



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

**Meeting Agenda**

**Thursday, July 30, 2020**

5:30 PM

Via Teleconference

**Monday, August 3, 2020**

5:30 PM

Via Teleconference

**Tuesday, August 4, 2020**

5:15 PM

Via Teleconference

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

---

**Pursuant to the Governor's Executive Order N-29-20, members of the Police Commission Selection Panel, as well as City staff, will participate via phone/video conference, and no physical teleconference locations are required.**

**PUBLIC PARTICIPATION**

The Oakland Police Commission Selection Panel encourages public participation in the online board meetings. The public may observe and/or participate in this meeting in several ways.

**OBSERVE:**

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

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

- Thursday, July 30, 2020 at 6:00 PM: <https://us02web.zoom.us/j/81179077046>  
Webinar ID: 811 7907 7046
- Monday, August 3, 2020 at 6:00 PM: <https://us02web.zoom.us/j/83345784910>  
Webinar ID: 833 4578 4910
- Tuesday, August 4, 2020 at 5:30 PM: <https://us02web.zoom.us/j/81563894212>  
Webinar ID: 815 6389 4212

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

**Meeting Agenda (Continued)**

**Thursday, July 30, 2020**

5:30 PM

Via Teleconference

**Monday, August 3, 2020**

5:30 PM

Via Teleconference

**Tuesday, August 4, 2020**

5:15 PM

Via Teleconference

---

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

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

**PROVIDE PUBLIC COMMENT:** There are three ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- Comment in advance. To send your comment directly to the Selection Panel and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Richard Luna at [rluna@oaklandca.gov](mailto:rluna@oaklandca.gov). Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Selection Panel prior to the meeting.
- By Video Conference. To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” are available at: <https://support.zoom.us/hc/en-us/articles/205566129>, which is a webpage entitled “Raise Hand In Webinar.”
- By Phone. To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing STAR-NINE (“\*9”) to request to speak when Public Comment is being taken on a eligible agenda item at the beginning of the meeting. Once it is your turn, you will be unmuted and allowed to make your comment. After the allotted time, you will be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting by Phone.”

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

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

**Meeting Agenda (Continued)**

**Thursday, July 30, 2020**

5:30 PM

Via Teleconference

**Monday, August 3, 2020**

5:30 PM

Via Teleconference

**Tuesday, August 4, 2020**

5:15 PM

Via Teleconference

---

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

**2. Open Forum**

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

**ACTION ITEMS**

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

- [July 22, 2020 Meeting](#)

**4. Selection Panel Interviews and Deliberations of Police Commission Applicants**

Selection Panel will interview applicants for the Oakland Police Commission, deliberate and take possible action about the selection process for Police Commission members, including the interview questions and evaluation structure, selection criteria, reference checks, future schedule, and selection of final candidates to invite to a second interview with the Selection Panel and/or in determining a Reserve Pool.

Agenda Item Report:

- [Memorandum 2020 Police Commissioner Interview, Deliberations, and Selection Process \(July 27, 2020\)](#)

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

**5. Adjournment**

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

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

**Meeting Agenda (Continued)**

**Thursday, July 30, 2020**

5:30 PM

Via Teleconference

**Monday, August 3, 2020**

5:30 PM

Via Teleconference

**Tuesday, August 4, 2020**

5:15 PM

Via Teleconference

---

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

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

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



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

**Meeting Minutes**

**Wednesday, July 22, 2020**  
Via Teleconference

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

---

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

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

Members present: Lorelei Bosserman, James Chanin, Gay Plair Cobb, Brendalynn Goodall, Don Link, Bill Thomasson and Mary Vail.

Members absent: Braunz Courtney

Staff present: Richard J. Luna

City Attorney Staff present: Allison Dibley

**2. Open Forum**

There were no public comments on this item.

There were no written comments submitted to the Selection Panel.

**ACTION ITEMS**

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

A motion was made by Gay Plair Cobb, seconded by Brendalynn Goodall, to approve the draft meeting minutes for July 14, 2020. Motion passed with five ayes (Bosserman, Chanin, Cobb, Goodall, Vail) and two abstentions (Link, Thomasson).

There were no public comments on this item.

**4. 2020 Police Commissioner Application and Selection Process**

The Selection Panel reviewed the proposed questions for the first and second round of interviews. The Selection Panel voted individually on proposed questions and amendments to existing questions as offered by Members Bosserman and Vail.

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

**Meeting Minutes (Continued)**

**Wednesday, July 22, 2020**  
Via Teleconference

---

A motion was made by Mary Vail, seconded by Gay Plair Cobb to amend question number three, as follows: “While serving on the Police Commission there will be a great deal of pressure from the public, fellow commission members and City staff. What skills will you draw on to manage this and come to a fact-based decision?” The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A second motion was made by Lorelei Bosserman, seconded by Bill Thomasson, to delete question seven, “When there is a complaint against an officer for excessive use of force, describe your understanding of how the city should investigate the matter based on best practices in investigations?” The motion passed with four ayes (Bosserman, Cobb, Goodall, Thomasson) and three noes (Chanin, Link, Vail).

Member Mary Vail stated she is withdrawing her proposed amendments to question 10.

A third motion was made by Lorelei Bosserman, seconded by Brendalynn Goodall, to approve questions 16: “When did you first become interested in the Police Commission?” 17: “What have you done to learn more about it?” and 18: “And what are your impressions?” and add to the list of first round interview questions. The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

The Selection Panel discussed proposed questions 19, 20, 21, and 22; however, the questions were not approved to be added to the list of interview questions.

A fourth motion was made by Gay Plair Cobb, seconded by Mary Vail, to amend and approve question 23, as follows: “Have you attended any Police Commission meetings either in person or virtually?” and add to the list of first round interview questions. Motion passed with six ayes (Bosserman, Cobb, Chanin, Goodall, Link, Vail) and one no (Thomasson).

A fifth motion was made by Lorelei Bosserman, seconded by Mary Vail to approve questions 24: “What is the Police Commission doing right?” and 25: “If you became a commissioner, what would you do differently?” and add to the list of first round interview questions. Motion passed with six ayes (Bosserman, Cobb, Goodall, Link, Thomasson, Vail) and one no (Chanin).

A sixth motion was made by Lorelei Bosserman, seconded by Bill Thomasson, to approve question 26; however, the motion was later withdrawn by Member Bosserman.

A seventh motion was made by Lorelei Bosserman, seconded by Mary Vail, to amend and approve question 26, as follows: “Being a Commissioner may involve being insulted by the public and criticized by the police. Have you ever been publicly insulted? What advice would you give to someone about how to handle it?” and add to the list of first round interview questions. Motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

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

**Meeting Minutes (Continued)**

**Wednesday, July 22, 2020**  
Via Teleconference

---

An eighth motion was made by Lorelei Bosserman, seconded by Gay Plair Cobb, to amend and approve question 27, as follows: “Has someone you disagreed with ever changed your mind about something? Please provide an example.” and add to the list of first round interview questions. Motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A ninth motion was made by Mary Vail, seconded by Lorelei Bosserman, to approve question 28 “The Oakland City Council is currently considering placing revisions to the Measure LL City Charter language on the November 2020 ballot to, among other things, create a Civilian Inspector General position and add clarity to the Police Commission's policy-making authority. What do you know about this proposal and which of the proposed Charter changes do you consider to be the most important?” and add to the list of finalist interview questions. Motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A tenth motion was made Lorelei Bosserman, seconded by Mary Vail, to approve question 29 “The Oakland Police Commission first took office in late 2017. What do you think have been the Commission's biggest challenges? What has been its biggest accomplishments?” and add to the list of finalist interview questions. Motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

The Selection Panel discussed the first round and finalist interview questions, the process for adding questions to the finalist interviews. Members also discussed the 2019 interview process and inquired if there was a requirement for the Selection Panel to ask all candidates the same questions. Attorney Allison Dibley stated there were no requirements to ask candidates the same questions.

An eleventh motion was made by Gay Plair Cobb, seconded by Brendalynn Goodall, to approve question 30 “For you personally, which of your work, community service and/or organizational leadership experiences would help you in serving on the Oakland Police Commission?” and add to the list of first round interview questions. Motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A twelfth motion was made by Mary Vail, seconded by Gay Plair Cobb, to approve question 31 “In response to not only recent to events but long-standing questions and demands of members of the public in communities throughout the Country, the Police Commission, the Oakland City Council, the OUSD and other local government bodies are looking at ending, reducing funding for and re-aligning the role of their police departments. The City Council is already proceeding with a program to direct certain calls for assistance (mental health, homeless residents) from OPD to medical and social service responders. What other types of emergency or service calls should the Commission look at for a non-OPD response? What study and community input process should the Commission use to examine additional options for re-aligning OPD?” and add

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

**Meeting Minutes (Continued)**

**Wednesday, July 22, 2020**  
Via Teleconference

---

to the list of finalist interview questions. The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A thirteenth motion was made by Mary Vail, seconded by Brendalynn Goodall, to approve question 32 “Like most other Police Departments, OPD has an Internal Affairs unit that conducts both internal investigations and parallel investigations of the public's complaints against OPD officers; OPD's IA investigations are conducted exclusively by OPD officers. During its 17.5 years of Federal Court oversight in the Riders case, the Federal monitoring staff has periodically questioned the objectivity, thoroughness, timeliness and professional quality of OPD IA investigations. Recently, members of the public and the Police Commission have questioned whether the IA staffing model produces biased, officer-justifying investigations. How should the Commission proceed in examining this issue?” and add to the list of finalist interview questions. The motion passed with four ayes (Cobb, Goodall, Link, Vail) and three noes (Bosserman, Chanin, Thomasson).

The Selection Panel then discussed the bank of questions for the first round and finalist interviews, including whether the Selection Panel will ask a set of core questions to each interviewee, ask optional questions, or a hybrid option of asking some core questions and an undetermined number of optional questions.

A fourteenth motion was made by Gay Plair Cobb, seconded by Brendalynn Goodall, to adopt a hybrid model of interview questions during the first round of interviews. The motion passed with five ayes (Cobb, Chanin, Goodall, Link, Vail) one no (Thomasson) and one abstention (Bosserman).

A fifteenth motion was made by Lorelei Bosserman, seconded by Brendalynn Goodall, to spend a few minutes at the beginning of the interview explaining the role of Commissioner and to spend three minutes at the end to allow the interviewee to ask questions; however, the motion was later withdrawn by Member Bosserman.

A sixteenth motion was made by Mary Vail, seconded by Brendalynn Goodall, for the Selection Panel to allocate 20 minutes of the interview to asking core questions and 10 minutes to optional questions. The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A seventeenth motion was made by Gay Plair Cobb, seconded by Bill Thomasson, to adopt the principle of asking five core questions during the interviews. The motion passed with six ayes (Cobb, Chanin, Goodall, Link, Thomasson, Vail) and one abstention (Bosserman).

An eighteenth motion was made by Brendalynn Goodall, seconded by Mary Vail, that the five core questions be one from each of the five core competencies from the Evaluation

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

**Meeting Minutes (Continued)**

**Wednesday, July 22, 2020**  
Via Teleconference

---

Tool. The motion passed with six ayes (Cobb, Chanin, Goodall, Link, Thomasson, Vail) and one abstention (Bosserman).

The Selection Panel then reviewed the list of approved questions and voted on which questions would be assigned as a core question.

A nineteenth motion was made by Mary Vail, seconded by Gay Plair Cobb, to assign question one as the core question for core competency section A Interpersonal / Collaborative.

A substitute motion was made by Don Link, seconded by Brendalynn Goodall, to assign question two as the core question for core competency section A Interpersonal / Collaborative. The substitute motion failed by three ayes (Chanin, Goodall, Link) and four noes (Bosserman, Cobb, Thomasson, Vail).

The original nineteenth motion passed with six ayes (Bosserman, Chanin, Cobb, Goodall, Thomasson, Vail) and one no (Link).

City staff member Richard J. Luna stated all other questions under each core competency section will be listed as optional, as time permits, in the updated Evaluation Tool

A twentieth motion was made by Gay Plair Cobb, seconded by Mary Vail, to assign question three, as previously amended, as the core question for core competency section B Judgement / Decision-Making.

A substitute motion was made by Lorelei Bosserman, seconded by Brendalynn Goodall, to assign question 27 as the core question for core competency section B Judgement / Decision-Making. The substitute motion failed by a vote of one aye (Bosserman) and six noes (Chanin, Cobb, Goodall, Link, Thomasson, Vail).

The original twentieth motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A twenty-first motion was made by Mary Vail, seconded by Brendalynn Goodall, to assign question eight as the core question for core competency section C Analytic / Investigative Practices. The motion passed with six ayes (Chanin, Cobb, Goodall, Link, Thomasson, Vail) and one no (Bosserman).

A twenty-second motion was made by Mary Vail, seconded by Don Link, to assign question 11 as the core question for core competency section D Values / Commitment / Perspective.

A substitute motion was made by Lorelei Bosserman, seconded by Gay Plair Cobb, to amend question 11, as follows: "Experience has shown that the time commitment to

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

**Meeting Minutes (Continued)**

**Wednesday, July 22, 2020**  
Via Teleconference

---

effectively serve on the Police Commission is approximated to be between 10 to 20 hours a week. What are some limiting obligations that might make it difficult for you to effectively perform as a Police Commissioner and complete your term, and how will you manage these obligations?” and assign as the core question for core competency section D Values / Commitment / Perspective. The substitute motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A twenty-third motion was made by Mary Vail, seconded by Brendalynn Goodall, to combine questions 16, 17 and 18, as follows: “When did you first become interested in the Police Commission? What have you done to learn more about it? And what are your impressions?” and assign as the core question under core competency section E Level of Interest. The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A twenty-fourth motion was made by Lorelei Bosserman, seconded by Don Link, for one Panel Member to ask the core questions during the interview, that Panel Members rotate asking questions for each interview, and for staff to alphabetically assign which Panel Member will ask core questions during each interview. The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

After further discussion on the process of asking core questions and optional questions, the Selection Panel stated Chair James Chanin would facilitate Members asking optional questions as time permits. City staff member Richard J. Luna stated Chair James Chanin would be excluded from the assignment of asking core questions, and that during the interviews a timer would be shared on screen at the 20, 10, and five minute marks.

The Selection Panel then discussed when information would be shared on the reference checks for the candidates. To accommodate time so the reference check information can be shared at the meetings, the Selection Panel modified their upcoming meeting schedule as follows:

- Thursday, July 30, 2020, revised start time as 5:30 pm
- Monday, August 3, 2020, revised start time as 5:30 pm
- Tuesday, August 4, 2020, revised start time as 5:15 pm

A twenty-fifth motion was made by Brendalynn Goodall, seconded by Gay Plair Cobb, to use an updated version of the Evaluation Tool for the first round interviews. The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

The Selection Panel stated that a discussion on the number of candidates invited to the finalist interviews will take place at its meeting on August 4, 2020.

Public comments were provided by the following public speakers:  
Assata Olugbala

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

**Meeting Minutes (Continued)**

**Wednesday, July 22, 2020**  
Via Teleconference

---

**5. Adjournment**

The meeting was adjourned at 10:10 pm.

DRAFT



# MEMORANDUM

---

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

**FROM:** Richard J. Luna  
Assistant to the City Administrator

**SUBJECT:** 2020 Police Commissioner  
Interview, Deliberations and  
Selection Process

**DATE:** July 27, 2020

---

## Action Requested

For the Selection Panel to:

1. Conduct interviews of Police Commissioner applicants.
2. Deliberate and nominate applicants to be invited to a second round of finalist interviews with the Selection Panel.
3. Deliberate and/or amend its process for selecting and nominating candidates to serve on the Police Commission.

## Summary

The Selection Panel invited 17 applicants to a first round of interviews. **Attachment A** contains the tentative interview schedule with the 17 applicants and **Attachment B** contains the applications of the interviewees.

The Selection Panel will be conducting the first round of interviews on July 30, 2020, August 3, 2020, and August 4, 2020. At the conclusion of the interviews, the Selection Panel is expected to vote on an undetermined number of finalists to invite to a second round of interviews. The second round of interviews are tentatively scheduled to take place on August 10, 2020, and August 12, 2020.

The Applicant Evaluation Tool, including interview questions, is included in **Attachment C**.

On July 22, 2020, the Selection Panel approved four questions (**Attachment D**) to be added to the finalist interview stage, tentatively scheduled for August 10 and 12. The Selection Panel may make amendments to the list of interview questions for the finalist interviews.

## Background

In 2020, the Selection Panel will be nominating a slate of two (2) appointees to the Police Commission for City Council approval. The terms for Commissioners Ginale Harris and Tara Anderson both expire on October 16, 2020. Commissioners Harris and Anderson are eligible for reappointment to serve an additional three-year term; however, on June 16, 2020,

July 30, Aug. 3 & Aug. 4, 2020  
Selection Panel Meeting

Commissioner Tara Anderson informed the Selection Panel that she would not be seeking reappointment.

Additionally, the Mayor will be nominating one voting Commissioner and one Alternate Commissioner by October 16, 2020, as Commissioner Thomas Loyd Smith and Alternate Commissioner Chris Brown terms end on this date. Likewise, both are eligible for reappointment to serve an additional three-year term.

