*ZIP Code*)

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Rev. Debra Avery Relationship: Pastor

E-Mail [redacted] Phone: [redacted]

Full Name: Hon. Keith Carson Relationship: Colleague

E-Mail [redacted] Phone: [redacted]

Full Name: Alan Dones Relationship: Colleague

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☐ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☒ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Female ☐ I do not wish to self-identify

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

Please check one of the boxes below:

☐ Yes, I have a disability (or previously had a disability)

☒ No, I do not have a disability

☐ I do not wish to answer

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: _____ Date: 6-30-17

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Email	Address: **CityAdministratorsOffice@oaklandnet.com** Subject: **Police Commission Application**

#1 Life Work/Volunteer Experiences

I am a long time (34 year) resident of West Oakland. Here are some highlights of my experience:

- Currently, CEO of a non-profit organization whose mission is "to develop a world-class workforce." We have initiated and operated programs serving long-term unemployed adults; disconnected youth; women and men returning to the community after incarceration; laid off workers and all who need assistance in connecting with family-sustaining jobs in the Bay Area.
- Provided leadership to the above organization in establishing career centers – downtown and in the neighborhoods of East and West Oakland.
- Hired and managed a highly diverse staff with attention to language capacity, ethnicity and reentry status.
- 15 year member of Oakland's Workforce Investment Board, appointed by various mayors; chair of the Youth Council overseeing programs for low-income youth with barriers to their employment.
- Worked closely with government, community organizations and educational institutions to maximize resources for the benefit of Oakland's most vulnerable populations.
- Worked with the West Oakland community to establish the Cypress-Mandela/Women in Skilled Trades Pre-Apprenticeship Center to provide training opportunities to those most impacted by the freeway collapse after the 1989 Loma Prieta Earthquake. The center later spun off (with our blessing) as a separate non-profit organization.
- Served 20+ years as an elected member of the Alameda County Board of Education (representing West and East Oakland and the City of Alameda) --- with oversight of the educational programs at Juvenile Hall and Court and Community Schools. The Board also adjudicated appeals related to school expulsions, inter-district attendance, and land transfer between school districts.
- Currently elected to the Executive Committee of the NAACP, Oakland Branch.
- Founding member of Black Elected Officials of the East Bay.
- Elder at First Presbyterian Church of Oakland.
- Trustee *Emerita* of The San Francisco Foundation.
- Trustee of the Peralta Colleges Foundation.
- Previous employment with the US Department of Labor, Women's Bureau --- promoted federal policies guaranteeing inclusion and equal rights for women workers; called early attention to the problem of sexual harassment as a reality worthy of civil rights legislation.
- Frequent and vocal critic of Oakland City government in its treatment of community, non-profits and others who contribute to Oakland's greatness.

#2 Contacts/Experience with the Oakland Police Department

My recent personal contacts have been minimal. Our office has a good relationship with the two person OPD team that stops by our office in downtown Oakland from time to time. These visits seem designed to promote goodwill and they have.

As a West Oakland resident, I was acutely aware of the reality of police behavior, including the "Riders" case. Neighbors were affected. And the neighborhood was affected as well.

Subsequently, I have followed developments regarding implementation of Judge Henderson's Negotiated Settlement Agreement.

As an Alameda County school board member, I often had contact with police officials to discuss strategies for diversion – such as employment programs.

#3 Experience with public agency or non-profit serving/advocating for crime victims or persons charged/convicted of crimes

As part of their case management duties, staff routinely advocates for re-entry clients by submitting letters, making court appearances and providing other resources as needed. This is in addition to the employment preparation assistance provided by our organization.

CITY OF OAKLAND

Police Commission

CITY OF OAKLAND
OFFICE OF CITY MANAGER
2017 JUN 30 PM 4:44

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: Cawan (Last) Melva (First) E. (M.I.) Date: 6.30.2017

Home Address: [redacted]
Street Address — Apartment/Unit #

Oakland (City) CA (State) 94611 (ZIP Code)

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Miles Smith Relationship: Professional

E-Mail [redacted] Phone: [redacted]

Full Name: Dan Lawson Relationship: Professional

E-Mail [redacted] Phone: [redacted]

Full Name: Desmond Jeffries Relationship: Professional

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☐ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☑ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ 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. No

Please check one of the boxes below:

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

Disclaimer and Signature

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I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

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Email	Address: **CityAdministratorsOffice@oaklandnet.com** Subject: **Police Commission Application**

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

(Bio)

Melvin Cowan MPA is an Alpha Sigma Nu Honors Scholar and recipient of the University of San Francisco School of Management Dean's Outstanding Public Service Award for superior academic performance, outstanding service to the community, and promotion of social justice. He is the recipient of 3 Legislature Civic Recognition Awards for Service in California. Melvin served as a civic strategist and civilian diplomat in Cuba, Armenia, and the Dominican Republic.

Melvin serves as a community leader for 18th Assembly Member Bonta's and Men of Color committee in Oakland. He has served as an Assessor for the Oakland Police Department, Vice President of and Fiduciary Governing Board Director for S.A.F.E. San Francisco, and Served as a Strategic Advisor for the University of San Francisco Public Safety Department. He provided Cultural Competency and Implicit Bias training to law enforcement. As a strategic partner with law enforcement leadership, he assessed organizational dynamics within the department and worked with stakeholders to develop innovative programs and policies to promote diversity inclusion.

Melvin is a founding member of several community inspired grassroots initiatives including The Black Young Democrats of the East Bay and the Oakland Chapter of the New Leaders Council. He is a founding member of The Trust Prize (The Policing Innovation and Community Trust Prize) which works to honor and promote trust building in local communities across the U.S. seeking to build collaboration and partnerships with local law enforcement.

He is the Founder of Oakland Votes which helps to promote Black and Pan African voter engagement and education in Oakland by educational workshops, offering digital tools for online users, and hosting community gatherings to generate awareness and collaboration.

He also coordinates public forums to inspire civic engagement in an effort to foster safer communities for youth and their families.

Currently Melvin serves as Director of Community Leadership and Strategic Partnerships for Youth UpRising in Oakland. In his role, Melvin identifies, trains, recruits, and develops community members to become leaders to address critical communal needs through implementing organizing plans and progressive campaigns that lead towards personal transformation, systems change, social economic development and community transformation.

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

I have served as an assessor for OPD as well as supported efforts in recruiting and creating career pathways for young adults interested in law enforcement.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: I have served as an advocate for many years serving at risk and justice involved youth and young adults.

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

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Applicant Information

Full Name: Davenport (*Last*) Leigh (*First*) K (*M.I.*) Date: 6/28/2017

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

Oakland (*City*) CA (*State*) 94609 (*ZIP Code*)

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

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

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

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

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: Adam Wilson, Google Manager Relationship: Professional colleague
E-Mail [redacted] Phone: [redacted]

Full Name: Paul McIntyre, President Emeritus, City Youth Now Board Relationship: Board colleague
E-Mail [redacted] Phone: [redacted]

Full Name: Zachary Norris; ED, Ella Baker Center for Human Rights Relationship: Volunteering
E-Mail [redacted] Phone [redacted]

Voluntary Self-Identification Questionnaire

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

   ☐ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☒ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☒ Other: Multiracial

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Female ☐ I do not wish to self-identify

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

Please check one of the boxes below:

☐ Yes, I have a disability (or previously had a disability)

☒ No, I do not have a disability

☐ I do not wish to answer

Disclaimer and Signature

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I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: _____ Date: 6/28/2017

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Email	Address: **CityAdministratorsOffice@oaklandnet.com** Subject: **Police Commission Application**

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
    a. Extensive human resources and corporate/governmental ethics/confidentiality and NDA/compliance training:
        i. **Google, Inc.** - Various operations and sales roles across multiple Google products and services with business and consumer clients/partners from 2007-2013
        ii. **City Youth Now** - Board of Directors, Major Grants Chair 1/2012-9/2014

    City Youth Now partners with the San Francisco Juvenile Justice and Foster Care Systems to address the unique needs of children and youth under the jurisdiction of the San Francisco Juvenile Court System. In addition to providing a practical/professional skills internship program for impacted youth, CYN provides scholarships and fulfills grant requests for youth from probation officers, social workers, attorneys, and other youth advocates.
    b. People management experience and coursework:
        i. **Romotive, Inc.** - Head of Customer Experience 3/2013-1/2014; tech startup folded
        ii. **UC Berkeley Extension -** "Essentials of Management" course 2012
    c. Study of comparative democracy and international human rights law in undergraduate courses at Stanford University (B.A. International Relations, Minor Latin American Studies 2007)

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

    I've had extensive experience observing the Oakland Police Department as a trained Legal Observer with the National Lawyers Guild.

    I also live in West Oakland, a highly policed area, so I see dozens of OPD officers interacting with people within blocks of my home on a daily basis.

    I have witnessed a variety of behavior from officers, ranging from professional courtesy to outright abuse of the public. My education and experience tell me that our city needs an independent accountability system to begin to investigate and address the harm that has been done by the latter conduct. Regardless of how different individuals may choose to approach the role of police officer, human psychology and historical precedent show that thorough oversight and accountability are necessary to prevent the abuse that occurs when a severe imbalance of power goes unchecked.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
    a. As a police officer - *Not applicable*
    b. As a criminal prosecutor or defense attorney - *Not applicable*
    c. With a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes:
        i. **Ella Baker Center** - Member, volunteer doing research and advocacy on various decarceration and bail reform campaigns in Alameda County and the State of California
        ii. **Anti Police-Terror Project** - Black Leadership Committee, Media and Policy Committees; Working to document, push back on false narratives and bring accountability for state-sanctioned terror enacted upon Black, Brown and Poor people. Most of my contribution has been in the form of public advocacy, budget and data analysis and research to inform media campaigns and press communication.
        iii. **National Lawyers Guild** - Trained legal observer

Skills from Selection Panel's published matrix demonstrated by above work experiences:

Skills, talents and experience	Examples
Management, human resources, organizational planning, conversant with HR policy/labor and complaint processes, confidential functions	• Worked in large and small corporations and served on a non-profit board. I have managerial experience including hiring and terminating employees.
Community organizing, meeting convening and facilitation	• Ella Baker Center, Anti Police-Terror Project, Decarcerate Alameda County working group
Conversant with the law	• Coursework in international human rights law, providing court support to an Alameda County Public Defender, training with the National Lawyers Guild and corporate compliance training, I'm familiar with legal standards and can ask the right questions of lawyers/subject matter experts to gain clarity.
Familiar with policy making	• I am a politically active individual with a B.A. in International Relations (Comparative Democracy focus track) and know how government and policy work at all levels in multiple countries. • Lobbying at local and state level • CYN major grants
Diverse perspective	• I come from a multiracial family and grew up in MT and OK before moving to the Bay Area in 2003. I have lived, worked and volunteered in diverse settings and have demonstrated the capacity to actively listen and understand a variety of worldviews.
Public budget experience	• Analyzed proposed budgets and participated in Council Member town halls as well as City Council and various committee budget meetings for the 2017-19 Oakland Budget Cycle • CYN board budget cycle.
Report construction, delivery	• I've done a lot of qualitative and quantitative reporting and am comfortable breaking down data into digestible and contextually-relevant delivery formats, tailored to my audience. • Most notably, as a member of Google's 5-person Objectives and Key Results team, I was responsible for portions of the executive-level presentation of Google, Inc.'s quarterly internal reports delivered by company founders and distributed to 10k+ employees.

CITY OF OAKLAND

CITY OF OAKLAND
OFFICE OF CITY MANAGER
17 JUN 29 PM 4:56

Police Commission

Application for Position of Commissioner

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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 (Last) JOSÉ (First) A. (M.I.) Date: JUNE 29, 2017

Home Address: [redacted] (Street Address) (Apartment/Unit #)

OAKLAND (City) CA (State) 94619 (ZIP Code)

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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- 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: N/A

   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 charted or convicted of crimes.

Application Considerations

Check all that apply:

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

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

References

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

Full Name: GORDON BARANCO Relationship: FRIEND
E-Mail [redacted] Phone: [redacted]

Full Name: CHRIS IGLESIAS 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: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☑ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☑ MALE ☐ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: José C. Morado Date: 6/29/17

Completed applications due by June 30, 2017 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@oaklandnet.com** Subject: **Police Commission Application**

José A. Dorado

[redacted]

Oakland, CA 94619

29 June 2017

Venus Johnson, Director of Public Safety
1 Frank Ogawa Plaza, 3rd Floor
Oakland, CA 94612

APPLICATION FOR POSITION OF COMMISSIONER
ADDENDUM

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 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 for reforms statewide as a member of the Chicano Student Union, including actively supporting the United Farm Workers Union and demonstrating against the Vietnam War.

Married in 1971, raised three children working as a Union Machinist, a non-profit Director, Teamster Warehouser/Shop Steward and Union Carpenter.

Following in my father's footsteps, established my 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. Elected Chair of the Maxwell Park Neighborhood Council (MPNC), Beat 28X, in 1998. Currently serving as such to an eight member Board of Directors that meets monthly including hosting bi-monthly General Assemblies with Neighborhood Action Team (NAT) reports, Crime stats and Guest Speakers on timely topics. In addition, the MPNC has established ten NATs, each with a Chair or Co-Chairs, that act as committees in the areas of Blight and Beautification, Community Building and Diversity, Neighborhood Safety, Education, our Park, First Alarm Private Patrol, Traffic, Cameras, Neighborhood Watch and Communities of Oakland Respond to Emergencies (C.O.R.E.).

