



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

**Meeting Agenda**

**Tuesday, July 14, 2020**

6:00 PM

Via Teleconference

Selection Panel Members: Chairperson James Chanin (District 2), Vice Chairperson Brendalynn Goodall (Mayor), Gay 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 this link: <https://us02web.zoom.us/j/83539858555> at the noticed meeting time.

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

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

+1 669 900 9128 or +1 346 248 7799 or +1 253 215 8782 or +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799. For each number, please be patient and when requested, dial the following Webinar ID: 835 3985 8555

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

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

- Comment in advance. To send your comment directly to the Selection Panel and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Richard Luna at [rluna@oaklandca.gov](mailto:rluna@oaklandca.gov). Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Selection Panel prior to the meeting.

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

**Meeting Agenda (Continued)**

**Tuesday, July 14, 2020**

6:00 PM

Via Teleconference

---

• By Video Conference. To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” are available at: <https://support.zoom.us/hc/en-us/articles/205566129>, which is a webpage entitled “Raise Hand In Webinar.”

• By Phone. To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing STAR-NINE (“\*9”) to request to speak when Public Comment is being taken on a eligible agenda item at the beginning of the meeting. Once it is your turn, you will be unmuted and allowed to make your comment. After the allotted time, you will be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting by Phone.”

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

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

**Meeting Agenda (Continued)**

**Tuesday, July 14, 2020**

6:00 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 1, 2020 Meeting](#)

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

The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during this current selection process.

Agenda Item Report:

- [2020 Police Commissioner Application and Selection Process](#)

**5. Next Meeting**

The Selection Panel will discuss and take possible action on its future meeting schedule. [There are no agenda materials for this item.]

**6. 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)**

**Tuesday, July 14, 2020**

6:00 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 1, 2020**  
Via Teleconference

Selection Panel Members: Gay 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 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 Brendalynn Goodall, seconded by Mary Vail, to approve the draft meeting minutes for June 10, 2020. Motion passed with seven ayes (Bosserman, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

There were no public comments on this item.

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

City staff member Richard J. Luna presented an updated report on the number of applications received for the 2020 nomination process. The Selection Panel discussed options for reviewing applications, interviewing applicants by ad hoc committees or the by the entire Selection Panel. The Selection Panel discussed logistics for conducting interviews through Zoom and requested the City accommodate in-person interviews at

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

**Meeting Minutes (Continued)**

**Wednesday, July 1, 2020**  
Via Teleconference

---

City Hall or another City facility. City staff member Richard J. Luna stated video enabled interviews through Zoom would be authorized and would further inquire about in-person interviews and return to the Selection with additional information.

A motion was made by Lorelei Bosserman, seconded by Bill Thomasson, for Selection Panel Members to review all applications, determine how many candidates each Member would like to interview, and discuss those applicants at the next meeting. The motion failed with five noes (Cobb, Chanin, Goodall, Link, Vail) and two ayes (Bosserman, Thomasson).

A second motion was made by Lorelei Bosserman, seconded by Bill Thomasson, for the Selection Panel Members to review all applications, for each member to select up to 25 applicants they would like to interview, for each member to send the list of up to 25 candidates to City staff member Richard J. Luna by a deadline to be determined, and for staff to tally the votes and present the information in a report at the next meeting. Motion passed with seven ayes (Bosserman, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

The Selection Panel then discussed the timing of its next meeting and the deadline to submit the list of up to 25 candidates to City staff. The Selection Panel decided to hold its next meeting at 6:00 pm on Tuesday, July 14, 2020, and the deadline to submit the list of interview candidates to City staff was set as Thursday, July 9, 2020.

Public comments were provided by the following public speakers:  
Rashidah Grinage

**5. Clarification of Nomination Process**

Chairperson James Chanin stated this item was no longer needed as the Selection Panel vacated the reserve pool list at its meeting on June 10, 2020. The Selection Panel discussed the Evaluation Tool and interview questions during the screening process, and stated a discussion on interview questions would take place at its next meeting.

No action was taken on this item.

**6. Next Meeting**

As previously announced by Chairperson James Chanin, the next meeting of the Selection Panel will be a Special Meeting at 6:00 pm on Tuesday, July 14, 2020.

No action was taken on this item.

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

**Meeting Minutes (Continued)**

**Wednesday, July 1, 2020**  
Via Teleconference

---

**7. Adjournment**

The meeting was adjourned at 8:21 pm.

DRAFT



# MEMORANDUM

---

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

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

**SUBJECT:** 2020 Police Commissioner  
Application and Selection Process

**DATE:** July 10, 2020

---

## Action Requested

For the Selection Panel to:

1. Review, discuss and/or modify the 2020 Nomination Schedule.
2. Review, discuss and/or modify the 2020 Selection and Interview Process.

## Summary

The Selection Panel is tasked with reviewing and recommending applicants to serve on the City of Oakland's Police Commission. The Police Commission is composed of seven (7) voting members and two (2) alternate members. The Selection Panel and Mayor both submit nominations to the City Council for confirmation, with the Selection Panel responsible for four (4) regular members and one (1) alternate member to the Police Commission, and the Mayor responsible for three (3) regular members and one (1) alternate member.

The Selection Panel received 68 new applications to serve on the Police Commission (**Attachment A**) for the 2020 nomination period, with one (1) applicant withdrawing from consideration.

At its meeting on July 1, 2020, the Selection Panel voted for each member to review all applications and nominate up to 25 candidates to participate in the interview evaluation stage. **Attachment B** contains the nominations provided by each member. The list is ranked by those applicants receiving the most votes/nominations. In summary:

- 1 applicant received 7 votes.
- 3 applicants received at least 6 votes.
- 11 applicants received at least 5 votes.
- 17 applicants received at least 4 votes.
- 24 applicants received at least 3 votes.
- 36 applicants received at least 2 votes.
- 47 applicants received at least 1 vote.
- 19 applicants did not receive a vote.

Also at its meeting on July 1, 2020, the Selection Panel began discussing the interview process and questions that will be asked during interviews. **Attachment C** contains the Evaluation Tool used during the 2019 nomination period, and **Attachment D** contains proposed amendments staff received from Members Lorelei Bosserman and Mary Vail.

July 14, 2020  
Selection Panel Meeting



At the meeting on July 1, 2020, staff stated that interviews will be held virtually via Zoom with video enabled for all interviews. The Selection Panel requested City staff accommodate in-person interviews during the 2020 nomination process; however, staff is unable to accommodate in-person interviews given the current shelter in place and emergency health orders. City staff continues to work on protocols to open its facilities to all employees and members of the public that meet health best guidelines. City facilities will continue to be closed to members of the public until those protocols are finalized and in practice.

### **Background**

In 2020, the Selection Panel will be nominating 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, Commissioner Tara Anderson emailed Chairperson James Chanin, Vice Chairperson Brendalynn Goodall, and City staff informing them 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 Application Period

On July 3, 2019, the Selection Panel voted to begin accepting applications to serve on the Commission on a continuous basis. On May 6, 2020, the Selection Panel voted to have the 2020 Police Commission application process close on June 16, 2020. On June 10, 2020, the Selection Panel voted to extend the application deadline to June 30, 2020.

### 2020 Nomination Schedule

At its meeting of May 6, 2020, the Selection Panel first approved the 2020 Nomination Schedule. At its meeting of June 10, 2020, the Selection Panel voted to extend the application deadline to June 30, 2020. Based on the extension, staff is proposing the following amended 2020 Nomination Schedule.

<b>Activity</b>	<b>Date</b>
Application Released	Continuously
Incumbents Notified	May 7, 2020
Application Deadline	June 30, 2020
Candidate Interviews	July 2020
Determination of 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 used during the interview process in 2019. This evaluation tool was last reviewed and edited on June 19, 2019. **Attachment D** contains proposed amendments provided by Members Bosserman and Vail.

#### 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 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.

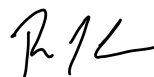
#### Reserve Pool

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

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

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. Current Police Commissioner Applications
- B. Ranking of Police Commissioner Applicants
- C. Applicant Evaluation Tool
- D. Applicant Evaluation Tool proposed edits

**ATTACHMENT A**  
**Current Police Commissioner**  
**Applications**

**2020 Police Commission Applicants (as of July 3, 2020)**

No	Last	First	Zip	Council District	Selection Panel / Mayoral	Race	Gender	Disability
<del>1</del>	<del>Breyer</del>	<del>Julia</del>	<del>94610</del>	<del>2</del>		<del>White</del>	<del>F</del>	<del>N</del>
2	Cai	James	94606	2	Both	Asian	M	N
3	de Marie	Anya	94606	2	SP	White	F	N
4	Koka	Rimi	94605	6	Both	Asian	F	N
5	Sidebotham	Nancy	94605	6	Both	White	F	N
6	Sagehorn	Michael	94611	6	Both	White	M	N
7	Mason	James	94605	6	Both	White	M	N
8	Everett	Alexia	94606	5	SP	White	F	N
9	Vedantham	Kumar	94619	6	Both	Asian	M	N
10	Jones	Edward	94601	5	SP	Black/AA/Al/AN	M	N
11	Ginale	Harris	95605	7		Black/AA/Latino	F	
12	Dikes, Jr.	Booker	94608	1	Both	Black/AA	M	N
13	Taylor	Sherria	94605	6	SP	Black/AA	F	N
14	McCants	Jeremy	94607	3	Both	Black/AA	M	N
15	Doss	Diane	94619	6	Both	Black/AA	F	N
16	Drakes	Dan-iel	94621	7	Both	Black/AA	F	N
17	Jenkins	Derron	94605	7	Both	Black/AA	M	N
18	Evans	Veronica	94619	4	Both	Latino	F	
19	Herron	Rachael	94605	7	Both	White	F	N
20	Hsieh	Jesse	94605	7	Both	Asian	M	N
21	Shelton	Shareece	94607	7	Both	Black/AA	F	N
22	Benavides	Ariel	94602	7		Black/AA	F	
23	Peters	Jennifer	94606	2	Both	White/Latino	F	N
24	Moore	Darlene	94605	7	Mayor	Black/AA	F	N
25	Watson	Melisa	94611	1	SP	Black/AA	F	Y
26	Shah	Bijal	94602	5	Both	Asian	F	N
27	Ingram	Antonio	94612	2	Both	Black/AA	M	N
28	Chase	Cynthia	94602	4	Both	White	F	N
29	Johnson	Theodore	94610	2	SP	Black/AA	M	N
30	Rougeau	Pat	94618	4	Both	White	F	N
31	Osaze	Wesley	94612	5	Both	Black/AA	M	N
32	Winslow	Irma	94621	7	Both	Black/AA	F	N
33	Mao	Sokhom	94606	2	SP	Asian/Other	M	N
34	Cobanoglu	Erol	94610	2	Both	White	M	Y
35	Antonioli	Laurie	94607	3	Both	White	F	N
36	Drake	Tess	94605	6	SP	White	F	N
37	Ashe	Catherine	94607	3	Both	White	F	N
38	Hauck	Brian	94618	1	Both	White	M	N
39	Tunson	Aris	94605	6	Both	Black/AA/Asian	M	N
40	Dumas	Nathaniel	94610	2	Both	Black/AA	M	N
41	Allen-Hill	Claudette	94621	6	SP	Black/AA	F	N
42	Dorton	Mark	94606	2	Both	Black/AA	M	Y

**2020 Police Commission Applicants (as of July 3, 2020)**

No	Last	First	Zip	Council District	Selection Panel / Mayoral	Race	Gender	Disability
43	McDonnell	Logan	94607	2	SP	White/Black/AA	M	N
44	Abeyta	April	94619	4	SP			N
45	West	Simone	94606	2	Both	White/Black/AA	F	N
46	Grant	Derisa	94607	3	Both	Black/AA	F	N
47	Blacksher	Art	94605	7	SP	Black/AA	M	N
48	Banks	Malique	94606	2	Mayor	Black/AA	M	
49	Hartka	Elizabeth	94607	3	Both	Asian	F	N
50	Horman	Bilal	94606	2	Both	Middle Eastern Arab	M	N
51	Wilson	Debra	94606	2	Both	Black/AA	F	N
52	Gomes	Lena-Nsomeka	94605	6	Both	Black/AA/Portuguse	Non-Binary	N
53	Lewis	Alexander	94618	1	SP	Black/AA	M	N
54	Houston	Herbert	94605	7	Both	Black/AA	M	N
55	Singleton	Tyfahra	94603	7	Both	Black/AA	W	N
56	Garcia	Sergio	94611	4	SP	Latino	M	N
57	Farmer	Omar	94610	2	Both	Black/AA	M	N
58	Armstead	Rashad	94612	3	Both	Black/AA	M	N
59	Peretti	John	94609	1	Both	White	M	N
60	Smith	Cherida	94605	7	Both	Black/AA	F	N
61	Anderson	Vernon	94612	3	Both	Black/AA	M	N
62	Huey	Timothy	94606	2	Both	Asian	M	
63	Chambers	Paul	94605	7	SP	Black/AA	M	N
64	Cross	Cristina	94619	6	SP	Black/AA/Asian	F	
65	Hammock	Darnell	94619	4	Both	Black/AA	M	N
66	Jones	Elliot	94609	1	Both	Black/AA	M	N
67	Dato	Samantha	94607	3	Both	Black/AA	Trans Women	N
68	Swoffard	Barbara	94619	6	Both	Black/AA	F	N



# 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: Cai James D. Date: 11/12/2019  
*Last First M.I.*

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

Oakland CA 94606  
*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: Bridget Galvan Relationship: co-worker  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Kevin Ye Relationship: Supervisor  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Yoway Wilson Tong 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**

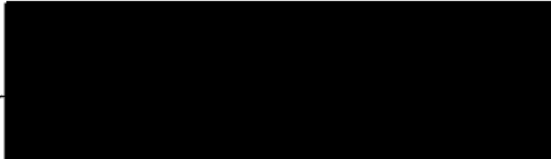
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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: 11/12/19

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.

As a honorable local community resident in City of Oakland for about 12 years since 2007, I am so pleased and thankful to be part of the community and always want to be contributed back to better serve the society where I current living. The recent years have witnessed an increase in the number of crimes and violence in the community; I had volunteered to be the neighborhood captain in my neighborhood to organized social events for neighbor gatherings and neighborhood watch. I also had volunteered in the local organizations for each year's National Night Out held at the Lincoln Recreational Center and street cleaning to maintain the city clean and safe.

In recent years I have served in different capacities in various organizations that deal with humanitarian support aimed at enhancing the wellbeing of the vulnerable members in the community. The different job placements and experiences have helped me gain exemplary skills; knowledge and expertise that I believe will make my stay as the commissioner. Since 2008, I worked in the non-profit organization where I facilitated and managed several activities with the most important being "Activities of Daily Living programs". Secondly, I managed many social services programs for low-income families and immigrants. Thirdly, I worked with government agencies and local vendors to develop a resource or service programs to help them for succeed, provided them with a daily wellness check, and housing retention services. The vast knowledge, skills, and experiences gained in the social services management sector will be an added advantage to my need to undertake a position as the commissioner.

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

As the current Resident Services Supervisor in a nonprofit housing organization, we work closely with local law enforcement facilities to secure our residents' safety and well beings. We worked with Oakland Police Department for National Night Out event, Welfare Checks, and the Neighborhood Crime Prevention Council to collaborate with the police department to report community social issues and work together to reduce crime in the areas. Due to the nature of the challenges experienced in the community, there is a need to develop and implement a better residents & polices collaboration program in the social services that can help mitigate some of the safety challenges faced by the society. This problem resonates well with me and I hope that one day we will able to find a solution to their issues.

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.

A better police team is a practice that entails giving a helping hand in addressing the various challenges that face the vulnerable members of the society. These members encompass all residents within the city of Oakland. As the supportive services provider, I believe that I will be in a position to devise a number of solutions for addressing the safety challenges facing this population. One of the most important persons who contributed immensely to what I am today is my grandfather, whom was

a former local Sheriff in Guangdong Province of China. My grandfather played a critical role by instilling in me certain virtues such as resilience, support, tolerance, honesty, perseverance, and respect, which have been a key in helping me cope and overcome life challenges and obstacles. He greatly influenced by values and personality. His love, kindness, and support made me develop immense respect for him and the residents in general. The support and education I received from him is a key motivator for wanting to help the local residents to live happy and safe in the society.

# Police Commission

## Application for Position of Commissioner

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

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

### Applicant Information

Full Name: de Marie Anya C Date: 6-15-2019  
Last First M.I.

Home  
Address:

[Redacted]

Street Address

Apartment/Unit #

Oakland

CA

94606

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: Holly Joshi

Relationship: colleague

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Robyn Levinson

Relationship: previous co-trainer

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Liz Longfellow

Relationship: Co-worker

E-Mail [REDACTED]

Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

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

White

Black or African American

Latino

Native Hawaiian or other Pacific Islander

Asian

American Indian or Alaskan Native

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

I do not wish to Self-Identify

2. What is your gender?

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: 6-15-2019

Completed applications due by June 17, 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	<b>Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: <b>Police Commission Application</b></b>



**Oakland Police Commission Application**  
**Supplemental Questionnaire**  
**Anya de Marie**

1.

My life's work has focused on addressing gender-based violence through crisis social services, community models and teaching. I have primarily worked within community-based nonprofit organizations and schools, and built an expertise in this field. My career began in 1999 at an intersectional and germinal community-based domestic violence shelter in Chicago, Apna Ghar. Over the years I've continued this work by providing advocacy and crisis services, organizational leadership, serving on task forces, and in the community. My teaching and research focuses on women's psycho-social-emotional development, sexual violence and alternative models for social health. I have served as an educator for all ages from HeadStart teacher to Master's program faculty.

I currently serve as a technical trainer on the issue of commercial sexual exploitation of children (CSEC) with MISSEY (Motivating, Inspiring, Supporting and Serving Sexually Exploited Youth), a nationally recognized Oakland nonprofit. In addition to providing direct services to survivors in the form of intensive case management, one to one mentoring, prevention services and a daily drop in center, MISSEY has informed and shaped conversations, policies, and best practices for addressing CSEC for more than a decade. MISSEY's Training Institute utilizes an innovative, social justice-oriented, survivor-and trauma-informed approach to training. Through the Training Institute, MISSEY has trained over 10,000 community members and professionals.

Previously I served as our Director of Operations beginning in 2015, and in this role managed human resources, finance, operations, communications, and contracts. My work experience with MISSEY significantly informs and enables me to offer a knowledge base which I think will bring great value to the commission's work. Informed policies and attention to detail in best practices, community concerns, legislative changes, and crisis management skills are all essential.