#### Police Commission Terms

<b>Commissioner</b>	<b>Appointing Authority</b>	<b>Term End Date</b>
Regina Jackson, <i>Chair</i>	Mayor	Oct. 16, 2021
Henry Gage III, <i>Vice-Chair</i>	Selection Panel	Oct. 16, 2022
Tara Anderson	Selection Panel	Oct. 16, 2020
Jose Dorado	Selection Panel	Oct. 16, 2021
Ginale Harris	Selection Panel	Oct. 16, 2020
Brenda Harbin-Forte	Mayor	Oct. 16, 2022
Thomas Loyd Smith	Mayor	Oct. 16, 2020
Chris Brown, <i>Alternate</i>	Mayor	Oct. 16, 2020
David Jordan, <i>Alternate</i>	Selection Panel	Oct. 16, 2022

#### 2020 Nomination Schedule

<b>Activity</b>	<b>Date</b>
Application Released	Continuously
Incumbents Notified	May 7, 2020
Application Deadline	June 30, 2020
Candidate Interviews (first round <sup>1</sup> )	July 30, 2020 August 3, 2020 August 4, 2020
Finalist Interviews (second round) & possible nomination	August 10, 2020 August 12, 2020
Deadline to Determine Slate	August 19, 2020
Background Check Process	August 20 – September 10, 2020
Staff finalizes report and resolution to Council	September 14 – 25, 2020
Report to Council Due Date	September 30, 2020
Council Confirmation	October 6, 2020

#### Applicant Evaluation Tool

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

#### Applicant Statistics

In 2017, the Selection Panel received 146 applications and invited 28 candidates for interviews, ultimately nominating four Commissioners and one Alternate Commissioner to the Police

<sup>1</sup> All interviews will take place via Zoom, with video enabled for the Selection Panel and applicant.

Commission. In 2019, the Selection Panel received 16 applications and invited 10 candidates for interviews, ultimately nominating one Commissioner and one Alternate Commissioner to the Police Commission. In 2020, the Selection Panel received 68 applications and invited 17 candidates for interviews. The Selection Panel will be nominating two Commissioners in 2020.

### Reserve Pool

On March 13, 2019, the Selection Panel elected to establish a Reserve Pool of applicants in cases where a vacancy occurs. The Reserve Pool:

- Is comprised of no less than three (3) applicants;
- Expires after two (2) years<sup>2</sup>;
- Includes only applicants that receive at least a two-thirds (2/3) vote of the Selection Panel members present for the vote; and
- Requires applicants in the Reserve Pool to give notice to City staff if applicant no longer has interest in being in the Reserve Pool.

Currently, there are no applicants in the reserve pool. The Selection Panel requested the reserve pool policy return for discussion and modification at a future meeting upon completion of the 2020 interviews.

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



---

RICHARD J. LUNA  
Assistant to the City Administrator

### Attachments (4):

- A. First Round Interview Schedule
- B. Police Commissioner Applications for Interview Applicants
- C. Applicant Evaluation Tool
- D. Interview Questions for Finalist Interviews

---

<sup>2</sup> At its meeting of July 14, 2020, the Selection Panel voted that any applicant's placement into the Reserve Pool during the 2020 selection process expire on June 1, 2021.

**ATTACHMENT A**  
**First Round Interview Schedule**

INTERVIEW SCHEDULE IS SUBJECT TO CHANGE

Police Commission - Selection Panel - Applicant Interviews

**Thursday, July 30, 2020**

*Via Teleconference*

<b>Time Slot</b>	<b>Applicant Name</b>	<b>Interview Lead</b>
6:05 PM	Jesse Hsieh	Lorelei Bosserman
6:35 PM	Sherria Taylor	Gay Plair Cobb
7:05 PM	Elliott Jones	Brendalynn Goodall
7:35 PM	Art Blacksher	Don Link
8:05 PM	Cristina Cross	Bill Thomasson
8:35 PM	Brian Hauck	Mary Vail
9:05 PM	Barbara Swoffard	Lorelei Bosserman

INTERVIEW SCHEDULE IS SUBJECT TO CHANGE

Police Commission - Selection Panel - Applicant Interviews

**Monday, August 3, 2020**

*Via Teleconference*

<b>Time Slot</b>	<b>Applicant Name</b>	<b>Interview Lead</b>
6:05 PM	Theodore Johnson	Gay Plair Cobb
6:35 PM	Ginale Harris	Brendalynn Goodall
7:05 PM	Cynthia Chase	Don Link
7:35 PM	Tim Huey	Bill Thomasson
8:05 PM	Darnell Hammock	Mary Vail
8:35 PM	Derisa Grant	Lorelei Bosserman
9:05 PM	Sergio Garcia	Gay Plair Cobb

INTERVIEW SCHEDULE IS SUBJECT TO CHANGE

Police Commission - Selection Panel - Applicant Interviews

**Tuesday, August 4, 2020**

*Via Teleconference*

Time Slot	Applicant Name	Interview Lead
5:35 PM	Tyfahra Singleton	Brendalynn Goodall
6:05 PM	Kumar Vedantham	Don Link
6:35 PM	Omar Farmer	Bill Thomasson

# **ATTACHMENT B1**

## **Police Commissioner Applications for Interview Applicants**

**Thursday, July 30, 2020 applicants**



# 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: Hsieh Jesse J. Date: 06/11/2020  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland CA 94605  
*City State ZIP Code*

Phone: [Redacted] Email: [Redacted]

### Supplemental Questionnaire

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

- 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: Evan Kuluk Relationship: Coworker

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

Full Name: Avaninder "Avi" Singh Relationship: Co-Board Member

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

Full Name: Ali Saidi Relationship: Union President

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

### Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

- Male  I do not wish to self-identify

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

Please check one of the boxes below:

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

**Disclaimer and Signature**

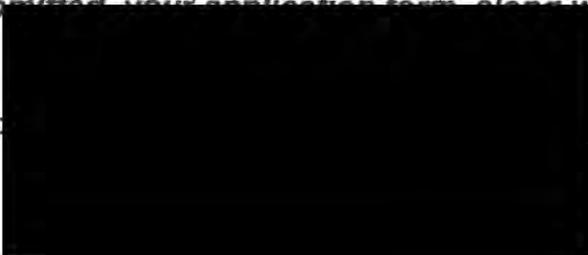
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

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

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

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

Signature: \_\_\_\_\_



Date: 6/15/20

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows.

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

**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.

For the last fourteen years I have worked with people that have had to interact with the police. As a law student and new attorney, I helped clients legally clean up their record to avoid the stigma of contact with law enforcement. As a deputy public defender for the last eight years, almost every client of mine has contacted a police officer. Through my clients, I have gained great insight into how the police interact with the innocent and the guilty alike.

I am also familiar with law enforcement tactics and practices. As a public defender I review police reports, investigations, body camera footage, and department policies daily. I have handled cases from the simple drug possession to homicides; from traffic stops to cases involving months of surveillance. It is my job to be an expert in how the police handled an investigation and then to think critically about that investigation from an outsider's perspective: to determine what went right, what went wrong, and what could have been done better.

In what spare time I have, I sit on boards and committees that require me to work with others and build consensus to achieve common goals. I am the current vice president of the Asian American Criminal Trial Lawyers Association, a nonprofit board of Asian American criminal defense attorneys, judges, and law students. In that capacity I work with other board members to put together trainings and programs for Asian Americans in the legal profession. I am also part of the Public Defender's Office's Racial Justice and Diversity Committee, Training Committee, and Union Executive Board.

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

Outside of work, I have had minimal contact with members of the Oakland Police Department. Once, I was pulled over for speeding on Martin Luther King Jr. Way. By then, I knew how to stay on an officer's good side: two hands on the wheel, make no sudden movements, describe my actions before doing them, and never mention that I am a lawyer. I still ended up with a ticket but one with a lesser violation for my "cooperation."

In the past, I have reviewed a few police reports and body camera footage from the Oakland Police Department.

Clients who have talked to me about their experiences with the Oakland Police Department have generally conveyed lukewarm to negative experiences with OPD.

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 am the only attorney in my family.

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes: I previously worked at A New Way of Life Reentry Project and the East Bay Community Law Center, two non-profit organizations assisting people who had been convicted of crimes clean up their records and mitigate the collateral consequences of their convictions.

Jesse J. Hsieh

Oakland, CA 94605

**BAR ADMISSIONS** California, SBN 260348

**EXPERIENCE**

**Office of the Public Defender, Contra Costa County** Martinez, California  
*Deputy Public Defender, Alternate Defender Office* 9/17-Present  
*Deputy Public Defender II-III, Felony Unit* 3/14-9/17  
*Deputy Public Defender II, Juvenile Unit* 4/13-3/14  
*Deputy Public Defender Special Assignment, Misdemeanor Unit* 5/12-4/13  
*Training Committee*  
*Racial Justice and Diversity Committee*  
*Law Clerk Recruitment Committee*  
*Union Executive Board*

- Represent indigent clients against pending criminal charges
- Interview and advise individuals as to their constitutional rights and other pertinent information relevant to existing or prospective criminal charges
- Initiate and direct investigation essential to the development of a defense
- Conducts legal research and writing for motions and the development of a defense
- Confers with prosecutors and judges to negotiate dispositions for clients
- Conduct jury trials and juvenile delinquency contests.

**East Bay Community Law Center** Berkeley, California  
*Supervising Attorney, Clean Slate Practice* 6/09-5/12

- Represented indigent clients pursuing criminal records remedies after contact with the criminal justice system
- Supervised weekly court-based clinic, conducted client intake, prepared clients to file pro se, drafted declarations and briefs, negotiated with district attorneys, appeared at hearings in California Superior Court
- Supervised clinical law students, providing formal and informal feedback and training on all aspects of advocacy and ethics
- Represented indigent clients pursuing administrative and legal relief challenging the collateral consequences of their convictions
- Developed and coordinated a litigation strategy for advocates around the state to help clients seeking remedies under FCRA and ICRAA

**A New Way of Life** Watts, California  
*Staff Attorney* 1/09-5/09

- Supervised volunteer legal advocates at free monthly clinics
- Drafted and prepared petitions for expungements
- Created training manuals for attorneys
- Represented clients in California Superior Court hearings

**Neighborhood Legal Services of Los Angeles** Pacoima, California  
*Legal Extern, Workers' Rights Advocacy Group* 9/07-5/08

- Staffed regular self-help Workers' Rights Clinic
- Drafted legal memoranda and assisted with litigation tasks.
- Represented a client at a Labor Commissioner hearing with attorney supervision

**PROFESSIONAL  
AFFILIATIONS**

**Asian American Criminal Trial Lawyers Association**

*Vice Present 2019-present*

*Secretary 2018-2019*

*Contra Costa County Representative 2015-2017*

Asian American Bar Association, 2017-present

Contra Costa County Bar Association, member 2019-present

**EDUCATION**

**UCLA School of Law, Los Angeles, California**

*J.D., May 2008*

- Asian Pacific American Law Journal, Business Manager
- Asian Pacific Islander Law Student Association, Secretary

**California State University, Los Angeles, Los Angeles California**

*B.A. Psychology w/ minor in Mathematics June 2005*

- Psi Chi, National Honors Society in Psychology, President
- CSULA Cognitive Psychophysiology Lab, Research Assistant
- Phi Kappa Phi National Honors Society, Member
- Golden Key International Honors Society, Member
- Early Entrance Program, Student
- Dean's List 2002-2004
- Teaching Assistant 2003-2004

**SKILLS**

Fluent in Mandarin Chinese (spoken)

**Volunteer Activities**

AABA Garrick Lew Scholarship Selection Committee 2019-present

KABANC Pro Bono Legal Clinics 2015

OneBrick SF 2011-2012

Reentry Legal Clinic 2007-2009

Neighborhood Legal Services of Los Angeles, Workers' Rights Clinic 2006-2008

Search for Academic Achievement Testing Administrator 2001-2004

American Cancer Society Relay for Life 2004

Early Entrance Program Provisional Quarter, Mentor 2001, 2002, 2004

Fine Arts Program Facilitator, Edmund D. Edelman Children's Court 2000-2001

Voting Booths, ASI Elections 2001

Foothill Middle School, Music Tutor 9/99 to 6/01

**Training**

Trial Skills training Benchmark Institution Foundation 7/11-17/2010



# 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: Taylor Sherria D. Date: June 8, 2020  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland CA 94605  
*City State ZIP Code*

Phone: [Redacted] Email [Redacted]

### Supplemental Questionnaire

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

- 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: Dr. Mickey Eliason Relationship: HSS Associate Dean/ SFSU

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

Full Name: Dr. Nicole Bolter Relationship: BUILD Research Colleague

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

Full Name: Dr. Savita Malik Relationship: Colleague/ Director of Metro

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

## Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

- Female \_\_\_\_\_
- I do not wish to self-identify

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

Please check one of the boxes below:

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

**Disclaimer and Signature**

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

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

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

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

Signature: \_\_\_\_\_  \_\_\_\_\_ Date: June 8, 2020

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

My life's work has been dedicated to community activism and being in service to underserved families and communities. These values were imparted to me by my parents and the village I was blessed to be raised by.

As the Executive Director & Deputy Director of ACCEPT, a non-profit in Reno, NV, my focus was targeting the marginalized and underserved in my small town which has been known as the Mississippi of the West given its large KKK population and racist history. In the State of NV, we were and still are the only non-profit targeting Black and multi-racial families, as well as their faith-based communities. Under my leadership, our services, in its conception providing only HIV/AIDS prevention education, expanded to include Substance Abuse prevention, Positive Youth Development and Family Communication programs, Financial Literacy programs, and HIV/AIDS Supportive Care services. Our clients ranged from transgender men and women, sex workers, survivors of domestic violence, to Latinx children in after-school programs and their families. At a young age, I learned that the only way to be empowered is to empower, and this translated easily into my community work for those 10 years. I still am connected to this work as my current role is as the part-time Director of Program Development and Evaluation.

I returned back to school to obtain my PhD in Family Studies with an emphasis in Organizational Culture and Consulting in order to learn how to develop and facilitate complex community research. My goal was to return back to my role as Executive Director, however, while in school, I taught courses to undergraduate and masters students with passions for community work like mine. I found myself at a cross-roads but knew academia was the new path for me. This path would allow me to pay it forward and pour into underserved students of color embarking on a similar journey in community activism and non-profit work. I followed that feeling, graduated, and became a Family Studies professor in 2013.

In 2015, I intentionally moved to Oakland, took a job with San Francisco State University for a few reasons: 1) Oakland has always felt like my spiritual home when visiting friends and family while growing up, 2. SFSU's focus on students of color, activism, and our amazing College of Ethnic Studies, and 3) the ability to be closer to my immediate family in Reno, NV. I am currently the Associate Director for the Metro College Success Program at SFSU which serves first-generation, low-income freshmen and sophomore students. In this role I teach social justice courses to amazing youth and mentor faculty who also teach in this needed program.

What I believe will be beneficial to the Commission are the skills I've honed as a teacher, researcher, data analyst, community program developer and evaluator, community activist, and individual committed to the wellbeing of families and their communities. My passion is participatory community research that views community members as the experts and therefore my goal would be to ensure that community voices aren't just heard but also validated. I bring a wealth of social networks that will be beneficial when access to other community gatekeepers, resources, and members are needed. Relationships between police and people of color have been strained, traumatic, and emotionally triggering for centuries. With my background in counseling, I'd like to support decisions and developing processes that promote healing, as we are coming to a place where that can and has to happen. In counseling accountability is also a key to healing any relationship, and creating processes that allow for ourselves to be held accountable when our commitments to others wellbeing aren't kept and we dishonor ourselves and/or miss the mark. Those moments and the actions we take when those moments occur are the most influential in how and if we heal and make progress as a community. As a community member and now fortunate homeowner in Oakland, I would greatly appreciate the opportunity to give back and serve my beloved community as a part of this Commission.

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

I have had very little contact with the OPD other than the time my house alarm went off. I was extremely pleased with the quick response, and was grateful for the expeditious care and concern.

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

I have no immediate family members with the type of volunteer or employment experiences mentioned.

# 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:	Jones	Elliott	M	Date:	June, 24, 2020
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94609	
	<i>City</i>		<i>State</i>	<i>ZIP Code</i>	
Phone:	[REDACTED]	Email	[REDACTED]		

## Supplemental Questionnaire

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

- 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 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

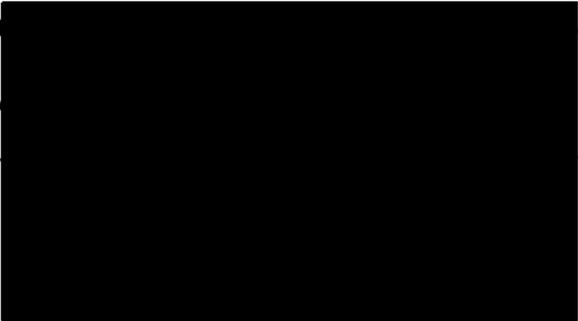
**Disclaimer and Signature**

*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, all attachments, becomes a public record.***

Signature: 

Date: June 24, 2020

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)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	<b>Address: <a href="mailto:CityAdministratorsOffice@oaklandnet.com">CityAdministratorsOffice@oaklandnet.com</a> Subject: <b>Police Commission Application</b></b>

Oakland Police Commission Application (June 24, 2020)

Elliott M. Jones

[REDACTED]  
[REDACTED] Oakland CA, 94609  
[REDACTED]

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

Throughout my professional career, I have strived to instill a sense of purpose and direction in those that I have worked with. I recognize the unique demands entailed in working with volunteers and community-based organizations. It requires preparation, insight, and often times patience. It is my fundamental belief that fairness and direction are the keys to a stable and productive organization.