In addition to increased safety and quality of life in Maxwell Park, MPNC accomplishments include our upcoming twelfth Annual block party for the entire neighborhood called Day In The Park, our twelve year participation in the Laurel Access to Mills, Maxwell Park and Seminary (LAMMPS) Project that will renovate MacArthur Boulevard from High Street to Seminary, a website (Maxwellparknc.org), two listserves totaling over two thousand neighbors, and ongoing collaboration with many other NCPCs citywide on common issues.

José A. Dorado

[redacted]

Oakland, CA 94619

Our understanding of the principles of Community Policing has maintained our consistent focus on the development of a working partnership with OPD and the City of Oakland based on mutual respect.

Appointed by 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.

Elected Treasurer of Oakland's Block By Block Organizing Network (BBBON) in 2010, serving as such to date. As a member of BBBON's Public Safety Committee, participated in City-wide Town Halls, led an OPD/Youth Workshop at a Community Policing Summit and helped arrange a meeting between OPD Chief Batts and Lion Creek Crossing youth among other activities.

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.

Over the last three years have had numerous meetings with the Mayor, Council members, OPD, City Staff and the community as a member of the Coalition for Police Accountability, the Latino Task Force (LTF), the African-American Latino Action Alliance (AALAA) and Oakland Racial Equity Task Force. Invited by OPD to be an Observer at a "Call-In" of the City of Oakland's Ceasefire Program. Recently met with OPD Chief Kirkpatrick as a member of the LTF and helped arrange a Bi-Lingual Community Meeting with her to be held on July 20th at St. Anthony's Church.

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 meet 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 this past Saturday night.

José A. Dorado

José A. Dorado

José A. Dorado

[redacted]

Oakland, CA 94619

29 June 2017

Venus Johnson, Director of Public Safety
1 Frank Ogawa Plaza, 3rd Floor
Oakland, CA 94612

APPLICATION FOR POSITION OF COMMISSIONER
ADDENDUM

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

In 2003 and 2004 had various conversations with then Chief Richard Word and the MPNC regarding the specific barriers in OPD culture that prevent effective communication with the community.

Worked with various Problem Solving/Community Resource Officers (PSO/CRO) since 1998 as the Chair of the Maxwell Park Neighborhood Council, 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. It is notable that this commitment to Community Policing is stronger at the Command Staff level that it is among mid level and line staff, including CRO's and Patrol, that have on occasion exhibited outright resistance to such partnership with the community.

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.

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

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.

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.

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.

José A. Dorado

[redacted]

Oakland, CA 94619

In 2012 OPD agreed to my request to explore how to provide information from the SARA Database to the community without endangering anyone or compromising ongoing investigations.

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, the Block By Block Organizing Network (BBBON) hosted a panel discussion on Sexually Exploited Minors in Oakland at which OPD provided their nationally recognized expert, Sgt. Holly Joshi.

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.

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

In 2015 Invited OPD to meetings of the Maxwell Park Neighborhood Council to discuss the handling of a hit-run incident at Madera/Pierson. After investigating our concerns, an OPD Captain and Sergeant returned to say that mistakes had been made that would be corrected.

Afforded an ongoing in-depth look at OPD as the Mayoral appointee in 2016 to the Citizens Police Review Board.

At our request OPD Chief Kirkpatrick met with the Latino Task Force in 2017 and related several important perspectives, one of which will be followed up on at her suggestion at St. Anthony's Church on July 20, 2017, at 5:30pm.

Completed the excellent OPD Citizen's Police Academy (CPA) this month featuring speakers presenting valuable information to participants. Participated in a ride-along in East Oakland this past Saturday that showed the compassion that Officers have for the numerous 5150 calls that they answer, as well as the hard work and danger they face on a daily basis.

José A. Dorado

José A. Dorado

CITY OF OAKLAND

CITY OF OAKLAND
OFFICE OF CITY MANAGER
17 JUN 21 AM 11:24

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: Gage (*Last*) Henry (*First*) J. (*M.I.*) Date: 06/14/2017

Home Address: [redacted] (*Street Address*) [redacted] (*Apartment/Unit #*)

Oakland (*City*) CA (*State*) 94612 (*ZIP Code*)

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Thomas Richard, Esq. Relationship: Law Firm Supervisor

E-Mail [redacted] Phone: [redacted]

Full Name: Kyle Graham, Esq. Relationship: Law School Professor

E-Mail [redacted] Phone: [redacted]

Full Name: Joseph Navé, Esq. Relationship: Personal 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: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☑ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☑ Male ☐ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: _____ Date: 06/15/17

Completed applications due by June 30, 2017 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@oaklandnet.com** Subject: **Police Commission Application**

Selection Panel for Police Commission
c/o City Administrator's Office
1 Frank H. Ogawa Plaza, 3rd Floor
Oakland, CA 94612

Dear Selection Panel:

Please accept the following as my response to the supplemental questionnaire associated with my application for a position as a Commissioner.

Oakland's new Police Commission must fulfill a vital informative role in addition to the commission's legislatively-mandated oversight of the police department. In order to satisfy these dual and often conflicting objectives, commissioners must be able to navigate the complex regulatory environment that surrounds public safety administration, and translate their findings into reporting that is understandable to the general public. This position demands commissioners who possess both a judicious temperament and the ability to articulately express their opinions. These are both traits that I have a demonstrable history of expressing.

My work as an administrative law attorney requires me to review and analyze complex statutory schemes and report my findings to my clients using approachable and engaging language. My practice specializes in representing the interests of municipalities, counties, and public agencies, all of whom require that my written reporting provide concise, accurate, and easily-understood advice. My legal training has provided me with the tools necessary to perform detailed analysis of complicated fact patterns, and taught me the necessity of following evidence over emotion when I am called upon to provide advice or render an opinion.

My past contacts with the Oakland Police Department have shown me how multifaceted the department can be. I've watched a Police Lieutenant respectfully stop to ask a man panhandling in front of a coffee shop if he would be willing to assist in her arson investigation, and I've watched with concern as officers with pole-mounted video cameras aggressively debated with protestors who felt their presence was designed to profile and marginalize the citizens who appeared at the protest. My legal training has taught me how to impartially analyze behavior and evidence, and I want to use my training to work on behalf of the citizens of this city. Oakland deserves a Police Commission that can provide the oversight, policy recommendations, and reporting that voters demanded by passing Measure LL. I have the skills and the desire to help the commission rise to this challenge.

Thank you for considering my application for this challenging and vital position.

Henry J. Gage III, Esq.

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Harris (*Last*) Ginale (*First*) B (*M.I.*) Date: 6-15-2017

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

Oakland (*City*) CA (*State*) 94605 (*ZIP Code*)

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

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

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

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: Valerie Tullier Relationship: Mentor

E-Mail [redacted] Phone: [redacted]

Full Name: Dr Mary Jo Bauen Relationship: Collegue

E-Mail [redacted] Phone:

Full Name: Damieion Brown Relationship: Collegue

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☒ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☒ Black or African American: a person having origins in any of the black racial groups of Africa

   ☒ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Female ☐ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Linda Harris Date: 6/14/17

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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@oaklandnet.com** Subject: **Police Commission Application**

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

   For the last 25 years, I have committed myself to serving the community that I live and work in. I grew up involved in wrap around services that contributed to my success as a citizen of the Bay Area. Since the age of 11 years old, I was a frequent participant of many community services, such as, case management, leadership development, and social justice. In 1994 I was hired by a non profit agency to work and support the community. As a parole & probation case manager/advocate, I served as a bridge between the community and the Police Department. With that said I went on working for this agency for the next 21 years; becoming the Director of Prevention and Intervention Services. In 2012 I was chosen by the San Francisco Police Department, as a liaison, to serve on Chief Sur's Violence Prevention Committee. In 2013 I went on to obtain a Bachelor's in Science with an emphasis in Management in Criminal Justice. I have always believed in working together and living in serving my community has prepared me to contribute to the work of the Commission.

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

   Being a resident of East Oakland I have experienced different contacts with Oakland Police Department in different ways. There is extreme violence in my neighborhood so I often see them on the go. On my street alone I have been subjected to gun violence, crime, negligence, and victimization. I have however called and summons the community officer on several occasions so that I will know who I need to speak to in regards to these concerns. Oakland is extremely oversized and understaff. We are all aware of that. I still believe that we can make it better by working collaboratively as Oaklanders.

3. **Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: as a police officer, a criminal prosecutor, or with a public agency group servicing or advocating for crime victims or persons charged with crimes.**

   I have worked in a community setting for well over 25 years. I now serve a Deputy Court Clerk in San Francisco. I have always played a major roll in making my community better by holding people accountable, and that's on both sides of the spectrum.

GINALE HARRIS

▪ Mobile: [redacted] ▪ E-mail: [redacted]

PROGRAM DIRECTOR

Expert in planning, organizing, and managing resources to successfully complete project goals and objectives, while honoring predetermined constraints.

Proactive, performance-driven professional with 20+ years' progressive expertise in leadership and problem solving for non-profit and government services. Keen understanding of business priorities, genuine team player committed to managing operations and projects flawlessly while meeting contract goals and requirements. Cross-functional communicator easily interfaces with high profile officials, funders, staff and customers. Versatile, innovative, and loyal management professional able to see the "big picture" while staying on top of all the details. Recognized for consistent success in developing the processes and procedures to streamline operations and enhance service performance.

Areas of Expertise

- Client Relations
- Client/Staff Training
- Project Management
- Change Management
- Quality Control
- Risk Management
- Quality Assurance
- Resource Management
- Negotiation
- Strategic Planning
- Systems Development
- Workflow Process Analysis

SUMMARY OF QUALIFICATIONS

- Over 20 years' experience of contract compliance, preparing funding reports, designing programs for diverse populations of youth including gender specific, and gang intervention
- Highly experienced in collaborative partnerships of implementation, management and evaluation of youth and adult programs
- Ability to digest complex issues and explain to others in a concise, straightforward manner, compose and edit documents and effectively express complicated topics.
- Extremely knowledgeable in non-profit funding structures/systems and ability to work with fiscal agents for contract negotiation and compliance
- Proven ability to develop case plans, provide case supervision, and work within the Care team model
- Over 20 years' experience in working with the Adult Probation & Parole Department and Juvenile court system
- Highly Knowledgeable with all San Francisco Re-Entry, Violence Prevention & Crisis Intervention/Case Management and Housing Resources
- Swiftly able to respond to and resolve sensitive employee issues; attempt to resolve difficult issues arising out of employee, supervisory or management actions; research and investigate issues and affirm or advise of alternate course of actions.
- Excellent experience in presenting to the courts in case recommendations and action plans
- Profound experience in facilitation in the san Francisco County Jail, Juvenile Hall and in the community
- Developed curriculum to facilitate Violence Against Girls curriculum funded by the Commission on the Status of Women
- Mandated reporter with experience in navigating the criminal justice system including Temporary Stay Away orders and other court requested orders
- Experience preparing a variety of reports and correspondence to parents, youth, funders, and city entities

- Knowledgeable of all aspects of the San Francisco Unified School District and special education policies and procedures
- Proven ability to be able to select, train, motivate and evaluate staff, which includes the review and monitoring of contracts for services provided and oversees the performance of contract employees, mentors staff and engage in secession planning; work with employees to correct deficiencies, implement discipline and termination procedures
- Excellent at managing and overseeing needs assessments, appropriate referrals to social/community services, and overall caseload management including working with the San Francisco Sheriff's Department.
- Proven track record of ensuring compliance with all applicable rules, regulations, standards, policies, and procedures; initiate any actions necessary to correct deviations.
- In depth experience in running over 100+ Grief Support Groups for people who have lost children to violence
- Proven track record of leading and developing youth employment and various training programs

PROFESSIONAL EXPERIENCE

Superior Court of California County of San Francisco 2016-Present
Deputy Court Clerk 1

Community Works West 2016-2016
Transitional Aged Youth Program Manager

Housing Authority of Santa Clara
Housing Programs Manager 2015-2016

Mission Neighborhood Centers

Family Resource Center Intervention Service Director 2011– 2015

Violence Prevention Intervention Service Director 2006–2011

Home Detention Supervisor/ Gang Specialist/ Parole & Probation Specialist 2001 – 2006

Home Detention Coordinator/ Gang Specialist/ Parole & Probation Specialist 1994 – 2001

San Francisco League of Urban Gardeners 1992 – 1994
Senior Case Manager for Log Cabin Ranch Aftercare/ Gang Specialist

EDUCATION & PROFESSIONAL TRAINING

Criminal Justice, *Bachelors of Science with emphasis in Management, Deans List** 2012
University of Phoenix, San Francisco, CA

Associate of Arts, *Degree* 2007
City College of San Francisco, San Francisco, CA

Drug & Alcohol Studies, *Certification* 2005
City College of San Francisco, San Francisco, CA

COMPUTER SKILLS

Microsoft Word, Excel, PowerPoint, Outlook, Project, Microsoft LiveMeeting; PDF, Adobe Acrobat; Black e-Education Platform; Contract Management Systems (CMS); Matrix; Elite Emphasis system; Access systems, Imaging systems, IJS system, Digital Reel

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AWARDS & RECOGNIZITION

San Francisco District Attorney's Office – *Restorative Justice Award in 2010*

Phat Friend Award – *Youth Development in 2009*

United States Senate – *Proclamations in both 2006 & 2008*

Leadership Institute – *Leadership Award in 2001*

State of California – *Proclamation*

GINALE HARRIS

Oakland California▪ **Mobile:** [redacted] ▪ **E-mail:** [redacted]

PROFESSIONAL AFFLIATIONS & ORGANIZATIONS

Boys & Girls Club of America – *Youth Advisor*

Community Response Network Outreach – *Mentor*

District Attorney's Back on Track Program – *Advisory Member & Mentor*

Discovering Your True Self, County Jail # 4 – *Mentor& Facilitator*

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

Real Alternatives Program*-Mentor& Advisory Member*

Department of Children Youth & Families*-Advisory Member*

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Hauck (*Last*) Brian (*First*) P. (*M.I.*) Date: June 29, 2017

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

Oakland (*City*) CA (*State*) 94618 (*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.