Over the years I have also been involved in organizations and volunteer efforts in the community addressing immigration, homelessness, mental health, education, youth development and the arts. I also direct the Commonality Institute, which addresses how to reach across cultural and gendered differences.

2.

Since 2017, I have provided introductory (Phase I) trainings on CSEC to all city of Oakland employees and Phase II trainings to all Oakland Police Department and Oakland Fire Department staff. These trainings are the first that the city has contracted to address this issue. In this capacity I serve as the lead trainer for MISSEY in collaboration with WestCoast Children's Center and Alameda County District Attorney's HEAT Watch program on human trafficking. Our co-developed curriculum centers on reframing of the issue, Trauma-Informed Care and engagement strategies, risk factors and vulnerabilities, Oakland-relevant data, legislation, and reporter and responder best practices. This training contract is scheduled to complete September 2019.

3.

I have worked within domestic violence shelters and with organizations serving commercially sexually exploited children over the span of my career, as referenced above. Both of these populations often can have charges or convictions of crimes either in relation directly to the violence addressed by the organizations or otherwise in their lives.





# 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:	<u>KOKA</u>	<u>RIME</u>	<u>V</u> Date: <u>02/18/2020</u>
	<small>Last</small>	<small>First</small>	<small>MI</small>
Home Address:	[Redacted]		
	<small>Street Address</small>		<small>Apartment/Unit #</small>
	<u>Oakland</u>	<u>CA</u>	<u>94605</u>
	<small>City</small>	<small>ZIP Code</small>	
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:

Wonna. Cazares

Relationship:

Community member.

E-Mail

Phone:

Full Name:

Toni Newman

Relationship:

friend.

E-Mail

Phone:

Full Name:

Diana Gilead

Relationship:

Community liaison.

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

- Transgender female  I do not wish to self-identify

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

Please check one of the boxes below:

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

**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: 02/18/2020

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>

# Rimi Koka

Leadership | Accounting | Administration | Diversity Consultant | Community Engagement  
Seeing a leadership role in the non-profit sector to drive justice

## Community Leadership

President, Board of Directors | ParivarBayArea, Oakland CA | November 2018- Present

- Create spaces and coalitions centered around South Asian Trans and Queer folks.
- Fundraise through events involving panels, trainings, celebrations and social justice causes.
- Operationalize the workings of a non-profit and fulfill vision statement to drive LGBTQ+ inclusion.

Board of Directors | San Francisco Pride, San Francisco CA | September 2019- Present

- Represent and prioritize Trans People of Color on the governing body of the organization.
- Chair, Community Affairs Committee to further Pride's social responsibility.
- Driving corporate accountability for social and economic inclusion for LGBT+ community.
- Strategizing the vision and plan for a diversified financial portfolio for sustained cash flow.

Managing Partner | DiversityJourneys.com, Oakland CA | April 2018- Present

- Capacity Building and Workshop facilitation focused on Diversity and Inclusion topics including Gender Identity.

## Community Engagement

- Featured speaker on Trans Justice and visibility at various Pride and Corporate events.
- Past Board Member of Trikone, TGI Justice Project, Oakland LGBTQ center and Transpulse Canada.
- Fundraising lead on committees benefiting ImmigrationEquality, APIENC, TransMarch, TDOR & NQAPIA
- Community Engagement Leader for Transpulse.ca and Steering Committee member for Strategic Actions.
- Facilitator and guest lecturer at Stanford, UC Berkeley, Mills college, Transcend retreat, Gender Infinity, UN, Walmart, Amazon, Oakland Price, Toronto Pride and more.
- Co-chaired of LGBT ARG (Associate Resource Group) at Walmart while spearheading Workplace Trans Reform.
- Visible Trans Woman Leader of Color in San Francisco Bay Area at organizing and community building.
- Curated Transgender Awareness programs in workplaces and supporting associate gender transitions.
- Peer Support Group Facilitator centering South Asian Queer Trans LGB community.

## Skills

**Platforms:** MS Excel, Power Point, Word, Outlook and Project super user \_Anaplan, Retail Link, MicroStrategy-BIS and BIT, Essbase Finance suit, Thoughtspot, and Looker. **Languages:** English, French, Urdu, Telugu, Hindi and Tamil.

## Education

Master's in Business Administration (MBA), Operations and Finance — Boise State University  
Bachelor of Commerce — B.R. Ambedkar University; 2001: Statistics and Accounting  
Bachelor of Hospitality Management — Institute of Hotel Management and Catering Technology

**Walmart E-Commerce (2016- Present)**

## Senior Manager II —Business Operations and Procurement

July 2017- Present

*12 Direct Reports, including 2 managers*

Preparing fiscal budget of 11 departments and monitoring periodic performance.

Knowledge of categorical budgeting guidelines and following policies and procedures.

Delivering on the business and supply chain vision for \$4B Entertainment Portfolio of Consumer electronics

Leading teams to effectively deliver on inventory controls while building inclusivity and diversity thought.

Advising and mentoring teams on policy and financial management for the assigned business categories.

Monitoring external vendor relationships for smooth and effective product delivery.

Delivered scaled diversity growth and revamped hiring strategy to onboard over 40 supply chain associates.

## Sears Holdings(2015-2016)

Regional Operations Manager , Texas

April, 2015 - May, 2016

*26 direct reports, including 2 analysts*

Deliver apparel vision in the field working with 26 frontline managers within sales, delivery and logistic scopes.

Responsible for the upkeep and functioning of up to 50 facilities along with playing finance and operations council

Charged with delivering the P&L targets set for apparel including e-commerce platform and distribution hubs.

Exceeded annual revenue target of \$84M by additional \$1M

## Amazon (2013-2015)

Senior In-stock Manager, Business Operations

September 2013- April 2015

*13 shared reports, with senior vendor manager*

Built premium planning suite for business planning, Open-to-buy and vendor management.

Developed accounting and overall budgeting process and systems to monitor product selection and availability.

Achieved 97% in stock rates thru improved processes, driving \$3M revenue with on-boarding ~300 new vendors.

## Hudson Bay Company(2010-2013)

Manager, Budget Planning and Business Development

July 2010- August 2013

*4 direct reports*

Charged with planning for Men's clothing around financial accounting, budget planning and managing vendors.

Delivered improved margin rates above 50% across 18 categories by better commodity insights and cost cuts.

Increased annual revenue by \$20M thru new brand launch and categories.

## Walmart Canada (2006-2010)

Manager, Financial Planning and Allocation

July 2006- June 2010

*6 direct reports, including assistant manager*

Charged with financial planning and supply chain initiatives for \$360M fashion business.

Delivered on effective stock to sales balancing across all store locations thru allocation strategies.

1. Please describe any life work and significant community volunteer experiences that prepare you?

I can immensely contribute to the work of the Commission

As an immigrant law abiding woman of color who is also Trans and Brown, I have always stayed connected to my home communities. Whether it is organizing or standing for trans visibility, I have worked with city and government agencies to build accountability and awareness. I have thrived in community showing up as a leader driving accountability for Queer and Trans inclusion. Keeping connected to my South Asian roots, she co-founded Parivar, South Asian Trans and GNC-centered Queer Trans Social collective and currently the Board President for Parivar. While leading community in organizing, supporting and rising together, I sit boards for San Francisco Pride and chairs the board's community affairs committee. I also work as a community liaison agent with the Oakland Mayor's office. I hold an MBA specializing in business operations, accounting and management with undergraduate degrees in Accounting and Culinary arts. I have been in Corporate America for over 20 years in various operations and financial planning leadership roles with fortune 50 companies.

With an MBA and over 15+ years of experience as a professional executive, I bring extensive skills of bookkeeping, business operations, financial planning and compliance management. These are competencies that can applied to ensuring sound decisions are made in managing and executing ethics. Additionally, as a board member on many LGBT organizations including San Francisco Pride and as a community leader who founded a non-profit in Oakland, I bring about a great sense of empathy, leadership, thoughtfulness and inclusion to the commission. I am effective team player and bringing me on the commissions will bring the intersectional uplifting of my identity and ensuring there is balanced representation on the commission, thereby reflecting the diversity of Oakland. I am a social and business leader who has existed nationally and internationally in various cities and have made Oakland my final stop. This city provides such diversity, care and services that always need to be managed and powerfully sustained with strong ethics prevailing. As a business leader that leads large teams and deliver on multi-million-dollar portfolios, I aim to build business competency on the commission. Every organization and service, and the city needs to be looked at and administered as a business. I bring these skills of ensuring that the city can be looked at and run as a business. As a public speaker and leader that has trust and respect in the communities that I serve, I aim to bring greater public awareness of commission and the effective work undertaken to bring about greater engagement, dialogue and better lives of Oakland residents.

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

My experiences with the Oakland Police Department have been limited and the experience has been decent. Living in East Oakland for two years, I have interacted with police when the scene of a crime and helped guide them with the neighborhood. I have met with Office Kirkpatrick on a social basis and found to be engaging. There seemed great interest to help when I reported a missing black trans woman at the downtown

location. She was found safely and appreciating the police work here. Another instance has been to discuss the need to patrol more of my neighborhood in East Oakland.

Another key issue to address and solve for me would be build trust, respect and confidence between the marginalized communities of color especially in East Oakland and public servant agencies of the city. Accountability for Police needs to be addressed as Oakland continues to grow and become home for many walks of life. The approach in solving this issue would include building competency and capability for Oakland Police Department city officials to work with varied diversity of residents devoid of any language barriers, income standings, sexual orientations, gender identities and incarnated biases. It would equally include learning and responding to the overall framework of employing dialogue within citizens of Oakland in an easy and accessible manner. While they dedicate and commit to the society at large and have done tremendous work, the police department can continue and strive to be functioning in an ethical manner in conducting their business and prevent an exploitation of vulnerable populations. Overall, I aim to build public commitment towards the commission and the city at large rather than forcibly employing compliance to follow rules and guidelines in place.

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

Response: No, not applicable to me.



# 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: SIDEBO THAM NANCY S Date: 2/18/2020  
Last First M.I.

Home Address: [Redacted]

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

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. BEAT 29X NCPD Chair, 16 yrs + CPABOARD MEMBER OFF & ON 5 yrs. Active in the Community since 1982
2. Please describe your contacts or experiences with the Oakland Police Department. Positive and work closely with BEAT 29X CAO's & NSC
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: NO, To All The Following
  - 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: JERRY WONG Relationship: FRIEND  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: RALPH KANZ Relationship: FRIEND  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: MARCUS JOHNSON 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: 2/18/2020

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: Police Commission Application</b>

## Love, Christine (Chrissie)

---

**From:** Nancy Sidebotham <[REDACTED]>  
**Sent:** Friday, February 28, 2020 7:24 AM  
**To:** Love, Christine (Chrissie)  
**Subject:** Oakland Police Commission Application

Chrissie,

Hope this meets the requirements,

Nancy

1-My life work has always been to serve others. I have prepared taxes for individuals for several years. I have worked with numerous individuals in the police department starting in the 1980s. At that time, the Animal Shelter was under the direction of the police department. I worked very closely with police personnel to make sure the animals taken to the shelter were fed and properly housed. I became a block captain in the 1990s where I focused on making my neighborhood safe. I also got involved with the Community Policing program and became chair of my Neighborhood Council. As chair I was able to address several long term problems; one being the installation of stop signs in the area of Seminary and Highway 580. I serve on the Neighborhood Watch Steering Committee (NWSC) where we sponsored several events educating block captains on OAK311, 9-1-1, vegetation management, target hardening homes and more. Finally I serve on the Community Policing Advisory Board. This board monitors the Community Policing program in Oakland and oversees the Neighborhood Councils.

I believe my extensive volunteer work in the community and my knowledge of Oakland will allow me to effectively serve on the Commission.

2-I have worked very closely with several individuals in the police department. As chair of the Neighborhood Council, I work closely with Neighborhood Services Coordinator Araina Richards, Sgt. Ron Johnson, Off. Razmilovich and Deputy Chief Leronne Armstrong. Prior to his retirement, I worked with Deputy Chief Oliver Cunningham on developing a training curriculum for community leaders. I work with Neighborhood Services Coordinator Renee Sykes on the NWSC to organize community events for block captains. I have participated in trainings and helped coordinate community events with staff assigned to the Police Administration building. My relationship with OPD personnel has been lengthy, upbeat and positive.

3. No to all the following.

---  
Nancy Sidebotham  
Tax Preparer  
Chair Beat 29X NCPC  
[REDACTED]

## **Resume**

### **Vitals:**

**Nancy S. Sidebotham**

[REDACTED]

**Oakland, CA 94605**

[REDACTED]

[REDACTED]

### **Education:**

**1968 A.A. Social Science**

**Merritt College**

**Grove Street Campus**

**Oakland Ca**

**1970 B.A. History**

**Cal State University Hayward**

**Hayward CA**

### **Biography:**

**Age: 74**

**Bilingual: English and Spanish**

**Grew up in Panama**

**Occupation: Tax Preparer since 1973**

**Moved to Oakland: September 4, 1964**

**Moved to District 6: December 21, 1980**

**Qualifications:**

**2000-2020 Chair of MEM (Millsmont Evegren Millsbrae) Beat 29X NCPC**

**1998-2000 Board member Beat 29X NCPC**

**2013-2020 NW (Neighborhood Watch) Steering Committee**

**2009-2011/2016-2020 CPAB (Community Policing Advisory) Board Member**

**2000 18<sup>th</sup> Academy, Citizens Police Academy**

**2014 Citizen's Academy**

**1990-2010 Candidate for District 6 City Council**

**2014 Mayoral Candidate**

**2016 Candidate for At Large Council Seat**

**2012 Stand for Oakland Co-Founder**

**2018 Mayoral Candidate**

**2008 NCPC Assessment Advisory Committee Survey Study**

**2000 Graduate for Trainers regarding Problem Solving**

Other qualifications/activities:

**ARTS**

- Artship Foundation, supporter
- Oakland Business Arts Awards, '94 Juror
- Supports the remodeling and rehabilitation of Studio One
- Support increase funding for the Arts
- Support the promotion of the artistic community through advertising and festivals
- Enhances after school arts programs

## **COMMUNITY OUTREACH**

- Citizens for a New Animal Shelter (CNAS), President & Co-Founder
- Oakland City Council Animal Shelter Liaison
- Central East Oakland Community Development Block Grant (CEOCDBG), Board
- City of Oakland Emergency Task Force
- Citizens of Oakland Respond to Emergencies (CORE), Program & Graduate
- Citizens of Oakland Respond to Emergencies (CORE), Advisory Committee
- Graduate of Oakland Citizens Police Academy
- Crime Stoppers, founding Board Members of newly reorganized board
- Oakland Crime Stoppers, Secretary
- Citizens Police Academy Alumni Association
- Burbank-Millsbrae Neighborhood Crime Prevention Council (NCPC), Steering Committee and past Vice Chair
- Neighborhood Watch, Block Captain
- Millsmont Home Owners Association, Co-Founder, President
- Wyman/Simmons Coalition, assisted with strategy to stop development in slide area
- Working to get Oakland Housing Authority to clean up and manage their properties
- Worked to get the Vintage Inn closed
- Worked to remove the illegal car washing/detailing loiterers at church top of 73rd
- Working to stop loitering and drug sales at gas station at Sunnymere and Seminary
- Worked to clean up blight and neighborhood intimidation at 3964 Gardenia Place
- Alerted community to the atrocities and mismanagement at the Oakland Animal Shelter
- Strong supporter for removing the Animal Shelter out of Police
- Working to bring One Stop Market and Liquors into compliance
- Closed down One Stop Liquors
- Burbank-Millsbrae NCPC, Beat 29X, Chair
- UNCO Chair
- CPAB
- Four way stop signs at Seminary and Overdale/580 exit

## **AFFILIATIONS**

- CORO Foundation Graduate (San Francisco)
- League of Women Voters, past Board Member
- National Women's Political Caucus former member
- Oakland Sunset Rotary, Past President
- East Oakland Rotary, Past International Director
- MGO (Montclair Greater Oakland) Democratic Club Board member

## **BUSINESS**

- Oakland Merchant Leadership Forum (OMLF), Executive Committee
- Co-Chairperson Shop Oakland 2000
- Co-Chairperson Shop Oakland 2001
- Deemed Approved Advisory Committee (DAAC)

- Deemed Approved Program, worked to protect small restaurants
- Oakland Employers Transportation Network (ONET)
- MacArthur Blvd. Merchants Association (MBMA), Past Board Secretary
- Foothill Seminary Merchants Association, Past Chair and Secretary

## **DEVELOPMENT**

- Oakland Commerce Corporation (OCC), Business Partners Program
- Business Alert Seminar, organized
- Oakland Development Council, Past Member
- Leona Quarry Committee to Stop Big Box Development
- Stop the Widening of Edwards/73rd Avenue Committee
- MacArthur-Seminary Design Review, Spokesperson & Steering Committee member
- Ban Trucks on 580 Coalition
- MacArthur Blvd. Design Review Committee
- Main Street USA Seminar
- Zoning Update Committee

## **PARKS AND REC/ENVIRONMENT**

- Rotary Nature Center Advisory Council, Past Chairperson
- Citizens for Oakland's Open Space (COOS), Past Co-Treasurer
- Open Space Conservation and Recreation (OSCAR), Advisory
- Measure K, supporter
- Kings Estate Dog Park
- Rainbow Recreation Advisory Committee, Past Secretary
- Hardy Park, assisted with strategy for dog park
- Park & Recreation, Advisory Council—set up individual park advisory system
- Dunsmuir House & Gardens, member
- Friends of Park & Rec, former member
- Supporter of Arroyo Viejo Park
- East Oakland Swim Center Advisory Committee
- Arroyo Viejo Creek Celebration Committee
- Supports the prevention for cutting over three hundred trees around Lake Merritt
- Supports the strengthening of the Creek Ordinance
- Working to restore Chimes Creek and stop the erosion from the project at Leona Quarry
- Supports the vision of those that worked to preserve and develop the Estuary Plan
- Supports the use of the funding that has been set aside to rebuild the City stables and get it up and running again
- Supports the community in stopping the give-away of open space/parkland to a non-profit/upholding the OSCAR Plan
- Working to stop illegal dumping
- Chimes Creek

## **COMMENDATIONS**

- OPD Captain's Certificate of Commendation





20 MAY 11 PM 9:09

## 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: Sagehorn Michael R Date: May 7, 2020  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland CA 94611  
*City State ZIP Code*

Phone: [Redacted] Email: [Redacted]

### Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

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

### Application Considerations

Check all that apply:

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

 YES NO

I would like to be considered as a Mayoral Appointee?