A "my way or the highway" approach is not an optimal strategy for getting things done. I have successfully brought together diverse organizations, politicians, and indigenous leaders by creating an environment in which they could work together in furtherance of a common goal. I have been involved in a number of successful collaborative projects, most notably statewide organizing for the Children's Movement of Florida. This initiative required building a consensus among educators and stakeholders from across the State. This collaboration led the fight in successfully promoting the importance of quality early childhood education for all.

In addition, I had a leadership role in the campaign for the restoration of the DA Dorsey Library (2019), Miami's first African American library, and the revitalization of the Sherdavia Jenkins Peace Park in Liberty City (2012). Both required bringing together a coalition of interest groups at the local level. Our efforts resulted in securing increased public funding for these community restoration projects.

I recognize that preparedness and consistency are essential in maintaining any commission's purpose and direction. My professional career has provided me with the experience of working with a number of different organizations in different spheres. I have also spent a significant amount of time volunteering. I sought to benefit the public through my work with community organizations and NGO's including the Dr. Maya Angelou Foundation. I have served as the volunteer, senior vice president of programs, and community impact for the last 4 years. Over the years, I have participated in numerous protests, demonstrations, and rallies in New York City, North Carolina, Miami FL, Washington DC, and elsewhere. I have observed a variety of tactics employed by law enforcement. In my experience, certain strategies are more appropriate and productive than others. Those experiences have taught me the importance of policy and planning in managing large crowds successfully by keeping everyone safe.

Since my return to Oakland in 2019, local issues have been important to me. There are a number of social justice issues in Oakland that I find concerning, police services among them. Our neighborhoods are diverse. While some parts of the city are affluent other areas are decidedly not. However, they all have specific needs and all are entitled to high-quality police and

emergency services. As I understand it, the task of this commission is to safeguard the public by holding the Oakland Police Department and every employee accountable. To do otherwise, would jeopardize the public's trust in their police department. That faith must be continually validated by the work of this commission.

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

I have personally had no contact with the Oakland Police Department patrol. However, I am familiar with the issues within the commission's purview. My father, attorney Oliver Jones, and my Aunt, attorney Suane Thompson, both retired, had a community law practice in North Oakland. As a high school student and during summers while in college, I clerked while in their office and became familiar with cases involving, employment discrimination, police misconduct, and environmental law. Over the years I have participated in many discussions involving the Oakland Police Department's behavior, a not infrequent topic of conversation between my father, his friends, and colleagues.

3. Please describe, if applicable, if you or an immediate family member has had a significant volunteer or employment experience: a. as a police officer, b. as a criminal prosecutor or defense attorney, c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

My uncle, Rotea Gilford, now deceased, talked to me about the discrimination he experienced as the first black detective in the San Francisco Police Department. I have an Aunt and Uncle, both retired, who were Oakland police officers. I have learned from them the conflicts and issues involving race, police culture, and the multiple factors involved in the decision to use force.

Jones & Thompson, attorneys at law, did not represent criminal defendants.

Resume available upon request.



# 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:	Blacksher	Art	D
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Date:	June 11, 2020		
Home Address:	[Redacted]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	Oakland	CA	
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[Redacted]	Email:	[Redacted]

## Supplemental Questionnaire

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

- 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: Robert L. Harris Relationship: Uncle  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Pamela Y. Price Relationship: Friend  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Gene Rotter Relationship: Friend  
E-Mail: [REDACTED] Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

- male \_\_\_\_\_  I do not wish to self-identify

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

Please check one of the boxes below:

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

**Disclaimer and Signature**

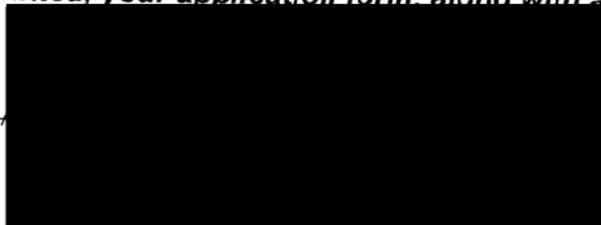
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

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

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

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

Signature: \_\_\_\_\_



Date: June 11, 2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

Art Douglass Blacksher the fourth,  
[REDACTED]  
Oakland Ca 94605

Re: Application for Oakland Police Commissioner,

## **Supplemental questionnaire Question #1**

### **Describe any life work and significant community volunteer experiences**

As a lifelong resident of East Oakland, graduating from Howard Elementary School, King Estates Junior High School and Castlemont High School, I know about the challenges of our youth in the Oakland Public Schools as it relates to the Oakland Police Department's interaction with our youth. While attending Oakland Public Schools, I learned Police policing our children can help and/or hurt their growth as functioning members of society. Our police MUST be trained to address the social needs of our children while providing a safe neighborhood/community environment. Police should not willfully or unknowingly damage a child's future to become successful.

After graduating from Castlemont High School in 1980, I attended San Francisco State University for three years while working part time at United Parcel Service (UPS). In 1983, decided to leave college and work full time at UPS. Worked my way up from a trailer loader/unloaded to driver and then was promoted to a driver transportation supervisor. Left UPS in 1990. Earn my teaching credential to start and teach a driver training and transportation program at the College of Alameda. Under President Clinton's welfare to work program, successfully prepared and trained many people to work in the transportation industry! My dad and I started a land abatement company in 1994. In 2002, earned my California State Contractor's License, General B. In 2010 was selected to be a subcontractor on the demolition and replacement of the Highland Hospital project. What prepared me to do all these things, was having parents that instilled in me that a CLEAN RECORD was required, especially for me, an African-American/Black Man.

If selected to become a Police Commissioner, I will be an asset to help reduce the excessive and/or over policing in Oakland neighborhoods/communities, while insuring that all young children have a fair chance of a clean record and become responsible tax paying citizens. To do the above, our Oakland Police Department must understand the consequences of bad past police practices on our children and in our neighborhoods/communities. Also, how to deal with our young people moving forward. Thank you for the opportunity to make a positive change in the city that has been and is my family.

## **Supplemental Questionnaire Question #2**

### **Contacts and experiences with the Oakland Police Department**

In or around 1994, the Oakland Rough Ryders (Oakland Police Officers), pulled me over 6 times at gun point in less than a 3 month period. I was handcuffed each time and ordered to sit on the curb.

After the sixth time, I went to the Oakland Police Department's Internal Affairs, and explained the situation. The person in charge gave me his business card and said if this happens again, give the officer in charge my card. Within a couple of weeks, it happened again. I gave the officer in charge the card and I was NEVER pulled over again

## **Supplement Questionnaire Question #3**

### **Family members with significant volunteer experience**

My mother, Jean Blacksher was a driving force in the Oakland Community Organization (OCO) over the past forty years. Mother served on the Oakland Planning Commission in the 90's. Also, she served on the first Oakland Police Commission's Selection Panel. Mother continues to serve as a voice in the East Oakland Community as an advocate for neighborhood safety and revitalization ongoing work



## Application Considerations

Check all that apply:

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

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

## References

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

Full Name: Rachel Bryani Relationship: Professional

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Chaz Hubbard Relationship: Personal

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Bianca Tumblings Relationship: Personal

E-Mail [REDACTED] Phone: [REDACTED]

## Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

- Female  I do not wish to self-identify

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

Please check one of the boxes below:

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

## Disclaimer and Signature

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

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

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

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

Signature: \_\_\_\_\_ *Cristina Cross* \_\_\_\_\_ Date: \_\_\_\_\_ *6/28/2020* \_\_\_\_\_

Completed applications due by March 30, 2019 by mail, hand-delivery, or email as follows:

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

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

Most recently, I've started a social impact business that advances racial and socioeconomic justice. It's also important to note that in last year's selection process, I initially gained a 2/3rd vote to obtain a seat on the commission however, further deliberation occurred that changed the voting outcomes. This led to a motion and agreement that I would legitimately be first on deck. I'm stating this for the record, given the inconsistencies I've experienced with the Selection Panel.

Additionally, during my non-traditional path through college, I advocated with Alameda County's Behavioral Health Care Services and PEERS for several years as a Transition Age Youth (TAY) Advocate. This partnership worked to advance the well being of people and families with loved ones who are experiencing mental health challenges, especially those between the ages of 18-24. It was there that I truly learned the meaning of community, professionally and personally.

My experiences of critically examining the need for trauma informed care and communicating the unique needs of transitional age youth to county clinicians, led to the decision to study Sociology, and eventually Public Policy with a minor in Ethnic Studies. Prior to completing my studies, I worked directly with organizers and mental health advocates who piloted peer led trauma informed workshops with officers at John George Psychiatric Pavilion. While I was not directly involved in that particular pilot, I understand the importance of those types of community led initiatives.

Additionally, I am raising a child in Oakland and his father was raised in Oakland. I am familiar with the various nested issues that Oakland is facing. My commitment to the betterment of this community is deep. My lived experiences, advocacy work combined with my formal education, would provide a unique perspective.

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

Currently, my contacts within the Oakland Police Department are limited. My experiences with police are varied, both positive and negative. During a transitional point in my life, I have experienced trauma with officers in a different county. From my perspective the incident arose from a misunderstanding. My decision to apply was based on my desire to contribute to more community centered solutions, in terms of engaging with marginalized communities.

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

At this time, none of these apply.



# 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:	<b>Hauck</b>	<b>Brian</b>	Date: <b>6/17/2020</b>
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[REDACTED]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	<b>Oakland</b>	<b>CA</b>	<b>94618</b>
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[REDACTED]	Email	[REDACTED]

## Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

## Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

## References

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

Full Name: Karol Mason, President, John Jay College of Criminal Justice Relationship: Former Colleague, US DOJ

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

Full Name: Mike Troncoso, Director, Justice & Opportunity, Chan Zuckerberg Initiative Relationship: Professional

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

Full Name: Rev. Molly Baskette, First Congregational Church, Berkeley Relationship: Pastor

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

## Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- 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 email = [REDACTED]  
Date: 2020.06.17 21:28:21 -07'00'

Date: 6/17/2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

**Police Commission – Supplemental Questionnaire – 2020**  
**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 positions in the federal government and private practice, I have extensive experience making institutions better—often in the law enforcement context—and working in complicated public settings to turn positive energy into real change. I have experience making sensitive judgments about the propriety of law enforcement conduct; reviewing and making recommendations to make law enforcement more effective without compromising public safety; leading initiatives to make law enforcement organizations more successful by becoming more open and transparent; and overseeing the implementation of Consent Judgments in organizations that have been required by courts to overhaul their operations. 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 law enforcement’s mission and believes it ought to be held to very high standards. I would highlight three aspects of this work as particularly relevant for the Commission.

*Personnel.* 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 not represent a law enforcement official who was accused of wrongdoing. That work required an understanding of the line between appropriate and inappropriate law enforcement conduct.

*Organizational change.* In both law enforcement and non-law enforcement settings, I have experience reviewing, advising, and working with agencies implementing significant organizational changes.

- *Reviews and Recommendations.* For the U.S. Secret Service, I 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 encompassed issues ranging from human resources, training, and staffing, to use-of-force policies and weaponry. We reviewed the Service’s budget and made recommendations for its next Director.
- *Reform.* In much of my work now, in private practice, I serve on teams that are appointed to “monitor” entities—like OPD—that have histories of wrongdoing and have been ordered onto paths for reform. That work has informed how I approach oversight of an institution like OPD; 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* implement and change that the organization *doesn’t want* to implement.

- *Openness and Transparency.* The Department of Justice has never been known as the most transparent institutions, but like all Obama Administration agencies, 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.

*Commission Dynamics.* Institutional reform does not happen overnight; it does not happen from energy alone; and it can be derailed by distractions and divisions. My work, inside government and out, routinely requires sensitive multi-party negotiations over difficult issues in complicated political contexts. I have worked to build consensus, accept and resolve differences, and move forward. I have had to recognize that the substantive work, the inter-personal dynamics, and the public pressures and attention all must be managed in order to succeed. I listen, I build trust, and we make progress.

We are in a moment of extraordinary opportunity for the Oakland Police Department and the Oakland Police Commission. There is extraordinary energy for change. But that change will depend on our ability to translate energy into policies, policies into training, and training into culture. It will take discipline, consensus, and sustained effort—for months after the moment of extraordinary opportunity passes. My work, inside government and out, will be helpful in moving the Commission and the Department forward.

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

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

**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, or (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 incarcerated individuals bringing claims for their mistreatment by law enforcement personnel. I have worked with non-profit groups working to improve conditions in the juvenile justice system. And during my time at the Justice Department, I worked alongside criminal prosecutors and law enforcement agents.

I have taken away from all of this work nothing more than a belief that every component of the criminal justice system can work better. 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:	Swoffard	Barbara	Y
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Date:	6-28-2020		
Home Address:	[Redacted]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	Oakland	CA	94619
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[Redacted]	Email:	[Redacted]

## Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

### Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

### References

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

Full Name: Mary Forte

Relationship: Friend

E-Mail

Phone:

Full Name: Cheryl Crawshaw

Relationship: Friend

E-Mail

Phone:

Full Name: Simone Delucchi

Relationship: Administrator

E-Mail

Phone:

### Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

Female

I do not wish to self-identify

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

Please check one of the boxes below:

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

**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, 2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

June 28, 2020

- 1) My name is Barbara Swoffard. I am an Oakland native. My community volunteer experience that will contribute to the work of the commission are: I was a girl-Scout Troop Leader for the girls that lived in the Oakland Brookfield neighborhood, I created and directed an afterschool tutoring program for children in Parker Elementary School and the East Oakland flatlands community. I also created and directed a residential home for emotionally disturbed youth. And I have taught for over thirty-five years in Oakland/Alameda County school Districts. Presently, I am working with illegal dumping workgroup which is a part of East Oakland Congress of Neighborhoods, and Block By Block Organizational Network which works to help make the city of Oakland a clean and beautiful place for people to enjoy.
- 2) I have had few experiences with the police during my stay as a resident of Alameda County.
- 3) My significant volunteer or employment experience is described in this application.

From my childhood, I have always had a love for children. This passion until this day, has directed my life. As a child, growing up in the flatland of East Oakland, if a family were in financial distress, I would voluntarily go from door to door collecting funds to help the family. As a teenager, I taught children' Sunday School, created youth choirs and did lots of baby-sitting.

As a young adult I went to college. Being endowed with this love for children, I was compelled to go into the field of teaching. I graduated from college and started teaching. After teaching a few years, I decided that my students needed more than I could personally give them. So, I went to seminary thinking that: "perhaps God could help the situation." Not knowing at the time that the knowledge of Afro-Americans history in connection with the American history would tremendously help us be more successful and productive.

I graduated from seminary and created a non-profit organization titled, Oakland Youth Services. This organization was established to help the young people who live in the flatlands of East Oakland. Young people described as disadvantaged economically and culturally diverse. Since I was originally a

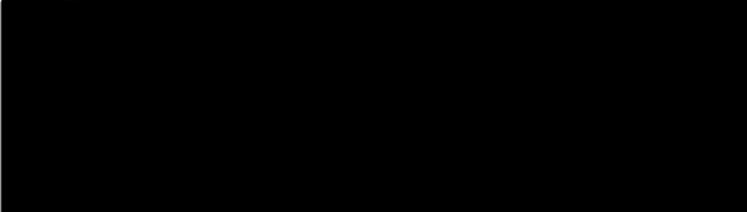
teacher and had experience working with young people with educational challenges. Hence, OYS started out as an afterschool tutoring services to elementary school students. Still feeling that the organization wasn't doing enough to young people, OYS started a residential care facility to the troubled youth in the community. This residential care facility lasted to over ten years. Since then I have had many foster care children to live in my home and adopted three of them. Presently, I am raising two adopted children and I am working on a program to improve the educational curriculum of transitional kindergarten students.

My passion for children as a mother, a teacher, and an elderly citizen of the community, makes me a good candidate for the position of Commission. As I have fore-mentioned, I have volunteered working in various youth programs to help young people become productive adults. As a teacher, I have had students who have expressed that their ambition was to be a police officer. I applauded their desires and did everything academically possible for them to achieve their goal.

As a mother and an elder of the community, I feel the pain of police brutality. Every time a young male is assaulted or shot-down and killed by and police officers because he looked suspicious walking in the community, I grieve. Also, I am in solidarity with the families who have lost a love-one through a most-tragic death.

People who aspire to be police officers need possess characteristic of a peacemaker to many marginalized people living in this present society. If I am chosen to be on the Commission, I will oversee the Oakland Police Department's policies, practices and customs to meet national standards of the constitutional policing and oversee the Community Police Review Agency that investigates police misconduct and recommends discipline. I will also work to maintain a Commission that functions as an agency that cares and responds to the needs of the community with compassion, wisdom and justice.