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Karol Mason Incoming President, John Jay College of Criminal Justice Relationship: Former Co-worker
E-Mail [redacted] Phone [redacted]

Full Name: Rev. Molly Baskette First Congregational Church, Berkeley Relationship: Pastor
E-Mail [redacted] Phone: [redacted]

Full Name: Mike Troncoso Relationship: Former Colleague
E-Mail [redacted] Phone [redacted]

Voluntary Self-Identification Questionnaire

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

   ☒ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Male ☐ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Brian Hauck Digitally signed by Brian Hauck DN: cn=Brian Hauck, o=Jenner & Block, ou, [redacted] Date: 2017.06.29 10:30:12 -07'00' Date: June 29, 2017

Completed applications due by June 30, 2017 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@oaklandnet.com** Subject: **Police Commission Application**

Police Commission – Supplemental Questionnaire
Brian Hauck

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

Through a number of positions in the federal government, I have experience making balanced judgments about the propriety of law enforcement conduct; reviewing and making recommendations to improve law enforcement organizations; and leading initiatives to make law enforcement organizations more successful by becoming more open and transparent. In none of these positions have I actually worked in law enforcement. Rather, I have served with the perspective of a civilian who believes in their mission and believes they ought to be held to very high standards.

Reviews and recommendations. I recently served as the lead staffperson for an independent panel charged with reviewing the U.S. Secret Service's protection of the White House complex. Following some of the Secret Service's high-profile failures, our panel was charged with reviewing what had gone wrong and making recommendations to improve the Service's performance. The review was wide, and encompassed issues ranging from human resources, training, and staffing, to use-of-force policies and weaponry. We looked at the Service's budget and made recommendations for its next Director. We necessarily approached the issues with a sense of balance, where the mission is critical but the failures were obvious, and with an awareness of the need for a credible report that would earn public trust.

Oversight. In much of my work now, in private practice, I serve on teams that are appointed to "monitor" entities that have histories of wrongdoing and have been ordered onto paths for reform. While the Police Commission's work is different from the work of a "monitor," that work has informed how I approach oversight of an institution like the Police Department; it has taught me how to gather facts from organizations that can be resistant, the appropriate contours of reform, and how to tell the difference between change that an organization *can't* do and change that the organization *doesn't want* to do.

Openness and transparency. The Department of Justice has never been known as the most transparent of institutions, but like all agencies in this Administration, it was charged with finding ways to better fulfill its mission by becoming more open and transparent. I was asked to coordinate the Department's planning and implementation. We were ultimately ranked by open government groups as belonging in the top tier of federal agencies – and we did it not by reflexively adopting open-government "experts'" recommendations, but by looking afresh at our mission and how new ideas could help us better achieve it.

Judgment. During my time as an Obama Administration appointee at the U.S. Department of Justice, as a Deputy Assistant Attorney General, one of my responsibilities was to determine when the Justice Department could no longer stand behind a law enforcement official who was accused of wrongdoing. That work required an understanding of the line between appropriate and inappropriate law enforcement conduct.

Through all of these experiences, I have gained some insight into the ways in which our law enforcement forces must balance their important competing obligations, and the costs of making reflexive judgments in one direction or another. I have also learned, through these and other experiences, that any group – and especially a Commission like this one – can be effective only when its members work hard to understand each other, draw out each other's priorities, and look for the understanding and common ground that can bring them together. I have been a consensus builder. Working together and listening to each other, we will undoubtedly be able to reach better decisions, improve policing, and build trust and credibility between the force and the community it protects.

Police Commission – Supplemental Questionnaire
Brian Hauck

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

My experience with the Oakland Police Department is from afar. But I have two mixed-race children, and I do not know today whether they will grow up to be victims of crime, suspected of crime, or police officers. My hope is that the work of this Commission and the City's and Department's other efforts will help build a police force that will be better prepared to protect them, will earn its community's trust, and will treat them with respect.

Police Commission – Supplemental Questionnaire
Brian Hauck

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.**

Neither I nor any immediate family member has been employed in any of those positions. As a lawyer in private practice, I have represented criminal defendants *pro bono*, including death row inmates. And during my time at the Justice Department, I worked alongside criminal prosecutors and law enforcement agents.

I have taken away from that work nothing more than a belief that every component of the criminal justice system has good people who work hard, people who make mistakes, and occasionally people who intentionally do wrong. My hope is that the Police Commission can make the Police Department better at its job, and more deserving of the public's trust.

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Hosman Elliot Date: June 30, 2017
Last *First* *M.I.*

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

Oakland CA 94621
City *State* *ZIP Code*

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- 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 see separate PDF with written responses.

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Marcy Darnovsky Relationship: Former Supervisor

E-Mail [redacted] Phone: [redacted]

Full Name: Azadeh Zohrabi Relationship: Former Supervisor

E-Mail [redacted] Phone: [redacted]

Full Name: Ascanio Piomelli Relationship: Former Professor, Supervisor

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☑ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender? Pronoun: "They/Them" (e.g. "They are applying for the Police Commision.")

   ☐ Transgender Queer Person, Assigned Female at Birth

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Elliot Hosman Date: June 30, 2017

Completed applications due by June 30, 2017 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@oaklandnet.com** Subject: **Police Commission Application**

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.

Born and raised in Los Angeles, I have been a resident of the Bay Area for 9 years. As a writer and researcher, I have worked with public officials, organizations, and community members to document and develop strategies for improving access to systems of justice and improving the life chances of people who are frequently underserved by local city governments, such as people of color, LGBTQ people, people with disabilities, immigrants, and low-income communities. I have actively tracked news on Oakland politics including OPD and the Alameda County Sheriff for the past 4 years as a community member interested in improving the democratic functions of our local government and the flourishing of our city.

From 2015-2016 I served on the Kaiser Permanente Research Bank's Community Advisory Board, where I provided input on the design and launch of a new biomedical research database, patient communications, and guidelines for researchers. I enjoyed contributing to a challenging and rewarding group dialogue, raising difficult questions and engaging constructively with Kaiser staff and other members of the board as we worked to ensure the needs of differently situated vulnerable communities would be met by Kaiser's new project.

From 2014-2015, I worked for two different legal publications as a senior staff editor performing substantive edits with people who had a wide variety of political orientations and professional values. While I sometimes disagreed with some of the arguments and conclusions of colleagues and other authors, we were all able to put our differences aside and work together amicably to ensure that the writing we published was rigorously fact-checked, thoroughly researched, legally sound, and of a high quality that would contribute meaningfully to crucial ongoing debates in our society.

I completed my J.D. in 2015, but I have not attempted any State Bar examinations and therefore am not a licensed attorney. I currently work at an Irish pub in Jack London Square where I regularly come into contact with a range of long-time Oakland residents, including first responders and members of law enforcement.

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

I have had no personal contact with the Oakland Police Department. My experiences with OPD has have been shaped in part by seeing members of the force interacting with friends and neighbors in West Oakland (2015-16) and East Oakland (2016-present). In 2015, for instance, my partner at the time (a queer-identified person of color) was parking outside of our home in West Oakland when three OPD vehicles quickly moved to

surround her car, after which multiple officers exited their vehicles to issue her a traffic citation. I was confused by the intensity of OPD's response for an expired tag. I have witnessed police officers harass Black neighbors apparently without cause as they walk down the same street they have lived on for decades, and some have shared with me that these sort of interactions are far from unusual. I have seen police officers assist neighbor families in successfully de-escalating domestic disputes when called on for help. And I have seen officers on their beat interact in jovial and familiar ways with local residents.

My experience of OPD is additionally informed by my work in various editorial and professional environments where I regularly track news developments related to Bay Area culture and the U.S. criminal justice system, including local law enforcement agencies. I can appreciate the conflicts of interest inherent to internal review processes within agencies and corporations, and am an advocate for independent investigations that give the public and local community members a voice in ensuring officials act in accordance with the law and the constitutional rights of the people they serve.

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

b. as a criminal prosecutor or defense attorney,

No

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

During the spring 2015 semester of my 3rd year in law school, I was a legal intern at Ella Baker Center, a nonprofit community group based in Oakland which advocates for currently and formerly incarcerated people.

CITY of OAKLAND

Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Iqbal, Sikander (Last / First / M.I.) Date: 06/26/2017

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

Oakland / CA / 94619
City / State / ZIP Code

Phone: [redacted] Email: [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Carole Durham-Kelly Relationship: Former Co-worker

E-Mail [redacted] Phone: [redacted]

Full Name: Shaniece Alexander Relationship: Former Employee/Co-worker

E-Mail [redacted] Phone: [redacted]

Full Name: David Muhammad Relationship: Current Supervisor

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☐ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☒ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Male ☐ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: _____ Date: 6/26/17

Completed applications due by June 30, 2017 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@oaklandnet.com** Subject: **Police Commission Application**

Police Commission Application Questions:

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

I have spent the past nine years working in violence prevention non-profit organizations. I have spent a significant amount of my career working with high-need communities while simultaneously working to improve community and police relationships. In many of my roles as a program director or a senior director in these organizations I was responsible for program contract compliance and reporting with funders, ensuring we are operating within local, state, and national guidelines, and utilizing national best practices in our program design. Additionally, I have spent the past two years serving as a board member of a local non-profit (Acta Non-Verba - an urban farming program in East Oakland).

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

My experiences with the Oakland Police Department (OPD) have been very mixed. Because of my work I have had the opportunity to have a lot of positive experiences with members of the Oakland Police Department, I have co-hosted community events with OPD, gun buy backs, and community conversations. I have also co-facilitated a program called Code 33 where youth and police officers participate in a facilitated 5 week healing circle. Outside of work, most of my experiences with OPD have not been nearly as positive; these interactions are a mixture of apathetic responses to incidents in the community, laughter/disconnect at murder scenes, and harassment of community members (myself included). I would say I have had strong experiences that reveal the good and the bad within 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 non-profit community group serving or advocating for crime victims or persons charged or convicted of crimes.**

I have a sibling who is a public defender, but not in Alameda county. I, personally, have significant experience as an employee of a non-profit. I worked in a non-profit in Oakland from 2008-2011 and then again from 2012-present, that served or advocated for crime victims and persons charged or convicted of crimes.

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

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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: Lambert, Elan Consuella Date: 30 June 2017

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.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Mia L. Brice Relationship: professional

E-Mail [redacted] Phone: [redacted]

Full Name: Juan J. Spencer Relationship: professional

E-Mail [redacted] Phone [redacted]

Full Name: Akilah Monifa Relationship: professional

E-Mail [redacted] Phone [redacted]

Voluntary Self-Identification Questionnaire

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

   ☐ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☒ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Female ☐ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: _____ Date: 30 June 2017

Completed applications due by June 30, 2017 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@oaklandnet.com** Subject: **Police Commission Application**

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

I gained admission to the California State Bar on June 7, 1999 and have remained a member in good standing without incident since that time.

In 1997, as a Certified Law Student, I worked for the City Attorney for the City Dallas, Oregon. My primary duty was to prosecute misdemeanors for the City and advise Police Officers as needed. I spent 18 months working in that position and earned the respect and admiration of the police officers I that worked with me, despite a rocky start. My first day on the job, I went to file paperwork at the Oregon Supreme Court, in Salem, Oregon. On my way back, I passed a sheriff's transport van. I thought nothing of it, until I reached the Dallas City limits and saw a Police Officer coming my way. My heart sank because I knew he was coming for me. The transport van behind me slowed on the two lane road, allowing the police officer an opportunity to make a U-turn and get directly behind me. Once behind me, he turned on the lights and sirens for a traffic stop.

During the stop, it became clear that although he did not have probable cause, he was going to investigate vigorously. The traffic stop lasted 45 minutes. The extra time I had been given for my lunch to go to the Supreme Court was up. I was scheduled to be introduced to the Dallas Police Department after lunch. I was going to be late. Still early in my career, I was not sure what to do and I was scared to tell him who I was. He investigated my California Driver's license, my USAA insurance card and questioned me extensively. Ultimately, I cracked under the pressure which he saw as an admission of guilt. When I explained that I was worried my new boss would be upset that I failed to return from lunch on time, he asked where I worked. When I gave my boss's name, he reacted visibly. He then skeptically asked; Are you the new attorney assigned to the Police Department? I told him I was. He reintroduced himself and promptly pleaded that I stop crying. He also indicated that he looked forward to working with me and instructed that I need not tell my new boss about this encounter. I did tell my boss, not that day, but in the weeks to come. After I told him, his meeting with the Chief of Police resulted in that Sergeant being assigned to me for protection and as my liaison for all department related matters. He worked diligently to change my opinion of him and was successful. I only hope the time we worked together changed him, for the better.

My education and experience as a prosecutor and public defender has given me a unique experience with law enforcement; I have litigated with them, and against them. As such, I understand the dynamic of providing public safety while preserving your personal safety.

In 2013, I became a volunteer attorney with the U.S. Department of Veterans Affairs. As a volunteer attorney, my focus has been on personnel issues, largely employee discipline in a union environment. Specifically, I review proposed discipline to determine whether it is based on an investigation and documentation that complies with the terms of the collective bargaining agreement (CBA) and federal rules and regulations.