 YES NO

### References

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

Full Name: Stephanie Anello

Relationship: School Superintendent

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: John Coppinger

Relationship: Rugby administrator

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Steve Baronian

Relationship: mens group participant

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: 5/7/2020

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 Oakland Police Commission**

### **Supplemental Questions**

**Name: Michael R. Sagehorn      Occupation: Teacher**

#### **1. Life's work and volunteer experience**

After active duty service in the Marine Corps as an infantry officer, my wife and I settled in Antioch. We raised a son, participated in the local soccer league, Scouting, and I created a youth rugby organization- for ages 5 to 17. Delta Youth Rugby prompted other volunteers to create the same in Walnut Creek, Livermore, and Oakland. We moved to Oakland in 2010.

My family's roots run deep in Oakland. My paternal family settled here after immigrating from Germany in 1878. My maternal side- grandfather and mom were all born and raised in Oakland. From 2006 to 2011 when I taught at the Oakland Military Institute in North Oakland, my school site and neighborhood were decades earlier attended and lived in by my grandfather, his family, and countless cousins. All attended Oakland Technical High School in the 1920's and 1930's. My son, a housing law attorney, lives in Maxwell Park, and is an active member of his neighborhood association. A member of the St. John's Episcopal Church, I volunteer in our parish's outreach work to two different homeless advocacy groups, making lunches and providing socks and other clothing.

Prior to becoming a teacher, I worked in the transportation industry, principally in the Port of Oakland in the trucking and railroad sectors. Working both swing and graveyard shifts in West Oakland in the 1980's and also after returning from a recall to Marine Corps active duty during the Gulf War, I observed the social and law enforcement challenges in Oakland neighborhoods with the use and distribution of crack cocaine. Later on as a teacher, many of the children I taught in Oakland were victims of this same epidemic.

## **2. Contacts and experience with the Oakland Police Department**

My contact with Oakland police officers is limited. In two instances working for Roadway Express in 1988 and CSX Intermodal in 1993 I reported freight thefts from the dock facility and an entire container load of Kingsford charcoal. In each instance the police response was timely and the officers were professional.

My only other contact with Oakland police officers, specifically one, has been a decade long service with an Oakland police officer as rugby coaches at De La Salle High School in Concord. We share an interest in making sure that young men, and young women too, develop and learn the game in a safe setting.

## **3. Personal and/or family member employment as a police officer, prosecuting/defense attorney, or advocacy group**

None of my immediate family- my wife, son, daughter-in-law, and grandson (he's two years old) have ever been employed or served as a police officer or attorneys in criminal law practice. My son is an attorney, an associate in a Pleasanton firm. His practice focuses on construction defect litigation, state and local environmental policy, and as stated earlier, housing access and reform. He is active in drafting state legislation to reducing barriers to affordable housing construction both in Oakland and the state. He has never been inside a criminal courtroom.

Beyond my immediate family, there are individuals in the criminal law sector. My uncle- Denis Honeychurch is a criminal defense attorney in Solano County, with a record of representing individuals charged with felonies and capital crimes. A good friend from both high school and our service in the Marine Corps includes the Honorable John P. Fairgrieve, now a Superior Court judge in Portland Oregon. He served as a long time District Attorney in Portland and was appointed to the bench four years ago.



# 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: Mason, James, J. Date: 05/27/2020  
*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: Kathryn Sterbenc

Relationship: Friend

E-Mail

Phone:

Full Name: Kurt Ahlich

Relationship: Coworker

E-Mail

Phone:

Full Name: Michael Markushevski

Relationship: Supervisor

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- 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: **James Mason** Digitally signed by James Mason  
Date: 2020.05.27 10:03:39 -07'00' Date: **05/27/2020**

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>



Mason, James, J.  
05/27/2020

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.

*I have over ten years' experience in forensic engineering, investigating all types of accidents, including vehicle collisions, and assigning responsibility for those accidents. This has required me to testify in court, mostly in civil lawsuits but occasionally in criminal cases, and to interact with agents of the courts in a variety of circumstances. I have reviewed countless witness statements, depositions and proceedings. I am very familiar with evidence collection, storage and retention.*

*For a brief period, I served as a volunteer on a committee for the City of Concord, assisting with the awarding of funds to nonprofit entities doing work to help the people in that city. During that time, I became familiar with the formal proceedings of a municipal committee.*

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

*I have had only limited direct contact with anyone from the Oakland Police Department. I have, in the past, requested videos from officers performing investigations of car accidents, and I have reviewed police reports of vehicle collisions in the city. However, those were usually provided to me without my own personal interaction with the OPD. In addition, on occasion, I have worked with retired members of the OPD while performing vehicle accident reconstructions. I am aware of the recent problems in the Department as they have been covered in the press. I, personally, have respect for policemen and women and the service they provide our community. At the same time, I believe it is imperative that there be proper oversight of all police departments.*

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.

*None.*

## James J. Mason, Ph.D., P.E., ACTAR

Office: [REDACTED]  
Oakland, CA 94612  
[REDACTED]  
[REDACTED]

Home: [REDACTED]  
Oakland, CA 94605  
Cell: [REDACTED]  
[REDACTED]

### Professional Experience

*ARCCA Inc., Oakland, CA, 94612*

10/16-present Senior Consultant: Providing analysis and opinions on fracture and fatigue of metals, plastics and welds, corrosion and motor vehicle accident reconstruction to the legal professions and insurance industries. Performed engineering evaluations of failed consumer and industrial products, analyses of equipment and machinery design, and evaluations of industrial failures. Coordinated and participated in metallurgical laboratory analyses, including SEM, EDS, chemistry, and x-ray examinations. Completed vehicle accident reconstruction and vehicle mechanical failure reconstructions, including passenger and commercial vehicle inspections. Executed vehicle systems downloads. Prepared oral and written reports that document observations, analysis, and conclusions. Gathered photographic evidence, conducted investigations to document onsite conditions, oversaw laboratory testing by third parties, and delivered expert witness testimony in deposition and trial.

*Rimkus Consulting Group Inc., Concord, CA 94520*

12/11-9/16 Principal Consultant: Provided analysis and opinions on biomechanics of injury, fracture and fatigue of metals, plastics and welds, corrosion and motor vehicle accident reconstruction to the legal professions and insurance industries. Completed vehicle accident reconstruction and vehicle mechanical failure reconstructions, including passenger and commercial vehicle inspections. Carried out biomechanical analyses of injury. Prepared oral and written reports that document observations, analysis, and conclusions. Gathered photographic evidence, conducted investigations to document onsite conditions, oversaw laboratory testing by third parties, and delivered expert witness testimony in deposition and trial. Personally managed more than 110 files per year.

*Department of Mechanical Engineering, Michigan State University, East Lansing, MI 48824*

5-10/12-11 Adjunct Professor: Served on thesis committees and advised PhD and MS students.

*Van Andel Research Institute, & Spectrum Health Care, Grand Rapids, MI, 49503*

8-09/11-11 Associate Professor: Scientific investigator and educator within the Translational Orthopedic Research Program (TORP) at the Van Andel Research Institute (VARI) jointly appointed to Spectrum Healthcare. Developed and participated in collaborative research programs with affiliated partner, TGen in Arizona, as well as with Michigan State University, the University of Michigan and other entities. Conducted translational research on orthopedics, fracture healing and osteoarthritis with particular attention paid to the role of Wnt signaling and mechanotransduction in these processes. Taught course on statistical methods.

*Brach Engineering LLC, Granger, IN 46530*

10-10/ 11-11 Failure Analysis and Accident Reconstruction Consultant: Provided analysis and opinions on fracture and fatigue of metals and plastics, and motor vehicle accident reconstruction to the legal professions and insurance industries.

*OrthoX, LLC, Granger, IN 46530 (formerly Granger Engineering, LLC)*

1-04/10-10 Founder and President: Raised over \$1.2M in Phase I and Phase II STTR grants from the National Science Foundation and matching funds from the State of Indiana to develop a biomaterial for orthopedic applications. Established quality system and manufacturing. Produced pilot production of first product. Increased testing requirements from the US FDA precluded going to market.

*Zimmer Holdings, Inc., Warsaw, IN 46580*

10-07/6-09 Associate Director of Trauma Research: Managed operation of Trauma Research laboratory where materials and devices for repair of fractured bones were tested. Used problem-solving and decision making skills to provide leadership needed to keep product development on budget, on time and done right. Directed external research program funding outside researchers. Directed Emerging Technology effort to identify and evaluate new technologies for innovative trauma products. Directed internal research program focused on publishable research related to repair of fractured bones. Used oral and written communication skills to convey results to customers.

9-06/10-07 Manager, Research Library: Managed operation of Research Library supporting US employees nationwide. Updated information technologies to include electronic document delivery, electronic cataloging, and electronic search data bases. Also, updated website and access to resources improving internal customer service.

5-05/10-07 Manager of Biomechanical Test Laboratory: Managed operation of Biomechanical Test Laboratory (BTL) where orthopedic materials and devices are tested in static loading, impact loading and biomechanical loading. Includes Anatomic Testing Lab where cadaver testing of devices and testing of cadaver bone samples is performed. Implemented productivity improvement and consistently met performance expectations and criteria.

5-05/10-07 Principal Engineer: Responsible for engineering research support of new product development which includes specification of testing for proof of concept, performance and reliability. Support knee, hip, elbow, ankle, and shoulder implant development as well as trauma products and surgical instruments. Used oral and written communication skills to convey results, identify problems and propose solutions.

Project Manager, Cartilage Friendly Materials: Led and coordinated cross functional team, including external researchers, that developed new polymer materials for articulation against cartilage.

Project Team, NexGen Patellofemoral Implant: Led and coordinated efforts to prove safety and efficacy of new patellofemoral implant.

*James Mason Consulting, Granger, IN 46530*

8-99/5-05 Failure Analysis Consultant: Performed engineering evaluations of failed consumer and industrial products, analyses of equipment and machinery design, and evaluations of industrial failures. Coordinated and participated in metallurgical laboratory analyses, including SEM, EDS, chemistry, and x-ray examinations. Prepared oral and written

reports that document observations, analysis, and conclusions. Delivered expert witness testimony in deposition and trial.

*Aerospace and Mechanical Engineering, University of Notre Dame, Notre Dame, IN 46556*

- 1-06/12-07     Adjunct Professor: Served on thesis committees of several PhD and MS students.
- 5-05/12-05     Professor: Completed contracted research in machining, mechanics of hydrogels, and the performance of hydrogels in orthopedic implants.
- 5-99/5-05       Associate Professor (tenured): Performed research in several areas including: orthopedic biomaterials and engineering, high speed machining, fatigue of super-alloys, finite element analysis (FEA) and thermal fatigue of solder joints. Taught 26 courses.
- 9-00/5-05       Director of Mechanical Testing Facility: Set up centralized mechanical testing facility for department. Oversaw scheduling, maintenance and operation of facility used by faculty, undergraduate students and graduate students.
- 8-93/5-99       Clark Equipment Assistant Professor: Performed research in adiabatic shear band formation, dynamic fracture of polymer composites, high strain rate deformation of materials, examination of failure and initiation events in explosives, finite element analysis (FEA) and fatigue crack propagation. Repeatedly taught 8 courses.

*Indiana University, School of Medicine, Indianapolis, IN 46202*

- 9-03/9-04       Visiting Faculty: Performed research on bone mechanics and bone cell mechanics.

*London Centre, University of Notre Dame, London, England*

- 6-01/8-01       Associate Professor: Taught course on Engineering Ethics and Law.

## Education

### California Institute of Technology

Ph.D. Solid Mechanics, Materials Science Minor 1993

### Illinois Institute of Technology

Professional Science Master's Degree in Biology 2011

### University of California, Berkeley

M.S. Materials Science and Engineering 1988

B.S. Mechanical Engineering and Materials Science and Engineering 1986

## Certifications and Training

Accredited Accident Reconstructionist (ACTAR), #2525 2018

Accident Investigator 2013

Crash Data Retrieval Technician I 2012

Crash Data Retrieval Technician II 2012

Commercial Vehicle Event Data Recorder Technician 2012

Ladder Safety Training (American Ladder Institute) 2012

Certified Forklift Operator 2012

## Professional Recognition and Honors

- Selected for membership in Independent Metallurgical Engineering Consultants of California
- Winner of MIRA Innovation of the Year Award (in the State of Indiana), 2010
- Appointed to the Corporate Affairs Committee of the Orthopedic Research Society, 2009-2013
- Listed in Marquis' *Who's Who in Science and Engineering*, 10th Anniversary Edition, 2007

- NIH Senior Faculty Fellow, Indiana Univ. School of Medicine, Oct 2003-Sep 2004
- Calgary Award in Orthopedics, IV World Congress on Biomechanics, Aug. 2002
- University of Notre Dame, College of Engineering, Teacher of the Year Award, 2001
- Selected to participate in the Loctite Summer Faculty Fellowship Program, 1999
- Department of Aerospace and Mechanical Engineering, Faculty Teaching Award, 1998
- Listed in Marquis' *Who's Who in Engineering*, 4th Ed., 1998-99
- Selected to participate in NAE's Frontiers of Engineering Symposium, 1997
- Office of Naval Research, Young Investigator 1996-99
- Clark Equipment Assistant Professor, University of Notre Dame 1995-96
- Achievement Rewards for College Scientists Foundation Fellow, 1992
- Charles Lee Powell Foundation Graduate Fellow, 1989
- Earl C. Anthony Fellow, California Inst. of Technology, 1988
- Tau Beta Pi Engineering Honor Society, UC Santa Barbara, UC Berkeley, 1983-86
- Pi Tau Sigma Mechanical Engineering Honor Society, UC Berkeley, 1985-86

### Professional Membership, Licensure and Service

- Independent Metallurgical Engineering Consultants of California (IMECA), 2014-*present*
- Licensed Professional Engineer, State of Indiana, 1998- *present*, PE19800118
- Licensed Professional Engineer, State of California, 2012- *present*, #M36002
- Licensed Professional Engineer, State of Washington, 2012- *present*, #49597
- Certified Accident Reconstructionist, Accreditation Commission for Traffic Accident Reconstruction (ACTAR), 2018, #2525
- Orthopedic Research Society, 2008- 2013
  - *Member of the Corporate Affairs Committee*, 2009-2013
  - *Chairman of Corporate Affairs Committee*, 2012
- Industrial Advisor, Indiana University, Purdue University at Indianapolis (IUPUI) Bioengineering Department, 2005-2011
- Proposal Reviewer, National Science Foundation and National Institutes for Health
- Journal Reviewer for over 20 different journals

### Hobbies and other interests

- Choir member, Divine Mercy Church, 2019-*present*
- Bass Player: John Rybak and Friends, 2017-2019
- Running: 5k, 10k and half-marathon participant
- *Bass Player*: Soul 707, 2016- 2018, East Baytles, 2016, Take Cover, 2014-2016, HepCatz, 2013-2014
- *Bass and Guitar Player*; Clay United Methodist Praise Band, 2001-2006, 2008-2009
- *Bass Player*; Yellow River Bluegrass Revival, 2007
- *Guitar Player*; Evangel Heights United Methodist Church Summer Band, 2006-2007
- *Bass Player*; Jimmy Mason Trio, 2005-2006
- *Bass Player*; First Presbyterian Praise Band, 1998-2003

Dr. Mason has published 61 articles in peer reviewed journals, given 87 presentations at technical conferences, symposia and meetings, been granted 6 patents and delivered 66 invited lectures at companies, conferences and universities.

## Invited Lectures, Presentations and Papers

1. **James Mason**, "Vehicle Forensics," Coleman Law Group, January 24, 2019
2. **James Mason**, "Infotainment and Telematics Systems in Passenger Vehicles," Southern California Fraud Investigators Association, Annual Meeting, October 24, 2018
3. **Brenden Morse and James J. Mason**, "Accident Reconstruction and Vehicle Data Systems," Sentry Claims Training, Salem, OR, May 15, 2018
4. **James J. Mason, PhD**, "Infotainment and Telematics Systems in Passenger Vehicles," Liberty Mutual SIU Meeting, Phoenix, AZ, March 29, 2018
5. **James J. Mason, PhD**, "Infotainment and Telematics Systems in Passenger Vehicles," East Bay Claims Association, Pleasant Hill, CA, February 14, 2018
6. **Wahlburg, T, McDevitt, A and Mason, J**, "Product Liability in Vehicle Accidents," San Francisco Trial Lawyers Association, San Francisco, CA, November 14, 2017
7. **Gerard W. White and James J. Mason, PhD**, "Crane Casualties and Recoveries", Annual Meeting, National Association of Subrogation Professionals, Austin, TX, November 6, 2017
8. **Brenden Morse and James J. Mason, PhD**, "Vehicle Telematics and Infotainment Systems," Southern California Fraud Investigation Association, Palm Springs, CA, October 4, 2017
9. **James J. Mason, PhD**, "Vehicle Information Systems" Claims Conference of Northern California, McClellan, CA, Sep 13, 2017
10. **James J. Mason, PhD**, "Accident Reconstruction and Vehicle Information Systems," Ardalan and Associates, Woodland Hills, CA, July 6, 2017
11. **James J. Mason, PhD**, "Failure Analysis and Materials Science," Davis Rothwell- Earle & Xochihua, Portland, OR, May 5, 2017,
12. **James J. Mason, PhD**, "Accident Reconstruction and Medical Device Failure," Walkup, Melodia, Kelly & Schoenberger, San Francisco, CA, May 2, 2017
13. **James J. Mason, PhD**, "Materials Science in Fire Sprinkler Systems," Central Valley Claims Association, Stockton, CA, April 21, 2017
14. **James J. Mason, PhD**, "Accident Reconstruction: What Really Happened?," The Veen Firm, San Francisco, CA, January 25, 2017
15. **James J. Mason, PhD**, "Fire Suppression Systems," East Bay Claims Association, Pleasant Hill, CA, April 9, 2014
16. **James J. Mason, PhD**, "Moving Vehicle Accident Reconstruction," Allstate, Torrance, CA, March 7, 2014
17. **James J. Mason, PhD**, "Commercial Vehicle Accident Reconstruction," Low, Ball & Lynch, A Professional Corporation, Sacramento, CA, November 5, 2013
18. **James J. Mason, PhD**, "Metallurgical Failures in Heavy Equipment," Exponent Inc., Palo Alto, CA, August 22, 2013
19. **James J. Mason, PhD**, "Phantom Vehicle Investigations," Allstate Insurance, Stockton, CA, August 21, 2013
20. **James J. Mason, PhD**, "Vehicle Inspection and Accident Reconstruction," Law Offices of Kelly J. Sweeney, Seattle, WA, June 20, 2013
21. **James J. Mason, PhD**, "Biomechanics of Low Velocity Impacts," American Automobile Association of California, Santa Ana, CA, June 18, 2013
22. **James J. Mason, PhD**, "Injury Biomechanics; How People Get Hurt," Rimkus Arizona 3rd Annual Continuing Education Event, Phoenix, AZ, May 7, 2013
23. **James J. Mason, PhD**, "Injury Biomechanics; How People Get Hurt," Sedgwick Claims Management, Seattle, WA, November 20, 2012
24. **James J. Mason, PhD**, "Injury Biomechanics; How People Get Hurt," King County Risk Management, Seattle, WA, August 29, 2012