Respectfully



# **ATTACHMENT B2**

## **Police Commissioner Applications for Interview Applicants**

**Monday, August 3, 2020 applicants**



# 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:	Johnson	Theodore	R.	Date:	6.11.20
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[Redacted]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94610	
	<i>City</i>		<i>State</i>	<i>ZIP Code</i>	
Phone:	[Redacted]	Email:	[Redacted]		

## Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Judge Gordon Baranco Relationship: colleague

E-Mail [redacted] Phone: [redacted]

Full Name: Aubrey LaBrie Relationship: former law partner

E-Mail [redacted] Phone: [redacted]

Full Name: Reverend William Mason, Sacred Heart Church Relationship: Pastor

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

Male I do not wish to self-identify

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

Please check one of the boxes below:

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

**Disclaimer and Signature**

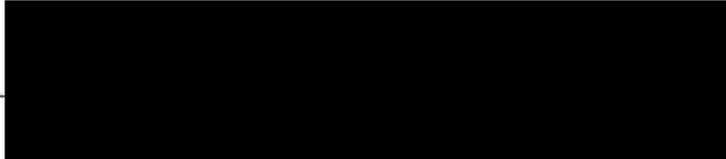
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

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

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

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

Signature: \_\_\_\_\_



Date: 6-12-2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

**APPLICATION FOR POSITION ON POLICE COMMISSION**  
**Supplemental Questions**

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

My life's work and community volunteer experiences uniquely qualify me, Theodore Roosevelt Johnson Jr., to be part of the Oakland Police Commission. I have been an attorney and judge pro tem for over 30 years in the County of Alameda. As a member of the State Bar of California for over 35 years, I have expertise in criminal and civil law. I am the founding partner of Summit Law Offices and I have worked as a private practitioner for most of my career, which has given me the privilege and honor to work in almost all areas of the law and amongst many people in various positions in law enforcement, the justice system, and with people working in community organizations, non profits, and with members of the community at-large.

Having a passion for athleticism and basketball in particular, I have served as a Catholic Youth Organization Basketball Coach and Athletic Director for over 25 years, serving particularly at St. Martin de Porres School in West Oakland for many of those years. For about 10 years, I taught law courses in the Business Management Department at Sonoma State College, helping students understand the law and pursue their higher education degrees. In the 1990s, I also served on a Board of Directors for Suicide Prevention. I have an immense passion for the law, for education, serving communities and agencies in Alameda County. I

would be honored to put my education, expertise, knowledge and service to use again for such an important cause as the Oakland Police Commission.

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

When I first started practicing law, I was called by the State Bar of California to attend line-ups to make sure the defendant's rights were not violated. During this time, I interacted with many Oakland police officers. I continue to cross paths and have mutual friends with many of these officers. Some have gone on to become inspectors in the Alameda County's District Attorney's office. Over the years, in a number of trials, police officers have been witnesses or investigating officers in cases that I have tried. I have cross-examined or direct examined these officers during trials. In addition, I have interacted with Oakland police officers in a number of judicial proceedings serving as a Judge pro tem in Juvenile Court and in the Small Claims Courts in Alameda County.

**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 a criminal defense attorney for over 35 years, my experiences with each and every trial, and working with every defendant and witness, has prepared me to serve on this Police Commission. Over the years, I have built and maintained

many positive relationships with my clients, their families, lawyers, judges, as well as law enforcement. Also, while serving as a pro tem juvenile court judge, I learned great skills in how to examine thoroughly the testimonies of clients and witnesses to determine inconsistencies. I have always been impartial in judging the testimonies of police officers, investigators , and defendants.

My criminal and civil law background, coupled with my experiences working and volunteering with inner city youth and in the juvenile court system, have given me a strong sense of justice. The Police Commission's goal is to ensure that the policies and practices of the Police Department meet national, constitutional, community, and judicial standards. I have a well-rounded sense of the law and practice from many of these perspectives, which makes me an excellent candidate for this Commission.



# Police Commission

## Application for Position of Commissioner

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

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

### Applicant Information

Full Name: Harris Ginale Date: June 3, 2020  
*Last* *First* *M.I.*

Home Address: [Redacted]  
*Street Address* *Apartment/Unit #*  
Oakland CA 94605  
*City* *State* *ZIP Code*

Phone: [Redacted] Email: [Redacted]

### Supplemental Questionnaire

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

- 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: Jose Dorado Relationship: Colleague  
E-Mail jdorado@oaklandcommission.org Phone: [REDACTED]

Full Name: Regina Jackson Relationship: Colleague  
E-Mail rjackson@oaklandcommission.org Phone: [REDACTED]

Full Name: Valerie Tullier Relationship: Community Elder  
E-Mail [REDACTED] Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

- Female \_\_\_\_\_  I do not wish to self-identify

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

Please check one of the boxes below:

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

**Disclaimer and Signature**

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

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

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

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

Signature \_\_\_\_\_

Date: 6/3/20

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

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.**

For the last 28 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 programs 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 the agency for the next 21 years; becoming the director of the Director of Prevention and Intervention services. In 2012, I was selected 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. I believe that living in and serving my community has prepared me to contribute to the work of the Police Commission. For the past two and a half years, I have served on the Oakland Police Commission. Two of those years, I served as Vice Chair. I am seeking to do a second term.

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

Being a resident of Deep East Oakland, District 7, I have experienced different forms of contact with the Oakland Police Department in many ways. I serve on several Ad-hoc committees that collaborate with the leadership of the Oakland Police Department. In addition, there is extreme violence in the neighborhood in which I reside. Often times I see Oakland Officers in strenuous situations. I often work with and have had many solution-based interactions 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.**

I have worked in a community setting for well over 28 plus years. I now serve as a Rehabilitation Services Coordinator in San Francisco. I have always played a major role in making my community better by holding people accountable, and that is 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
- Oversee Police Department
- Quality Control
- Risk Management
- Quality Assurance
- Resource Management
- Oversee Investigative Agency
- Negotiation
- Strategic Planning
- Systems Development
- Workflow Process Analysis
- Re Entry Services

---

## 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 as well as working with deceased persons and/or their families
- Highly Knowledgeable with all San Francisco & Oakland 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
- Oversee the Oakland Police Department's policies, practices and customs to meet national standards of constitutional policing and to oversee the Community Police Review Agency that investigates police misconduct and recommends discipline.

---

## PROFESSIONAL EXPERIENCE

<b>San Francisco Sheriff's Department</b> Rehabilitation Services Coordinator	2018-Present
<b>City Of Oakland</b> Oakland Police Commissioner	2017-Present
<b>Superior Court of California County of San Francisco</b> Deputy Court Clerk II	2016-2018
<b>Community Works West</b> <i>Transitional Aged Youth Program Manager</i>	2016-2016
<b>Housing Authority of Santa Clara</b> <i>Housing Programs Manager</i>	2015-2016
<b>Mission Neighborhood Centers</b>  <i>Family Resource Center Intervention Service Director</i>	  2011– 2015
<i>Violence Prevention Intervention Service Director</i>	2006–2011
<i>Home Detention Supervisor/ Gang Specialist/ Parole &amp; Probation Specialist</i>	2001 – 2006

<i>Home Detention Coordinator/ Gang Specialist/ Parole &amp; Probation Specialist</i>	1994 – 2001
<b>San Francisco League of Urban Gardeners</b> <i>Senior Case Manager for Log Cabin Ranch Aftercare/ Gang Specialist</i>	1992 – 1994

---

## EDUCATION & PROFESSIONAL TRAINING

<b>Criminal Justice, Bachelors of Science with emphasis in Management, Deans List*</b> University of Phoenix, San Francisco, CA	2012
<b>Associate of Arts, Degree</b> City College of San Francisco, San Francisco, CA	2007
<b>Drug &amp; Alcohol Studies, Certification</b> City College of San Francisco, San Francisco, CA	2005

---

## 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

---

## AWARDS & RECOGNITION

**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**

**G** GINALE HARRIS

**H**

Oakland California ▪ Mobile: [REDACTED] ▪ E-mail: [REDACTED] ▪

---

**PROFESSIONAL AFFILIATIONS & 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*

## Luna, Richard

---

**From:** Michele Lizaneo <[REDACTED]>  
**Sent:** Thursday, June 4, 2020 12:50 PM  
**To:** Luna, Richard  
**Subject:** Recommendation letter to request Police Commissioner Ginale Harris continue for a 2nd term on the Oakland Police Commission

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

Good morning Mr. Luna,

I want to recommend Ginale Harris be allowed to continue serving the residents of Oakland in her role as a Police Commissioner for another two year term.

Why Ginale Harris?

Ginale Harris possesses all of the essential qualities of an effective police commissioner.

1-Courage: Commissioner Harris has battled the Oakland city administration, all the way up to the former Chief of Police during her first term as a commissioner. Although she's endured public attacks by former Chief Kirkpatrick as well as secret investigations initiated by members of the city administration;

attacks that challenged her character and integrity, she is committed and still hopeful that she can make a difference. These personal attacks have taken a toll on Commissioner Harris and her family. The allegations against her have required her to obtain legal representation, caused unnecessary stress and have taken time away from working on solutions to the real issues that she's fought for as a commissioner. She endured all of this, yet she still wants to continue as a commissioner and that exemplifies her true commitment to Oakland.

2-Commitment to community over everything: Commissioner Harris has lived in Oakland for over 8 years, but her commitment to this city is so strong that you'd think she was an Oakland native. She lives and breathes Oakland. She has a birds eye view as a resident of East Oakland and she also hears the concerns of community members directly from her neighbors. She sees the problems that exist in Oakland, she has creative ideas for viable solutions and she understands the vital role that residents must have seated at the table across from members of the Oakland Police Department.

3-Dedication:

Commissioner Harris has already invested hundreds of hours of her personal time serving as Vice-Chair as well as participating on various committees and working groups during her first term as a commissioner. I met her over a year ago at a Police Commission meeting where I was speaking out for the family of missing person Jonathan Bandabaila. Before Commissioner Harris volunteered to act as the liaison for this family, we were making no progress in getting answers from anyone with The Oakland Police Department. The Bandabaila family was asking OPD to do more to investigate Jonathan's disappearance and to communicate those steps with them. Commissioner Harris made herself available to us anytime, day or night and on weekends. She communicated regularly with members of The Oakland Police Department, she arranged

meetings and attended them alongside us, she helped to pressure The Oakland Police Department to hold press conferences and she held them accountable regarding details and best standard practices of this ongoing investigation. Just for this family during a year of the investigation, she's already sacrificed many hours of her personal time for us and for Jonathan. We have no doubt that our voices and concerns were heard by members of the Oakland Police Department because we had Commissioner Harris pushing with us. Over a year later and she hasn't given up on Jonathan and continues to pushback with us.

#### 4-Experience and Expertise:

Commissioner Harris has many years of work experience serving the community. She's worked as the Rehabilitation Services Coordinator and is working as part of the probation department, helping people to navigate a confusing criminal justice system and then re-entering their lives to be self-sufficient and contribute to their community. She is aware of how law enforcement works. She is familiar with the importance of policy and procedured, best standard practices and liability. She understands community policing concepts, accountability, crisis intervention training and the value of de-escalation techniques. The Oakland Police Department and the Oakland Police Officers Association May not want this commission, but the citizens of Oakland demanded if. Ginale Harris is qualified to continue in her role as a commissioner and will be a strong, loud and unapologetic voice representing the residents of Oakland. Please choose her to volunteer for another term.

Sincerely,

Michele Yvonne Lazaneo



# Police Commission

## Application for Position of Commissioner

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

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

Applicant Information					
Full Name:	Chase	Cynthia	M	Date:	6.11.20
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]			[REDACTED]	
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland	CA			
	<i>City</i>	<i>State</i>		<i>ZIP Code</i>	
Phone:	[REDACTED]	Email:	[REDACTED]		

## Supplemental Questionnaire

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

- 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: Jasmine Najera, LCSW

Relationship: colleague

E-Mail

Phone

Full Name: Assemblymember Mark Stone

Relationship: colleague

E-Mail

Phone

Full Name: Jeremy Verinsky, retired Chief

Relationship: former boss

E-Mail

Phone

### Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

- female  I do not wish to self-identify

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

Please check one of the boxes below:

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

**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: 6.11.20

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

## Oakland Police Commission Supplemental Questions – Cynthia Chase

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

Throughout my career I have approached this issue from a variety of roles including as a non-profit director and community advocate as well as a member of the sheriff's correction team working alongside officers. This unique and valuable perspective allows me to approach challenges and solutions, and work through conflicts while being able to see them from several points of view.

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

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

2. I have had no contacts or experiences with Oakland Police Department.
3. I began my career as a juvenile probation officer for a department working to create culture and system change in juvenile detention and juvenile justice. In that position, I worked closely with school systems, community groups, non-profit agencies, and natural helpers to support youth and their families to create a network of support outside of justice involvement.

Following that position I was the Executive Director of a non-profit gender-responsive and trauma-informed reentry program for women transitioning from jail to the community. The success of this program led to the development of a men's version. Both of these programs worked within the corrections setting and extended into the community to maintain continuity of care during the critical transition time.

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

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

# Cynthia Chase, LCSW

---

I am a dynamic professional with 20 years experience working to advance system change and community well-being in government, criminal justice, education and clinical settings. I am highly skilled at analyzing issues, environments, and relationships to produce data-driven programs and policy solutions. I utilize a social systems approach, emphasizing collaboration and integration of a diversity of disciplines and ideas to effectively address the root causes of complex community challenges.

## Education

University of California, Santa Cruz

Bachelor of Arts Psychology  
*College and Department Honors*

San José State University

Master of Social Work  
*Graduate Project: Program Evaluation of Santa Cruz County Juvenile Probation Department – “**Moving Through the Gray Areas of System Change in Juvenile Justice**”*

## Summary of Qualifications

### Justice System Reform

- Promoted a public health and harm-reduction framework as a solution to public safety challenges
- Led system change efforts in adult correctional and juvenile justice settings
- Developed and implemented policy and programs that changed correctional culture
- Designed and managed two gender-responsive re-entry programs that produced unprecedented reductions in recidivism
- Convened and facilitated community conversations to increase awareness of facts and effective public safety solutions
- Spearheaded multi-disciplinary trainings for officers and civilians to increase cross disciplinary collaboration
- Created integrated service delivery systems that successfully incorporated government and non-profit agencies within the corrections environment
- Maintained rigorous standards of program and system accountability and outcome based evaluations of effectiveness
- Developed balanced and thoughtful approaches to resolve system challenges
- Advocated for justice involved individuals and families regarding physical and behavioral health, substance use and overall well-being
- Testified as certified expert witness on the impacts of trauma and substance use on adolescent brain development

## Educator, Convener and Clinician

- Dynamic instructor in a variety of graduate and undergraduate Social Work, Public Policy and Community Practice courses
- Highly skilled at connecting theory to practice and providing “**real world**’ examples to illustrate concepts and expose both links and gaps
- Frequent convener and group facilitator in public and private sector settings
- Exceptionally skilled at motivating, supporting and challenging staff, interns, trainees and students of various skill and experience levels
- Utilize evidence-based and data-driven interventions and applications as they apply to social and criminal justice, behavioral health, treatment, rehabilitation, public health, criminal and juvenile justice, re-entry, substance use, gender-specific services and related topics
- Deliver high degree of skill in crisis and high-conflict interventions with adults, adolescents, families and communities
- Exhibit a strong focus on preventative, pre-planning, and transition services for youth and families
- Excellent clinical, diagnostic and treatment skills

## Political Leadership

- Provided elected leadership that demonstrated civility, collaboration, and action
- Led nationally recognized community engagement process: Voices on Housing to address the housing crisis in fifth least affordable city in the world
- Developed Housing Blueprint policy focusing on: Community Vitality, Housing Protection and Housing Production
- Convened diverse constituency groups through community-wide outreach and engagement effort: City Hall to You
- Initiated **the City’s first Homeless** Policy plan to address disproportionately high rates of homelessness
- Created partnerships between community and government agencies to increase collaboration and produce better outcomes
- Took calculated risks to achieve maximum broad-based community benefit

## Work Experience

### *Principal and Founder*

Cynthesis Consulting, Oakland CA

September, 2019 – present

I provide strategic planning, program design and analysis, collaborative problem solving, organizational development, training, facilitation and clinical supervision services for government agencies, non-profits, private industry, communities and individuals. My goal is to assist organizations, individuals and communities resolve complex challenges by utilizing existing resources and maximizing strengths.

### *Senior Mediator and Facilitator*

Consensus and Collaboration Program, Sacramento CA      September, 2019 – present

I provide conflict resolution, public engagement, collaborative problem solving, strategic planning, organizational development, research and training services for local, State and federal government agencies, tribal governments, non-governmental organizations and private industry. My focus area is on some of the most pressing, visible and complicated issues including criminal justice, public health, housing and homelessness.

#### Select Highlights:

- Project Manager for statewide analysis of the under-utilization of the California Public Utilities Commission Program - Lifeline
- Project Lead for Statewide Sudden Infant Death Syndrome (SIDS) project focused on addressing disproportionate mortality rates for infants of color
- Lead Facilitator for Statewide convening of CalFresh Local Leaders to address utilization disparities between California counties

### *Director – Division of Reentry*

**Santa Cruz County Sheriff's Office**, Santa Cruz CA      December 2015 – September 2019

As the civilian equivalent of a Lieutenant, I created and have provided direct management of the Division of Reentry with the goal of increasing public safety through the reduction of recidivism and by transforming the Corrections Bureau culture from punitive to rehabilitative.

