



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes

**Wednesday, June 28, 2017
5:30 PM – 7:30 PM
City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #2
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)

1. Roll Call and Determination of Quorum

The meeting started at 5:34 pm.

Selection Panel members present at 5:34 pm included Jean Blacksher, Jim Chanin, Sarah Chavez-Yoell, Candice Jessie, John Jones III, Tal Klement, Shikira Porter, and Mary Vail.

Selection Panel member Arnold Perkins was present at 5:45 pm.

Staff present: Stephanie Hom

City Attorney Staff: Allison Dibley, Harveen Gill

2. Open Forum

There were no comments from the public.

ACTION ITEMS

3. Approval of Selection Panel Meeting Draft Minutes

- June 21, 2017 Meeting

Motion to approve the June 21 meeting minutes was moved (T. Klement) and seconded (J. Jones).

Motion passed with 7 ayes, 1 abstention (S. Chavez-Yoell), and 1 absent (A. Perkins).

4. Strategies for Reducing the Impact of Implicit Bias

Darlene Flynn, City of Oakland, Director of Race and Equity, presented overview of implicit bias and strategies for reducing the impact of implicit bias.

5. Selection Panel Response to Media Coverage on Outreach

The Selection Panel discussed the media coverage on outreach and selection process for Police Commission members. There was no action taken.

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6. Interview and Selection Process

The Selection Panel discussed and made decisions about the interview and selection process for Police Commission members, including criteria for initial screening of applicants, interview structure, questions and selection criteria.

The Selection Panel agreed to the following:

- a. Standard Interview Questions for the three separate, temporary, advisory subcommittees to conduct interviews for the initial screening.
- b. Each subcommittee will conduct interviews for the initial screening during the week of July 10 – specifically, July 11, 12 and 13. Each interview will no more than 15 minutes in length.
- c. Each subcommittee will use a rating system of 1 – 5 (5 being high) to evaluate each applicant’s response to each question; add up scores; and recommend applicants that would be interviewed by full Selection Panel. The “goal” is for the full Selection Panel to conduct final interviews for about 18 applicants.
- d. Each subcommittee will submit names of applicants no later than July 14 to the City Administrator’s Office of those to be invited to final interviews.
- e. The Selection Panel as a full body would not meet during the week of July 5 and July 10 in order to accommodate the subcommittee interview process.
- f. The Selection Panel will meet on July 19 and 26 to conduct final interviews; and use the same set of standard interview questions.
- g. The Selection Panel will meet on July 31, and possibly August 2, to discuss slate of Police Commissioners and Alternate to submit to the City Council.

Evaluation criteria discussed included the following:

- ability to make tough decisions; be decisive
- familiarity with OPD challenges
- ability to be fair and objective based on evidence regardless of political affiliation or community opposition
- possess integrity

Comments were provided by the following:

Rashidah Grinage
Richard Phelps

INFORMATIONAL ITEMS

7. Applications Received to Date

The Selection Panel received information about applications received to date, as of June 23, 2017.

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8. Open Forum

There were no comments from the public.

The meeting adjourned at 8:08 pm.