25. **James J. Mason, PhD**, "Injury Biomechanics; How People Get Hurt," Geico Insurance: 4180 Lind Avenue SW, Renton, WA 98057, July 12, 2012
26. **James J. Mason, PhD**, "Injury Biomechanics; How People Get Hurt," Progressive Insurance Inc., Bothell, WA, April 19, 2012
27. **Jim Mason**, "Uncertainty Analysis in Vehicle Accident Reconstruction," Exponent Inc., Phoenix, AZ, June 27, 2011
28. **Jim Mason**, "Biomechanics versus Mechanobiology," Civil Engineering Department, University of Wisconsin, Milwaukee, March 16, 2011
29. **Jim Mason**, "Transitioning from Biomechanics to Mechanobiology," Mechanical Engineering Department, Michigan State University, East Lansing, MI, April 27, 2010
30. **Jim Mason**, "Building a Business in Life Sciences," The Medical Mile Resource Group Lecture Series Keynote Speaker, The DeVos Center at Grand Valley State University's Pew Campus, Grand Rapids, MI, Mar 23, 2010
31. **Jim Mason**, "Future Directions for Patellofemoral Implants," Grand Rounds, Blodgett Hospital, Grand Rapids, MI, Mar 17, 2010
32. **Jim Mason**, "Mechanics and Materials Related to Patella Resurfacing," Institute of Orthopedic Research & Education, The Methodist Hospital, Houston, TX, Jun 21, 2009
33. **Jim Mason**, "Mechanical Engineering Education and Research in the 21st Century," the Petroleum Institute, Abu Dhabi, UAE, Apr 21, 2009
34. **Jim Mason**, "In-vitro force measurements with energy harvesting," Indiana University, Purdue University, Indianapolis (IUPUI), Indianapolis, IN, Apr 17, 2009
35. **Jim Mason**, "New Directions in the Treatment of Patellofemoral Joint Pain," Florida International University, Mar 13, 2009
36. **Jim Mason**, "Patella Mechanics and Materials," Aerospace and Mechanical Engineering Department, University of Notre Dame, Feb 17, 2009
37. **Jim Mason**, "Engineering the Patellofemoral Joint; Present and Future," Indiana University School of Medicine, Indianapolis, IN, Jan 26, 2009
38. **James Mason**, Brian Thomas, Mike Wallick, Don Yakimicki, "Phase-Separated Hydrogels Comprised of Both Hydrophilic and Hydrophobic Segments," TMS 2008, 137th Annual Meeting and Exhibition, New Orleans, LA, Mar 11, 2008
39. **J.J. Mason**, "Careers in Engineering Industry," Aerospace and Mechanical Engineering, University of Notre Dame, Notre Dame, IN, Sep 18, 2007
40. **J.J. Mason**, "High Strain Rate Behavior of Cancellous Bone," Mechanical Engineering Department of the Ohio State University, Columbus OH, Mar 4, 2005
41. **J.J. Mason**, "Thermal and Mechanical Issues for Minimally Invasive Implant Materials," University of Missouri, Kansas City, School of Dentistry, Oral Biology Research Seminar Series, May 28, 2003
42. **J.J. Mason**, "Effects of Pre-Cooling and Pre-Heating Procedures on Bone Cement Polymerization in Cemented Hip Replacements," 13th Interdisciplinary Research Conference on Biomaterials, Baltimore, MD, Mar 14-15, 2003
43. **J.J. Mason** and E. Corona, "Effects of Cyclic Mechanical Loading on Thermal Fatigue of Solder," Diversified Systems, Inc., Indianapolis, IN, Mar 13, 2003
44. **J.J. Mason**, "Bending and Springback in Laminated Steels," University of Illinois, Urbana-Champaign, Materials Interest Group, Mar 7, 2003
45. K. Vernaza-Pena and **J.J. Mason**, "Experimental Temperature Fields in Aluminum during Orthogonal Cutting under Different Rake Angles," JSME/ASME Int. Conference on Materials Processing, Honolulu, HI, Oct 15-18, 2002
46. **J.J. Mason**, "Mechanics and Materials Issues in the Next Generation of Orthopedic Implants," California Institute of Technology, Pasadena, CA, Jan 29, 2002
47. **J.J. Mason**, "Recent Research in Dynamic Fracture Mechanics and High Speed Machining," University of Science and Technology, China, Hefei, China, Jan 11, 2002

48. **J.J. Mason**, "Dynamic Fracture Mechanics Solutions for Orthotropic Materials," Ningbo University, Ningbo, China, Jan 10, 2002
49. **J.J. Mason**, "Current Research in Aerospace and Mechanical Engineering at the University of Notre Dame," Beijing University of Aeronautics and Astronautics, Beijing, China, Jan 8, 2002
50. **J.J. Mason**, "Thermomechanical Issues in Total Hip Arthroplasty", Tsinghua University, Beijing, China, Jan 7, 2002
51. **J.J. Mason**, "Temperature Field Measurements During Machining of Aluminum Alloys," National Institute of Standards and Technology, Gaithersburg, MD, June 12, 2001
52. **J.J. Mason**, "Temperature Field Measurements During Machining of Aluminum Alloys," Theoretical and Applied Mechanics Department, Cornell University, April 4, 2001
53. C. Rubio-Gonzalez, C.-Y. Wang and **J.J. Mason**, "Dynamic Stress Intensity Factor Due to Concentrated Loads on Semi-infinite Cracks in Orthotropic Materials," The 2000 ASME Int. Mechanical Engineering Congress and Exposition, Orlando, FL, November 9, 2000, in *Dynamic Failure in Composite Materials and Structures*, Ed. Y. Rajapakse and C.T. Sun, ASME Int., Pub., AMD-Vol. 243, pp 119-128
54. C. Rubio-Gonzalez and **J.J. Mason**, "Dynamic Crack Propagation in Orthotropic Materials," The 2000 ASME Int. Mechanical Engineering Congress and Exposition, Orlando, FL, November 9, 2000
55. **J.J. Mason**, "Dynamic Deformation and Failure," Loctite Corporation, Rocky Hill, CT, June 5, 1999
56. **J.J. Mason**, "Dynamic Fracture Initiation in Orthotropic Materials," 6.1/6.2 Workshop, Naval Surface Warfare Center at Carderock, Bethesda, MD, April 28-30, 1999
57. **J.J. Mason**, "Dynamic Fracture Initiation in Orthotropic Materials," Department of Civil Engineering at Duke University, Raleigh, NC, March 10, 1999
58. **J.J. Mason**, "Dynamic Fracture Initiation in Orthotropic Materials," Department of Mechanical Engineering, University of Alberta, Canada, October 29, 1998
59. **J.J. Mason**, "Applicability of Dynamic Fracture Mechanics to the Initiation of Adiabatic Shear Bands," Los Alamos National Laboratory, Los Alamos, NM, August 19, 1998
60. **J.J. Mason**, "Shear Dominated Fracture in Dynamic Punch Tests on High Strength Metals," 6.1/6.2 Workshop, Naval Surface Warfare Center at Carderock, Bethesda, MD, May 4, 1998
61. **J.J. Mason**, "Application of Dynamic Fracture Mechanics to Shear Band Initiation in Impact of Metals," Department of Civil Engineering at Duke University, Raleigh, NC, March 11, 1998
62. **J.J. Mason**, "Shear Failure of Metals in Dynamic Punching and Blanking Operations," A.G. Simpson Co., Toronto, Ont., August 22, 1997
63. J. Zimmerman and **J.J. Mason**, "The Effects of Loading and Material Microstructure Upon Shear Localization in C300," 116th Winter Annual Meeting of the American Society of Mechanical Engineers, San Francisco, CA, November 21, 1995
64. **J.J. Mason**, "Issues Involved in the Experimental Investigation of Mechanical Initiation of Solid Explosives," Wright Laboratory, Armament Directorate, Eglin AFB, FL, July 26, 1995
65. **J.J. Mason**, "Mechanisms and Effects of Heat Generation in Dynamic Fracture," Department of Engineering Science at the Ohio State University in Columbus, OH, April 13, 1994
66. J. Lambros, **J.J. Mason** and A.J. Rosakis, "An Experimental Investigation of Dynamic Mixed-Mode Fracture Initiation," SPIE 1991 Int. Symposium on Optical and Optoelectronic Applied Science and Engineering, San Diego, CA, 1991

### Journal Publications (Refereed/Reviewed)

1. Bart Williams, Travis Burgers, Juraj Zahatnansky, Andrew Vander Moren, Juan Vivanco, and James Mason, "Mice with a heterozygous Lrp6 deletion have impaired fracture healing," to appear in *Bone Research*, 2016
2. M. Hoffman, T. Burgers, J. Mason, B. Williams, D. Sietsema and C. Jones, "Biomechanical evaluation of fracture fixation constructs using a variable-angle locked periprosthetic femur plate system," *Injury*, **45**, 7, 1035-1041, 2014



3. Burgers TA, Hoffmann MF, Collins CJ, Zahatnansky J, Alvarado MA, Morris MR, Sietsema DL, **Mason JJ**, Jones CB, Ploeg HL, Williams BO, "Mice lacking Pten in osteoblasts have improved intramembranous and late endochondral fracture healing," *PLoS One* 8(5): e63857, 2013
4. B. Stulberg, T. Wright, A. Stoller, K. Mimnaugh, and **J. Mason**, "Bilateral patellar component shear failure of highly cross-linked polyethylene components: Report of a case and laboratory analysis of mechanisms," *Journal of Arthroplasty*; **27**, 5, 789-796, 2012
5. **Jim Mason** and Bart Williams, "SOST and DKK: Antagonists of LRP5 Signaling as Targets for Treating Bone Disease," *Journal of Osteoporosis*, Volume 2010, Article ID 460120, 9 pages, 2010
6. Pilcher, X. Wang, G. Niebur, **J. Mason**, B. Song, M. Cheng, and W. Chen, "High Strain Rate Testing of Bovine Cancellous Bone," *ASME Journal of Biomechanical Engineering*, **132**, 8, p. 081012, 2010
7. Robert J. Kane, Weimin Yue, **James J. Mason** and Ryan K. Roeder, "Improved Fatigue Life of Acrylic Bone Cements Reinforced with Zirconia Fibers." *Journal of the Mechanical Behavior of Biomedical Materials*, *J Mech Behav Biomed Mater.*, **3**, 7 pp 504-11, 2010
8. Marlon O. Coulibaly, Debra L. Sietsema, **Jim Mason**, Bart Williams, and Clifford B. Jones, "Recent Advances in the Use of P1NP as a Biomarker in Fracture Healing," *Critical Reviews in Eukaryotic Gene Expression*, , **20**, 2, pp 105-127, 2010
9. Travis Burgers, **Jim Mason**, Matthew Squire, Heidi-Lynn Ploeg, "Time-Dependent Fixation and Implantation Forces for a Femoral Knee Component - An In Vitro Study," *Medical Engineering & Physics*, **32**, pp. 968-973, 2010
10. Jeffrey E. Bischoff , Justin S. Hertzler, and **James J. Mason**, "Patellofemoral interactions in walking, stair ascent, and stair descent using a virtual patella model," *Journal of Biomechanics*, **42**, 11, pp. 1678-84, 2009
11. Brian H. Thomas, J. Craig Fryman, Kaifeng Liu, and **Jim Mason**, "Hydrophilic-Hydrophobic Hydrogels for Cartilage Replacement," *Journal of Mechanical Behavior of Biomedical Materials*, **2**, 6, pp. 588-95, 2009
12. T.A. Burgers, **J. Mason** and H.L. Ploeg, "Initial fixation of a femoral knee component: an *in vitro* and finite element study," *International Journal for Experimental and Computational Biomechanics*, **1**, 1, pp 23-44, 2009
13. Yan Zhou, Weimin Yue, Chaodi Li, and **James J. Mason**, "Static and fatigue mechanical characterizations of variable diameter fibers reinforced bone cement," *Journal of Materials Science: Materials in Medicine*, **20**, 2, pp 633-641, 2009
14. Shiva Kotha, Chaodi Li, Steven Schmid, **James Mason**, "Reinforcement of bone cement using zirconia fibers with and without acrylic coating", *Journal of Biomedical Materials Research*, **88A**, 4, pp 898-906, 2009
15. Kimberly Mimnaugh, Jian Yao, Michel Laurent, Roy Crowninshield, **James Mason**, and Cheryl Blanchard, "The Effect of Entrapped Bone Particles on the Surface Morphology and Wear of Polyethylene," *Journal of Arthroplasty*, **24**, 2, pp 303-309, 2009
16. **J Mason**, F. Leszko, T Johnson and R Komistek, "Patellofemoral Joint Forces," *Journal of Biomechanics*, **41**, 11, pp. 2337-2604, 2008
17. T Burgers, **J Mason**, G Niebur and H Ploeg, "Compressive Properties of Trabecular Bone in the Distal Femur," *Journal of Biomechanics*, **41**, 5, pp 1077-85, 2008
18. RV Kazban, KM Vernaza-Peña and **JJ Mason**, "Measurements of Forces and Temperature Fields in High-Speed Machining of 6061-T6 Aluminum Alloy" *Experimental Mechanics*, **48**, 3, pp 307-317, 2008
19. K. Liu, T. C. Ovaert and **J. J Mason**, "Preparation and Mechanical Characterization of a PNIPA Hydrogel Composite," *Journal of Materials Science: Materials in Medicine*, **19**, 4, pp 1815-1821, 2008
20. RV Kazban and **JJ Mason**, "Fluid Mechanics Approach to Machining at High Speeds: Part II A Potential Flow Model," *Machining Science and Technology*, **11**, 4, 491 – 514, 2007
21. RV Kazban and **JJ Mason**, "Fluid Mechanics Approach to Machining at High Speeds: Part I Justification of Potential Flow Models," *Machining Science and Technology*, **11**, 4, 475 – 489, 2007

22. B Kincaid, **J Mason** and L Schroeder, "Measurement of Orthopedic Cortical Bone Screw Insertion Performance in Cadaver Bone and Model Materials," *Experimental Mechanics*, **47**, 5, pp 595-607, 2007
23. Kotha S.P., Li C., McGinn P., Schmid S.R. and **Mason J.J.**, "Improved Mechanical Properties of Acrylic Bone Cement with Short Titanium Fiber Reinforcement" *Journal of Materials Science: Materials in Medicine*, **17**, 8, pp 743-748, 2006
24. S. P. Kotha, M. Lieberman, A. Vickers, S. R. Schmid, **J. J. Mason**, "Adhesion enhancement of steel fibers to acrylic bone cement through a silane coupling agent" *Journal of Biomedical Materials Research, Part A*, **76A**, No. 1, pp. 111-119, 2006
25. Tovar, A, Gano, S.E., **Mason, J.J.**, Renaud, J.E., , "Optimum Design of an Interbody Implant for Lumbar Spine Fixation", *Advances in Engineering Software*, **36**, Issue 9, pp 634-642, 2005
26. Y. Zhou, C. Li and **J.J. Mason**, "Fiber-end deformation effects in enlarged-end, fiber-reinforced composites," *Engineering Fracture Mechanics*, **72**, Issue 12, pp. 1980-1992, 2005
27. Jennifer L. Schriefer, Alexander G. Robling, Stuart J. Warden, Adam J. Fournier, **James J. Mason**, Charles H. Turner, "A comparison of mechanical properties derived from multiple skeletal sites in mice," *J. Biomechanics*, **38**, pp. 467-475, 2005
28. Y. Zhou, C. Li and **J.J. Mason**, "Shape Optimization of Randomly Oriented Short Fibers for Bone Cement Reinforcement," *Materials Science and Engineering A*, **393**, Issues 1-2, pp. 374-381, 2005
29. Y. Zhou, C. Li, J.E. Renaud, and **J.J. Mason**, "Improvement of Mechanical Properties of Bone Cement by Shape Optimization of Short Fibers," *Engineering Optimization*, **37**, No. 2, pp. 121-134, 2005
30. S.P. Kotha, C. Li, S.R. Schmid and **J.J. Mason**, "Fracture Toughness of Steel Fiber Reinforced Bone Cement," *J. Biomedical Materials Research Part A*, **70A**, No. 3, pp. 514-521, 2004
31. Li, Y. Wang, and **J. Mason**, "The Effects of Curing History on Residual Stresses in Bone Cement during Hip Arthroplasty," *J. Biomedical Materials Research Part B: Applied Biomaterials*, Vol. 70B, Issue 1, pp. 30-36, 2004
32. X.D. Wu, D.Z. Chen, **J.J. Mason** and S.R. Schmid, "Efficient Approximation Algorithms for Pairwise Data Clustering and Applications," *Int. J. of Computational Geometry and Applications*, Vol. 14, Nos. 1-2, pp. 85-104, 2004
33. Li, D. Yakimicki, and **J.J. Mason**, "Thermal Characterization of PMMA-based Bone Cement Curing," *J. Materials Science: Materials in Medicine*, **15**, No. 1, pp. 85-89, 2004
34. C.Li, S.Kotha, **J.J. Mason**, "Evaluation of the Effects of Implant Materials and Designs on Thermal Necrosis of Bone in Cemented Hip Arthroplasty," *Biomedical Materials & Engineering*, **13**, no. 4, pp. 419-428, 2003
35. Li, S.R. Schmid and **J.J. Mason**, "Effects of Pre-cooling and Pre-heating Procedures on Cement Polymerization and Thermal Osteonecrosis in Cemented Hip Replacements," *Medical Engineering and Physics*, **25**, no. 7, pp. 559-564, 2003
36. X. Wu, D.Z. Chen, **J.J. Mason**, and S.R. Schmid, "Pairwise Data Clustering and Applications," *Computing and Combinatorics Proceeding (COCOON 2003)*, **2697**, pp. 455-466, 2003
37. C. Li, S. Kotha, C.-H. Wang, **J. Mason**, D. Yakimicki, and M. Hawkins, "Finite Element Thermal Analysis of Bone Cement for Joint Replacements," *ASME J. Biomechanical Eng.*, **125**, no. 3, pp. 315-322, 2003
38. C. Rubio-Gonzalez and **J.J. Mason**, "Dynamic stress intensity factor due to concentrated loads on a propagating semi-infinite crack in orthotropic materials," *Int. J. Fracture*, **118**, No. 1, pp 77-96, 2002
39. K. Vernaza-Peña, **J.J. Mason** and M. Li "Experimental Study of the Temperature Field Generated During Orthogonal Machining of an Aluminum Alloy," *Experimental Mechanics*, **42**, no. 2, pp. 221-229, 2002
40. C. Rubio-Gonzalez and **J.J. Mason**, "Experimental Investigation of Dynamic Punch Tests on Isotropic and Composite Materials," *Experimental Mechanics*, **41**, no. 2, pp. 129-139, 2001
41. C. Rubio-Gonzalez and **J.J. Mason**, "Green's Functions for the Stress Intensity Factor Evolution in Finite Cracks in Orthotropic Materials," *Int. J. Fracture*, **108**, pp. 317-336, 2001