#### Select Highlights:

- Design and implementation of countywide rehabilitative Corrections Bureau model serving 500+ inmates daily
- Direction and oversight of all programming and services provided throughout Corrections Bureau
- Represent the Sheriff in matters pertaining to programming and reentry
- Direct supervision, training and support of officers and civilian staff
- Contract management and evaluation
- Fiscal Management of Inmate Welfare Fund and grant proposal writing
- Training facilitation for officers, civilian staff, justice partners and community members
- Collaboration with courts, probation, parole, health and treatment providers to improve access and continuity of care for clients

### *Director*

Gemma Program, Santa Cruz CA

October 2008 – July 2015

Provided all directorial duties for innovative gender-specific and responsive, trauma-informed non-profit Gemma Program for people reentering the community after incarceration. Independent evaluation showed a 40% reduction in recidivism for program participants.

#### Select Highlights:

- Designed **and operated a 24/hour a day women's post-incarceration** transitional house

- Designed and operated intensive in-custody rehabilitation programs for men and women
- Designed, developed and operated continuing care programming for participants post-release
- Collected and maintained participant and pre/post data for evaluation purposes
- Recruited, hired, and provided direct supervision to staff, interns, and volunteers
- Provided clinical supervision to staff, interns and trainees
- Conducted fundraising efforts
- Managed budget including securing federal, State and private foundation grant funding
- Performed public relations, community outreach, advocacy, education and training
- Interfaced and worked cooperatively with community partners including elected officials, Probation, Law Enforcement, Health and Human Service Agencies and community-based treatment, employment and training providers, employers, and community members.

### *Deputy Probation Officer - Supervisor*

Santa Cruz County Probation Department, Santa Cruz CA    September 2001 – October 2008

As a sworn Peace Officer in the Juvenile Division, I was supervised a variety of high-risk caseloads with the purpose of reducing risk behaviors and increasing coping skills and pro-social community engagement and functioning. As a supervisor, I provided direct oversight of officers and managed several grant-funded initiatives aimed at improving outcomes in the juvenile justice system.

#### Select Highlights:

- Supervised an intensive caseload of juvenile wards with co-occurring disorders
- Designed and administered grant-funded collaborative community-based program for in-risk justice involved youth
- Provided direct oversight to Probation Officers and supervised civilian staff of multi-agency, community-based collaboration grant
- Coordinated day-to-day programming, enhancement of program structure in staffing patterns and delivery of services
- Compiled pre and post assessments, prepared reports and analyzed individual and summary data
- Completed court, State and federally mandated reports
- Created and oversaw progress on individual case/treatment plans
- Delivered presentations to granters/funders, elected officials and site visit agencies
- Facilitated transitions back into the community through coordination with multiple community agencies, schools and other supportive resources
- Provided coordination and intensive case management of all mental, physical health, and benefits services for youth transitioning from juvenile hall
- Assured timely and thorough completion of case plans and establishment of transition and aftercare plans
- Court related duties included: preparing dispositional reports, presentation of cases in court, serving as Court Officer representing the Probation Department

- Grant proposal writing

### *Psychiatric Social Worker*

Kaiser Mental Health, Pleasanton, CA

June 2004 – April 2006

Provided all clinical aspects of psychiatric treatment including assessment, diagnosis, interventions, and referrals for medication evaluation for the child and family as well as the chemical dependency department of an outpatient clinic.

#### Select Highlights:

- Provided therapeutic interventions and diagnosis for individuals and families across the lifespan
- Facilitated psycho-educational family group: Teen Depression Overview
- Facilitated parent and at-risk youth group: Parenting with Love and Limits
- Facilitated intensive out-patient group for adults released from psychiatric hospitalization
- Facilitated Codependency, Early Recovery, and Psycho-educational chemical dependency groups for adults
- Participated in clinical team consultation

### *Jail Advocate*

Getting Out and Staying Out, Santa Cruz, CA

June 2000 – November 2001

Aided incarcerated women and their families in transition upon release from jail.

Provided reentry focused support in the following areas:

- Job readiness including: locating employment opportunities, practicing interview skills, creation of resume and cover letter
- Enrollment in education/vocation programs
- Locating housing and funding for housing
- Coordinating transportation from jail upon release
- Applying for government benefits

## Public Service

### *Mayor and Councilmember*

City of Santa Cruz

November 2014 – December 2018

As Mayor the focus of my administration was to engage with the broadest spectrum of community members in order to assure a more representative community perspective from which to make legislative decisions. I did this through a listening tour that included meeting with individuals in their homes, schools, non-profits, churches, libraries, and pubs to hear their concerns, ideas and needs in addressing my three focus areas: Housing, Homelessness, and Community Engagement. The Housing Blueprint and Homelessness Coordinating Committee recommendations produced through this effort are the most comprehensive bodies of policy on housing and homelessness generated from the City of Santa Cruz to date.

#### Select Highlights:

- Mayor – Represented a dynamic full-service+ city of 66,000 year-round residents and population of over 100,000 during peak tourism

- Mayor - Media spokesperson for the City on all city related matters
- Mayor - Presided over all **City Council meetings for 2017 and determined the Council's** agenda for that year
- **Oversight of the City's 233.5 million dollar budget**
- Made legislative policy decisions that governed and directed services within the City of Santa Cruz and surrounding service areas
- Regular engagement with broad spectrum of constituency to assure their views, perspective and needs are represented in legislative decisions.

## Teaching Portfolio

### *Faculty*

University of California, Santa Cruz

January 2014 – present

- Designed and delivered curricula for two undergraduate courses. *Applied Public Policy*, the first course in the history of the Politics Department to explore politics using an applied framework. In this course I guide students through the process of analyzing federal and State legislation as it relates to local implementation in eight policy areas and provide them an opportunity to apply theory to practice. The second course, *Careers in Public Service* is geared toward preparing students from multiple majors to pursue careers in a variety of public service fields by connecting them with alumnus who are practicing in the career area they are considering pursuing.

#### Select Highlights:

- Developed syllabi including: readings, assignments, learning activities, and grading matrices
- Provide instruction and support to upper division students pursuing various areas of study
- Engage students using a variety of teaching methods
- Focus teaching on the application of theory to **impact “real world” issues**
- Emphasis placed on critically analyzing unintended consequences and political barriers of effective policy implementation
- Assure that learning objectives are met

### *Faculty*

California State University Monterey Bay  
School of Social Work

August 2013 – Present

Provide instruction for graduate students studying Social Work from a Person-In-Environment perspective. Core curriculum taught focuses on assessment, engagement, diagnosis, intervention, and treatment planning in the clinical setting as well as analysis of policy at the federal, State and local level and effective implementation.

#### Select Highlights:

- Engage students using a variety of teaching methods
- Emphasize analysis of data and utilization of evidence-based practices, and the application of theory to practice
- Utilize strengths-perspective, and a problem-solving/empowerment approach as applied

to marginalized groups

- Assure that learning objectives are met
- Instruction provided in the following accredited courses:
  - Graduate: Advanced Clinical Practice I: Assessment and Engagement and; Advanced Clinical Practice II: Treatment and Intervention.

### *Faculty*

San José State University, San José, CA  
School of Social Work

August 2008 – Present

Provide instruction for undergraduate and graduate students studying Social Work from a Social Systems perspective. Topics included: social work values, ethics, policy, law, clinical practice with individuals, families and communities. Course content promotes social and economic justice, and an appreciation and understanding of diversity.

### Select Highlights:

- Engage students using a variety of teaching methods
- Provide a conceptual framework for transcultural generalist practice
- Apply Social Systems Theory to marginalized populations including: foster youth, justice involved, women, immigrant, aging, LGBTQI+, individuals with physical, developmental and behavioral disabilities, and individuals with substance use disorders.
- Instruction provided in the following accredited courses:
  - Undergraduate: Foundations of Generalist Practice; Generalist Social Work Practice with Individuals and Communities; Social Welfare Institutions and Policies I and II; Human Behavior in the Social Environment I, II and III - Individuals, Groups & Communities
  - Graduate: Social Policy, Service History & Values; Human Behavior and the Social Environment with Individuals, families and communities; Policy and Practice in Child and Family Welfare; Transcultural Multi-Systems Practice with Communities; Social Work & the Law

## Conference Presentations/Trainings

I have developed and delivered lectures, trainings and conferences across the nation in the following areas:

- Adult and Juvenile Justice, and Justice System Reform
- Rehabilitation and Restorative Justice models
- AB 109 Implementation and Impacts
- Creating Civilian Success in Corrections: Developing Credibility with Inmates *and* Officers
- Report Writing for Court Settings – Providing a Context
- The Impacts of Trauma and Substance Use on Adolescent Brain Development
- Adolescent Behavioral Health and Substance Use Disorder, Medication and Interventions
- Understanding Adolescent Development and the Stages of Change
- Utilizing Data, Statistics and Evidence Based Practices in Social Work Settings
- The Prevalence of Disproportionate Diagnoses in Criminal Justice Settings
- Tarasoff Law and Mandated Reporting

- Detention Alternatives and Juvenile Detention Alternatives Initiative
- Gender Responsive Services in Justice and Community Settings
- Adult Reentry – Gender-responsive re-entry needs
- Public Policy & Creating Equitable Communities
- Successful Community Engagement and Collaboration
- Translating Advocacy into Leadership
- Breaking the Glass Ballot – Women in Leadership
- The power of Appropriate Use of Self in Therapeutic Settings
- Rule #1 in Social Work – **“Don’t take it personally – it’s not about you.”**
- Trauma Informed Social Services- *How to Make Your Agency Truly Trauma Informed*
- Mindfulness and Treatment
- Defense Mechanisms & Ego Psychology

## Awards

Santa Cruz County Employee Recognition Award - Rehabilitation & Re-entry Facility, 2018  
 American Planning Association: City of Santa Cruz Housing Blueprint, 2018  
 Social Justice Advocate Award – Awarded by 17<sup>th</sup> District Senator Bill Monning, 2014  
 Trailblazer Award: Justice - **Women’s Commission of Santa Cruz County**, 2007

## Associations, Commissions, Professional Memberships

- Director, Homeless Services Center Board: 2019 – present
- Chair, Housing Blueprint Committee, City of Santa Cruz 2017- 2018
- Justice System Representative, Justice and Gender Task Force: 2017 – present
- Chair, Homelessness Coordinating Committee, City of Santa Cruz: 2016 – 2018
- Vice Chair, City of Santa Cruz Public Safety Committee: 2014 – 2019
- Vice Chair, Santa Cruz Metropolitan Transit District: 2014 – 2019
- Vice Chair, Santa Cruz County Regional Transportation District: 2014 – 2019
- Chair, Santa Cruz/Live Oak Youth Violence Prevention Task Force: 2014 - 2017
- Jurisdictional Chair, Human Care Alliance of Santa Cruz County: 2014
- Board Member, Insight Santa Cruz – A Meditation Community: 2013
- Member, Criminal Justice Council: Mental Health & Substance Abuse: 2011 – 2014
- Member, Juvenile Justice Commission, 2011 – 2012
- Member, Santa Cruz County Trauma Consortium: 2010 – 2015
- Member, Community Corrections Partnership (CCP): 2010 – present
- Executive member, of Together For Youth: 2007 – 2008
- Founding Member, Santa Cruz **County Girls’ Task Force**: 2006 – 2008
- Member, Queer Youth Task Force: 2006 – 2010
- Member, Youth Involvement Work Group: 2006 – 2008
- Member, Youth Reentry Team: 2005 - 2008
- Vice President Board of Directors, Homeowners Association; 2005 – 2010

## Certifications

- Licensed Clinical Social Worker – California Board of Behavioral Sciences # 27601
- Certified Trainer in Mindfulness Based Stress Reduction
- Certified Trainer in National Institute of Corrections Cognitive Behavioral curriculum – Thinking for a Change

- Certified Trainer in Seeking Safety – Gender-Responsive and Trauma-Informed model of substance use treatment
- Facilitator in Family Group Conferencing model
- Facilitator in Seven Challenges curriculum - developmentally appropriate substance use model for youth

*References and Teaching Evaluations Available Upon Request*



# 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:	Huey	Timothy	Date: 06/29/2020
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[REDACTED]		
	<i>Street Address</i>		<i>Apartment/Unit #</i>
	Oakland	CA	94606
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[REDACTED]	Email	[REDACTED]

## Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

### Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

 YES NO

I would like to be considered as a Mayoral Appointee?

 YES NO

### References

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

Full Name: Angela Chan Relationship: Past Supervisor  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Timmy Lu Relationship: Advocacy Collaborator  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Chema Hernández Gil Relationship: Past Coworker  
E-Mail: [REDACTED] Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- 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: 06/29/2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

2020 Oakland Police Commission Application Supplemental Questionnaire Responses  
Huey, Timothy

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

I worked as the Voter Education Coordinator at the East Bay Asian Youth Center (EBAYC) in the San Antonio neighborhood of Oakland during the 2014 election cycle. In this role I collaborated with Oakland Unified School district stakeholders, including members of the Board of Education like Gary Yee, James Harris and Jody London, as well as school principals, teachers and students on the Yes on Measure N campaign. In this role I also worked in support of the Yes on Measure Z campaign, which funds Operation Ceasefire. This work increased my understanding of the political and demographic landscape of the city of Oakland.

Working with high school campaign interns from Oakland High School and Dewey Academy on both ballot measures, I was privileged to spend time with high school students and hear from them about where and how they felt safe and where they didn't feel safe. For example, some students would make the 2-mile walk from Oakland High School down International Boulevard to the EBAYC office to attend their internship with the campaign. They shared how on at least one occasion, a car pulled up to them and the male driver propositioned them, as if they were prostitutes. Another thing students were keenly aware of was how their race or perceived race affected voters' response to them. One student, who had a very Black-presenting name started phonebanking using a different, more White-sounding name because they could sense that they were not getting positive responses from voters while introducing themselves by their own name. Considering how scrutinized policing of Black & brown youth is right now, I believe these experiences can inform how I view police department policy relating to youth.

I have served as a police liaison for community-organized marches and protests, so I have directly interacted with different police officers from various departments, working in a constructive manner together to maintain the safety of all involved. In this role I have been the point of contact between event organizers and the police officer in charge, as a conduit of communication between the two.

I have worked at Advancing Justice – Asian Law Caucus in several roles, and maintain involvement with the organization in a volunteer capacity now. In particular I spent time working as the Community Advocate for the Criminal Justice Reform program. My supervisor, attorney Angela Chan is a contributor to legislation like the California state

2020 Oakland Police Commission Application Supplemental Questionnaire Responses  
Huey, Timothy

TRUST Act (limiting local law enforcement cooperation with ICE) and San Francisco's Due Process for All Ordinance, both of which I advocated for, and coalition representation at community organization meetings. With San Francisco's Due Process Ordinance coalition I took part in meeting with members of the San Francisco Board of Supervisor discussing the policy. Within the leadership of that coalition in addition to Angela Chan, I count several others as advisors that I can turn to for keen perspective on police policy and accountability.

Angela Chan has also served as a San Francisco Police Commissioner, and has offered to provide me with insight and guidance if I am to join the Oakland Police Commission. I have given Know Your Rights trainings around interactions with police to San Francisco Chinatown youth.

I currently work at Reem's California, the Arab restaurant-bakery, at both the Fruitvale and San Francisco Mission locations. Working as a supervisor on the front of house side, I have seen my fair share of challenging public safety and quality of life situations. There have been mental health episodes, verbal assaults of staff and patrons, small dollar theft, and famously, anti-Palestinian picketers attempting to vocally intimidate staff and customers. All to say that I have been through some of the common experiences that small business operators face within the city of Oakland; experiences that often involve the police.

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

Most recently, in February 2020 my household was "SWATted", a form of harassment in which the Oakland Police were called via 911 and told by a caller impersonating my roommate, that they had shot their girlfriend, and barricaded themselves in the house, booby-trapped with pipe bombs. Given this claim, OPD responded by deploying a tactical unit to detain myself and my roommates at gunpoint while a bomb robot was deployed by the bomb squad into our home. Once OPD ascertained that there were no bombs, and that this was essentially a fraudulent 911 call, we were released. I can provide further detail if needed, but that is the short version.

As previously stated, I have served as the police liaison on several occasions in a couple of different cities including Oakland. When the Oakland Police Department has come to enforce city policy at demonstrations and protests, I have been the one communicating with the police officers, primarily the office in charge, and organizers to ensure the

2020 Oakland Police Commission Application Supplemental Questionnaire Responses  
Huey, Timothy

collective safety of all involved, as well as communicate expectations and intentions clearly between the two parties.

In November of 2014 I protested the killing of Michael Brown of Ferguson, Missouri. During the protest, while chanting, facing a tactical police line, I was arrested. I was cited and released later that night.