My knowledge, skills, abilities and experiences provide with me a unique background that has prepared me to contribute to the work of the commission.

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

My direct contact with the Oakland Police Department as a resident has been largely positive. In mid-2010, the police announced that based on staffing shortages they would no longer respond to residential alarms. At the time, my neighborhood was being plagued by a group committing residential burglaries. On five separate occasions, my house was illegally entered. Each time, an ADT Security representative contacted me to confirm that it was not a false alarm. Each time when I confirmed that it wasn't, the Oakland Police Department responded and met me at my home. The last day, they came responded twice. In the morning the police arrived in record time, but found nothing out of the ordinary. Several hours later, they responded. The alarm was reported at 4:30 pm on a Friday afternoon. They responded promptly, but not as quickly as earlier. The arrested two teenagers exiting my property and held them until I arrived to confirm that in fact that did not have my permission to enter the property.

It's difficult to express the stress that plagued me in the summer of 2010. It was a difficult time. I am thankful that the Oakland Police continued to respond despite proclamations to the contrary.

Additionally, I have also had contact with members of the Oakland Police Department at various community events in the City of Oakland, for example at the Oakland Greek Festival.

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,

As indicated previously, I have been both a prosecutor and a public defender. Additionally, in my capacity a prosecutor I was a City Attorney and part of my responsibilities included advising the Police Department.

I have also volunteered with Walk Oakland Bike Oakland, a local nonprofit, for several events. As part of those events, I am usually assigned to the traffic management and safety committee which has police interaction, including the Oakland and Emeryville Police Departments.

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Although I do not significant volunteer experience or employment experience with a public agency or nonprofit community which serves or advocates for crime victims or persons charged or convicted of crimes, I have substantial nonprofit community experience.

I was recognized for over ten years of service as a member of the Aids Legal Referral Panel. Likewise, I am a volunteer with the San Francisco Superior Court, which includes interaction with law enforcement officers who issue infraction citations which are heard in Traffic Court. Additionally, I volunteer with the Alameda County Bar Association's Volunteer Legal Services Corporation and am a member of VLSC's nonprofit Board of Directors.

Élan Consuella Lambert

360 Grand Avenue #372 • Oakland, CA 94610
www.elanconsuellalambert.com
email: elan.lambert@gmail.com
(510)394-4LAW

JUDICICAL EXPERIENCE

HEARING OFFICER (2016 - present)
Office of Administrative Hearings *Sacramento, California*

Set hearings through the Clerk of the Board of Supervisors; conduct hearings on assessment protests on whether property should be re-appraised; claims for refunds relating to property tax exemptions or exclusions, penalty assessments, escape assessments or supplemental assessments; and claims for refunds. Manage procedural issues related to assessment appeals, including, but not limited to the disclosure and exchange of information and the timeliness of appeals; and render final decisions.

ADMINISTRATIVE LAW JUDGE (2016 - present)
Office of Administrative Hearings *Sacramento, California*

Contracted to preside over quasi-judicial hearings and/or mediation conferences, and render proposed or final decisions in matters adjudicated by OAH for various State or other agencies, including the issuance, renewal, suspension or revocation of licenses as provided under the Administrative Procedure Act (APA), other applicable statutes, and OAH regulations.

ADMINISTRATIVE LAW JUDGE (2014 - 2015)
Department of Social Services *Sacramento, California*

Conducted quasi-judicial hearings throughout the state as assigned on matters appealed to the California Department of Social Services, which includes review of hearing requests, issuance of subpoenas, instruction of participants as to their rights, administration of oaths, questioning of witnesses, acceptance of evidence and the creation of an orderly and legally sufficient record of the proceedings, handling a large number cases effectively and efficiently. Presided over hearings and trials based upon knowledge of legal principles, precedents, courtroom procedures and protocols, while conducting fair and impartial hearings in a manner to obtain all pertinent evidence. Wrote proposed and final decisions interpreting and applying various provisions of federal and state statutes, as well as regulations and other duties as required.

TEMPORARY JUDGE/ MANDATORY SETTLEMENT CONFERENCE OFFICER (2012 - present)
San Francisco Superior Court *San Francisco, California*

Court-appointed Temporary Judge trained in the areas of Civil Discovery, Family Law, Small Claims, Small Claims Appeals, Unlawful Detainers and Traffic. Court-appointed Settlement Conference Officer convening and conducting mandatory settlement conferences to encourage parties to settle cases before trial and acting as mediator to civil litigants.

WORKERS COMPENSATION ADMIN LAW JUDGE (2010 - 2011)
Workers Compensation Appeals Board *Marina del Rey, California*

Conducted daily court calendar, handling a large number cases effectively and efficiently. Presided over hearings and trials based upon knowledge of legal principles, precedents, courtroom procedures and

protocols, while conducting fair and impartial hearings in a manner to obtain all pertinent evidence. Ruled on a variety of petitions, motions and other actions. Prepared decisions after trial, issued rulings, reviewed petitions and pleadings submitted by parties and responded to appeals as necessary. Objectively analyzed and interpreted legal issues, principles and arguments, control courtroom proceedings in a decisive, orderly, timely and equitable manner.

ATTORNEY EXPERIENCE

VOLUNTEER ATTORNEY* (2013 - present)
U.S. Dept. of Veterans Affairs *Oakland, California*

Perform a wide variety of legal research of Agency rules and regulations, statutory law, court decisions and administrative actions; write legal opinions and prepare memoranda interpreting and applying Agency rules and regulations, laws, court decisions and other legal authorities including but not limited to Title 38 of the U.S. Code, the Code of Federal Regulations, the Merit Protection System Board, the Equal Employment Opportunity Commission and precedent decisions of the VA General Counsel.

*Recipient of OGC Coin, July 2013

PRO BONO PRACTICE PROGRAM ATTORNEY* (2013 - 2015)
Lambert Legal Consulting *Oakland, California*

Assisted self-represented litigants in multiple areas of law including family law, landlord/tenant, small claims, and probate and judgment collections with the completion of court forms, provided educational materials and community referrals, conducted legal research, community outreach and presentations. Assisted in performing child support calculations, prepared stipulations, trial and mediation preparation. Supervised volunteers and participated at the Low-Income Landlord, Debt Collection Defense and Dissolution Clinics sponsored by ACBA. Represented eligible clients in dissolution hearings and DCSS hearings.

*Awarded the Wiley W. Manuel Certificate for Pro Bono Legal Services and Certificate of Special Congressional Recognition for over 50 hours of pro bono work in 2013 and 2014 calendar years.

ATTORNEY/PRINCIPAL (2008 - 2010)
Lambert Legal Consulting *Oakland, California*

Provided legal consultations, contracting services and representation to individuals, corporations, and small businesses. Provided human resources, labor and employment law counseling and litigation support including drafting and negotiating employment related agreements, review of employment handbooks, office policies and procedures, answer and defending unemployment claims and wage and hour claims as well as drafting and negotiation of contract terms. Preparation and review of agreements for potential claims and litigation; appearances included defending and taking depositions, and administrative hearings (i.e., WCAB, DMV and CUIAB).

ASSOCIATE ATTORNEY (2008 - 2008)
Uriarte & Carr, LLP *Oakland, California*

Interviewed and selected new clients. Represented injured workers from initial client interview until final resolution; including deposition preparation, defending depositions, doctor depositions and trials, and appeals. Prepared clients for trial testimony; provided legal services and advice to clients.

ASSOCIATE ATTORNEY (2002 - 2008)
Grancell, Lebovitz, Stander, Reubens and Thomas *Novato, California*

Certified Specialist in Workers' Compensation. Performed a wide variety of tasks including but not limited to supervision and training of new attorneys, participation in case management from initial litigation referral to conclusion, including development and implementation of litigation strategies to provide timely and effective legal advice and services. Represented employers against allegations of discrimination. Prepared memorandums to advise clients, employers insurance carriers and third party administrator, of their potential liability and exposures. Conducted trials, depositions, witness interviews and preparation, and legal research. Prepared trial briefs, memorandums of points and authorities and other petitions including writs. Drafted settlements documents and represent clients in settlement negotiations at the Oakland, San Francisco, Santa Rosa, Ukiah and Eureka WCAB.

ASSOCIATE ATTORNEY (2001 - 2002)
McDonald Law Corporation/Egger and Talmadge *Pleasant Hill, California*

Managed firm wide subrogation litigation including representation at conferences, arbitrations, mediations and trials throughout the state. Managed civil subrogation caseload from initial litigation referral to conclusion, including development and implementation and management of litigation strategies, preparation of motions, memorandums and arbitration briefs and appearances. Conducted trials, depositions both civil and workers' compensation, witness interviews and preparation, and legal research. Prepared memorandums to provide timely and effective legal advice to employers, third party administrators and insurance carriers, of their potential liability and exposures. Prepared trial briefs, memorandums of points and authorities and other petitions. Drafted settlement documents and represented clients in settlement negotiations at the Eureka, Redding, Sacramento, Oakland, San Francisco, Stockton, Santa Rosa, San Jose and Walnut Creek Workers' Compensation Appeals Board.

ASSOCIATE ATTORNEY (1999 - 2000)
Laughlin, Falbo, Levy & Moresi, LLP *Walnut Creek, California*

Prepared memorandums to advise clients, both employers and insurance carriers, of their potential liability, exposure and case management. Prepared trial briefs, memorandums of points and authorities and other petitions. Managed caseload from initial referral to conclusion, including development and implementation of litigation strategies. Conducted depositions, witness interviews, and legal research. Drafted settlement documents and represented clients in settlement negotiations at the Oakland, San Francisco, Stockton, Santa Rosa and Walnut Creek Workers' Compensation Appeals Board.

INTERVIEWING ATTORNEY (1998)
Law Offices, Alameda County Public Defender *Fremont, California*

Interviewed clients in English and Spanish to assess available legal defense strategies. Advised clients in English and Spanish of legal process and available defenses. Conducted legal research and writing for litigation attorneys, and settlement negotiations. Arraignments and Conference appearances as needed.

CERTIFIED LAW CLERK (1997 - 1998)
Shetterly, Irick and Shetterly *Dallas, Oregon*

Prosecuted misdemeanors cases arising out of violations of the Dallas Municipal Code and state law. Through the Dallas City Attorney's Office worked closely with the Dallas Police Department to investigate and charge misdemeanor cases on behalf of the City Attorney's Office, including filing

complaints, arraignments, discovery, motion practice, and trials. Prosecution provided for intervention and jail alternatives. General civil projects as needed.

EDUCATION

CERTIFICATE OF LABOR STUDIES (2000 - 2002)
Laney College *Oakland, California*

DOCTOR OF JURISPRUDENCE (1995 - 1998)
Willamette University College of Law *Salem, Oregon*

Trustee's Merit Scholarship 1995-1998
Oregon Law Foundation Scholarship 1995-1996
Oregon State Bar Scholarship 1996-1998
OSB/Willamette University Public Honors Fellow 1997
Finalist, First Year Appellate Competition
Member: Moot Court Board, Phi Delta Phi
Chairperson, Black Law Student Association
Mentor, Black Student Organization
Regional Convention Coordinator, Western Regional BLSA Board

BACHELOR OF ARTS, SOCIOLOGY (1990 - 1994)
University of California, Berkeley *Berkeley, California*

Intern, Office of African-American Student Development
Mentor, Racial Education Achievement Program
Volunteer of the Year, Office of Student Development

PROFESSIONAL AFFILIATIONS

State Bar of California (1999)
Aids Legal Referral Panel
Alameda County Bar Association
Board Member, ACBA/Volunteer Legal Services Corporation

TEACHING EXPERIENCE

Mastering Trials - South (2011)
Introduction to Workers' Compensation (2009)

CITY OF OAKLAND

CITY OF OAKLAND
OFFICE OF CITY MANAGER
17 JUN 29 PM 3:22

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: Leitner R. Elaine Date: 6/29/17
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.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Yolanda Jackson, Esq. Director, SF Bar Assn. Relationship: professional & friend

E-Mail [redacted] Phone: [redacted]

Full Name: Undersheriff Richard T. Lucia, Alameda Cty Sheriff's Office Relationship: professional

E-Mail [redacted] Phone: [redacted]

Full Name: Diane Dodge, Executive Director, EB College Fund Relationship: professional

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☒ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Female ☐ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Elaine Leitner Date: 6/29/17

Completed applications due by June 30, 2017 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@oaklandnet.com** Subject: **Police Commission Application**

Elaine Leitner

Background that prepares me to contribute to the work of the Commission

I am applying to sit on the Oakland Police Commission because as a parent and Oakland resident for 29 years, I care deeply about my town and want to be a part of its continuing positive transformation. My volunteer activities and career as a lawyer, law professor, special master, arbitrator and mediator demonstrate I have the demeanor, skills and experience as a committed, get-the-job-done leader and collaborative team member. My background, both working with law enforcement, as well as holding it accountable, make me uniquely qualified to be part of this historic moment in which a new Commission can create and implement balanced policies and oversee fair disciplinary procedures. Having more responsible and effective law enforcement that is responsive to all factions of our great and diverse community will benefit us all.

I practiced commercial and white-collar criminal law for 13 years with the Keker law firm before transitioning to being a neutral mediator. My 25-year mediation career has primarily involved employment and discrimination disputes, but encompasses all types of employment, business, and civil rights cases, some of which involved allegations of police misconduct and discriminatory practices; one matter involved the City of Oakland. I have successfully used the skills of listening to parties and lawyers, identifying their underlying interests and concerns, reframing issues, building trust in the mediation process and among the participants and helping disputants find ways to resolve differences by finding creative solutions. These skills, along with my ability to analyze complex issues and communicate clearly, will be essential in navigating the policy, oversight, adjudication, personnel and political issues and responsibilities which will be key to the Commission's success.