42. C. Rubio-Gonzalez and **J.J. Mason**, "Dynamic Stress Intensity Factor for a Propagating Semi-Infinite Crack in Orthotropic Materials," *Int. J. of Engineering Science*, **39**, no. 1, pp. 15-38, 2001
43. C.Y. Wang and **J.J. Mason**, "A Solution Method for Finding Dynamic Stress Intensity Factors for Arbitrarily Oriented Cracks in Transversely Isotropic Materials," *Int. J. of Fracture*, **106**, pp. 217-243, 2000
44. C. Wang, C. Rubio-Gonzalez and **J.J. Mason**, "Dynamic Stress Intensity Factor on Semi-infinite Cracks in Orthotropic Materials Due to Concentrated Shear Impact Loads," *Int. J. of Solids and Structures*, **38**, no. 8, pp. 1265-1280, 2000
45. C. Rubio-Gonzalez and **J.J. Mason**, "Mixed Mode Dynamic Stress Intensity factor Due to Applied Point Loads," *Computers and Structures*, **76**, nos. 1-3, pp. 237-245, 2000
46. C. Rubio-Gonzalez and **J.J. Mason**, "Dynamic Stress Intensity Factor Due to Concentrated Normal Loads on Semi-infinite Cracks in Orthotropic Materials," *J. Composite Materials*, **34**, no. 8, pp. 649-669, 2000
47. C. Rubio-Gonzalez and **J.J. Mason**, "Dynamic Stress Intensity Factor at the Tip of a Uniformly Loaded Semi-infinite Crack in an Orthotropic Material," *J. Mechanics and Physics of Solids*, **48**, No. 5, pp. 899-925, 2000
48. C. Rubio-Gonzalez and **J.J. Mason**, "Response of Finite Cracks in Orthotropic Materials due to Concentrated Impact Shear Loads," *ASME J. Applied Mechanics*, **66**, no. 2, pp. 485-491, 1999
49. K.M. Roessig and **J.J. Mason**, "Adiabatic Shear Localization in the Dynamic Punch Test: Part I, Experimental Investigation," *Int. J. Plasticity*, **15**, no. 3, pp. 241-262, 1999
50. K.M. Roessig and **J.J. Mason**, "Adiabatic Shear Localization in the Dynamic Punch Test: Part II, Numerical Modeling," *Int. J. Plasticity*, **15**, no. 3, pp. 263-283, 1999
51. R. Caspar, J.M. Powers and **J.J. Mason**, "Investigation of Reactive Shear Localization in Energetic Solids," *Combustion Science and Technology*, **136**, No. 1-6, pp. 349-371, 1998
52. K.M. Roessig and **J.J. Mason**, "Adiabatic Shear Localization in the Impact of Edge Notched Specimens," *Experimental Mechanics*, **38**, No. 3, pp. 196-203, 1998
53. K.M. Roessig and **J.J. Mason**, "Dynamic Stress Intensity Factors in a Two Dimensional Punch Test," *Engineering Fracture Mechanics*, **60**, No. 4, pp 421-435, 1998
54. **J.J. Mason**, J.A. Zimmerman, and K.M. Roessig, "The Effects of Aging Condition on Shear Localization from the Tip of a Notch in Maraging Steel," *J. Materials Science*, **33**, 6, pp. 1451-1460, 1998
55. **J.J. Mason** and R.O. Ritchie, "Fatigue crack growth resistance in SiC particulate and whisker reinforced P:M 2124 aluminum matrix composites," *Materials Science and Engineering*, **A231**, No. 1-2, pp. 170, 1997
56. **J.J. Mason**, A.J. Rosakis and G. Ravichandran, "Full Field Measurements of the Dynamic Deformation Field Around a Growing Adiabatic Shear Band at the Tip of a Dynamically Loaded Notch," *J. Mechanics and Physics of Solids*, **42**, No. 11, pp. 1679-1697, 1994
57. **J.J. Mason**, A.J. Rosakis and G. Ravichandran, "On the Strain and Strain Rate Dependence of the Fraction of Plastic Work Converted to Heat: An Experimental Study Using High Speed Infrared Detectors and the Kolsky Bar," *Mechanics of Materials*, **17**, pp. 135-145, 1994
58. **J.J. Mason**, A.J. Rosakis and G. Ravichandran, "The Conversion of Plastic Work to Heat Around a Dynamically Propagating Crack in Metals," *J. Mechanical Behavior of Materials*, **4**, No. 4, pp. 375-385, 1993
59. **J.J. Mason** and A.J. Rosakis, "The Effects of Hyperbolic Heat Conduction around a Propagating Crack Tip," *Mechanics of Materials*, **15**, pp. 263-278, 1993
60. **J.J. Mason** and A.J. Rosakis, "The Dependence of Dynamic Crack Tip Temperature Fields upon Velocity and Material Parameters," *Mechanics of Materials*, **16**, pp. 337-350, 1993
61. **J.J. Mason**, J. Lambros and A.J. Rosakis, "On the Use of a Coherent Gradient Sensor in Dynamic Mixed-Mode Fracture Mechanics Experiments," *J. Mechanics and Physics of Solids*, **40**, No. 3, pp. 641-661, 1992

## Patents

1. **Mason, J.** and Yue, W., "Bone Cement Having Porous Fiber Reinforcement," Patent Application Number: 61/279,371, Filed 10/20/2009
2. Lozier, A., Parrott, R., Murphy, D., and **Mason, J.**, "Anisotropic Orthopedic Component," Patent Application Number: 61/309,066, Filed: 3/1/2010
3. Muratoglu, O., Yakimicki, D., Charlebois, S., Spiegelberg, S., Thomas, B., Braithwaite, G., **Mason, J.**, and McKinley, G., "Mosaicplasty Constructs," Patent Number: US09/051098, 7/20/2009
4. Lower, J., **Mason, J.**, Mimnaugh, K., and Thomas, B., "Fibrous Implants for Cartilage Repair or Replacement," Patent Number: US09/040621, 4/15/2009
5. Popoola, O., **Mason, J.**, Forstein, M., and Lozier, A., "Bone Fracture Fixation System," Patent Number: US09/032608, 1/30/2009
6. Charlebois, S., Yakimicki, D., Thomas, B., Popoola, O., **Mason, J.**, Abt, N., and Borgestede, L., "Chemical Composition of Hydrogels for use as Articulating Surfaces," Patent Number: US08/86817, 12/15/2008

## Conference and Symposium Presentations, Posters and Papers

1. **James Mason**, "Information Systems in Vehicles," 30<sup>th</sup> Annual Anti-Fraud Conference, April 10, 2019
2. **James Mason**, "Infotainment and Telematics Systems in Passenger Vehicles," Western States Auto Theft Investigators, Annual Meeting, October 9, 2018
3. **Mason JJ**, "Failure Analysis," Claims Conference of Northern California, Annual Meeting, September 15, 2017
4. **Mason, JJ**, Morse, B, and Betz, A, "Vehicle Telematics and Infotainment Systems-- a New Era of Data Collection," Southern California Fraud Investigators Association, Annual Meeting, Palm Springs, CA, October 4, 2017.
5. Burgers TA, Xu J, Hoffman MF, Sietsema DL, Zismann V, Button B, Davidson P, Tao S, Tembe W, Kiefer J, **Mason JJ**, Williams BO, Trent J, Jones CB. "A Genetic Test to Predict Patient Response to rhBMP-2 for Lumbar Spinal Arthrodesis." American Society of Bone Mineral Research (ASBMR) Conference, Baltimore, MD. Oct. 2013.
6. Tanner JC, Burgers TA, Patthanacharoenphon C, Dubiel M, **Mason J**, Bohay JD, Anderson J. The effects of first ray instability on midfoot joint forces and forefoot ground distribution: a cadaveric study. American Academy of Orthopedic Surgeons (AAOS) Annual Meeting, Chicago, IL. March 2013.
7. Tanner JC, Burgers TA, Patthanacharoenphon C, Dubiel M, **Mason J**, Bohay JD, Anderson J. The effects of first ray instability on midfoot joint forces and forefoot ground distribution: a cadaveric study. American Orthopaedic Foot & Ankle Society (AOFAS) Annual Meeting, San Diego, CA. June 2012.
8. Tanner JC, Burgers TA, Patthanacharoenphon C, Dubiel M, **Mason J**, Bohay JD, Anderson J. The effects of first ray instability on midfoot joint forces and forefoot ground distribution: a cadaveric study. Michigan Orthopaedic Society Annual Scientific Meeting, Mackinac Island, MI. June 2012.
9. Burgers TA, Hoffmann MF, Morris M, Alvarado MA, Sietsema DL, **Mason J**, Jones CB, Williams BO. Mice lacking Pten in osteoblasts have improved intramembranous and late endochondral fracture healing. Oral presentation and poster. Van Andel Institute retreat, Thompsonville, MI. June 2012.
10. Tanner JC, Burgers TA, Patthanacharoenphon C, Dubiel M, **Mason J**, Bohay JD, Anderson J. The effects of first ray instability on midfoot joint forces and forefoot ground distribution: a cadaveric study. Grand Rapids Medical Education Partners Research Day, Grand Rapids, MI. April 2012.
11. Hoffmann MF, Burgers TA, Zismann V, Tembe W, Liang W, Sietsema DL, Davidson P, Williams BO, Kiefer J, **Mason J**, Trent J, Jones CB. Whole exome sequencing of DNA from patients with abnormal responses to BMP-assisted spinal arthrodesis. American Academy of Orthopaedic Surgeons (AAOS) Conference, San Francisco, CA. Feb. 2012.

12. Burgers TA, Hoffmann MF, Sietsema DL, Williams BO, Jones CB, **Mason J.** Frzb is a dominant regulator of Wnt signaling during early fracture healing in mice. American Academy of Orthopaedic Surgeons (AAOS) Conference, San Francisco, CA. Feb. 2012.
13. McNerny E, Tantillo M, Burgers TA, Williams BO, **Mason J,** Kohn D. LRP5 function influences cortical bone tissue strength and toughness in addition to bone quantity. Orthopaedic Research Society (ORS) Conference, San Francisco, CA. Feb. 2012.
14. Burgers TA, Coulibaly MO, Sietsema DL, Williams BO, Jones CB, **Mason J.** PINP expression during femoral fracture healing in mice. American Academy of Orthopaedic Surgeons (AAOS) Conference, San Diego, CA. Feb. 2011.
15. Joiner, D M, Scholten II, D J, Less, K D, Morris, M, **Mason, J,** "The Effect of Mutations in Low-Density Lipoprotein Receptor Related Protein 6 (LRP6) on Osteoarthritis Progression in a Murine Injury Model," Orthopaedic Research Society (ORS), San Francisco, CA February 4-7, 2012
16. Burgers TA, Alvarado MA, Hoffmann MF, Sietsema DL, Williams BO, Jones CB, **Mason J.** Mice with Pten deleted in osteoblasts have improved fracture healing. Orthopaedic Research Society (ORS) Conference, San Francisco, CA. Feb. 2012.
17. Zylstra-Diegel CR, Burgers TA (presenting author), Baker JJ, Schumacher CA, Wang P, Teh BT, **Mason J,** Williams BO. Hrpt2 deletion in osteoblasts improves bone density, geometry and strength in mice. Orthopaedic Research Society (ORS) Conference, San Francisco, CA. Feb. 2012.
18. Burgers TA, Hoffmann MF, Sietsema DL, Williams BO, Jones CB, **Mason J.** Frzb is a dominant regulator of Wnt signaling during early fracture healing in mice. American Society of Bone and Mineral Research (ASBMR) Conference, San Diego, CA. Sept. 2011. ASBMR President's Poster Competition Award.
19. †Danese Joiner, Michael Morris, Donald Scholten, Ben Staal, George Vande Woude, Clifford Jones, Debra Sietsema, Yu-Wen Zhang, **Jim Mason,** "Disruption of Mitogen Inducible Gene 6 (MIG6) in the Mouse Genome Accelerates Surgical Induced Osteoarthritis and Down Regulates Wnt Signaling," American Society of Bone and Mineral Research (ASBMR) Annual Conference, San Diego, CA. Sept. 2011.
20. ‡Burgers, TA, Hoffmann, MF, Sietsema, DL, Williams, BO, Jones, CB, **Mason, J.,** "Frzb is a dominant regulator of Wnt signaling during early fracture healing in mice," American Society of Bone and Mineral Research (ASBMR) Annual Conference, San Diego, CA. Sept. 2011.
21. Travis Burgers, Martin Hoffman, **James Mason,** Debra Sietsema, Bart Williams, Clifford B Jones, "FRZB and Other Canonical WNT Inhibitors Are Highly Up-Regulated During Fracture Healing in Mice," MOS Annual Scientific Meeting, June 24-26, Mackinac Island, MI, 2011
22. Danese Joiner, Michael Morris, Donald Scholten, Ben Staal, YuWen Zhang, James Mason and George Vande Woude, "Disruption of Mitogen Inducible Gene 6 (Mig6) in the Mouse Genome Accelerates Surgical Induced Osteoarthritis and Down Regulates Wnt Signaling," Grand Rapids Medical Education Partners, Research Day, April 27, 2011
23. Michael Morris, Danese Joiner and **Jim Mason,** "Development of Osteoarthritis of the Knee by Microsurgical Destabilization in murine Model," Grand Rapids Medical Education Partners, Research Day, April 27, 2011
24. Travis Burgers, Martin Hoffman, Debra Sietsema, Bart Williams, Clifford Jones and **Jim Mason,** "Frzb and Other Canonical Wnt Inhibitors are Highly Up-Regulated During Fracture," Grand Rapids Medical Education Partners, Research Day, April 27, 2011
25. Michael Morris, Travis Burgers, Marlon Coulibaly, **Jim Mason,** Debra Sietsema, Bart Williams and Clifford Jones, "PINP Expression during Femoral Fracture Healing in Mice," Grand Rapids Medical Education Partners, Research Day, April 27, 2011

---

† Plenary poster presentation

‡ ASBMR President's Poster Competition Award

26. Michael Morris, Travis Burgers and **Jim Mason**, "Production of a Standard Closed Midshaft Femoral Fracture in Mice," Grand Rapids Medical Education Partners, Research Day, April 27, 2011
27. Travis Burgers, Marlon O Coulibaly, **James Mason**, Debra Sietsema, Bart Williams, Clifford B Jones, "PINP Expression During Femoral Fracture Healing in Mice," American Academy of Orthopedic Surgeons, Annual Meeting, San Diego, CA, February 15-19, 2011
28. **Jim Mason**, Travis Burgers, Marlon Coulibaly, Bart Williams, Debra L Sietsema, Clifford B Jones, "PINP expression during femoral fracture healing in mice," Poster No. 1487, 2011 Annual Meeting of the Orthopaedic Research Society, Long Beach, CA, January 13-16, 2011
29. T Burgers, M. Coulibaly, D. Sietsema, **J Mason**, and C Jones, "Preliminary Evaluation of Blood Serum levels of Procollagen Type I N-terminal Propeptide (PINP) as an Indicator of Fracture Healing," 26th Annual Meeting of the Orthopaedic Trauma Association, Baltimore, Maryland October 13 - 16, 2010
30. Danny Levine, Roger Kenyon, **Jim Mason** and Shaher Ahmad, "Simulation of Tibial Intramedullary Nail Fatigue Test Using Finite Element Analysis," 56th Annual Meeting of the Orthopaedic Research Society, New Orleans, LA, March 5-10, 2010
31. Jill Schmidt, **Jim Mason** and Heidi-Lynn Ploeg, "Implant Motion Measured at Tray does not Equal Motion of Stem for Modular Long-Stemmed Tibial Implant," 56th Annual Meeting of the Orthopaedic Research Society, New Orleans, LA, March 5-10, 2010
32. **Jim Mason** and Weimin Yue, "Innovative Reinforcement for Orthopedic Bone Cement," Investment in Innovation (IN3) Summit, San Francisco, CA, October 19-21, 2009
33. Kaifeng Liu, Brian Thomas, J Fryman, **James Mason**, and Timothy Ovaert, "Relaxation Time of a Biphasic Viscoelastic Hydrogel in Nano-indentation and Bulk Unconfined Creep Tests," 55th Annual Meeting of the Orthopaedic Research Society, Las Vegas, NV, February 22-25, 2009
34. Kaifeng Liu, Brian Thomas, J. Craig Fryman, Jeff Bischoff, Timothy Ovaert, **James Mason**, "Optimization based inverse finite element analysis for material parameter identification of a biphasic hydrogel," ASME Summer Bioengineering Conference, Marco Island, FL, June 24-29, 2008
35. J.Schmidt, M. Dunbar, B. Kincaid, **J. Mason**, and H. Ploeg, "Validation of a finite element model developed from computed tomography scan data using 3D motion analysis system," 8th International Symposium on Computer Methods in Biomechanics and Biomedical Engineering, Porto, Portugal, 27th February-1st March 2008
36. T. Burgers, **J. Mason**, and H. Ploeg, "Validation of a finite element analysis of the press-fit fixation of a bone-implant interface in the distal femur," 8th International Symposium on Computer Methods in Biomechanics and Biomedical Engineering, Porto, Portugal, 27th February-1st March 2008
37. L Kirkpatrick, L Borgstede, T Johnson, **J Mason**, "Durability Test Method for Patella Implants," Materials and Processes for Medical Devices 2007 Conference and Exposition, Palm Desert, CA, September 23-25, 2007
38. T Burgers, **J Mason**, G Niebur and H Ploeg, "Compressive properties of trabecular bone in the distal femur," *Podium Presentation 17*, American Society of Biomechanics, 2007 Annual Conference, Stanford, CA, August 22-25, 2007
39. Lynn Kirkpatrick, Laura Borgstede, Todd Johnson, and **James Mason**, "Durability Test Method for Patella Implants," ASME Summer Bioengineering Conference, Keystone, CO, June 20-24, 2007
40. B. Kincaid, **J. Mason**, and L. Schroeder, "Novel Test Method for the Assessment of Self Tapping Performance of Bone Screws," *Proceedings of the 2006 SEM Annual Conference and Exposition on Experimental and Applied Mechanics*, St. Louis, MO, June 4-7, 2006
41. K. Liu, B. Thomas, K. Day, D. Yakimicki, and **J. Mason**; "Effect of Irradiation on the Tensile Properties of Injection Molded PVA Hydrogels," Annual Meeting of the Society for Biomaterials, *Poster 512*, Pittsburgh PA, April 26-29, 2006
42. S Kotha; C Li, S Schmid; and **J Mason**, "Reinforcement of Bone Cement using Zirconia Fibers with and without Acrylic Coating," *52nd Annual Meeting of the Orthopaedic Research Society*, Transactions Vol.31, *Poster 935*, Chicago, IL, 2006