I have had some more mundane experiences with the Oakland Police Department as well. This June, 2020 I did call the OPD non-emergency line to report an apparent stolen car that had been dumped on my home's block. Officers were dispatched to the block and later that week the car was towed away. In September 2018 my home was burglarized, my roommate's laptop computer was stolen. I called the OPD non-emergency phone line to report it, and my roommate followed up for the completion of the report.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
1. as a police officer,
  2. as a criminal prosecutor or defense attorney,
  3. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

1. I have not, nor has any immediate family member had any significant volunteer or employment experience as a police officer.
2. I have not, nor has any immediate family member had any significant volunteer or employment experience as a criminal prosecutor or defense attorney.
3. My time employed at Advancing Justice – Asian Law Caucus is the time that I have had with a nonprofit community group serving and advocating for crime victims and persons charged or convicted of crimes. Advancing Justice – ALC is a legal services nonprofit that serves and advocates for victims of crimes such as immigrant victims of crime applying for a U-visa. Advancing Justice – ALC also advocates and serves those charged or convicted of crimes through its immigrant rights, and criminal justice reform programs, amongst others. I was on staff with the criminal justice reform program as a community advocate for a period of approximately 9 months in 2013.

I do not have any immediate family member that has had any significant volunteer or employment experience with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.



# 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: Hammock, Darnell C. Date: 6/30/20  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland CA 94619  
*City State ZIP Code*

Phone: [Redacted] Email: [Redacted]

### Supplemental Questionnaire

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

- 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: Yador Harrell Relationship: Former Chief

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

Full Name: Ryan Nicole Austin Relationship: Friend

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

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

2. What is your gender?

- Male  I do not wish to self-identify

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

Please check one of the boxes below:

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

**Disclaimer and Signature**

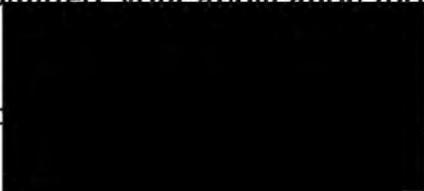
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

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

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

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

Signature: \_\_\_\_\_



Date: 6/30/20

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

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

Whether serving as a Probation Officer, Pastor, or sitting on the Board of KYJO Group Homes, Inc., I have contributed to the promotion of community safety and have facilitated positive change in the lives of returning citizens. These contributions are evidenced in my lead role in creating the first High Risk Reentry Court in the Northern District of CA, facilitation of the cognitive behavior program Courage to Change, prior involvement in the San Francisco Drug Reentry Court, and collaborating with service providers.

These experiences have afforded me the opportunity to build many bridges between police and the public. Over the course of my 13-years of experience in community engagement, I have developed a skill set directly relevant to evaluating and proposing just policies and practices. In addition, I have contributed several volunteer hours in partnership with Oakland Ceasefire, collaborating with service providers, clergy, police officers, and community members in an effort to end gun violence in Oakland.

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

Growing up in Oakland, near Bushrod Park, police presence was common. My experience with Oakland Police often centered on me witnessing Oakland police officers stop, search, and question either my friends or sometimes myself. However, the most pleasant contacts with Oakland Police happened on my high school campus at Oakland Tech. Oakland Police Officer Margaret Dixon was my high school track and field coach who never failed to encourage us. Coach Dixon and her positive spirit was a joy to be around. I recently saw her at Merritt College and that same positivity and contagious smile was a pleasant sight.

In addition, the church where I serve as Pastor, New Life Community Church, led a prayer march December 14, 2014 in response to a series of police killings around the nation. We invited then Chief, Sean Whent to join us, however, he was unavailable. Yet, Deputy Chief Oliver Cunningham graciously joined us.

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

For four years I was employed as a U.S. Probation Officer in Oakland. The bulk of my focus was on developing strategies to reduce recidivism and help returning citizens transition back into society. (Please see attached resume).

# DARNELL HAMMOCK

FAITH LEADER

## EXPERIENCE

### **Founder / Senior Pastor** 2013 - Present

New Life Community Church  
Oakland, CA

- Change agent through preaching the Gospel of Jesus Christ
- Organize community outreach to unsheltered community
- Spearhead congregational and community prayer walks
- Oversee membership of 230 congregants
- Create strong community partnerships
- Host economic empowerment seminars
- Church planter strategist and coach
- Ceasefire committee participant
- Develop and equip leaders

### **U.S. Probation Officer Re-entry Specialist** 2011 - 2015

U.S. Probation Office  
Oakland, CA

- Creator of 1st high risk re-entry court in the Northern District of CA
- Develop strategies and programs to reduce recidivism
- Establish inmate transition plan for returning citizens
- Collaboration with community based organizations
- Assess needs and make appropriate referrals
- Oversee specialized caseload of 80 high risk probationers
- Courage to Change instructor

### **Deputy Probation Officer III** 2007 - 2011

Fresno County Probation Department  
Fresno, CA

- Refer probationers to substance abuse and mental health counseling
- Assess needs and develop appropriate case plan
- Maintain complex relationships with probationers, families, court, and attorneys
- Build alliances with city organizations, service providers, and churches
- Submit written reports to court



## CONTACT



[REDACTED]



[REDACTED]

## EDUCATION/TRAINING

1999 - 2004

**Fresno State University**  
Bachelor of Science, Criminology

2012

**Federal Law Enforcement  
Training Center**  
Top Graduate

2016 - 2017

**Bay Area Clergy Cohort**

## AFFILIATIONS

- Alpha Phi Alpha Fraternity, Inc.
- Prince Hall Free & Accepted Mason
- KYJO Group Homes, Board Member (2011 - 2015)



# 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:	Grant	Derisa	J.M.	Date:	6/11/20
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94607	
	<i>City</i>		<i>State</i>	<i>ZIP Code</i>	
Phone:	[REDACTED]	Email:	[REDACTED]		

### Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

## Application Considerations

Check all that apply:

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

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

## References

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

Full Name: Dr. Felicia Darling Relationship: Colleague  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Dr. Briana Hinga Relationship: Colleague  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Kathryn Powell Relationship: Friend  
E-Mail: [REDACTED] Phone: [REDACTED]

## Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

- Female \_\_\_\_\_  I do not wish to self-identify

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

Please check one of the boxes below:

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

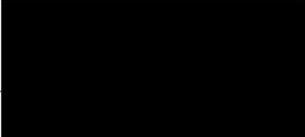
**Disclaimer and Signature**

*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 11, 2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

Dr. Derisa Grant- Oakland Police Commission Application

1. I am an assistant professor of education and a consultant on diversity, equity, inclusion and organizational change. I teach classes on diversity and organizational change. In my research I look at the experiences of students of color in higher education, as well as the access these students have to higher education, and part of that work explores the school to prison pipeline, or the disproportionate encounters students of color have with police officers. I see the police system as tied to the education system, housing, and the economy, and want to work towards making Oakland's police system more transparent and more accountable to communities of color.

My work and educational experience also equips me to conduct research, evaluate data, and to make actionable recommendations based on data. I believe these skills will allow me to support the Commission in evaluating and proposing changes to the OPD. In my work, I also facilitate conversations among people with differing points of view. I believe that this will allow me to hear, value, and sort through the many perspectives offered by stakeholders.

Finally, in my consulting work, I engage with organizations on advancing inclusive and anti-racist practices. This understanding of the ideologies and practices needed to create and sustain organizational change will also allow me to contribute to the Commission's work.

2. As I was reflecting on this question, my first thought was "*Thankfully*, I've had limited experience with the Oakland Police Department." That made me realize how much I, as a Black woman living in West Oakland fear the police, and how much I wish I could instead view the police as servants of and protectors of our community. The only significant experience I've had with the police was over a year ago when I spotted an officer aggressively approaching a Black homeless man to move him from in front of a house. I happened to be walking by and wasn't involved in the incident, but I stopped at a distance to observe the interaction and was ready to film it if needed. My intention was to document the encounter and ensure the man's safety since he was a member of a vulnerable population. It ended peacefully, but it helped me see the importance of community members stepping up to hold officers accountable.
3. Neither I nor anyone in my immediate family has had work or volunteer experiences with the types of organizations listed.



# 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:	Garcia	Sergio	Date:	June 29, 2020
	<i>Last</i>	<i>First</i>	<i>M.I.</i>	
Home Address:	[REDACTED]			
	<i>Street Address</i>		<i>Apartment/Unit #</i>	
	Oakland	CA	94611	
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>	
Phone:	[REDACTED]	Email:	[REDACTED]	

### Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

## Application Considerations

Check all that apply:

- I would like to be considered as a Selection Panel appointee?  YES  NO
- I would like to be considered as a Mayoral Appointee?  YES  NO

## References

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

Full Name: Mariano Contreras Relationship: Friend and Colleague  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Chris Iglesias Relationship: Friend and Colleague  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Ricard Garcia-Acosta Relationship: Nephew and 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
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- Male \_\_\_\_\_  I do not wish to self-identify

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

Please check one of the boxes below:

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

## Disclaimer and Signature

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

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

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

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

Signature: \_\_\_\_\_ Date: June 29, 2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

**SERGIO GARCIA**

**OAKLAND POLICE COMMISSION APPLICATION  
SUPPLEMENTAL QUESTIONNAIRE**

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

The Oakland Police Commission provides oversight over the policies, practices and customs of OPD and the Community Police Review Agency. I believe that my life experience as a person of color born and raised in South Los Angeles, and my expertise as an attorney and board member for nonprofit organizations will be helpful to the work of the Commission.

I was born and raised in South Los Angeles. My earliest experiences with police deeply affected my attitude toward and relationship with the police. I grew up in a neighborhood where gun violence was prevalent and trust in law enforcement was low. I was conditioned to be fearful of the LAPD. I saw how the LAPD targeted black and brown youth in my neighborhood for stop-and-frisks and vehicle stops for minor infractions like a broken taillight. And I knew that any resistance to being stopped for no good reason – such as talking back to an officer or refusing to answer questions -- could land me or anyone in my neighborhood in jail. Policing, for me, was the first line of government power, and I saw firsthand how fear and distrust in the LAPD led to more crime, more gun shootings and more residents of my community incarcerated.

My views of the police, of course, have changed over the years. As a resident of Oakland, I have observed how OPD has developed violence reduction strategies and intervention programs in an effort to build trust between police and communities affected by gun violence and crime. I am encouraged by the substantial reduction in homicides over the past several years as a result of these efforts. I understand that complaints against police use of excessive force have also decreased in recent years.

Today, in the wake of the murder of George Floyd and other black and brown men and women at the hands of the police, we are seeing an unprecedented awakening against police impunity and lack of transparency. We are living at a special moment with broadly supported calls to reassess or “defund the police” -- - essentially, to demilitarize the police and to reallocate resources to other community institutions and services.

Whatever happens in other cities or at the national level, I believe each city, like Oakland, will need to take concrete steps to reassess the relationship between police power and the citizens from whom that power derives.

I look forward to the opportunity to engage in this dialogue as a member of the Commission. I welcome the opportunity to provide oversight over these efforts, and to propose policy changes where needed.

I am an attorney in Oakland, where I have resided for over 11 years. As an attorney, I have deep experience in governance, crisis management and strategic decision-making. Throughout my years of living in the Bay Area, I have invested substantial time and energy as a thought leader and advocate on nonprofit boards. I believe this experience will be helpful to the work of the Commission.

Oakland faces dire issues of housing displacement, homelessness, and lack of adequate legal protections for vulnerable workers. Oakland also has a very large immigrant population – and this makes Oakland special. I am passionate about providing critical services to the most vulnerable members of the community, including poor immigrant communities. Currently, I serve as Board Chair for Centro Legal de la Raza, the largest legal services provider in Oakland serving the low income, immigrant community in tenant rights, housing displacement issues and immigration services. I have dedicated over 13 years to board service for this organization, and in recent years, I have led the board during a time of rapid growth during which the organization's staff and budget have tripled in size.

As Board Chair, I have worked closely with the Centro Legal board and the executive director, providing thought leadership in finance, human resources and crisis management as the organization has grown substantially to meet the increasing demand for legal services for immigrant families. This strategic support, leadership and stewardship have been critical in ensuring that Centro Legal can continue to thrive and expand its legal services and youth leadership programs in Oakland during these uncertain times.

My board service for Centro Legal, a large Fruitvale-based nonprofit legal services organization, has provided me with a deep understanding of Oakland, specifically East Oakland, and this understanding and experience should be helpful in making me an effective member of the Police Commission.

I also serve as a member of the board of governors and chair of the audit committee of Public Advocates, Inc., a nonprofit law firm focused on advancing education, transportation and housing equity, and climate justice. I have provided guidance to the CEO, including thought leadership and strategic support in relation to strategic planning, brand building and policy issues. My board service for Public Advocates has strengthened my thought leadership skills and my resolve to continue to work with organizations focused on social and racial justice in the Bay Area.

I will bring to the Police Commission a demonstrated record of serving as a strategic thought partner for boards of nonprofit organizations. I will also bring decades of legal expertise, especially in the areas of governance, negotiations and dispute resolution.

I believe that the Police Commission has an important role to play as Oakland continues to build the knowledge, practices and policies to build police-community trust at a critical moment in our history. I welcome the opportunity to participate and do my very best to support the charter of the Police Commission.

- 2. Please describe your contacts or experiences with the Oakland Police Department**            **N/A**
  
- 3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:**
  - a. As a police officer,        N/A**
  - b. As a criminal prosecutor or defense attorney, N/A**
  - c. With a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.**

My nephew, Ricardo Garcia-Acosta, currently works at Youth ALIVE!, as the organization's development manager. Youth ALIVE! is a nonprofit organization working to prevent violence and develop young leaders in Oakland.

# **ATTACHMENT B3**

## **Police Commissioner Applications for Interview Applicants**

**Tuesday, August 4, 2020 applicants**



# 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: Singleton, Ph.D. Tyfahra D Date: 6.24.20  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland CA 94603  
*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: Jessie Warner

Relationship: Rent Board

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Noah M. Frigault

Relationship: Rent Board

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Yvonne Rodríguez, Ph.D.

Relationship: Fellowship Program Director

E-Mail [REDACTED]

Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

woman

I do not wish to self-identify

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

Please check one of the boxes below:

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

## 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: Tyfahra Singleton Digitally signed by Tyfahra Singleton  
Date: 2020.06.24 16:38:33 -07'00' Date: \_\_\_\_\_

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

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

I served for about four years on the Oakland Rent Board from 2013 to 2017 as a tenant representative. As my references from the board will attest, I took the time to consider all sides of each case and listened carefully to all voices. I asked good questions and I listened to people's answers, making eye contact and reflecting back when appropriate. I was able to make salient points and strategic compromises to keep things moving forward and my voting record will reflect that. There were several lawyers on the board when I served and I was not one of them. Not being a lawyer, I made a point to clarify language that had different meanings for non-legal audiences knowing that both landlords and tenants needed to understand the board discussions and decisions being made before them. I also have a background as an educator teaching critical thinking, reading and composition for 15 years to adult aged students in higher education and K-12. I believe that compassion, critical reflection, and an orientation towards results were my biggest contributions while serving on the rent board and what make me an excellent candidate for the Police Commission. I am uniquely prepared to ask the critical questions for the issues at hand and remain within the purview of the commission and the laws under which it operates. I'm also able to recognize if and when the policies and procedures themselves require more critical thought and consideration. In addition, I have extensive experience as an organization leader managing budgets, teams and organizational culture change efforts. I have also had exposure to working with unions as a high school principal.

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

I have no contacts in the Oakland Police Department. My experiences with OPD have been very few and only regarding personal vehicle and property theft and damage. I have lived in Oakland since 2004 and have actually only had interactions with police outside of Oakland: Berkeley, Castro Valley, Hayward.

**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:** none

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

I served as Principal of Civicorps Corpsmember Academy for nearly 3 years. Our students were adults 18-26 seeking a high school diploma. As many as 50% of our students had involvement with the criminal justice system. I wrote letters of support for our students on probation or needing to demonstrate their community service and involvement. Currently, I am the Executive Director of Camp Phoenix, a nonprofit, no cost Summer Camp for middle school aged youth from Oakland. We focus on environmental education and building a loving, healing community for our youth.

# Tyfahra Danielle Singleton, Ph.D.

[REDACTED] | Oakland, CA 94603  
[REDACTED] | [REDACTED]

## **WORK EXPERIENCE AND ACCOMPLISHMENTS**

**Executive Director** (June 2019-Present)

**Camp Phoenix, Oakland**

- Core Values, Vision, Strategy and Board Development
- Launch a bold and ambitious strategy to more than double Camp Phoenix's yearly income through foundations, individual giving, corporate and local businesses, with an emphasis on multi-year relationships
- Research and write grants to secure grant funding.
- Develop a vision for program impact and evaluation, and invest Program Staff in reaching ambitious program goals
- Manage Program Staff towards effectiveness and outcomes, ensuring critical data is captured through programs for evaluation and fundraising purposes
- Create annual budget, and follow all financial procedures as laid out by the Board of Directors, etc.
- Ensure daily operations are maintained with timeliness, integrity, and organization, including: staff timesheets, payroll, benefits, bill payment, federal and state compliance, insurance renewal and audits, major contracts, etc.
- Develop and execute Marketing and Communications strategy, including social media accounts, newsletters, mailers, website updates, advertisements and media

**Writing Instructor** (2014-2019) **Level Bar, Oakland**

- Design and teach writing workshops to current students and recent graduates applying for law school. Students are low-income, high potential, often undocumented.
- Workshop focuses on rhetoric, logical reasoning and revision and editing.