I have significant oversight, review and internal audit experience as a lawyer and particularly as a Special Master appointed by two federal courts to monitor compliance with settlements in civil rights class actions. These required me to establish fair and comprehensive evaluation processes, conduct interviews, review documents and file reports with the courts in strictly confidential and sensitive settings. *Arab-American Antidiscrimination League v. ADL,* and *Bates v. UPS.*

I was one of the principal lawyers challenging the State of California's Campaign Against Marijuana Planting program seeking to curb law enforcement's warrantless abuses of power that infringed on the constitutional civil rights of innocent members of the community. We successfully obtained an injunction to stop the illegal practices of law enforcement stopping and detaining citizens on public streets, entering private property, destroying property, and other unconstitutional, warrantless abuses of power. *NORML v. Mullen.*

I have demonstrated leadership, policymaking and collaboration skills in working with diverse people on Boards, state bar committees, and in the community. In 1983, I was the founding President of the San Francisco Women Lawyers' Alliance, an organization in which we used our skills as lawyers to promote issues affecting women. We were instrumental in establishing the children's waiting room at the Hall of Justice and promoting economic and social justice issues affecting women and families.

Because I care about my community, I am proud to serve on the Board of DSAL – a non-profit partner of the Alameda County Sheriff's Office, sponsoring myriad programs that engage and improve the texture of the community. DSAL is a nationally recognized model program where crime reduction and economic transformation has been demonstrable through true community policing - building trust between law enforcement and the community. www.acdsal.org. Because I believe Oakland's future depends on the success of our youth, I am a mentor and volunteer with the East Bay College Fund/Oakland Promise, supporting underserved Oakland youth in their college paths.

My resume is attached and I welcome the opportunity to provide more details, information or references and to answer your questions about my background, qualifications and fit for a seat on the inaugural Oakland Police Commission.

Elaine Leitner

Mediator

[redacted]

Oakland, CA 94611

[redacted]

www.californianeutrals.org

Professional Experience

Private ADR Practice Full Time Neutral since 1991

Adjunct Professor Hastings College of the Law - *Negotiation & Settlement* 1998-

Keker & Van Nest 1980-1991. Of Counsel, 1991-95
Partner, 1983-1991. Sophisticated and varied complex civil litigation and criminal defense practice

Morrison & Foerster Litigation Associate in S.F. - 1980

Judicial Law Clerk to the Honorable Cecil F. Poole, N.D. Cal. 1978-1979

Dispute Resolution Experience

Mediator Full time Mediation Practice 1991-
ADR Program, USDCt, N.D. Cal.; Contra Costa, Alameda & Marin County Courts; Bar Assn of S.F. Early Settlement Program
American Arbitration Association (1994-2002)

Arbitrator Full time Arbitration Practice 1991- 2004
American Arbitration Association (1994-2002), USDCt, ND Cal., Alameda & S.F. Superior Courts; BASF: Fee Dispute Arbitration Panel

Special Master - Early Neutral Evaluator - Judge Pro Tem

Education

Georgetown University Law Center, J.D. 1978 - Magna Cum Laude
Editor, The Georgetown Law Journal

Tufts University, Medford, Ma. - B.S. 1975 - Magna Cum Laude,
Psychology. Phi Beta Kappa

Professional Activities and Personal Data

Lecturer: C.E.B. - Advanced Trial Practice Institute - Courtroom Conduct
Frequent lecturer and trainer on mediation and negotiation issues

Best Lawyers in America - Listed in 1987 Edition

Publications: *Courtroom Conduct: Tactics, Ethics, Contempt and Common Sense*,
Co-author, C.E.B., 1991

Board of Directors: Alameda County Deputy Sheriff's Activities League – DSAL 2014-
The Mediation Society, 2008-2013
S.F. Trial Courts Mediation Advisory Committee, 1998-2005
S.F. Women Lawyers Alliance - Founding President, 1983-85
Legal Aid Society of S.F., 1988-1995

State Bar of California: Ad Hoc Group on ADR, 1995
Committee on Mandatory Fee Arbitration, 1994-1997
Women in the Law Committee, 1986-1989

Professional Memberships (past & current): California & National Academy of Distinguished Neutrals; The Association for Conflict Resolution; California Dispute Resolution Council; Association of Business Trial Lawyers; S.F. Women Lawyers Alliance; California Women Lawyers

Volunteer Activities: East Bay College Fund: Mentor and Volunteer

2. Contacts and Experience with the OPD?

My experience with the Oakland Police Department is limited to non-memorable casual street encounters. In the matter I mediated involving allegations of police misconduct by the Oakland Police Department, my contact was solely with lawyers from the City Attorney's Office.

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.

During my 11 years as an attorney at the Keker law firm, I represented defendants in state and federal court, including arson, assault, tax fraud, and embezzlement cases. While a third-year student at Georgetown Law Center in Washington, DC, I participated in a year-long clinical program spending one semester as a defense lawyer in the DC criminal courts and one semester as one of three selected students to work at the U.S. Attorney's office in the Eastern District of Virginia in Alexandria, representing the government in prosecuting criminal cases.

DSAL – the Deputy Sheriffs' Activities League, on whose Board I serve, has as its mission changing how law enforcement serves the community, through community policing programs embracing social equity, community-led economic empowerment and creative place-making. DSAL is constantly working to help the Ashland-Cherryland neighborhood it primarily serves become a place where people can thrive, which includes preventing crime at its root causes. Specifically, Dig Deep Farms, its healthy food program, provides jobs, internships, and training for ex-offenders as part of its mission.

My husband, Steve Zieff, serves on the Boards of The East Bay Community Law Center "EBCLC" (clinical programs at Berkeley Law, including the Clean Slate Clinic - helping people who have had contact with the criminal justice system successfully rejoin their communities) and on the Advisory Board of the Thelton E. Henderson Center for Social Justice at Berkeley Law. He is also a Board Member of The Social Justice Law Project, an Oakland based non-profit promoting civil rights and employment rights for ex-offenders. As a legal aid lawyer, prior to 1985, he worked on a lawsuit against the California Department of Corrections and another against the Solano County Sheriff's Department on behalf of incarcerated individuals.

My daughter, a law student at Berkeley Law, is currently a summer intern at the Federal Public Defender's Office in San Francisco. Last summer, she was an intern at the Neighborhood Defender Service of Harlem, in NYC. During the fall semester, 2016, she was a student intern in the Clean Slate clinical program at Berkeley Law's EBCLC. While at Berkeley Law, she has participated in extra-curricular activities, including a restorative justice program with men incarcerated at San Quentin prison and a street law/know your rights program with youth at the Juvenile Justice Center in San Leandro.

CITY OF OAKLAND

CITY OF OAKLAND
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Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Mao, Sokhom Date: 06/30/2017

Last *First* *M.I.*

Home Address: [redacted]

Street Address *Apartment/Unit #*

Oakland California 7

City *State* *ZIP Code*

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Daniel Heimpel Relationship: Former Colleague
E-Mail [redacted] Phone: [redacted]

Full Name: Matthew Rosen Relationship: Professoinal
E-Mail [redacted] Phone: [redacted]

Full Name: Mary E. Gilder Relationship: Professional
E-Mail [redacted] Phone [redacted]

Voluntary Self-Identification Questionnaire

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

   ☐ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☒ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☒ Other: Cambodian-American

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Male ☐ I do not wish to self-identify

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

Please check one of the boxes below:

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

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: 06/30/17

Completed applications due by June 30, 2017 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@oaklandnet.com** Subject: **Police Commission Application**

Sokhom Mao
Friday, June 30, 2017
Oakland Police Commission Application

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

I received my bachelors' degree in Criminal Justice Administration from San Francisco State University and worked as an Administration Assistant to the Police Chief of the University Police Department. During my tenure at San Francisco State University, I took courses that allowed me to understand the treatment of distinguishing features of the U.S. criminal justice system and comparative perspectives of systems around the globe. And perspectives on the attention that is given to recurring problems including abuse of authority, community conflict, and discrimination in case processing. I had the opportunities to learn methods and applications for studying criminal justice systems and processes. All of these courses prepared me for the proper training to be engaged in my community regarding the issues of law, crime, and justice as well as the checks and balances of the government and the understanding of the rule of law.

As a former assistant to the Police Chief, my duties were to provide information requiring the interpretation of policies and procedures to the command staff and police chief. I produced a wide variety of drafts and finished documents to be added to the police department's general order, including confidential materials from taped dictation, brief instructions, and written materials from police commanders.

Following my departure from the police department, I was appointed by the California Superior Court Judge and confirmed by the Presiding Judge of the County of Alameda, Superior Courts of the State of California to the Juvenile Justice Commission. As a Juvenile Justice Commissioner, I was provided with the authority mandated by the California Welfare and Institutions Code (Welfare and Institution Code) 225 to inspect group home that serves wards or dependent children of the juvenile court and is located in the county or region. I reviewed the safety and well-being of wards or dependent children placed in the group home and the program and services provided in home. And I annually inspected Juvenile Hall, Camp Sweeney and any jail, police department or lockup facility within the County used for confinement of any minor under the custody of the Probation Department and Courts.

After receiving the appointment to the Juvenile Justice and Delinquency Prevention Commission, I was appointed by the Mayor of the City of Oakland and confirmed by the City Council to serve on the Citizens' Police Review Board as a Commissioner where I held legal authority by the City Charter and Ordinance to order the investigations on all complaints made to the Police Review Board. I worked with the staff of the Citizens' Police Review Board to issue subpoenas for the required attendance of police officers to appear before the Police Board for said hearings, and ordered the testimony of police officers under oath. Furthermore, I worked with my colleagues on the board to help draft police policies to amend and add to the general orders. As Chairman, I made certain that board was operating within the legal purview of the board to ensure that police officers are held accountable for official misconduct of any sworn members of the Oakland Police Department.

In addition to the chartered duties, I have worked with the City of Oakland to make sure that the city has a professional and competent police department whose members behave with integrity and justice by reviewing the general orders of the Oakland Police Department. I lead rigorous scrutiny on the improved relationship and understanding between community members and

police officers including the coordination of said meetings with the community to hold regular public forums on various concerns regarding policy matters and individual cases alleging police misconduct.

The collective experience that I bring to the commission includes; my knowledge base on the police board, competency in the area of police policies and practices, and eminence experience in community involvement on the public process. My combined understanding will be imperative to help create a structure for the new police commission. I believe these qualities and skill sets will give the Police Commission the platform it needs to launch a successful oversight and legal entity of the city government. Additionally, my understanding of impartiality of the hearing process and testimony will be critical at maintain the integrity and trust of the Commission to the public. It is my firm belief—that in order for the city as a whole to have the Commission that was promised to the constituents of Oakland, we need to have a solid structure and understanding of these processes. So, we as a city can continue to deliver the positive services of policing and restore the integrity and trusts of the Oakland Police Department.

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

In 2006, I have encountered Oakland Police Officers while riding in a relative vehicle and I was detained for a short period of time and was promptly released. I have been stopped by Oakland Police Officers for unwarranted stops with no merit for the stops and the stops were unlawful and unpermitted stops by Oakland Police Officers, during the occasions of these stops I always questioned the police officers and inquiry as to why were they stopping without any legal purposes for the stop and in all instances they could not provide me with a valid answer as to the purpose of these stops. The recent study that was commissioned by Stanford University psychologist Jennifer Eberhardt presented her research on how race influenced perception and that racial biases amongst the Oakland Police Department drove the reasoning for the unpermitted and unwarranted stops before an unlawful action occurred. My contact was just an eye opener to the real issues that the city's police department has been dealing with for many years and that this particular must be address on the police commission. I look forward to utilizing my professional experience to help contribute to the positive work of city around police accountability and restoration of trust amongst our men and women in uniform.

3. **Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience.** ***N/A*** *All of my experiences with the city has been outlined above in my statement.*

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: McDonnell, Logan P. Date: 5/30/17

Last *First* *M.I.*

Home Address: [redacted]

Street Address *Apartment/Unit #*

Oakland CA 94607

City *State* *ZIP Code*

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Denise Athas, Mayor of Novato Relationship: Professional

E-Mail [redacted] Phone: [redacted]

Full Name: Andrew Hening, Director of Homeless Planning - San Rafael Relationship: Professional

E-Mail [redacted] Phone: [redacted]

Full Name: Brigitte Cook, Sr. Community Liaison - Oakland Relationship: Professional

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☑ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☑ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☑ Male _____ ☐ I do not wish to self-identify

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

Please check one of the boxes below:

☐ Yes, I have a disability (or previously had a disability)

☑ No, I do not have a disability

☐ I do not wish to answer

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: _____ Date: 5/30/17

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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@oaklandnet.com** Subject: **Police Commission Application**

Supplemental Questionnaire

1) I'm an Oakland resident and I hold a director position for a nonprofit that works with the homeless up in Marin County. I graduated from Florida A&M University in 2012 with a Bachelors in Criminal Justice, and I am a certified Mediator and Arbitrator through the San Francisco Bar Association. I'm originally from NY and when I was younger, I defended myself in court against a police officer by cross examining him and proving to the judge that he was lying.

2) I have no contacts or experiences with the Oakland Police Department. I know one officer, Randy White, because he is a member of my alumni chapter of Alpha Phi Alpha Fraternity, Inc. in San Francisco.