43. B. Hunt, E. Corona, **J.J. Mason**, K. O'Neill, C. Turner and M. Groff, "Role of Anterior Fixation in the Stability of Titanium Cage Spinal Constructs," *Proceedings of the SEM XI International Congress and Exposition on Experimental and Applied Mechanics*, Paper No. 58, Portland. OR, June 7-9, 2005
44. E. Corona, T. Eisenhour, S. Yin and **J.J. Mason**, "Wall Curl in Bending of Laminated Steel," *NUMIFORM 2004, The 8th International Conference on Numerical Methods in Industrial Forming Processes*, The Ohio State University, Columbus, OH, June 13-17, 2004
45. Pilcher, X. Wang, G. Niebur, **J. Mason**, B. Song, M. Cheng and W. Chen, "High Strain Rate Testing of Bovine Cancellous Bone," *2004 SEM X International Congress and Exposition on Experimental and Applied Mechanics*, Costa Mesa, CA, June 7-10, 2004
46. Torres-Montoya, D. Duffek, E. Corona, **J. Mason**, M. Chengalva and M. Cavanaugh "Effects of Combined Cyclic Thermal and Mechanical Loading on Fatigue of Solder Joints," *ITHERM 2004, Ninth Intersociety Conference on Thermal and Thermomechanical Phenomena in Electronic Systems*, Las Vegas, NV, Jun 1-4, 2004
47. Li, Y. Zhou and **J. J. Mason**, "Finite element simulations of thermal responses in femoroplasty," Paper No. 1439, *50th Annual Meeting of the Orthopaedic Research Society (ORS)*, San Francisco, California, March 7-10, 2004
48. Li, Y. Wang, **J. Mason**, "Residual stresses in self-curing bone cement during hip arthroplasty," *2003 ASME International Mechanical Engineering Congress and R&D Expo*. Paper No. IMECE2003-43003, Washington, D. C., Nov. 16-21, 2003
49. Pilcher, **J. Mason**, M. Cheng, and W. Chen, "Split Hopkinson Bar Testing of Cancellous Bone," *SEM Technical Conference on Mechanics of Biological and Biologically Inspired Materials and Systems*, Springfield, MA, October 2-3, 2003
50. Li, Y. Zhou, **J. J. Mason**, 2003. "Evaluations of bone cement augmentation in proximal femur." *27th Annual Meeting of the American Society of Biomechanics*, University of Toledo, Toledo, Ohio, September 25-27, 2003
51. Y. Zhou, C. Li, J. E. Renaud, J. J. Mason, 2003. "Threaded end short fiber reinforcement of bone cement." *27th Annual Meeting of the American Society of Biomechanics*, University of Toledo, Toledo, Ohio, September 25-27, 2003
52. Y. Zhou, C. Li, J.E. Renaud, **J.J. Mason**, "Strengthening of Bone Cement by Shape Optimization of Short Fibers," *Proceedings of DETC.03 ASME 2003 Design Engineering Technical Conferences and Computers and Information in Engineering Conference*, Chicago, IL, September 2-6, 2003
53. Tovar, S.E. Gano, J.E. Renaud, **J.J. Mason**, "Topology and Shape Optimization of an Interbody Fusion Implant for Lumbar Spine Fixation," *Proceedings of DETC.03 ASME 2003 Design Engineering Technical Conferences and Computers and Information in Engineering Conference*, Chicago, IL, September 2-6, 2003
54. X. Wu, D.Z. Chen, **J.J. Mason**, and S.R. Schmid "Pairwise Data Clustering and Applications," *Lecture Notes in Computer Science*, Vol. 2697, Springer Verlag, *Proc. of the Ninth Annual International Computing and Combinatorics Conference (COCOON)*, Big Sky, MT, July 25-28, 2003, pp. 455-466
55. K. M. Vernaza-Peña, **J.J. Mason**, T. Ovaert and M. Li, "Experimental Investigation of the Temperature Fields Generated During Orthogonal Machining," *NSF Workshop on Research Needs in Thermal Aspects of Material Removal Processes*, Oklahoma State University, Stillwater, OK, June 10-12, 2003
56. K. Vernaza, **J. Mason**, T. Ovaert and M. Li, "Temperature generation in cutting of aluminum at low and negative rake angles," *2003 SEM IX International Congress and Exposition on Experimental and Applied Mechanics*, June 2-4, 2003, Charlotte, NC
57. **J.J. Mason**, "Temperature Fields in Orthogonal Machining," *2003 NSF Design, Service and Manufacturing Grantees and Research Conference*, Birmingham, AL, Jan 6-9, 2003
58. Y. Zhou, C. Li, J. E. Renaud, J. J. Mason, 2003. "Shape optimization of short fibers for bone cement reinforcement." *2003 Midwest Graduate Student Biomechanics Symposium*, April 4-5, 2003, University of Toledo, Toledo, OH

59. Li, J. Mason, 2003. "Effects of pre-cooling and pre-heating procedures on bone cement polymerization in cemented hip replacements." *The 13th Interdisciplinary Research Conference on Biomaterials*. Johns Hopkins University, Baltimore, Maryland, March 14-15, 2003
60. S. Schmid, S. Yin, **J. Mason** and E. Corona, "Bending and Springback of Laminated Steel," *JSME/ASME Int. Conference on Materials Processing*, Honolulu, HI, Oct 15-18, 2002
61. **James Mason**, C. Li, Y. Wang and S. Schmid, "Predictions of Residual Stresses in Bone Cement for Joint Arthroplasty," *IV World Congress of Biomechanics*, Calgary, AB, Canada, Aug 5-9, 2002, **Calgary Award Winning Presentation in Orthopedics**
62. K.M. Vernaza-Peña, **J.J. Mason**, and M. Li, "Temperature Fields in Aluminum during Orthogonal Cutting under Different Rake Angles," *2002 SEM International Congress and Exposition on Experimental and Applied Mechanics*, Milwaukee, WI, June 10-12, 2002
63. Li, D. Yakimicki, S. Schmid and **J.J. Mason**, "Effects of Preheating Stems Prior to Hip Implantation on Bone Cement Reaction and Void Development," *2002 SEM International Congress and Exposition on Experimental and Applied Mechanics*, Milwaukee, WI, June 10-12, 2002
64. C. Li, S. Kotha, D. Yakimicki, M. Hawkins, S. Schmid, and **J.J. Mason**. "Experimental Characterizations of Bone Cement Curing Setting Temperature and Time," *2002 SEM International Congress and Exposition on Experimental and Applied Mechanics*, Milwaukee, WI, June 10-12, 2002
65. S. Batill, S. Skaar, R. Nelson, B. Goodwine, **J. Mason** and M. Sen, "Development of a Curriculum for Mechanical Engineering Based upon Intelligent Systems and Automation," *Proceedings of the 2002 American Society for Engineering Education Annual Conference & Exposition*, Montreal, Quebec, Canada, June , 2002
66. C. Li, S. Schmid and **J. Mason**. "Effects of initial temperature conditions on cement polymerization and thermal osteonecrosis in cemented hip replacements," *The Tenth Annual Symposium of Computational Methods in Orthopaedic Biomechanics*, University of Texas Southwestern, Dallas, February 9th, 2002
67. C. Li, S. Kotha, C. Huang, S. Schmid, D. Yakimicki, M. Hawkins and **J. Mason**., "Finite element simulation of thermal behavior of prosthesis-cement-bone system," *ASME 2001 Summer Bioengineering Conference*, June 27-July 1, 2001, Snowbird, Utah, in ASME.BED-50, pp. 235-236
68. S. Yi, D. Chen and **J.J. Mason**, "A New Graph Based Skeletonization Method," *9th Annual Symposium of Computational Methods in Orthopaedic Biomechanics*, University of California, San Francisco, February 24, 2001
69. S. Yi, D. Chen and **J.J. Mason**, "A New Automated 3D Finite Element Mesh Generation Method from Medical Images," *9th Annual Symposium of Computational Methods in Orthopaedic Biomechanics*, University of California, San Francisco, February 24, 2001
70. C. Li, S. Kotha, C.H. Huang, **J.J. Mason**, D. Yakimicki and M. Hawkins, "Numerical Simulations of In-Situ Polymerization Behavior of Bone Cement," *9th Annual Symposium of Computational Methods in Orthopaedic Biomechanics*, University of California, San Francisco, February 24, 2001
71. K. Vernaza, **J.J. Mason** and M. Li, "Experimental Study of the Temperature Field Generated during Orthogonal Machining of Aluminum," *The 37th Annual Technical Meeting of the Society of Engineering Science*, October, 2000, University of South Carolina, Columbia, SC
72. **J.J. Mason**, J. Lemski, T. Stuhldreher and D. Furrer, "Effects of Microstructure and Loading Parameters on Fatigue Crack Propagation Rates in AF2-1DA-6," *9th Int. Symposium on Superalloys, The Minerals, Metals and Materials Society*, Champion, PA, September, 2000
73. **J.J. Mason** and C. Rubio-Gonzalez, "Closed Form Solutions for the Dynamic Stress Intensity Factors in Composites," *20th Int. Conference of Theoretical and Applied Mechanics*, Chicago, IL, August, 2000
74. C. Rubio-Gonzalez and **J.J. Mason**, "Closed Form Solutions for the Dynamic Stress Intensity Factors at the Tip of Uniformly Loaded Semi-infinite Cracks in Orthotropic Materials," *Int. Conference on Composite Materials*, 12, Paris, France, July, 1999
75. K.M. Roessig and **J.J. Mason**, "Shear Dominated Fracture in High Speed Punch Tests on High Strength Metals," *ASME/JSME Joint Pressure Vessels and Piping Conference*, San Diego, CA, July, 1998



76. C. Rubio-Gonzalez and **J.J. Mason**, "Mixed Mode Dynamic Stress Intensity Factors Due to Applied Point Loads in Orthotropic Materials," *NATO Advanced Study Institute on Mechanics of Composite Materials and Structures*, Troia, Portugal, July, 1998
77. **J.J. Mason**, "Shear Dominated Fracture of Composites and High-strength Metals during Impact," *U.S. National Congress of Applied Mechanics*, Gainesville, FL, June, 1998
78. **J.J. Mason**, "Shear Localization in Punching and Blanking Operations," *U.S. National Congress of Applied Mechanics*, Gainesville, FL, June, 1998
79. **J.J. Mason** and K.M. Roessig, "Shear Dominated Fracture in Dynamic Punch Tests on High-strength Metals," *Society for Experimental Mechanics, Spring Conference and Exposition*, Houston, TX, June, 1998
80. **J.J. Mason**, "Shear Dominated Fracture of Composites and High-strength Metals during Impact," *Office of Naval Research 6.1/6.2 Workshop*, Carderock NSWC, Washington. DC, May, 1998
81. **J.J. Mason** and K.M. Roessig, "More Observations of Shear Localization and Failure in Maraging Steel," *High-Speed Photography and Photonics: 22nd Int. Congress*, D. L. Paisley and A.M. Frand Eds., SPIE, Vol. 2869, Santa Fe, NM, 1996
82. **J.J. Mason** and K. Roessig, "Failure in Dynamic Punch Tests," *Annual Joint Summer Meeting of the App. Mechanics and Materials Divisions of the American Society of Mechanical Engineers*, Johns Hopkins Univ., Baltimore, MD, 1996
83. **J.J. Mason**, J. Mahon and J. McKale, "Finite Element Analysis of the Scaphoid," *Carroll Hand Club Annual Meeting*, Columbia Presbyterian Medical Center, New York Orthopaedic Hospital Sponsorship Affiliation, Sedona, AZ, 1996
84. J. Zimmerman and **J.J. Mason**, "Effect of Aging Treatment on Shear Localization in C300," *IMECE Meeting of American Society of Mechanical Engineers*, San Francisco, CA, November, 1995
85. **J.J. Mason**, A.J. Rosakis and G. Ravichandran, "Full Field Measurements of the Deformation Field around a Dynamically Growing Shear Band," *Society of Engineering Science 31st Annual Meeting*, Texas A&M University, College Station, TX, 1994
86. G. Ravichandran, G. Subhash, **J.J. Mason** and A.J. Rosakis, "An Investigation of Thermomechanical Instabilities Using a Kolsky Pressure Bar," *114th Winter Annual Meeting of the American Society of Mechanical Engineers*, New Orleans, LA, November, 1993
87. A.J. Rosakis, **J.J. Mason** and G. Ravichandran, "On the Amount of Plastic Work Converted to Heat: An Experimental Study Using the Split Hopkinson Pressure Bar," *Society of Engineering Science 29th Annual Meeting*, La Jolla, CA, 1992

## Press Coverage and Internet Publications

1. James J. Mason, "Investigating Carbon Bicycle Accidents," CLM, June 18, 2019, <http://clmmag.theclm.org/home/article/Investigating-Carbon-Bicycle-Accidents?tick=1273931192933073012>
2. "What Does Your Car Know About You," NBC Nightly National News," June 16, 2019. <https://www.nbcnews.com/nigW/hly-news/video/what-does-your-car-know-about-you-more-than-you-might-think-62057541987>
3. James Mason and Jeffrey Bradshaw, "CPVC: Chlorinated Polyvinyl Chloride Piping," On CPVC Fire Sprinkler Pipe .com, <http://cpvcfiresprinklerpipereport.com/cpvc-chlorinated-polyvinyl-chloride-piping>
4. Monica Scott, "Innovative joint cement holds hope for economy, pain relief," *Detroit Free Press*, Detroit MI, June 13 2010, <http://www.freep.com/article/20100613/NEWS06/6130446/1001/rss01>
5. Tony Conley, Radio interview, *The Toney Conley Show*, WILS, Lansing MI, June 7, 2010
6. Alex Nixon, "Grand Rapids researcher's new bone cement would compete with Stryker Corp. products," *Kalamazoo Gazette*, Kalamazoo, MI, June 03, 2010,

[http://www.mlive.com/business/west-michigan/index.ssf/2010/06/grand\\_rapids\\_researchers\\_new\\_b.html](http://www.mlive.com/business/west-michigan/index.ssf/2010/06/grand_rapids_researchers_new_b.html)

7. Monica Scott, "Van Andel Institute researcher discovers more durable cement for joint replacements," Grand Rapids Press, Grand Rapids, MI June 02, 2010, [http://www.mlive.com/news/grand-rapids/index.ssf/2010/06/van\\_andel\\_institute\\_researcher\\_4.html](http://www.mlive.com/news/grand-rapids/index.ssf/2010/06/van_andel_institute_researcher_4.html)
8. IBJ Staff, "OrthoX receives top Mira award," *Indiana Business Journal*, Indianapolis, IN, May 17, 2010, <http://www.ibj.com/orthox-receives-top-mira-award-/PARAMS/article/19993>
9. Joseph Jackmovich, "Local business recognized for innovation in orthopedics," *South Bend Tribune*, South Bend, IN, May 17, 2010, <http://www.southbendtribune.com/article/20100517/THRIVE/305179999/1262/THRIVE>

### Proposals Funded at Granger Engineering, LLC (Total \$1,224,798)

1. W. Yue and **J. Mason**, "Commercialization of fiber reinforced bone cements with antibiotics," National Science Foundation, STTR Phase IIB Grant, Oct 1, 2008 to Mar 31, 2009, \$174,991
2. W. Yue and **J. Mason**, "Commercialization of a fiber reinforced bone cement," Indiana SBIR/STTR Commercialization Enhancement Program (ISCEP), State of Indiana, July 1, 2008 to June 30, 2010, \$349,982
3. **J. Mason**§, "SBIR/STTR Phase II: Variable Diameter Fiber Reinforced Biopolymers for Minimally Invasive Orthopedic Implants," Oct 1, 2006 to Sep 30, 2008, NSF, \$499,849

### Proposals Funded at Notre Dame (Total \$6,234,689)

1. **J. Mason**, R. Roeder, and G. Niebur, "Mechanical Characterization of Synthetic Biomaterials and Biological Tissues," Equipment Renewal and Restoration Program, The University of Notre Dame, Jan 1 to Jun 30, 2004, \$139,500
2. **J.J. Mason** and E. Corona, "Highly Integrated Multifunctional Structure with Embedded Subsystem Functionality," July 1, 2003 to Jan 31, 2005, Odysian Technology, Inc., \$306,000
3. **J.J. Mason** and E. Corona, "Circuit Boards for Delphi Automotive Applications," Jun 1, 2002 to May 31, 2003, Delphi Automotive Systems, \$22,276
4. **J.J. Mason**, "Thermomechanical Investigations of High Speed Machining of Aluminum," Sep 2002 to Aug 2005, NSF, Design, Manufacture and Industrial Innovations Program, \$124,309
5. E. Corona, S. Schmid, and **J.J. Mason**, "Bending and Springback of Laminated Steel," May 2001 to May 2003, MSC Laminates, \$30,000
6. **J.J. Mason**, S.R. Schmid, J.E. Renaud, B. Hilberry\*, G. Bruer\*, and C. Turner#, "Advanced Spinal Instrumentation," Mar 2001 to Feb 2003, Indiana 21st Century Research and Technology Fund, \$1,998,987
7. S.R. Schmid, **J.J. Mason**, and S. Paolucci, "Modeling of Investment Casting at Zimmer," Oct 2000 to Sep 2001, Zimmer Orthopedics, \$30,000
8. S.M. Batill, S.B. Skaar, J.W. Goodwine, **J.J. Mason** and M. Sen, "An Integrated Curriculum for Intelligent, Microprocessor-Based Mechanical Systems," Sep 2000 to Aug 2003, National Science Foundation, \$499,947
9. S.R. Schmid, **J.J. Mason**, A. Marsan, B. Hilberry\*, G. Bruer\*, and C. Turner#, "Minimally Invasive Orthopedic Implants," Feb 2000 to Jan 2002, Indiana 21st Century Research and Technology Fund \$2,200,000