**Director of Education, Head of School** (June 2016- February 2019)

**Civicorps Corpmember Academy, West Oakland**

- Responsible for articulating and implementing this charter high school's mission and culture through administrative, personnel and budget oversight, including academic program and charter and Ed Code compliance.
- Oversee a team of 19 teachers, aids, counselors and support staff, including conducting annual performance reviews and arranging relevant professional development.
- Manage \$600,000 Academy budget.
- Conducted reviews of core academic classes and instituted changes to bring instruction to appropriate grade-level standards and rigor.
- Instituted new career-based learning pathways including Carpentry and Early Childhood Development aligned to career readiness standards.

- Instituted a “Reading with Relevance” program aimed at socio-emotional learning as well as common core standards.
- Co-facilitated the Race, Power & Privilege Working Group to increase organizational focus on equity for students and staff
- Served on executive leadership team
- Support government and foundation grants management

**Director of Data and Operations (Jan 2013- July 2015)**

**Great Oakland Public Schools Leadership Center, Oakland**

- Oversaw operations and IT to accommodate a doubling in workforce size over one year.
- Designed, implemented and administered a customized Salesforce database to meet unique needs in communications, fundraising, and programming, with numerous dashboards and reports for staff to understand and monitor progress toward goals.
- Managed operations team: Operations and Finance Coordinator and Data Coordinator.
- Developed new onboarding and hiring practices to improve diversity and retention, and co-led/founded internal Organizational Culture Working Group to increase diversity and inclusivity and redevelop organizational values.

**James R. Gray Postdoctoral Lecturer in Comparative Literature (2011-2012)**

**University of California, Berkeley**

- Taught Reading and Composition literature courses, including writing all curriculum and syllabi.
- Supervised graduate student Teaching Assistants, evaluated graduate student teaching effectiveness, and mentored them on time management and strategic planning for teaching during academic graduate work.

**Mellon Mays Undergraduate Fellowship Writing Workshop Instructor (2011-2012)**

- Designed and taught writing workshops to undergraduate recipients of the Mellon Mays Undergraduate Fellowship.
- Coordinated year-end conference and exhibition of students’ research.

**Lead Instructor (2005-2011)**

**University of California, Berkeley**

- Course Head for the introductory seminar for Comparative Literature.
- Taught Reading and Composition courses including writing all curriculum and syllabi.
- Supervised 5 graduate student Teaching Assistants.

**Instructor (2007-2011)**

**Sylvan Learning Center, Piedmont**

- Taught grammar and composition, academic reading and study skills, and Algebra to students from 6-12<sup>th</sup> grades in a range of environments including County Probation.

**Graduate Student Teaching Assistant (2003-2004)**  
**University of California, Berkeley**

- Teaching assistant for Comparative Literature courses.

**Account Executive (2002); Executive Assistant (2001); Administrative Assistant (2000)**  
**Corbis Corporation, Bellevue, WA and Chicago, IL**

- Promoted to Account Executive in new Chicago office to license stock photography for commercial usage.
- Managed 50+ key accounts in high-pressure sales environment with 70K/month goals.
- Supported 17 Account Executives as Administrative Assistant.
- Trained all Seattle and Chicago new hires on JD Edwards (Oracle) database software.

**COMMUNITY INVOLVEMENT/BOARDS, VOLUNTEERING & LEADERSHIP**

**Western Association of Schools and Colleges (WASC) Committee Member (2017-Present)**

- Serve yearly on WASC accreditation visiting committees

**Commissioner: City of Oakland Housing Rent and Relocation Board (2013-2017)**

- Served as tenant representative with voting power on appeals to Oakland's Rent Adjustment Program hearing decisions.

**Get Connected Oakland (2015 )**

- Partnered with City and OTX West to provide broadband internet to low-income families across Oakland.

**Leadership Oakland ( Class of 2015 )**

- Leadership program with the Chamber of Commerce designed to provide participants with a firsthand view of private businesses, public agencies, nonprofit organizations, and elected offices that makeup Oakland's economic and political landscapes.

**Campaign Volunteer: Dana King for Oakland, City Council District 2 (2014)**

- Phone Banking and door to door community outreach.

**Campaign Volunteer: Lynette McElhaney for Oakland, City Council District 3 ( 2012)**

- Conducted research on District 3 community, wrote articles and editorials.
- Phone Banking and door to door community outreach.

**Peer Reviewer: 2012 All America City Award: Campaign for Grade-Level-Reading (2012)**

**Curator: Women of Color Film Festival, Berkeley, CA (2005)**

**EDUCATION**

**University of California, Berkeley (2011)**

Ph.D., Comparative Literature; Designated Emphasis, Film Studies

**Oberlin College (2000)**

B.A. English and Comparative Literature, with Honors; minor in Film Studies

**National Outdoor Leadership School (NOLS) (1997)**

31 Day Outdoor Educator Course

## **SKILLS & TRAINING**

- 40 hours of Trauma informed Care Training with Seneca Family of Agencies
- Culturally Responsive Teaching
- Intro to Nonprofit Finance
- Executive Director 101: Leadership, Management, Strategy Intensive
- Facilitation: Skills for Successful Meeting Management
- Working Across Differences for Organizational Change
- Creating and Running a Successful Volunteer Program
- Successful Project Management
- Training for Trainers: Designing an Effective Learning Program
- Creating an Effective Fundraising Program
- Supervision: Helping People Succeed Parts 1 & 2
- Powerful Non-defensive Communication
- Nonviolent Communication Training
- Organizer training at the New Organizing Institute

Technology and Software: Salesforce, Mailchimp, Click and Pledge, NationBuilder, MS Office Suite, Google Drive, Dropbox, Asana

Languages: Spanish (Intermediate Speaking and Reading); German, French and Latin (Reading)



# Police Commission

## Application for Position of Commissioner

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

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

### Applicant Information

Full Name: Vedantham, Kumar Date: 06-04-2020  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland CA 94619  
*City State ZIP Code*

Phone: [Redacted] Email: [Redacted]

### Supplemental Questionnaire

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

- 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 Confidential

Check all that apply:

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

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

References

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

Full Name: Tanya Aaen Ph.D Relationship: Supervisor  
E-Mail [redacted] Phone: [redacted]

Full Name: David Joseph Ph.D Relationship: Colleague  
E-Mail [redacted] Phone: [redacted]

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

2. What is your gender?

- Male
- I do not wish to self-identify

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

Please check one of the boxes below:

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

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: 6/4/20

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

June 4, 2020

My name is Kumar Vedantham. I am a psychiatrist who has worked for the Department of Veterans Affairs since 2000. I have been the Medical Director of the Oakland Behavioral Health Clinic since 2003. Our clinic serves a primarily African American inner-city population with an emphasis on treating homeless veterans and those who have addictive disorders. A large number of the veterans we serve have been incarcerated and have had extensive contact with law enforcement. I have also treated quite a few police officers and am keenly aware of the psychological challenges of this work.

From 2003 to 2013 I chaired the Disruptive Behavior Committee (DBC) which covers all of Northern California from Oakland to the Oregon border. Our central task was to uphold the rights of all veterans to have access to care while maintaining the safety of other veterans and staff. The committee included a variety of professionals including patient advocates, doctors, nurses, social workers, and VA Police and it required close collaboration and teamwork. I spent a significant amount of time reviewing and changing policies and procedures in addition to addressing specific incidents of disruptive behavior.

I have extensive expertise in the treatment of Posttraumatic Stress Disorder and Substance Abuse. I have a panel of 800 patients, the majority of whom suffer from trauma, addiction, and behavioral problems. I appreciate the humanity and diversity of all my patients. I approach my work with compassion and commitment and I will bring that same ethic to your commission if I am selected.

The recent horrific incidents of police brutality have highlighted the need for ordinary citizens to ensure that our peace officers serve all communities with dignity and respect. I am deeply committed to this cause and feel a strong sense of moral responsibility to serve on the Police Commission. I believe that my unique qualifications, experience, and skills will strengthen the committee.

I have not had any significant contact with the Oakland Police Department. Neither I nor my immediate family members have had any significant volunteer or employment experience as a police officer, as a criminal prosecutor or defense attorney, or with a public agency or non-profit group serving or advocating for crime victims or persons charged or convicted of crimes

Respectfully

A large black rectangular redaction box covering the signature area.

Kumar Vedantham M.D.

## RELEVANT EXPERIENCE AND TRAINING.

### **Medical Director, Opioid Replacement Treatment Program, Oakland VA Behavioral Health Clinic**

2003 - Present

As Medical Director for the ORT program I work closely with veterans who suffer from severe addictive disorders, the majority of whom have been to jail or prison. One of my important roles is working with the Veterans Justice Outreach (VJO) program to help divert those who have been arrested for substance abuse related crimes towards treatment instead of incarceration. I frequently advocate for my veterans by writing letters requesting diversion, verifying compliance with treatment, ensuring that their mental health needs are being fully addressed, etc. I also lead a multidisciplinary team which includes nurses, addiction therapists, pharmacists, and psychologists.

### **Climate Committee Co-Chair, Oakland VA Behavioral Health Clinic**

2018 – Present

I created and co-chair the Climate Committee for our clinic. We addressed sexually harassing and intimidating behaviors from veterans who were hanging out in our lobby and parking lot. This was creating significant anxiety for staff and patients, particularly women who had been previously traumatized. We created a task force that included the major clinic stakeholders including the Homeless Social Work Team, the Methadone Treatment Program, the Mental Health Clinic, VA Police, the PTSD team, and Triage services. I had to interface closely with VA Police to define their roles and determine when it was appropriate for them to intervene. The Police were very relieved to get some clear guidance on their role and rules of engagement. Thanks to our joint efforts our clinic is now a much safer and more welcoming place.

### **Chair, Disruptive Behavioral Committee, VA Northern California Health Care System**

2003 - 2013

The central purpose of this committee is to ensure that all veterans have full access to treatment services while at the same time protecting staff and patients from disruptive behavior. This is a complex interdisciplinary committee involving Mental Health, Primary Care, Nursing, Social Work, Administrative Staff, Pharmacy, Homeless Outreach services, Patient Advocates, and the VA Police. I am very proud of the work we did on the committee to protect safety, improve morale, ensure full access to care, and educate and train staff in safety behaviors. I had to work particularly closely with VA Police since they were the first point of contact for most behavioral incidents. Our committee was one of the most widely represented and active committees in the entire VA system.

### **Emergency Room Psychiatrist, Santa Clara Valley Medical Center**

1995-2019

I worked as an on-call psychiatrist at the Santa Clara Valley Medical Center (SCVMC) Psychiatric Emergency Room. This is a very busy emergency room that serves all of Santa Clara County and has a typical census of 30-60 patients. Most patients who came in to the ED were brought there involuntarily by the police. It was tragic to see how so they were so often treated by police not as sick people needing urgent medical care but as dangerous criminals. Many felt severely traumatized by their hospitalization experience and insisted that they would never call 911 again because of how scared they were of the police. One of the areas of police reform that I am most passionate about is addressing how police can treat the acutely mentally ill in a more humane and dignified manner.

### **Clinical Psychiatrist, PTSD Program, Oakland VA Behavioral Health Clinic**

2013 – Present

I have extensive experience working with veterans who suffers from combat related PTSD. Many of the minority veterans I treat feel that they are still in a warzone and face daily threat from crime and police violence. I am keenly aware of the how racism and police violence can amplify preexisting trauma and perpetuate the pain of war. Many veterans seek employment in law enforcement and I have treated quite a few veteran police officers with PTSD. Police culture needs to change dramatically so that police officers will get the necessary treatment to heal their PTSD rather than avoiding treatment for fear that this will ruin their careers. The military has come a long way in reducing stigma and encouraging soldiers with PTSD to get help. It is time for the Police to do the same. This is another area of police reform that I am quite passionate about.



VANCHCS Oakland Behavioral Health Clinic  
525 21<sup>st</sup> Street  
Oakland, CA 94612  
(510) 587-3400  
Fax: (510) 587-3420

June 4, 2020

To: Whom It May Concern

Re: Letter of Recommendation

We are writing to you on behalf of the entire VA Oakland Behavioral Health Clinic to support Dr. Vedantham in his application to become a member of the Police Commission. Dr. Vedantham has been providing competent psychiatric care to the Oakland VA Clinic since 2003. He is the Medical Director of the Opioid Treatment/Methadone program and functions as the lead psychiatrist for the Posttraumatic Stress Disorders Program. Dr. Vedantham is our most productive psychiatrist in General Mental Health and actively sought out for services based on his excellent professional reputation. His efforts are essential to this clinic functioning optimally and effectively. We would like to highlight his core strengths.

#### Leadership

Dr. Vedantham is a natural leader and spokesperson for the clinic. This became especially clear recently, when as a clinic we had to manage an emotionally charged conflict with our Chief of Mental Health Services regarding an abrupt change in our work schedules. Dr. Vedantham took the lead in drafting a formal grievance letter to the facility director and spearheading our opposition to this work change. Thanks to his diligent efforts of advocacy, we were able to reverse these changes which led to significant improvement in morale, employee retention and job satisfaction.

#### Integrity

Dr. Vedantham exhibits the highest standards of personal ethics and maintains a practice that is grounded in values of self-determination. Staff and patients alike have consistently praised his professionalism and sense of equanimity. In dealing with a complicated patient population, Dr. Vedantham has always acted with integrity and maintained the highest ideals of his profession serving as an excellent role model for staff.

Team Effort

Dr. Vedantham is extremely effective and collaborative in working with teams. As the Medical Director of the Opioid Treatment/Methadone program he works closely with therapists, nurses, and dosing providers. He also interfaces regularly with Mental Health staff including psychiatrists, nurse practitioners, psychologists, social workers, addiction specialists, occupational therapists, and triage providers. He serves on the task force for our own Climate Committee to mitigate risk of violence for our more acute Veterans with behavioral flags. Dr. Vedantham is known for his calm demeanor and his approach with colleagues is one of kindness and respect. Staff have expressed ease working with Dr. Vedantham for patient consultation as well as appreciation for general clinical support, problem-solving and morale. He has been an instrumental player in keeping our clinic teams working efficiently.

Good Judgment

Dr. Vedantham is our busiest physician and has over 800 patients in his clinical panel. His patients consistently report satisfaction and offer praise for his proficiency and compassionate care. His clinical judgment is highly regarded, and his patients invariably respond well to his treatment. Dr. Vedantham is versed in the nuances of mental health and brings specialized skills and sensitivity to those that suffer from a range of syndromes such as mood disorders, trauma, psychosis and a spectrum of addiction disorders. Staff have full trust in his clinical judgment and value his clinical perspective regarding the care of our patients and the Veteran's experience. Dr. Vedantham goes above and beyond to make sure patients feel heard and receive the highest level of care.

Based on these strengths, we feel that Dr. Vedantham will be an invaluable asset to your commission. He will bring leadership, integrity, team effort, and good judgment to his efforts with the commission as he has with our clinic.

Sincerely,

Bethany Suller, MSN, PMHNP-BC

Charmel Vedantham, Psy.D

Daniel Fournier, LCSW

R. [Signature], OT/IC

[Signature], LCSW

Cynthia Ground LHP

[Signature]



**U.S. Department of Veterans Affairs**  
Veterans Health Administration  
Northern Arizona VA Health Care System

500 Hwy 89 N.  
Prescott, AZ 86313  
www.prescott.va.gov

In Reply Refer To: 00

Date: June 3, 2020

From: Brian E. Schuman, Chief of Police, Prescott VA Medical Center

To: Whom It may concern

Subj: Letter of Recommendation

Dear sir or ma'am, I am writing this letter of recommendation on behalf of Dr. Kumar Vedantham, Medical Director, Opioid Replacement Treatment (ORT) Program, Clinical Psychiatrist for the Oakland Behavioral Health Clinic of the VA Northern California Health Care System (NAVAHCS).

I had the privilege of working with Dr. Vedantham from 2005 – 2013 while he served as the Chair of the Disruptive Behavior Committee (DBC) and I was the Chief of Police for NAVAHCS. During his tenure as the Chair of the DBC for the Medical System, I observed how he systematically changed the process for the better. He created a program within NAVAHCS that ensured that the safety of staff, patients and visitors was a priority, while ensuring that our veteran population was afforded a fair process that took into account their medical and mental health diagnosis and needs.

I know Dr. Vedantham to be a genuinely caring and sensitive mental health professional. I also know him to be a professional of integrity and sound judgement. Over my 30 year career in law enforcement, he stands as one of the best mental health professionals I have had the honor of working with. I genuinely hope that you will consider him to serve on the Oakland City Police Commission. I truly believe you will find him to be an invaluable asset.