3) No family member has had volunteer experience as a police officer, criminal prosecutor or defense attorney or with a community group serving or advocating for crime victims or persons charted or convicted of crimes.

CITY OF OAKLAND

CITY OF OAKLAND
OFFICE OF CITY MANAGER
17 JUN 30 AM 10: 07

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: Nisperos Mike A. Date: 6/28/17
Last *First* *M.I.*

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

Oakland CA 94602
City *State* *ZIP Code*

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: John Burris Relationship: former employer

E-Mail [redacted] Phone [redacted]

Full Name: Matthew Gregory Relationship: former employer

E-Mail [redacted] Phone [redacted]

Full Name: James Heiting Relationship: former employer

E-Mail [redacted] Phone [redacted]

Voluntary Self-Identification Questionnaire

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

   ☐ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☒ Other: Mixed

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Male ☐ I do not wish to self-identify

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

Please check one of the boxes below:

☐ Yes, I have a disability (or previously had a disability)

☒ No, I do not have a disability

☐ I do not wish to answer

Disclaimer and Signature

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I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Mike A Nisperos Jr. Date: 6/28/17

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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@oaklandnet.com** Subject: **Police Commission Application**

Mike A. Nisperos Jr.
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 spent my professional career fairly evenly divided between being a prosecutor, a criminal defense attorney (see 3.b. below) and a public safety policy analyst.
As the Director of the Mayor's Office of Drugs and Crimes I pursued an extensive and intensive review of OPD policies and procedures. I reviewed monthly crime statistics and held weekly meetings with Captain in charge of the Criminal Investigation Division. I attended more than a dozen Department of Justice seminars and conferences on "Community Policing" and "Problem Oriented Policing". At he end of 2001 I wrote the Mayor's Public Safety Plan, the centerpiece of which was the evolution of the OPD deployment model from the "Beat 35" (911 response driven) to "Community Policing" (expanded citizen engagement with resource allocation based on data analysis). The City Council adopted the Mayor's plan in 1992 and created a "Community Policing Task Force" to develop specific recommendations for the implementation of the plan. I was assigned to staff the task force under the leadership of Councilmember Wilson Riles, Chair of the Public Safety Committee. I provided Chairman Riles with a proposed syllabus of readings and a list of suggested expert speakers, all of which were accepted. I collected and distributed the written materials and arranged the appearances of the speakers. I wrote the Task Force's final report and presented it to the City Council. The Council adopted same. I monitored the OPD implementation of the Council directive.
I routinely attended community meetings to address citizen concerns regarding public safety matters. I served as the Mayor's primary point of contact and official spokesperson for all press matters related to public safety.
I recommended the creation of the Citizens Police Academy and expansion of the Asian Advisory Committee on Crime to further create an African-American Advisory Committee on Crime and a Latino Advisory Committee on Crime. I re-instated and staffed the Mayor's Inter-Agency Council on Drugs and Crime created by Mayor Lionel Wilson.
I acted as the Mayor's budget analyst for the OPD and the Citizens' Police Review Board (CPRB).
In 1997 the City Council sought to expand the jurisdiction and authority of the CPRB and formed a citizen task force to make recommendations accordingly. I staffed the task force and scribed the final report. I presented the report and the Council adopted it. I was selected to be the new director. I wrote the administrative manual for the CPRB, added additional staffing and conducted internal training on complaint intake, investigation and presentation to the Board. I served as principal negotiator, on behalf of the City Manager, with the Oakland Police Officers Association for all MOU matters concerning the CPRB. In preparation I thoroughly familiarized myself with the Police Officers Bill of Rights (Gov. Code Sec 3300 et seq). I established regular staff meetings with CPRB and the Internal Affairs Unit,

which lead to greater exchange of relevant information and formal approval by the Chief of Police for the mutual exchange of citizen complaints.

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

I have been arrested four times by the Oakland Police Department. Three cases were never charged. The one case that was charged was subsequently dismissed.
As a Deputy DA, Director of the Mayor's Office of Drugs and Crime and Director of the CPRB I have gone on more than 50 full shift ride-a-longs with OPD.
I taught the class on Officer Rights before the CPRB as part of the OPD Academy curriculum.
As a prosecutor and defense attorney I had routine contact with OPD officers as witnesses or experts. As a prosecutor I often assisted officers with preparation of search warrants and line-ups. As a defense attorney I routinely accompanied clients to file complaints with Internal Affairs.

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

   a. as a police officer, - NONE

   b. as a criminal prosecutor or defense attorney,

I began my professional career as a Deputy District Attorney assigned to the Oakland Municipal Court. I left the office to start a solo practice focusing on criminal defense. I left that practice to be commissioned as a USAF JAG Officer. I was assigned to two different Strategic Air Command bases, Andersen AFB (Guam) and March AFB (Riverside, CA). At both bases I was initially designated the Chief of Military Justice (base prosecutor). At both bases I successfully requested re-assignment as the Area Defense Counsel (base public defender). After leaving the USAF I worked as an USDOJ/INS Trial Attorney prosecuting deportation cases before the San Francisco Immigration Courts. My caseload was primarily deportation cases predicated on criminal convictions.
As an associate in the Law Offices of John Burris my primary duties were intake case evaluation and criminal trials. Many cases involved claims of police misconduct. We also represented Oakland police officers. I acted as co-counsel in a case where two police officers were charged with perjury for statements given during a deposition for a separate civil rights case the officers had filed against the Oakland Police Department. I drafted a claim for an undercover Oakland police officer who was mistakenly beaten by other Oakland police officers during a drug bust that he was part of. I served as second chair in the defense of an Oakland jailer tried for conspiracy to aid in the escape of a federal prisoner. I also served as an associate in

the Law Offices of A. Brent Carruth. The sole area of practice was criminal defense. I handled cases from preliminary examination through jury trial.
After retiring from the PERS system I accepted an Assistant Attorney General position in Commonwealth of the Northern Mariana Islands (CNMI), a part of the United States by covenant. My charge there was to establish and then supervise a Government Corruption/White Collar Crime Unit. I developed internal administrative procedures and also obtained outside funding for two attorney and two investigator positions. I left the CNMI, after several successful prosecutions, to accept the position of Director, Public Defender Service Corporation for the Territory of Guam. As the "Chief Public Defender" I managed a team of attorneys, investigators and support staff to provide legal representation for indigent defendants in criminal cases.
Both of my children began their professional careers as prosecutors. My daughter served as a Deputy District Attorney in Solano County for ten years. My son served as a Deputy District Attorney in Contra Costa County for three years. Both are now in private practice focusing on criminal defense.

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes. - NONE

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

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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: Raffanti (Last) Susan (First) M (M.I.) Date: 6/25/2017

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

Oakland (City) CA (State) 94606 (ZIP Code)

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- ☐ Applications submitted without a completed supplemental questionnaire will not be considered.
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   a. as a police officer,
   b. as a criminal prosecutor or defense attorney,
   c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Pat Kernighan Relationship: Friend
E-Mail [redacted] Phone: [redacted]

Full Name: Kate Hobbs Relationship: volunteer in her
E-Mail [redacted] Phone [redacted]

Full Name: Lynn Keslar Relationship: co-counsel and colleagues
E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

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   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Female ☐ I do not wish to self-identify

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

Please check one of the boxes below:

☐ Yes, I have a disability (or previously had a disability)

☒ No, I do not have a disability

☐ I do not wish to answer

Disclaimer and Signature

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I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Susan Rappaport Date: 6/25/2017

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Email	Address: CityAdministratorsOffice@oaklandnet.com Subject: Police Commission Application

#45

Susan Raffanti
Commissioner Application
Supplemental Questions
June 25, 2017

Question 1

My 28 years of work as a criminal defense lawyer and my one and a half years as a police review commissioner are the experiences which best prepare me to serve on the new police oversight commission.

I began working as a criminal defense attorney in Oakland a year after graduating from law school. My trial court practice was almost entirely in federal court, and I also handled indigent criminal appeals in state court. Federal cases move so slowly that a lawyer gets to know her clients and their families pretty well over the course of representation, and sometimes beyond. The majority of my clients were young men of color and I learned a lot about how they and their families viewed law enforcement officials and the treatment they received from them. The officers most involved in these cases were federal: FBI, DEA, ATF, and they often work in conjunction with local police and sheriffs' departments. In many cases, the perceptions of law enforcement were based on the defendants and their families and their communities feeling personally disrespected by officers, rather than the prosecution for the offense. As a white person in the 1980's, these narratives were new to me, but they were frequent and consistent and very quickly educated my view of police/community relations.

This work and other experiences, combined with my high identification with Oakland (born here and lived here most of my life), led to my desire to serve on the Oakland Citizen's Police Review Board in 2002 and 2003. I was appointed by Jerry Brown to finish out the term of a commissioner who left the board. I ended up not applying for another term because I found the board to be toothless and ineffective, burdened by 1) the pro-police bias of most of the commissioners in terms of fairly evaluating witness testimony, 2) the unwillingness or inability of most commissioners to thoroughly review the complaint files prior to hearing, and 3) the inability of the board as a whole to be anything other than a body micro-managed by the city staff person who served as the director. I think these are three major pitfalls in work of this kind and my application to the new board stems from a desire to see them corrected. Whether I serve on the commission or not, as an Oaklander I hope to see the new board use the tremendous power given to it by Measure LL to provide smart and effective police oversight in my city.

#45

Question 2

My contacts with the OPD have been mostly through my previous work on police oversight as described above, through trial representation where an OPD officer might testify, through dealings with officers at the city jail when federal detainees were being housed there, with responding officers when I was the victim of a street robbery and when my house was burglarized, and during an incident in downtown Oakland that I ended up making a complaint about to the police oversight board.

All my dealings with officers as witnesses and at city jail have been respectful and professional, as have my experiences as a crime victim. When my husband and I were mugged in our neighborhood, the responding officers were very professional and empathetic, however one officer exerted pressure on us to identify someone from a street showup of several young black men even after we assured her that we would recognize the perpetrators and these were not them.

The incident I reported to an oversight board took place during a movie shoot downtown many years ago when a private security guard asked an OPD officer to disperse some young black men who were leaning up against a car watching the shoot. Without talking to the man, the officer grabbed him and twisted his arm behind his back and bounced him across the street and into his patrol car. The crowd was upset, as was I, and I made a complaint to whatever the board was called back then. The way the complaint was handled and the attitude that the police spokesperson had toward me was not confidence-inspiring. In the end, the complaint was upheld.

Question 3

As a defense attorney, I did some volunteer research and writing for Families Against Mandatory Minimums (FAMM). I volunteered in the Lawyers in the Library program for a few years. Most of my volunteer work has been mentoring and tutoring at risk youth in homeless shelters, community centers, and currently at Oakland High School.

CITY OF OAKLAND

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Police Commission

Application for Position of Commissioner

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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: Tagami (*Last*) Phillip (*First*) H. (*M.I.*) Date: 6/3017

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

Oakland (*City*) CA (*State*) 94610 (*ZIP Code*)

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Please see responses attached (3 pages).

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: Fred Blackwell Relationship: Associate

E-Mail [redacted] Phone: [redacted]

Full Name: Bishop Bob Jackson Relationship: Associate

E-Mail [redacted] Phone: [redacted]

Full Name: Joyce Guy Relationship: Associate

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☒ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☒ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Male ☐ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

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Email	Address: **CityAdministratorsOffice@oaklandnet.com** Subject: **Police Commission Application**

1. **Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.**
As a life-long Oakland resident, father, active community member, and President of a small local business in downtown Oakland, I hope to contribute a multifaceted perspective and pragmatic approach to the Oakland Police Commission as it works to ensure police actions reflect community values while balancing safety and service to our city's growing population, diverse neighborhoods, and local businesses. Over the course of my 30-year career in real estate development, I have demonstrated effective interdisciplinary coordination with multiple local and regional agencies, city departments, community groups, local businesses and other stakeholders to deliver projects and meet objectives. I have also served on numerous civic and governmental boards and commissions (listed below). My work and service experience have afforded me a detailed understanding of the process required to blend different objectives, needs, and desires into implementable actions. I hope to utilize this experience and understanding to make a positive contribution to the Oakland Police Commission.