---

§ Principal investigator changed to Weimin Yue, May 2008

\* Purdue University

# Indiana University

10. J.E. Renaud, J.P. Thomas, **J.J. Mason** and A. Marsan, "Boeing Cooperative Research in Manufacturing," Boeing, Nov 1999 to Sep 2000, \$15,000
11. **J.J. Mason**, "Fatigue of U720 and AF2-1DA-6," Sep 1999 to Aug 2000, Ladish Co., Inc., \$5,000
12. **J.J. Mason**, "Machining of Aircraft Alloys," Jul 1998 to Jun 1999, NASA Space Consortium, University of Notre Dame, \$3,000
13. **J.J. Mason**, "Experimental Analysis of Thermomechanics in High Speed Machining of Aluminum," Jul, 1998 to Dec, 1999, ALCOA Foundation Award, \$40,000
14. **J.J. Mason**, "On the Application of Dynamic Fracture Mechanics to Continuous Fiber Reinforced Composite Materials," Jun, 1996 to May, 1999, Office of Naval Research: Young Investigator Program, \$309,452
15. J. Powers, R. Caspar and **J.J. Mason**, "Initiation of Detonation," Nov, 1995 to Sep, 1996, AFOSR, Summer Research Extension Program, \$25,000
16. **J.J. Mason** and K.M. Roessig, "The Initiation of Reactive Materials," Nov, 1995 to Sep, 1996, AFOSR, Summer Research Extension Program, \$25,000
17. **J.J. Mason**, "Shear of Energetic Materials," Nov, 1995 to Sep, 1996, AFOSR, Summer Research Extension Program, \$25,000
18. **J.J. Mason**, "Jump Start Proposal for AME 236—Mechanics of Solids," Aug, 1994 to Jul, 1995, Univ. of Notre Dame, Office of Univ. Computing, \$1,000
19. **J.J. Mason**, J. Powers and S. Schmid, "Acquisition of an Ultra-High-Speed Photographic /Microphotographic/Interferometric Equipment System," Sep, 1994 to Aug, 1997, NSF, Academic Research Infrastructure Program, \$427,718
20. **J.J. Mason**, "Application of the Potential Drop Method to Measurement of Dynamic Crack Length," Jun, 1994 to May, 1995, Univ. of Notre Dame, Faculty Research Program, \$7,500
4. **J. Mason**, Matching Funds for "SBIR/STTR Phase I: Variable Diameter Fiber Reinforced Biopolymers for Minimally Invasive Orthopedic Implants," Jun 1, 2004 to May 31, 2005, 21st Century Research and Technology Fund of the State of Indiana, \$99,988
5. **J. Mason** "SBIR/STTR Phase I: Variable Diameter Fiber Reinforced Biopolymers for Minimally Invasive Orthopedic Implants," Jun 1, 2004 to May 31, 2005, National Science Foundation, \$99,988

### Van Andel Institute Service

- Graduate Admissions Committee, Van Andel Institute Graduate School, 2010-*present*
- Accreditation Review Committee, Van Andel Institute Graduate School, 2010-*present*

### Post-Doctoral Researchers Supervised at the Van Andel Research Institute

Travis Burgers	<i>Wnt Signaling and Fracture Healing</i>	2010- <i>present</i>
Danese Joiner	<i>Wnt Signaling in Osteoarthritis</i>	2010- <i>present</i>

### Doctoral Dissertations Supervised at the Van Andel Institute Graduate School

Donald Scholten, MD-PhD	<i>PTEN and Akt signaling in Fracture Healing</i>	2011- <i>present</i>
-------------------------	---	----------------------

### Courses Taught at the Van Andel Institute

VAI 9006	Statistical Methods in Biology	Spring '11
----------	--------------------------------	------------

### University of Notre Dame Service

- Aerospace and Mechanical Engineering Awards Committee, 2004-2005
- Mechanical Engineering Graduate Studies Committee, 2000-2002
- Mechanical Engineering Committee on Appointments and Promotions, 1999-2002, 2004-2005

- Mechanical Engineering Curriculum Committee, 1997-2000, **Chair, 1998-2000**
- Faculty Advisor to student chapter of American Society of Mechanical Engineers, 1997-2000
- Aerospace and Mechanical Engineering Instructional Labs Committee, 1994-1997
- Committee on the Role of Materials Science in the College of Engineering, 1995-1996
- Member of Faculty Senate, 1994-1997

### Post-Doctoral Researchers Supervised at Notre Dame

Congyue Wang	<i>Dynamic Fracture of Composites</i>	1998-1999
Shiva Kotha	<i>Development of Reinforced Bone Cements</i>	2000-2002
Chaodi Li	<i>Thermal Finite Element Analysis of Bone Cement Curing</i>	2000-2003
	<b>Calgary Award Winner; Orthopedics,</b> IV World Congress on Biomechanics, 2002	
Karinna Vernaza-Peña	<i>Temperature Fields in Orthogonal Cutting</i>	2002-2003

### Doctoral Dissertations Supervised at Notre Dame

Keith Roessig	<i>Applicability of Dynamic Fracture Mechanics to the Initiation and Propagation of Adiabatic Shear Bands</i> <b>First Prize Winner;</b> Student Paper Competition at the Southeastern Conference on Theoretical and Applied Mechanics, 1998	May, 1998
Carlos Rubio-Gonzalez	<i>Dynamic Fracture Initiation in Composites</i>	Dec, 1999
Karinna Vernaza-Peña	<i>Temperature Fields in Orthogonal Cutting</i> <b>Second Prize Winner;</b> Society for Experimental Mechanics, National Student Paper Competition 2002	Dec, 2002
Yan Zhou	<i>Microdesigned Reinforcements for Biocomposites</i>	May, 2005
Roman Kazban	<i>Effect of Tool Parameters on Residual Stress and Temperature Generation in High Speed Machining of Aluminum Alloys</i>	Dec, 2005
Kaifeng Liu (co-advisor T. Ovaert)	<i>Mechanics of Hydrogels in Biomechanical Applications</i>	May 2009

### Master's Theses Supervised at Notre Dame

W. Rivera	<i>Stress Reversal Split Hopkinson Testing of Threaded Fasteners</i>	May, 1995
J. Zimmerman	<i>Effect of Aging Treatment and Loading Geometry on Shear Localization in Kalthoff Impact Tests of C-300 Steel</i>	Aug, 1995
L. Spicciati	<i>Finite Element Analysis of Dynamically Loaded Threaded Fasteners</i>	May, 1996
R. Caspar (co-advisor J. Powers)	<i>Shear Initiation of Explosives</i>	Aug, 1996
A. Rutten (co-advisor S. Schmid)	<i>Numerical Modeling of a Hip Stem Casting</i>	May, 2001
S. Long	<i>Finite Element Modeling of Bearing Cup Slip in an Aircraft Landing System</i>	May, 2001
Y. Wang	<i>Thermal Residual Stress Generation in Cemented Implants</i>	May, 2003
B. Torres	<i>Correlations between PC Board Strain and Solder Joint Fatigue Life</i>	May, 2003
A. Pilcher	<i>Mechanics of Spinal Injury During Impact</i>	May, 2004

D. Duffek	<i>Fatigue of Solder Under Combined Thermal/Mechanical Static/Dynamic Loading</i>	Aug, 2004
B. Hunt	<i>Hydrogels in Orthopedic Implants</i>	May, 2006

### Undergraduate Design and Research Projects Directed at Notre Dame

A Bi-Axial Split Hopkinson Bar: Design Synthesis and Feasibility Analysis	T. Ruddy, F. Brosnan, L. Bergman	Fall '93
A Biaxial Split Hopkinson Bar: Manufacture	T. Ruddy, F. Brosnan, L. Bergman	Spring '94
Finite Element Analysis of Scaphoid Bone Fracture	J. McKale	Spring/Fall '95, Spring '96
Design of a High Pressure Air Gun	D. Green,	Fall '95
Ultra-High-Speed Camera Support	E. Portune, D. Soykes	Fall '95
Manufacture of a High Pressure Air Gun	D. Green,	Spring '96
Ultra-High-Speed Camera Support	E. Portune, D. Soykes	Spring '96
Fatigue Testing of Mild Steel	S. Basu	Fall '96, Spring '97
Fatigue Testing of Super Alloys	T. Stuhldreher	Spring/Fall '98,
<b>Third Place Winner:</b> Old Guard Student Presentation Competition, ASME Region VI, 1999		
A 5 MPH Bumper Testing Apparatus	T. Stuhldreher, J. Knudsen	Summer '98
Examination of Void Formation Mechanisms During Bone Cement Curing	M. Hannon, J. Solis	Fall '01, Spring '02
Applications of Laser Peening in Orthopedic Implants	J. Hughes	Fall '01, Spring & Summer '02
Investigation of Hydrogels for Disk Replacement	T. Zawatsky	Summer '02
Calculation of 3D Object Skeletons by the Grass Fire Propagation Method	C. Dunstan	Summer '02
Thermal Measurements of Bone Cement Curing	A. Cienian, P.	Summer, Fall '02,
During Implantation in Sheep	Stuhldreher, K. Bucci	Spring '03
Particle Image Velocimetry of High Speed Machining	R. Sharp, J. Blakely	Summer, Fall, '04

### Courses Taught at Notre Dame

#### *Undergraduate Level*

AME/CE 236	Mechanics of Solids	Fall '93, Spring '94-'96, '98-'99, '01
AME 331	Mechanics of Solids Laboratory	Fall '97-'99
AME 442	Mechanical Behavior of Materials	Spring '97, '01, '03, '05
AME 446	Finite Element Methods for Structural Analysis	Spring '99-'00, '02-'03
AME 470	Senior Design Project	Fall '93, '95

#### *Graduate Level*

AME 561	Mathematical Methods I	Fall '04
AME/CE 558	Elasticity	Fall '94-'96
AME/CE 559	Advanced Mechanics of Solids	Fall '01-'02, '05
AME 570	Advanced Measurements Laboratory	Spring '95
AME 698	Mechanics of Metal Cutting	Fall '04

AME 698	Dynamic Fracture Mechanics	Spring/Fall '97,
AME 698	Mechanics and Failure of Composite Materials	Spring '98
AME 698	Mixed Boundary Value Problems in Solid Mechanics	Fall '98
AME 698	Cell Mechanics	Fall '04
Short Course	Topics in Advanced Mechanics of Solids	Fall '99

## Laboratory and Facilities Development at Notre Dame

### *Materials Testing Laboratory*

At Notre Dame, Dr. Mason developed a 1000 square foot laboratory for investigations into the mechanics of materials. Through funding from the National Science Foundation, Alcoa Foundation and the University of Notre Dame, the laboratory was equipped with the following items:

- A stress reversal split Hopkinson bar for dynamic, high strain rate testing of materials in compression or compression followed by tension
- A dynamic orthogonal cutting Hopkinson bar
- A torsional split Hopkinson bar for dynamic, high strain rate testing of materials in shear
- An ultra-high-speed infrared detector array for measuring surface temperatures during dynamic deformation
- A Cordin model 330 ultra-high-speed camera capable of 2 million pictures per second
- A Cordin model 607 high intensity white light source for use with the 330 camera
- A Coherent 15 watt argon ion laser for use in dynamic high speed interferometry
- Two air guns capable of launching a 1 kg projectile at velocity in the range of 10 to 300 m/s
- Explosives testing tank and storage containers for performing experiments with explosive materials and the explosive loading of materials
- Two workstations, associated high speed oscilloscopes, data acquisition systems and optics for proper instrumentation of experiments using the above equipment
- Polishing, lapping and sectioning equipment for metallographic specimen preparation
- Hydraulic press for the manufacture of composite materials

### *Solid Mechanics and Structural Mechanics Testing Facility*

Dr. Mason also developed a 3500 square foot facility that contained most of the static and fatigue material testing equipment of the AME department and a small (500 square foot) class room area. In 2000, Jim saw a need for a centralized mechanical testing facility in the AME department. Until that time individual researchers had purchased and maintained a few servo-hydraulic mechanical testing machines on their own, while the department maintained screw-driven testing machines for the undergraduate courses. This was inefficient and resulted in the lack of certain capabilities with duplication of other capabilities. Dr. Mason was able to organize all these machines into a centralized facility where all researchers in the college could have access to them. In addition, he was able to secure funds to add significant capabilities including a combined tension/torsion machine, thermal control chambers, and the capability for testing soft materials, such as biological tissues at a cost of over \$450,000. After the lab was developed, Dr. Mason oversaw this facility including maintenance and scheduling

The following is a list of equipment that was located in this lab:

#### Testing Machines

- 3-ATS +/-10,000lb. static mechanical screw test machines with control consoles
- 1-Instron +/-20,000lb. static mechanical screw testing machine with control
- 2-MTS +/- 22,000lb. static/dynamic hydraulic testing machines with control consoles

- 1-Instron +/-20,000lb. static/dynamic material testing machine with integral hydraulic power supply and control console
- 1-Instron +/-20,000lb. and 10kip-in. static/dynamic Torque-Tension hydraulic testing machine with controls and console
- 1-Enduratec +/-1000lb. static/dynamic and 500in.-lb. Torque-Tension electro-mechanical material test machine with control and console
- 4-Hardnes testers: 1 Wilson Rockwell, 1 Wilson Superficial, 1 Wilson Tukon Testor, 1 Brinell 3000kg. load/10mm ball

Accessories:

- 1-ATS oven 0-1800 oF w/controls
- 1-Instron oven -100 to +400 oF w/controls
- Fracture Technology Associates fatigue testing software
- 1-Thermotron Environmental Test Chamber (-65C to +180C in 15 min.)with two remote enclosures
- 1-Instron 50hp hydraulic power supply for the Instron torque/tension and MTS machines
- 1-Haskris heat exchanger for 50hp Instron power supply
- Misc. grips and attachments



# 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: Everett, Alexia Date: 05/30/2020  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland CA [Redacted] 94606  
*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: Yali Lincroft

Relationship: colleague

E-Mail

Phone:

Full Name: Michelle Francois Traidman

Relationship: colleague

E-Mail

Phone:

Full Name: Kim Bogucki

Relationship: colleague

E-Mail

Phone:

### Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- 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: **Alexia Everett** Digitally signed by Alexia Everett  
DN: cn=Alexia Everett, o, ou, [REDACTED]  
Date: 2020.05.30 15:44:24 -07'00' Date: **05/30/2020**

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 Application  
Supplemental Questions  
Alexia Everett  
May 30, 2020

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

I have worked in the nonprofit sector for over 20 years in a variety of capacities, from a legal advocate at a domestic violence to my current position as a Senior Program Officer at the Stuart Foundation, which invests in K-12 education reform. I have worked as a staff person at a lockdown treatment facility for juvenile offenders with mental health diagnoses and managed a program supporting children with incarcerated parents. I also worked with Seattle Police Department Detective Kim Bogucki to launch the IF Project.

<https://www.seattletimes.com/seattle-news/girl-scouts-with-parents-in-prison-learn-lesson-in-trusting-police/>

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

The only contact that I have had with the Oakland Police Department was in 2013 when my car was burglarized.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience as a police officer, as a criminal prosecutor or defense attorney, with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. As outlined in my response to the first question, I have worked for nonprofits serving or advocating for crime victims or persons charged or convicted of crimes. I take volunteer obligations and responsibilities very seriously, and would bring a thoughtful and respectful approach to the work.



# Police Commission

## Application for Position of Commissioner

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

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

### Applicant Information

Full Name: 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.

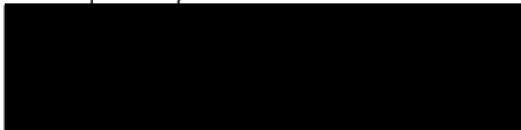
From 2003 to 2013 I chaired the Disruptive Behavior Committee (DBC) which covers all of Northern California from Oakland to the Oregon border. Our central task was to uphold the rights of all veterans to have access to care while maintaining the safety of other veterans and staff. The committee included 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

Charmelle Panthana, Psy.D

Daniel Fann, 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)



CITY OF OAKLAND  
OFFICE OF CITY MANAGER  
20 JUN -2 AM 12: 09

# 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	Edward	L
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Date:	05/28/2020		
Home Address:	[REDACTED]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	Oakland	CA	94601
	<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: Shawn Johnson Relationship: Friend  
 E-Mail \_\_\_\_\_ Phone:                     

Full Name: Dwight Murphy Relationship: Former Sup.  
 E-Mail \_\_\_\_\_ Phone:                     

Full Name: Tomeka Jones Relationship: Sister  
 E-Mail \_\_\_\_\_ Phone:                     

**Voluntary Self-Identification Questionnaire**

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

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

2. What is your gender?

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

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

Please check one of the boxes below:

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

**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: 05/28/2020

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: Police Commission Application</b>

1. I have a bachelor's degree in political science. This degree path required a high level of critical thinking, analyzes.
2. Most of my experiences with the Oakland Police Department have been uneventful, routine interactions such as traffic stops for minor traffic violations or other incidental contact. In 2019 OPD successfully recovered my stolen vehicle. OPD also promptly responded to my complaints concerning a violently aggressive dog in my neighborhood earlier this year (2020). However, back in the summer of 2007, I filed a complaint with OPD Internal Affairs following an incident in which an Oakland Police Officer grossly mishandled a traffic stop and violated departmental regulations by ordering me out of my vehicle at gun point.
3. N/A



# 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          | ▪ Quality Control              | ▪ Negotiation               |
| ▪ Client/Staff Training     | ▪ Risk Management              | ▪ Strategic Planning        |
| ▪ Project Management        | ▪ Quality Assurance            | ▪ Systems Development       |
| ▪ Change Management         | ▪ Resource Management          | ▪ Workflow Process Analysis |
| ▪ Oversee Police Department | ▪ Oversee Investigative Agency | ▪ 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 procedure, 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 it. 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



CITY OF OAKLAND  
OFFICE OF CITY MANAGER  
**Police Commission**  
20 JUN -2 AM 12:49

### 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: DIKES JR, BOOKER T Date: 5-31-2020  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address Apartment/Unit #*  
OAKLAND CA 94608  
*City State ZIP Code*

Phone: [REDACTED] Email: [REDACTED]

#### Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

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

**Application Considerations**

Check all that apply:

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

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

**References**

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

Full Name: RAY LEON Relationship: FRIEND  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: EDWARD SHAPIRO Relationship: FRIEND  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: DON DUNBAR 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**

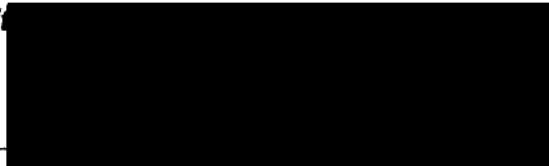
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

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

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



Date: 5-31-2020

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: Police Commission Application</b>



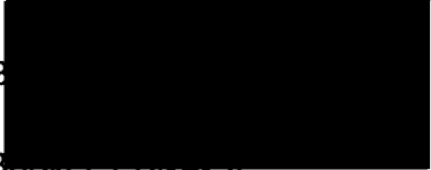
Police Commission  
City of Oakland

To Whom This May Concern:

I Mailed the Police Commission application in on June 2, 2020, and I Failed to  
enclose the Supplemental Questionnaire Answers.