Should you have any further questions, or wish to speak with me further about Dr. Vedantham and my experience working with him, please don't hesitate to reach out to me at (928) 717-7484 or by e-mail at [brian.schuman@va.gov](mailto:brian.schuman@va.gov)

Respectfully,

**Brian E. Schuman**  
Chief of Police  
Acting VISN 22 Lead Chief  
Prescott VAMC

VA Medical Center  
10535 Hospital Way, Mather, CA 95655-1200  
Center for Rehabilitation & Extended Care (CREC)  
150 Muir Road, Martinez, CA 94553  
VA Outpatient Clinics:  
2221 Martin Luther King, Jr. Way, Oakland, CA 94612  
150 Muir Road, Martinez, CA 94553  
Building 201, Walnut Avenue, Mare Island, CA 94592  
103 Bodin Circle, Bldg. 778, Travis AFB, CA 94535

VA Outpatient Clinics (cont.):  
280 Cohasset Road, Chico, CA 95926  
5342 Dudley Avenue, McClellan, CA 95652  
351 Hartnell Avenue, Redding, CA 96002  
Mental Health Clinics:  
525 21<sup>st</sup> Street, Oakland, CA 94612  
10633 Grissom Avenue, Mather, CA 95655-1200  
Telephone Care: 1-800-382-8387



**U.S. Department of Veterans Affairs  
Northern California Health Care System**

6/12/20

It is my privilege to write in support of Dr. Kumar Vedantham's application to join the Oakland Police Commission. He is an exemplary VA doctor: medical director of the Oakland VA's Opioid Replacement Treatment Program, an experienced outpatient ER psychiatrist, and an expert in the treatment of PTSD and related disorders. Dr. Vedantham is unquestionably dedicated not only to improving the lives of his veteran patients, but to promoting more broadly the wellbeing of Oakland. He understands and has constructive ideas for addressing not just the trauma with which his patients contend, but the trauma police officers -- many of whom themselves are military veterans -- so often suffer in the line of duty. He is ideally positioned to help the Police Commission in its ongoing work while it forges more peaceful, collaborative relationships with the Oakland constituencies it serves and protects. So, I was delighted to learn that Dr. Vedantham is applying to become a member of the Police Commission.

I believe I have a strong basis for recommending Dr. Vedantham to you, given the nature of my work at the VA in partnership with criminal justice system entities in Oakland and throughout Northern California. For the past five years, I have served as the VA's representative to the Alameda County Veterans Treatment Court in Oakland as Veterans Justice Outreach (VJO) program lead. At the Oakland Vets Court, I inform the judge -- currently Judge Charles A. Smiley, III -- of the wide array of housing, addiction treatment, psychiatric, and comprehensive healthcare resources available through the VA to justice-involved Veterans. I am also the VA's liaison to the Contra Costa County and Solano County Veterans Treatment Courts, and serve as a member of the State of

California Judicial Council's Veteran's Treatment Court Strategic Planning Committee. I have delivered trainings on military veteran cultural sensitivity and the unique needs of military veterans to law enforcement officers at the Alameda, Solano and Contra Costa County Sheriff's Departments. The overarching aim of my work is to ensure that military veterans involved in the criminal justice system have every possible chance at pursuing needed medical, mental health, and addiction treatment through the VA.

VA treatment for the vast majority of justice-involved veterans in Oakland is delivered by Dr. Vedantham and the team he leads. For many years, Dr. Vedantham has led a multidisciplinary team at Oakland VA providing sorely needed psychiatric and addiction treatment to Oakland VA's patient population, a large portion of whom are justice-involved Veterans. Such treatment is not only humane, it is preventative in nature, addressing the issues up front which -- if not dealt with proactively -- can so often bring veterans into contact with the police. So, Dr. Vedantham has extensive experience assisting Veterans who have been in contact with the Oakland Police Department, and he has been an indispensable ally in VA's work with the Treatment Court in Oakland.

As I believe the Police Commission does as well, the Treatment Court understands that psychiatric and addiction treatment needs of Oakland military veterans are best addressed by experts in a healthcare setting, not by police or the criminal justice system. Our goal is that VA treatment -- so frequently planned and delivered by Dr. Vedantham -- can maximize the safety of veteran patients and the community alike by minimizing the risk that our veteran patients will into contact with law enforcement or the criminal justice system in the first place. When veterans are mandated to pursue needed treatment at the VA, Dr. Vedantham's clinical care can dramatically reduce the risk that a veteran will recidivate or come into further contact with police or the justice system.

I believe Dr. Vedantham's compassion, insight, and expertise will benefit the Police Commission just as it has benefitted the VA and City of Oakland, should he become a member of the Commission. Simply stated, Dr. Vedantham loves this City, and has a deep sense of civic duty. He wants to help make Oakland a better, more just, and safer city. Given his deep commitment to Oakland, and I am glad Dr. Vedantham is ready to

contribute his talents and expertise to the Police Commission. On a practical note, I know Dr. Vedantham would be a pleasure to work with as a member of the Commission. Dr. Vedantham has a rare capacity to communicate across professional lines and explain complex, difficult issues with a gentleness, patience and humanity which is truly unusual. He is an exemplary colleague at the VA, unquestionably dedicated to his veteran patients and the community in which they live. Please do not hesitate to reach out to me if you have any questions about how Dr. Vedantham might advance the work of the Commission.

Thank you for considering this letter of support,



David Shernoff

David Shernoff, LCSW  
Veterans Justice Outreach Specialist  
Suicide Prevention Coordinator  
U.S. Department of Veterans Affairs  
Northern CA Healthcare System  
Oakland Federal Complex, South Tower  
1301 Clay Street – Suite 270  
Oakland, CA 94612  
(925) 282-5260  
[David.Shernoff@va.gov](mailto:David.Shernoff@va.gov)



# 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: FARMER OMAR Date: 23 JUN 2020  
Last First M.I.

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

DAKLAND CA 94610  
City State ZIP Code

Phone: [REDACTED] Email [REDACTED]

### Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

**Application Considerations**

Check all that apply: *I'd like to be appointed either by the Mayor or the selection committee.*

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: *Cliff Figner* Relationship: *ONIT member*

E-Mail: [Redacted] Phone: [Redacted]

Full Name: *Miriam Pesky* Relationship: *ONIT member*

E-Mail: [Redacted] Phone: [Redacted]

Full Name: *Shikira Purjes* Relationship: *Friend*

E-Mail: [Redacted] Phone: [Redacted]

**Voluntary Self-Identification Questionnaire**

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

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

2. What is your gender?

*Male*  I do not wish to self-identify

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

Please check one of the boxes below:

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

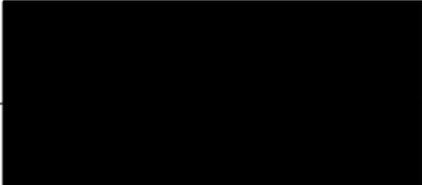
**Disclaimer and Signature**

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

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

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

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

Signature:  Date: 29 Nov 2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

(1) As someone who's always felt a sense of duty to their community, several of my life experiences have prepared me for this role. One of which occurred when I spent 7 years as a Surface Warfare Officer in the US Navy. During my 2nd tour of duty, I was handpicked by the Commodore of our Battle Group to oversee all Maritime Interception and Boarding Operations for a deployment where we were in harm's way on a regular basis, while working in support of Operations Iraqi and Enduring Freedom. As a result, I became adept at: conducting command and control, working as an incident commander, writing policy for troops in the field, and becoming a subject matter expert at applying the rules of engagement during my watchstanding duties as a Tactical Action Officer (TAO).

TAOs are entrusted with weapons release authority so they're the experts on when and how use of force is applied in a multitude of situations. I'm proud to say that during my time as a TAO that not one person was the victim of deadly force on my watch. A huge accomplishment given the dangerous environment we were operating in. This was accomplished in part by successfully de-escalating several situations, by exhausting all non-lethal options, and by making sure that our troops were sufficiently trained to deal with these situations prior to being put in them. This is why I know we can accomplish the same with OPD. Prior to leaving for my next tour I also served as an Anti-Terrorism Officer and helped strategize and plan our security measures while visiting various ports of call. During one of these visits I was put in charge of the Shore Patrol which served as our Military Police (MP). One evening I was called to a scene where multiple service members were charged with several felonies. Consequently, I was tasked with completing a thorough investigation and helped coordinate their release to our custody by working with the local PD and our Judge Advocate General. Similar to the relationship PD's have with district attorneys.

My last job in the Navy was as an Emergency Management Officer for a base overseas. In that capacity I used my knowledge and experience to help train our base MP's and emergency responders on a myriad of different types of security and emergency scenarios. Lessons learned from one of my exercises were even used to develop a new joint NATO and Host Nation instruction which shows how well received my recommendations were taken by a local agency. At one point I was also directed to conduct an internal investigation of our Military Police due to questionable deaths within their K9 ranks who were vital to the security of our base. This involved taking statements and conducting interviews up and down the MP chain of command. In the end I was able to get to the bottom of what was happening by doing a root cause assessment on my findings and the issue was resolved.

With all of those responsibilities I still found time to volunteer. We were a popular stop for troops returning from deployment, so to congratulate them I helped organize "Welcome Home" events. No matter what time they arrived we were there to greet them with hugs, food and gifts. In the end we ended up welcoming home over 6,000 troops which was a lot of fun.

Even though I wasn't a parent at the time I also implemented a tutoring and mentoring program for the local Dept of Defense high school after several teens were struggling academically and a close friend of mine brought it to my attention. After 1 semester of participating in my program those students had no additional problems. Several of them even made the honor roll and I received a Letter of Appreciation from the school. Hurricane Katrina also had a significant impact on the mental health of many service members during my last tour. To boost morale I created a base-wide basketball tournament between Navy and Air Force personnel. The proceeds of which were donated to the Red Cross Hurricane Katrina fund which helped our service members cope with not being able to be there to assist. Here's also a link to my LinkedIn page where I have a recommendation from Admiral Cullom who was the Commodore during my 2nd tour of duty: <https://www.linkedin.com/in/omar-farmer-6519b01b/>

(2) Having both positive and negative experiences with OPD, I know we have the ability to set the standard nationwide. From being the victim of racial profiling in my own neighborhood and stopped and frisked vs assisting with them with the apprehension of an armed robbery I witnessed. Another time I caught someone breaking into my home and they responded in under 5 min but during another break-in they had a 3 hr response time. I've also made personal mistakes and been guilty of moving violations and once spent a night in jail for reckless driving. Subsequently I participated in a ride-along to see things from their perspective. When my car was stolen a couple of months ago it was luckily found (albeit totalled) but no arrests were made nor did they have any leads. One time I was wrongfully incarcerated by SFPD for several days, but the case was thrown out due to racial profiling since it was proven that there was no way I could have committed it.

Post military I've primarily worked as an entrepreneur, I'm also a single parent, regardless I've always found time to volunteer because I care deeply about our community. When my daughter entered elementary school one of the first things I did was help co-create a PTA where I subsequently served as both Vice-President and President. For our bigger events such as the walk-a-thon I also recruited OPD officers to come and speak to the students so they could build a positive rapport with our community.

In my personal neighborhood I've also been outspoken on topics such as anti-racism and racial profiling on a social media site called Nextdoor.com where I volunteer as a Lead (aka moderator). During one exchange in 2015 I intervened in a conversation that was on a downward spiral and turned it into a constructive discussion. Afterwards I invited my neighbors to meet up in person where we agreed that facilitated discussions about race would be beneficial to the community. So I started organizing those and others wanted to get involved. Together we formed a community organization called Oakland Neighbors Inspiring Trust (aka ONIT). For each workshop I've always invited our Community Resource Officer or police officers that work the beat in my neighborhood so we could hear their feedback as well. Here's a link to one of my anti-racism posts on our Facebook page. There are also some pics from our events:

[https://www.facebook.com/permalink.php?story\\_fbid=2727820350677311&id=725413654251334](https://www.facebook.com/permalink.php?story_fbid=2727820350677311&id=725413654251334)

My success didn't stop there because Nextdoor heard about the things I was doing and quickly offered me a role as an online Community Mediator. Since then I've been working with them on reducing racial profiling and discrimination issues on their platform which sometimes involves moderating OPD agency posts as well. One time after talking a few Leads out of quitting, they were so impressed by my accomplishment, that I was hired to come to Texas and conduct moderation training for them and another group of Leads who were the source of their frustration. The training was a huge success and the City of Carrollton, Texas provided me with a Letter of Appreciation for my work. Since then those moderators have had no known issues. So I'm very skilled at de-escalating situations and creating amicable agreements where others don't see them. These techniques combined with the ones I learned in the service can be put to good use on the Commission. Particularly in instances where we're at an apparent stalemate. Recently, I've been coordinating mask making efforts in response to the COVID-19 pandemic and my team has made and disseminated over 1,000 masks to those in need including OPD officers. In April I successfully crowdfunded to hire a flyer distribution company who disseminated 5,000 bi-lingual social distancing awareness flyers, throughout Oakland. Here are links to more info about that:

<https://www.gofundme.com/f/covid19-social-distancing-outreach>

[https://www.facebook.com/permalink.php?story\\_fbid=2684652324994114&id=725413654251334](https://www.facebook.com/permalink.php?story_fbid=2684652324994114&id=725413654251334)

(3) Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: a. as a police officer, b. as a criminal prosecutor or defense attorney, c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes. **N/A**

**ATTACHMENT C**  
**Applicant Evaluation Tool**



**APPLICANT EVALUATION TOOL**  
**Position: Police Commissioner (Volunteer)**

**Position Description**

Serve on Police Commission public body of seven (7) members plus two (2) alternates. The Police Commission's role is to oversee the Oakland Police Department's policies, practices and customs to meet national standards of constitutional policing and oversee the Community Police Review Agency that investigates police misconduct and recommends discipline.

**Core Competencies, Interview Questions & Evaluation**

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

**A. Interpersonal / Collaborative**

- a. Works cooperatively and productively with others to achieve results.
- b. Respects and welcomes diverse perspectives. Able to process multiple points of view and achieve constructive results.
- c. Respects the confidentiality of information or concerns shared by others.
- d. Strong communications skills – both written and oral.

**B. Judgement / Decision-Making**

- a. Has a strong sense of urgency about solving problems and getting work done.
- b. Effectively analyzes and interprets rules and regulations.
- c. Understands inter-relational systems and influences.
- d. Applies factual information, due diligence and sound judgment in making decisions and dealing with confidential and/or sensitive information.

**C. Analytic / Investigative Practices**

- a. Has knowledge and/or experience in sound investigative practices.
- b. Has knowledge and/or experience in applying a racial equity framework and systems thinking approach to identifying and addressing issues.

**D. Values / Commitment / Perspective**

- a. Seeks and synthesizes community perspective into decision-making.
- b. Able to commit time and energy to serving on Police Commission.
- c. Brings perspective of community most impacted by law enforcement (e.g., race, gender, disability, residency, etc.)

**E. Level of Interest**

- a. Understands role and authority of Police Commission.

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

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

A. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Interpersonal / Collaborative**:

1. Tell us about your experience working effectively with others, including your experience working on other boards, commissions and groups. How did you handle conflict in these situations?

\_\_\_\_\_

*Additional questions as time permits...*

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

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

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

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

B. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Judgement / Decision-Making**:

3. While serving on the Police Commission there will be a great deal of pressure from the public, fellow commission members and City staff. What skills will you draw on to manage this and come to a fact-based decision?

*Additional questions as time permits...*

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

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

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

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

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

8. Throughout the Federal Court's oversight of O.P.D., the Court has consistently criticized OPD's Internal Affairs Division for the thoroughness, objectivity and professionalism of its investigations of alleged officer misconduct and there is a public perception that both line police officers and their supervisors are rarely held accountable. What structural or policy changes should the Commission explore to address this issue?

*Additional questions as time permits...*

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

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

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

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

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

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

---

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

12. Experience has shown that the time commitment to effectively serve on the Police Commission is approximated to be between 10 to 20 hours a week. What are some limiting obligations that might make it difficult for you to effectively perform as a Police Commissioner and complete your term, and how will you manage these obligations?

---

*Additional questions as time permits...*

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

14. While serving on the Commission you will learn information that may not be familiar to your life experience, share a brief experience where you had to see through many lenses.

15. Why do you want to be part of the Oakland Police Commission and what impacts would you like to see the Oakland Police Commission have and accomplish?

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

17. What is the Police Commission doing right?

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

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

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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

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

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

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

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

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

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

*Additional questions as time permits...*

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

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

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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

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

---

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

**ATTACHMENT D**  
**Interview Questions for**  
**Finalist Interviews**

## Finalist Interview Questions

1. The Oakland City Council is currently considering placing revisions to the Measure LL City Charter language on the November 2020 ballot to, among other things, create a Civilian Inspector General position and add clarity to the Police Commission's policy-making authority. What do you know about this proposal and which of the proposed Charter changes do you consider to be the most important?
2. The Oakland Police Commission first took office in late 2017. What do you think have been the Commission's biggest challenges? What has been its biggest accomplishments?
3. In response to not only recent to events but long-standing questions and demands of members of the public in communities throughout the Country, the Police Commission, the Oakland City Council, the OUSD and other local government bodies are looking at ending, reducing funding for and re-aligning the role of their police departments. The City Council is already proceeding with a program to direct certain calls for assistance (mental health, homeless residents) from OPD to medical and social service responders. What other types of emergency or service calls should the Commission look at for a non-OPD response? What study and community input process should the Commission use to examine additional options for re-aligning OPD?
4. Like most other Police Departments, OPD has an Internal Affairs unit that conducts both internal investigations and parallel investigations of the public's complaints against OPD officers; OPD's IA investigations are conducted exclusively by OPD officers. During its 17.5 years of Federal Court oversight in the Riders case, the Federal monitoring staff has periodically questioned the objectivity, thoroughness, timeliness and professional quality of OPD IA investigations. Recently, members of the public and the Police Commission have questioned whether the IA staffing model produces biased, officer-justifying investigations. How should the Commission proceed in examining this issue?