Past Appointments

- Governor's Delegate to the California Democratic Party
- Member, Medical Board of California 2013
- Chairman of the Board, California State Lottery 2012-2013
- Board of Directors, South Bay Expressway SR 125 Private Toll Road 2011-2012
- Commissioner, California Transportation Commission 2008-2009
- Commissioner, California State Park and Recreation Commission 2003-2006
- Mayor's Alternate, Oakland Base Reuse Authority, 2003-2006
- Commissioner, California State World Trade Commission 2002-2003
- Board of Port Commissioners, Port of Oakland, President 2001-2002
- Board of Port Commissioners, Port of Oakland, Commissioner 1999-2003
- Commissioner, Oakland Planning Commission 1996-1997
- Member, FISCO, Navy Restoration Advisory Board 1995-1996
- Commissioner, Oakland Landmarks Preservation Review Board 1994-1996
- Member, Oakland's General Plan Congress 1994-1997
- Member, Mayor's Economic Emergency Task Force 1993-1996
- Member, CBD Mixed Use Committee 1992-1995
- Commissioner, Oakland Environmental Affairs Commission 1992-1994

Past Affiliations

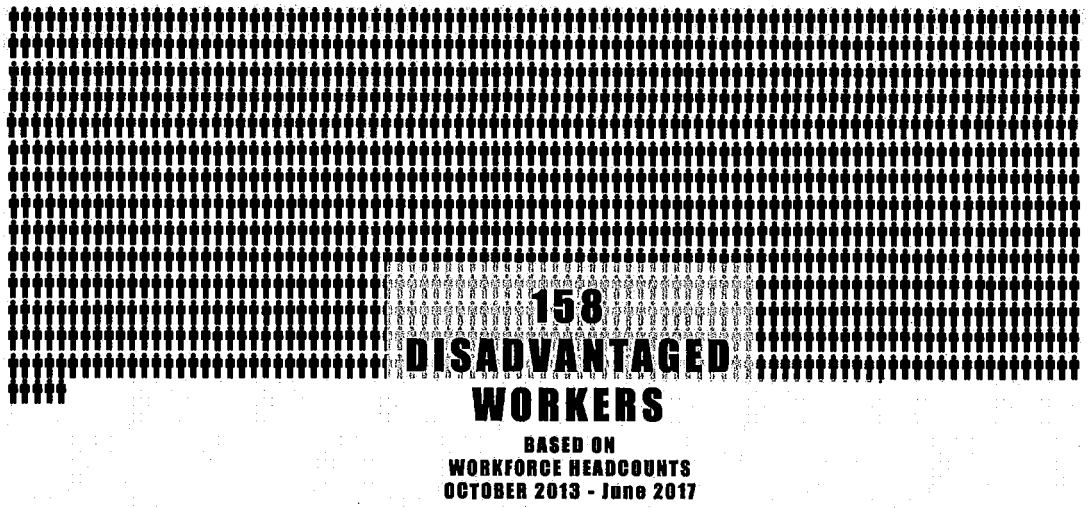
- President, Friends of the Oakland Fox, a non-profit organization
- Board Member, East Bay Zoological Foundation, a non-profit organization
- District Chairman, Boy Scouts of America Peralta District
- Bridge Housing Board of Directors
- Board of Directors, YMCA of Oakland
- Board of Directors, The Crucible
- Advisory Board Member, Friends of the Oakland Parks and Recreation
- Member, Oakland Metropolitan Chamber of Commerce
- Board of Directors, International Diplomacy Council
- Board of Directors, East Bay Conservation Corps
- Board of Directors, Oakland Sharing the Vision
- Member, Oakland Commerce Corporation Business Response Team
- Chairman, Oakland Public Library Foundation Board of Directors
- President, Gold Coast Property Owners Association
- Delegate, 1993 All-American Cities Awards
- Member, Oakland Economic Action Forum

2. **Please describe your contacts or experiences with the Oakland Police Department.**
From 1991 to 1993, as the President of the Gold Coast Property Owners and Managers Association, I held a series of community focus meetings regarding a drug dealing epidemic in the Lake Merritt residential area, referred to as the "Gold Coast", in conjunction with councilmember Aleta Cannon at the time, and then her successor Natalie Bayton. This was done with Police Chief Samuels and his command staff over the course of several months resulting in a dramatic reduction of drug trafficking. Also, as the President of the Port of Oakland Board of Commissioners from 2001 to 2003, I facilitated contract mediation between the Port and the Oakland Police Department, working closely with Chief Richard Word, to address post 911 airport security status changes.

3. **Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:**
   a. **as a police officer,**
      Not applicable.

   b. **as a criminal prosecutor or defense attorney**
      Not applicable

   c. **with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.**
      Over the past 30 years, I have continued to collaborate with local elected officials, non-profit organizations, community groups, and job training centers to support and implement initiatives that assist formerly incarcerated individuals seeking re-entry into the work force. From 2009 through 2012, I worked with city representatives, council members, labor, local businesses, and community groups to craft and execute a set of jobs policies with specific provisions for hiring and retention of formerly incarcerated individuals which also included an agreement by private employers to "ban the box" on applications for operational jobs. I have been managing the implementation of these job policies on a $500 million multi-phased project for the past 4 years, working closely with employers and non-profit groups to identify and connect formerly incarcerated individuals with job training and job support services. As an extension of these jobs policies and outreach, I worked with the City of Oakland to establish the West Oakland Jobs and Resource Center with the objective of identifying employment opportunities and providing access to job training and life skills for disadvantaged Oakland residents. The project, with assistance from the West Oakland Jobs and Resource Center, has been able to employ 158 disadvantaged workers to date.



CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Takenouchi, Jason S. Date: June 28, 2017

Last *First* *M.I.*

Home Address: [redacted]

Street Address *Apartment/Unit #*

Oakland CA 94611

City *State* *ZIP Code*

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Chris Brown Relationship: fmr CPRB colleague

E-Mail [redacted] Phone: [redacted]

Full Name: Howard Tevelson Relationship: fmr CPRB colleague

E-Mail [redacted] Phone: [redacted]

Full Name: Conn "Ringo" Hallinan Relationship: fmr journalism teacher

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☐ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☒ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Male ☐ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: _____ Date: 6/28/2017

Completed applications due by June 30, 2017 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@oaklandnet.com** Subject: **Police Commission Application**

Supplemental Questionnaire
Jason S. Takenouchi

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

I believe I would bring a unique perspective and skillset to the Commission. As a practicing attorney and former journalist, I have developed an expertise in factual research, witness interviews (both friendly and hostile) and assessing competing narratives. I also have recent experience investigating alleged police misconduct (Oakland Citizens Police Review Board), prior work assisting in the prosecution of crimes, and a background in public policy analysis (Goldman School of Public Policy).

- As a practicing attorney (2005-present) my focus has been fact-intensive litigation involving individual and corporate disputes, usually including competing testimony and heavy documentation. I have also conducted internal investigations into public and private entities. Although it is not a focus of my practice, I have represented some criminal defendants, including one individual accused of a violent crime.

- As a law clerk for a federal district judge (2004-2005) I assisted in the adjudication of criminal and civil cases, including jury and bench trials.

- At the CPRB (2014-2015) my colleagues and I investigated citizen complaints about OPD conduct. There were some situations where citizen complaints were unfounded, and some situations where there was sufficient evidence of misconduct and the CPRB did everything within its power to hold OPD officers accountable. The CPRB also sought to make policy changes within OPD, subject (again) to the substantial limitations on CPRB's powers.

- At the Goldman School of Public Policy (UC Berkeley, Class of 2004), I was part of a student team that examined OPD's anti-slum housing program and released a report with our analysis and recommendations for improving operations. As part of that analysis, I accompanied OPD officers on several trips to different areas of the city where residents were suffering from substandard, and sometimes dangerous, housing conditions. I have also applied my policy analysis skills to other public entities, including the San Francisco Superior Court system and the Housing Authority for the County of Alameda.

- At Boalt Hall (UC Berkeley, Class of 2004) I studied various aspects of criminal law and procedure, and for one class I wrote a report examining how implicit bias could affect juror views of the credibility of allegations of law enforcement misconduct. The context of that report included the Oakland "Riders" situation and similar alleged misconduct in the Los Angeles Police Department, along with academic literature on racial bias in the legal system. I spent the bulk of my summers during law school working with prosecuting agencies: my first summer I worked with a special department of the San Francisco District Attorney's office that focuses on white collar prosecutions; my second summer I worked with the California Attorney General's antitrust division.

- As a journalist in Southern California (staff writer for the Los Angeles Daily News and Pasadena Star News, and freelance writer for the Ventura County Star and Los Angeles Times Ventura County Edition), I sometimes covered stories relating to crimes and crime victims. I also wrote investigative pieces on the operation of public agencies and private groups' attempt to influence agency decisions.

My approach to the work of the Commission would be as follows: thoroughly research the facts, give all sides an opportunity to state their best case, consider my own potential biases and ensure they were not interfering with a just outcome, render a fair decision on the merits, and consider whether any broader policy questions were implicated.

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

During my work analyzing OPD's anti-slum housing program, my colleagues and I worked closely with several OPD officers to understand then-current OPD policies for focusing on locations (both business and residential) that were associated with heightened criminal activity.

During my time on the CPRB my colleagues and I questioned OPD officers during investigative hearings into citizen complaints. I also organized and led the questioning of over a dozen officers in a multi-day (and multi-night) hearing in 2015 relating to damage to two Oakland residences during a failed attempt to locate and apprehend a suspect. My colleagues and I also questioned OPD leadership concerning OPD policies on the release of body camera footage.

A former junior OPD officer who is a friend of my extended family has had Thanksgiving dinner at my house in the past.

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.

As described more fully above, I have limited experience as a criminal defense attorney, and I have limited experience working for agencies that prosecute crimes.

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

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Applicant Information

Full Name: Tucker-Dawson (Last) Vildred (First) C (M.I.) Date: 6/28/17

Home Address: [redacted] (Street Address) (Apartment/Unit #)

Oakland (City) California (State) 94606 (ZIP Code)

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Rashidah Grinage Relationship: Coordinator, Coalition for Police Accountability

E-Mail [redacted] Phone: [redacted]

Full Name: Jamie Leon Relationship: Labor Union Colleague

E-Mail [redacted] Phone: [redacted]

Full Name: Danny Hosang Relationship: organizer/trainer

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☐ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☑ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ 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:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Ms. Vredie C. Tucker-Dawson Date: 6/28/17

Completed applications due by June 30, 2017 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@oaklandnet.com** Subject: **Police Commission Application**

Police Commission Supplemental Questionnaire
Vildred C. Tucker-Dawson

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

For over thirty years my life work as a labor leader representing Alameda County's Professional Association of County Employees; Local 21 and my ability to understand policies, procedures, rules and regulations relevant to Contract Negotiations, Meet and Confer sessions, Grievance Procedures and via my ability to successfully assist and represent many employees during Arbitration and Civil Service Hearings contribute to my commitment to operate as an unbiased person if selected as a Commissioner.

Further, as a dedicated member for more than twenty years and currently serving in the position as the Executive Director of People United for A Better Life in Oakland also speaks to the level of commitment to serve the Citizens of Oakland. Additionally, practical experience while dealing with people within an array of ethnic groups of people will also contribute to my ability to serve and communicate on a level conducive to various levels of understanding. The level of professionalism I have demonstrated over the years may also contribute to helping the Commission work from a positive perspective; as well as my ability to carefully listen and to focus on fact based information prior to publishing rash decisions will help to create positive and effective changes within this commission.

Finally, as a dedicated member of People United for A Better Life in Oakland I have had positive experiences while representing and assisting Citizens of Oakland register their formal complaints with the Oakland Police Department Internal Affairs Division and I have had positive experiences representing Citizens to be heard during their Citizens Police Review Board Hearing.

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

Since the inception of People United for A Better Life in Oakland's Campaign for Community Safety and Police Accountability I have participated in a variety of meetings with Police Chiefs prior to former Police Chief Samuels to our current Police Chief Anne Kirkpatrick. I have had both excellent experiences as well as negative experiences with several police officers dating back to the discovery of the "Oakland Rider" Scandal. I also participated during meetings with the original "monitors" appointed by Judge Henderson as a result of the settlement agreement negotiated twice a month providing People United For A Better Life in Oakland and updated regarding the progress and/or the lack there of. The experiences although positive in nature were our attempt to glean positive changes in the City of Oakland regarding Police Misconduct issues as well as Community Safety Concerns. Further because of the Police Department's and Chiefs of Police willingness to openly communicate with us; our public were attempting to regain the needed level of trust while having to call upon Officers of the Law.

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

    a. As a police officer, N/A

b. As a criminal prosecutor or defense attorney, N/A

c. **With a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.**

As a Community Activist and volunteer with People United for A Better Life in Oakland my interactions with the Police Department and Officers has allowed me to advocate, serve as a liaison between Citizens of Oakland who file claims with Oakland Police Department Internal Affairs Division and the current Citizens Police Review Board and represent them during the CPRB Hearing because of their belief that they had experienced inappropriate actions with police officers and are victims of violence because of police misconduct.

CITY OF OAKLAND

Police Commission

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Applicant Information

Full Name: TUTTLE, CHIQUITA T Date: 06/09/2017
Last First M.I.
PhD.

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

OAKLAND CA 94605
City State ZIP Code

Phone: [redacted] Email [redacted]

Supplemental Questionnaire

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- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: FR. JAYSON LANDEZA Relationship: Pastor
E-Mail [redacted] Phone: [redacted]

Full Name: MS. Julie HADNOT Relationship: Colleague
E-Mail [redacted] Phone:

Full Name: Greg Tuener Relationship: Colleague
E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

   ☐ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☒ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ FEMALE ☐ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Chiquita L. Tittle, PhD Date: 06/09/2017

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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@oaklandnet.com** Subject: **Police Commission Application**

Chiquita T. Tuttle, PhD

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.

    a. As an independent consultant, I have lead many non- profit agencies that have focused on HIV/AIDS, Child Development and Youth Leadership as an Interim Executive Director.
    b. I am a member of Delta Sigma Theta Sorority, Inc, a public service organization whose focus is community service. That includes, feeding the hungry, advocacy work, social action, social justice and youth development.
    c. I am actively involved in my church, Saint Benedicts Catholic Church as the chair of the Pastoral Planning Council where our focus is Youth, Social justice, and serving our community. The church is located at the corner of Bancroft Avenue and 82nd Avenue. Our Pastor, Father Jayson Landeza is very involved with the Oakland Police Department and the Fire Department.
    d. Although my children are all adults, my husband and I were very involved in their academic activities and deeply involved in the parent group at their schools.
    e. I have volunteered and been involved in OCO's walks along Bancroft avenue promoting "stop the violence" with the Bishop of the Diocese of Oakland, Father Jayson Landeza our Pastor and members of our parish.
    f. Our parish is feeding the hungry for the second year on June 10, 2017 and we participate in National Night Out annually.
    g. Prior to Father Jayson Landeza coming on board as our Pastor, I was actively involved with Father Jay Matthews relative to community service projects.

2. Please describe your contacts or experiences with the Oakland Police Department.
    a. I have had no immediate contacts or experiences with the Oakland Police Department other than my neighborhood beat officers assigned to Simson and Altamont Streets.

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

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

I have not had any experience nor has any of my family members volunteered or employed with/by the police department advocating for crime victims or persons charged or convicted of crimes.

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

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Applicant Information

Full Name: Wertheim, Suzanne Date: June 29, 2017

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.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Calysta Watson Relationship: friend

E-Mail [redacted] Phone [redacted]

Full Name: Dr. Julie Lewis Relationship: colleague

E-Mail [redacted] Phone [redacted]

Full Name: Dr. Jena Barchas-Lichtenstein Relationship: former employee

E-Mail [redacted] Phone [redacted]

Voluntary Self-Identification Questionnaire

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

   ☒ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☐ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ Female ☐ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: _____ Date: June 29, 2017

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Email	Address: **CityAdministratorsOffice@oaklandnet.com** Subject: **Police Commission Application**

Application for the Position of Commissioner

Oakland Police

Suzanne Wertheim, Ph.D.

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

In my work as an applied linguistic anthropologist, I research and teach about diversity and the subtle (and not so subtle) ways that bias is expressed in everyday life. When I left the university system six years ago to start my own company, it was because I was frustrated at all the knowledge and expertise that was stuck inside academia and not making it out to people who could really use it. I decided that this would be my life's work, to gather knowledge and then bring it to the places where it could be the most helpful. This is why I would like to volunteer for the position of Commissioner for the Oakland Police.

I collect data and stories about culture clashes, unconscious bias, and inappropriate sexualization of women in the workplace. These include stories about inappropriate police behavior, some of which happens in Oakland (as we all know). I work to understand the cultural and psychological forces that result in behavior that isn't optimal. I also keep up to date on academic studies that are relevant to police interactions with the public and police departments as workplaces. For example, colleagues of mine down at Stanford just published a study showing that police officers are consistently less respectful when speaking to Black motorists during traffic stops. And Georgetown just put out a study showing that black girls are seen as more adult and less innocent than their white peers, even when they are as young as five.

Ever since I started writing about unconscious demotions and other kinds of bias, people have been telling me, "Boy, you should start training the police! They really need you." But, honestly, I think other kinds of training and interventions are far more important to the police, and I feel like working on the police commission would be the best way for me to use my skill set and knowledge to really help and make a difference. My background and knowledge would be a good complement for a commission where other people have expertise based on their own life experiences and their own (and their families' and friends') encounters with the police.

My regular volunteer work is always environmental. I am a docent with the East Bay Regional Parks, based in Crab Cove in Alameda. And I regularly volunteer to help clean up and restore the bay – beach cleanups, native habitat restoration, citizen science bioblitzes, and more. While this is pretty far removed from the police, it does show that I'm a person who volunteers and can be relied upon to show up when I've committed to do volunteer work.

I love Oakland. I have lived all across the country, and once I stopped teaching at UCLA and was free to move wherever I wanted, this is the city I chose to move back to. I would love to live in a city with a police department that isn't plagued by sexual misconduct and cover-ups, extrajudicial killings, and noticeably different treatment of citizens depending on their race. I would love to instead have a department that has good relations with the community, where people (who aren't just white) trust and talk with their community police, where there is greater transparency and

accountability, and where the important work of violence prevention, enforcement of laws, and maintenance of safe spaces can be the real focus. As a member of the Commission, I would love to work with the police to help realize that vision.

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

Since 1995, when I first moved to the Bay Area, I have had very few personal contacts or experiences with the Oakland Police Department, and they have all been professional and pleasant. In the late 1990s, I reported a break-in at a friends' house when they were out of town. Around two years ago, I had to have a police officer approve a repair for a fix-it ticket. And that's about it.

I am a middle-class, sort of white (technically white, but look Latina) woman. I would like to live in an Oakland where people who aren't short white middle-class women consistently have the same kinds of pleasant, respectful, cordial, unremarkable interactions with their local police.

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
d) victims or persons charged or convicted of crimes.

Neither I nor any member of my immediate family has either volunteer or employment experience as a police officer, as a criminal prosecutor or defense attorney, with a public agency or non-profit community group serving or advocating for crime, or as a victim or person charged or convicted of crime.

CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: WILKINS DAVID Date: JUNE 30,2017

Last *First* *M.I.*

Home Address: [redacted]

Street Address *Apartment/Unit #*

OAKLAND CA 94602

City *State* *ZIP Code*

Phone: [redacted] Email: [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

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

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

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

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: ELSA ORTIZ Relationship: PRESIDENT AC TRAN

E-Mail [redacted] Phone: [redacted]

Full Name: BELVA DAVIS Relationship: MOTHER-IN-LAW

E-Mail [redacted] Phone: [redacted]

Full Name: SUE & TOM DAVIES Relationship: NEIGHBOR

E-Mail [redacted] Phone [redacted]

Voluntary Self-Identification Questionnaire

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

   ☐ White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☒ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

   ☐ I do not wish to Self-Identify

2. What is your gender?

   ☒ MALE ☐ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: _____ Date: JUNE 30, 2017

Completed applications due by June 30, 2017 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@oaklandnet.com** Subject: **Police Commission Application**

David Wilkins - CANDIDATE - Oakland Police Commission
[redacted] Oakland CA 94602

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

EDUCATION:
UNIVERSITY OF SAN FRANCISCO, Master of Science; Environmental Management.
WEST POINT, U.S. MILITARY ACADEMY, Bachelor of Science; General Engineering.
US ARMY COMMAND and GENERAL STAFF COLLEGE, Executive Staff Operations

I am a West Point graduate with a 35-year career in public service. I retired with the rank of Lt. Colonel having served nearly 25 years in Army active and reserve duty and led soldiers in one 12-month combat tour in Afghanistan. I simultaneously and successfully managed two professional careers as both an Army Reserve Officer and senior level executive in the field of engineering and construction in the federal civil service and the private sector. I am currently Program Director of the $240 million East Bay Bus Rapid Transit (BRT) project at AC Transit, which is the largest infrastructure project in the agency's history. The BRT will extend from Downtown San Leandro to downtown Oakland and will provide new infrastructure along the 9.5 mile corridor, increase access to jobs and enhance connectivity between communities. I am known for having exceptional people, communication and team-building skills founded on a broad range of experience and education. I am especially skilled in exacting organizational effectiveness and program success with the people who run them, through a mission-focused, positive application of innovative policy and procedure. I have a passionate focus on building teams to solve problems and deliver desired outcomes in a cost effective, productive manner.

I have a deep passion for improving the quality of life for the people and community in which I live. I act on this passion by giving back through volunteering whenever, wherever and however I can. In my previous neighborhood, I served as both as President of the Home Owners Association and President of the HOA Board for over 4 years. From a young age I have been a person who believes that people are better off when they are provided meaningful information about their choices. That is why I routinely volunteer for career days at local high schools and colleges to speak to young adults about their career options. I have also taught Sunday school and provided academic tutoring to high schoolers. I have volunteered as a summer camp counselor for pre-teens with the Kiwanis Club. As a cadet, I volunteered during spring break and summers to serve on the Cadet Public Relations Council and worked as an ambassador to promote higher education opportunities in several inner city neighborhoods throughout the mid-west United States. I always seek opportunities to volunteer during the holidays whether it involves packing and delivering food boxes, soliciting for donations or serving meals to the homeless and less fortunate. I currently

David Wilkins - CANDIDATE - Oakland Police Commission
[redacted] Oakland CA 94602

do volunteer work in a local adoption support organization. In both my civilian and military careers as well as in my personal life, I have been actively engaged in volunteer service in my community. While in Afghanistan, I led volunteer construction teams into the local communities, using surplus materials to build and remodel schools, drill water wells, repair roads and bridges and channel water to farm fields. I frequently volunteer to support community events supported by AC Transit such as job fairs, food drives, community health fairs and cultural fairs.

I am an active listener, critical thinker, and continuous learner, one who is skilled at simplifying tasks for prompt execution, and an effective communicator both orally and in writing. I have a calm working style and will study the issues, evaluate alternatives, do my research/homework and always be prepared. I am considered a dynamic presenter and persuasive debater who is articulate and effective in front of Boards, Commissions, Special Committees and other Public governance forums. Along with a good sense of humor, these attributes have allowed me to successfully lead and work with people in military and civilian organizations to achieve success in a variety of endeavors.

I believe that all these experiences I have had throughout the course of my adult life and professional career have prepared me to be an ideal candidate for the Oakland Police Commission. Moreover, I have gained experience in union and collective bargaining negotiations, contract management and administration, problem analysis and resolution, negotiated settlements, effective planning, cost avoidance, complex project and capital improvement program management, facility management and life-cycle planning, These skills I have developed should allow me to smoothly collaborate with my fellow commissioners to contribute to policy development and organizational improvements in a large institutional organization like the Oakland Police department. Refining and improving how our police officers protect and serve is one way to enhance the quality of life for all Oakland residents, which is what I am most passionate about.

PERSONAL:
Retired Army Corps of Engineers Officer, LTC; Combat veteran – Operation Enduring Freedom- 12 MONTHS AFGHANISTAN.
World Traveler – visited over 70 countries and Territories; married, two daughters – 21 and 10; fourth of six sons to a single mother; amateur chef and craft cocktail mixologist.

David Wilkins - CANDIDATE - Oakland Police Commission
[redacted]Oakland CA 94602

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

My contacts and experience with the Oakland Police Department are as follows:

In my duties as the AC Transit BRT Program Director, we arrange for the Oakland Police Department to provide construction site security for our job sites along the BRT corridor. This involves arranging for teams of police officers to provide roving security, over-watch services each work week at high-risk locations where construction activities are scheduled.

In addition to this interaction, during the past 5 years I have also delivered numerous project updates, reports and presentations at each of the City of Oakland's Neighborhood Crime Prevention Council (NCPC) Meetings for all the jurisdictions along the BRT corridor from East Oakland to Uptown. At these meetings, the community stakeholders addressed policing issues affecting their neighborhoods and from me they also had an opportunity to listen and learn about the BRT project and how it would improve the quality of life in their neighborhoods.

David Wilkins - CANDIDATE - Oakland Police Commission
[redacted]akland CA 94602

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

a. as a police officer,

b. as a criminal prosecutor or defense attorney,

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

I have an immediate family member with employment experience as a police officer.

My brother, COL Stephen Wilkins (USA ret.) was a career Military Police (MP) Officer. During the course of his nearly 30-year military career, he commanded a MP Company in Panama, two Army Criminal Investigation Divisions (CID) at two major military installations and also served as Provost Marshall, the top law enforcement officer, at a major military base. In these roles, he commanded detectives, investigators, crime lab personnel, customs and border security agents and line soldiers performing a variety of law enforcement duties.

CITY OF OAKLAND

CITY OF OAKLAND
OFFICE OF CITY MANAGER

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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: WILLIAMS (Last) WALTER (First) E (M.I.) Date: 6/22/17

Home Address: [redacted] (Street Address) (Apartment/Unit #)

OAKLAND (City) CA (State) 94601 (ZIP Code)

Phone [redacted] Email [redacted]

Supplemental Questionnaire

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

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

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

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

   a. as a police officer,
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   c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Application Considerations

Check all that apply:

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

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

References

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

Full Name: ERIC ULLMAN Relationship: FRIEND
E-Mail [redacted] Phone [redacted]

Full Name: Ed BANTLOW Relationship: FORMER CO-WORKER
E-Mail [redacted] Phone: [redacted]

Full Name: EMILEY SIDEL 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: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

   ☑ Black or African American: a person having origins in any of the black racial groups of Africa

   ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

   ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

   ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

   ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

   ☐ Other: _____

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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)
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Disclaimer and Signature

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I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Walter Williams Date: 6/22/17

Completed applications due by June 30, 2017 by mail, hand-delivery, or email as follows:

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Email	Address: **CityAdministratorsOffice@oaklandnet.com** Subject: **Police Commission Application**

Supplemental Questionnaire Answers

Answer to question #1

My life work has always been about seeking truth and justice. I was only the second black police officer to be hired in the history of El Segundo PD (El Segundo, CA) in 1988. At the time of my hire El Segundo PD had a reputation for being a racist police department and a segregated and racist community. Although there were apparent signs of racism both in the department and in the community my personal experiences with my fellow officers was mostly one of mutual respect. I was a bit of a contrarian when it came down to sensitive issues around race, sexism, homophobia, culture, etc. My opinions around these issues were often different from my co-workers. The one thing we did at El Segundo PD (often instigated by me) was talk at length about these issues. I honestly believe that these conversations as well as my physical presence in the field (on service calls) made a difference in seeking truth and bringing about justice.

I volunteered in a 2nd grade LA unified classroom as a moving meditation instructor in 2002. Working with second graders in this capacity proved to be a humbling and educational experience.

After graduating from massage school in 2000 I volunteered in a nursing home in Los Angeles offering gentle massage to the residents. I initially did it to gain experience but eventually found it to be very rewarding and purposeful.

The level of gratitude I experienced from both the 2nd graders and the nursing home residents was palpable to say the least.

Answer to question #2

I have no personal contacts or experiences with the Oakland Police Department.

Answer to question #3

The City of El Segundo hired me as a Police Officer in 1988. I served 11 years before receiving a medical retirement in 1999 due to back-related issues for which I opted not to have surgery.

Walter Williams