Please find enclosed the Supplemental Questionnaire.

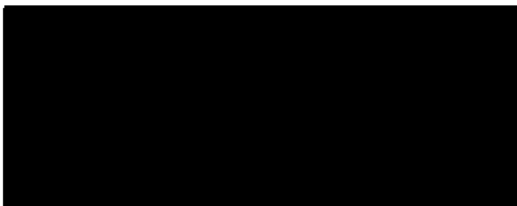
Thank You, for your consideration in advance.

B  
  
BOOKER T. DIXON JR.

## Supplemental Questionnaire Answers

(1). My life work as a Community Volunteer has primarily been at my church for over 30 years; as a Board Member, three separate tenures, as Treasurer, business manager, and most importantly, a Spiritual Practitioner for 20 years.

As a Practitioner, we serve our community in many different capacities. We support, pray, coach and counsel the members of our church and the community at large during their personal hardships, i.e., death of a family member, either as a result of a crime against them or natural causes.; financial devastation, due to lost of job, closure of their workplace for whatever cause, divorce, Coaching those who see life slipping away due to age, lost of spouse, siblings, or child or health issues, etc.; counseling those who need a helping hand and to reactivate the God they serve back into their lives.

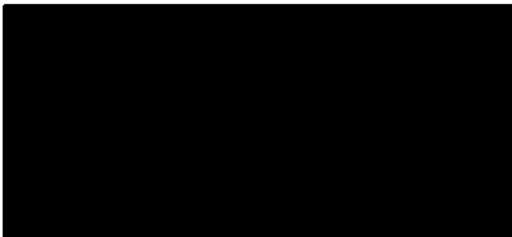


(2). My experience with the Oakland Police Department, has been limited, honorable.

I have been ticketed, rightfully so, for running a stop sign... right in front of a police officer.

I have been stopped by police officers on a couple of occasions, both times for a taillight problem. But each time the officers have dismissed any "fix it" tickets, only after viewing my drivers license and recognizing that I am a Veteran. Subsequently, they've said "make sure you get your tail light fix and "what branch did you serve in the military? and then..." thank you for your service"

(3). No family member has had significant volunteer or employment experience with OPD.





# 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

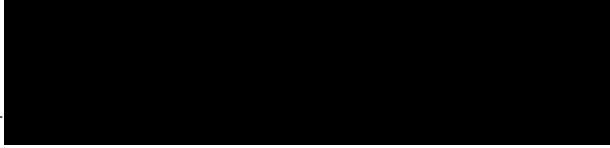
**Disclaimer and Signature**

*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:	<u>McCANTS</u> <i>Last</i>	<u>JEREMY</u> <i>First</i>	<u>J</u> <i>M.I.</i>	Date:	<u>06/09/2020</u>
Home Address:	[REDACTED]			Apartment/Unit #	
	<u>OAKLAND</u> <i>City</i>	<u>CA</u> <i>State</i>	<u>94607</u> <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: CARROL FIFE

Relationship: PERSONAL

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: BEN McBRIDE

Relationship: PROFESSIONAL

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: SHAUNDA JOHNSON

Relationship: PROFESSIONAL

E-Mail [REDACTED]

Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

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: 06/09/20

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.**

My life work has been and will continue to be centered around the upbuilding of Black communities. As a licensed and ordained Baptist minister, the fulcrum on which my work and ministry pivots is justice, love and mercy for all; however, in my lived reality, I understand that as a Black man, I must speak to the plight of the Black community. My volunteer experiences have primarily been within Black churches working with youth and young adults, tutoring programs for children of color, as well as serving with non-profit afterschool programs, primarily within gentrified communities. It has been in these spaces where I have seen the brilliance and fervor of young Black and Brown children, who I know have to be twice as good in order to get a nod at one opportunity to which their white counterparts already have access to due to their privilege.

I have directly worked with young Black teens who were deemed as juveniles and had probation officers at the tender age of 11 or 12. This was in part due to their decisions but fully due to the lack of resources and investment into their respective communities. I can say that my work has been of mediation and intercession being that I have come into situations and scenarios in order to help maintain and sustain Black communities, rather than seeking solutions and addressing the root cause of the problem. Inasmuch, I see the Oakland Police Commission as an entity that is proactive and able to set a standard for how police and law enforcement are policing Black and Brown communities that will keep Black lives alive. I affirm and assert that my volunteer experience as a minister, tutor and mentor has given me the proper lens into what our communities need, and the negative impacts that unjust and immoral police actions have had on the psyche of ALL people of color – specifically Black people.

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

I am a transplant to Oakland. I initially moved to South Bay in 2017 and then relocated to Oakland in 2018 to begin work with Pastor Michael McBride and the LIVE FREE Campaign. A campaign with a specific focus on reducing and/or eliminating gun violence and police brutality against communities of color, but specifically Black communities. Being that I wanted to learn the behind the scenes work of social justice, I haven't had any contact or experiences with the Oakland Police Department, professionally or personally. However, I define myself as an empath and I am able to understand the plight of those who have had contact with the Oakland Police Department.

On the contrary, I also try to understand the reasoning of the officers. I understand that they are men – sons, brothers, nephews, uncles, and fathers. So, I researched some of the oaths and commitments that they take when they CHOOSE to adorn the badge of law enforcement in order to protect their own communities. And one of those oaths comes from the International Association of Chiefs of Police, which reads, "On my honor, I will never betray my badge, my integrity, my character or the public trust. I will always have the courage to hold myself and others accountable for our actions."

Though we need reform and different policing strategies, we do not necessarily have to recreate the wheel. If we are going to move forward with the traditional way of law enforcement, we need only to have them live up to the standard, the oath, that they have spoken themselves. It is this level of accountability to which I want to hold the Oakland Police Department to, and it is this kind of intentional and only contact I wish to have with the Oakland Police Department through the work and persuasive inclusive power of the Oakland Police Commission.

**3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: c. with a public agency or nonprofit community groups**

It has been through working alongside the movement building of LIVE FREE, a social campaign with Faith in Action, and through belonging circles with PICO California, that I have built my social justice platform. It has been my own personal experience through these organizations that I have been exposed to one critical strategy of police reform and that strategy is known as H.E.A.T.

H.E.A.T. stands for Hiring, Equipment, Accountability & Training. It is through this progressive strategy that we can implement policing policies to where cops can no longer murder people with such calmness as Derek Chauvin, as he steadied his knee on the neck of George Floyd. Though I have not led extensive work round these strategies, I understand the behind the scenes work that it will take to make this a way of life and not a liberatory phrase.

Furthermore, I currently volunteer with A.C.C.E. (Alliance of Californians for Community Empowerment) in their fight for just housing. I understand the intersectionality of oppression, in that as we fight for just housing, what good is it if we achieve that goal, but yet have police committing domestic terrorism in the places for which we have fought? In light of that, I have learned the art of research, analyzing and implementing movement building, and learning how to communicate that research to those directly impacted. Even within digital strategy and content building, I have written multiple articles around voter engagement and housing rights that can speak to my capacity to build content and collateral for the Police Commission.

Furthermore, I am applying for a seat on this panel because I affirm that my skills, attributes, and lived reality will help augment this dynamic team and the liberating work that it has started. The stated outcomes for the Police Commission are in alignment with the vision I have for my professional career, and I see this as an opportunity of staying true to the work of fostering a global inclusive community and to making sure that Oakland is a city where people can be rooted in and not have to worry about being snatched up by rogue police and unjust laws.



# Police Commission

CITY OF OAKLAND  
OFFICE OF CITY MANAGER

20 JUN -9 AM 6:39

## 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: Doss Dianne S Date: 06/07/2020  
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 Considerations

Check all that apply:

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

 YES NO

I would like to be considered as a Mayoral Appointee?

 YES NO

### References

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

Full Name: Rev. Dr. Germae C. L. Cummings Relationship: PASTOR/MENTOR  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Rev. Dr. Ronné Wingate Sims Relationship: PASTOR/MENTOR  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Ms. Terri McWilliams Relationship: Friend/Activist  
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**

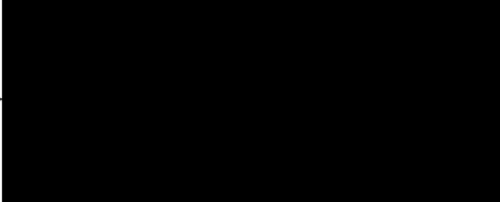
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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 7, 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: Police Commission Application</b>

Dianne DeLoe, 6/8/2020

## RESPONSES to SUPPLEMENTAL QUESTIONNAIRE:

- In response to question #1, please note that I served a total of 32 years as a Deputy Probation Officer for this county's probation department. Although I held a variety of assignments, most provided me with opportunities to network with numerous community-based programs along with law enforcement agencies. Our combined efforts were geared towards preventive and rehabilitative services for at risk youth, adults and families.
- To date my contacts and experiences with OPD have been pursuant to my previous professional ties. Accordingly, I partnered with assigned officers to investigate various allegations of misconduct. I also have participated in trainings, planning sessions and panel discussions regarding relevant issues for community safety and well being. I also currently interact with neighborhood policing for our community safety and well being.
- As indicated earlier, my career and work privileged me to work with persons charged and either convicted or found responsible for various offenses. Hence, my work connected me with a number of community based programs and practitioners. I also had opportunity to assist victims of said offenses with their claims for restitution. Currently, I am actively engaged with the Omani Community Church Social Justice Ministry, Teen Faith In Action East Bay and several on-line social justice programs. I am committed to opportunities for community growth and well being.



# 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:	Drakes	Dan-iel	E	Date:	06/10/20
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94621	
	<i>City</i>		<i>State</i>	<i>ZIP Code</i>	
Phone:	[REDACTED]	Email:	[REDACTED]		

## Supplemental Questionnaire

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

- 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: Jessica Bell Relationship: Former Supervisor

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

Full Name: Yeashan Banks Relationship: Former Supervisor

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

Full Name: Jennifer Benford Relationship: Menor

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: 6/16/20

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>

## Supplemental Questionnaire

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

My community work has been involved around environmental health, housing to education. Community organizing was first introduced to me in 2007 at Youth Uprising. I have also volunteered at Congresswoman Barbra Lee's office. I have collected data input from community members and facilitated and helped put on community engagement events.

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

I have worked as a loss prevention agent dressing undercover catching people still in a department store. This was located in downtown Oakland. It was always required that whenever hand cuffs were used to detain a shoplifter for being combative is when I had police interaction.

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

3.a as an officer

Not applicable

3.b As in criminal prosecutor or defense attorney

Not applicable

3.c With a public agency or nonprofit community group serving or advocating for crime victims or personal charged or convicted of crimes.

This is similar, but not exactly the same thing. I have volunteered in the past working with (BOP) the Black Organization Program. They are now attempting to push for getting police/security out of the high schools.



### CAREER FOCUS

Consistent, hard-working, highly motivated person. Outgoing and dependable. Seeking to expand my knowledge, skills, and abilities.

### CORE SKILLS

Team player: Thrives in environments requiring ability to effectively prioritize and juggle multiple projects

Work: Resourceful team player who excels at building trusting relationships with clients and colleagues

### CONTACT

PHONE:

[REDACTED]

EMAIL:

[REDACTED]

### DAN'IEL DRAKES

Behavioral Technician/ Housing Advocate

### EDUCATION

03/15 - 12/19 - B.A. - California State Eastbay University

06/06 - 08/10 - A.A. - Humanities, Language Arts and Social Human Behavior - Laney College

### WORK EXPERIENCE

9/19 - Still Volunteering -Social Services Agency Ambassador - Alameda County Social Services - Oakland, CA

Assist clients with submitting documents  
Directing people to designated areas

09/19 -Still Working -Instructional Support Specialist -Encompass Academy- Oakland, CA  
Academic one-on-one support to clients with I.E.P's

Document Behaviors

Lead small S.I.P.P.S groups, helping students with spelling.

08/18 -09/19 -Behavioral Technician B.E.S.T- Modesto, CA

Work with all ages on the autistic spectrum  
Support one-on-one services in the home, school and community settings  
Provide individual behavioral therapy support

11/18 - 8/19 -Resident-Leader Cohort - EONI/ECAP - Oakland, CA

Attend weekly Leadership training

Assist with facilitation of weekly community meetings

Actively participate in community engagement events

1/17 - 04/18 -Behavioral Technician-Kendal Care Tracy, CA

Perform accurate data collection

Provide one-on-one center sessions

Understand aba therapy

03/16 - 06/16 -Science Teacher-  
Learning for Life After School Program-  
Oakland, CA  
Scheduled activities, inside and outside of  
program  
Help youth enrichment and enforce and model  
self-control, respect, and cooperation  
facilitate planned group activities

10/07 - 07/10 -Rise Up Team Member -  
Youth Uprising/ AmeriCorps - Oakland, CA  
Facilitate meetings with sponsors  
Networking for more resources for Youth  
**Uprising's social justice movement**  
Community Mapping for Building Healthy  
Communities Case study research comparing  
other city issues

01/10 - 03/10 -Youth Office Assistant-  
**Congresswoman Barbara Lee's Campaign** -  
Oakland, CA  
Acted as an initial point of contact for  
inquiries and requests  
Answering telephones and intercoms, taking  
messages, responding to inquiries, giving  
directions to call center, providing support to  
center staff and management





# 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: Jenkins Derron (NMN) Date: June 16, 2020  
*Last First M.I.*

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

Oakland California 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: Darlene Mims

Relationship: Friend

E-Mail

Phone:

Full Name: Charles Jones

Relationship: Friend

E-Mail

Phone:

Full Name: Stephanie Hillman

Relationship: Friend

E-Mail

Phone:

### Voluntary Self-Identification Questionnaire

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

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

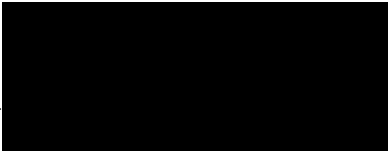
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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 16, 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>

DERRON JENKINS

(1)

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

I am a Los Angeles native but have always considered Oakland my home with my family and friends who are residents. I made Oakland my home in 2016. While living in Los Angeles County I've associated myself with a few organizations connected to the church that anchored on a community pride platform that spoke out against gang violence, pushed for restorative justice, sought community policing, connected with universities for neighborhood academic initiatives, and many others.

As a youth minister in the Los Angeles area, I have participated as a member of the Police Clergy Council which acts as a liaison between police and church congregations. My pet peeve was the unnecessary aggression and blatant slanderous disrespect police officers displayed to my kids in the south-central areas of Los Angeles. We developed community meets and sports competitions between police and community kids that helped youth get to know those they personally hated. Just being a youth pastor came with an extensive responsibility to keep track of the activities of the youth in the church and out the church. Of course, if anyone is working with the youth, you are working with their parents as a partner in teaching moral values, personal goals, and community service. Long meetings, buckets of events to attend, and many night calls for emergency intervention are just a fingertip full of the community volunteer experiences which have placed me in line for a work of the Police Commission.

I also hold a B.S. Degree in Criminal Justice Administration which is, I hope, a cherry for the pie of the Police Commission. Today, as an Associate Minister at Allen Temple Baptist church Pastored by Dr. Rev. Jacqueline Thompson, in light of all that has been going on across our nation with police practices, I believe I am ready to put this degree to use, and my community service into practice.

DERRON JENKINS

**(2)**

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

I can honestly say that I have not had any contacts or experience with Oakland police or any agency in Northern California. I've has several negative experiences with southern California agencies which included Los Angeles County Sheriff investigating an armed robbery, had me at gun point in my pajamas wish the notorious LAPD and some of their practices which I've labeled as sad, intrusive, and abuse of power. There is hearsay about OPD but as I taught all my church kids, "...believe nothing you hear and only half of what you see." Perhaps it is my family environment who are all educated professionals, some who are retired professionals that keeps me away from the element that attracts police activity. I have not been graced with contact from OPD or any other Northern California agency.

DERRON JENKINS

**(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.

This question does not apply to me. I do not have any immediate family members in law enforcement of any type, nor an officer of the court, nor any working with public or non-profit advocating for crime victims or convicted persons.



# 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: EVANS VERONICA M Date: 6/12/20  
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: Amanda Carrillo Relationship: Personal

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

Full Name: Amanda Inouye Relationship: Personal

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

Full Name: Sofia Vargas Relationship: Personal

E-Mail \_\_\_\_\_ 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: 6/12/20

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	<b>Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: Police Commission Application</b>

### Supplemental Questionnaire

1. I've lived in Oakland for the past 2.5 years and have been wanting to find a way to volunteer that will impact my community in a positive way. Given the current global climate with police brutality and the Black Lives Matter movement, I feel that I can provide a voice and representation to minorities that have been oppressed by the system.

I am currently a volunteer with Grassroots Law, working to document instances of police brutality. This is a new organization that was recently launched in light of the recent murders of George Floyd, Breonna Taylor and Ahmaud Arbery. This is just the beginning of my involvement in the movement to end police brutality and I am hoping that by joining the Police Commission, I can make an impact in policies that are passed within our community.

2. I do not have any contacts with the OPD. My one and only experience with OPD was back in the fall of 2019 when I had to go down to the precinct to file a police report for identity theft.
3. No family has had significant volunteer or employment activity in any form mentioned on the application.



# 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:	Herron, Rachael H.	Date:	6-16-20
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[Redacted]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	Oakland CA 94605		
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[Redacted]	Email:	[Redacted]

### Supplemental Questionnaire

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

- 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: Janine Bajus Relationship: Friend

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

Full Name: Juliet Blackwell Relationship: Friend

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

Full Name: Latasha Bouzek Relationship: 911 Coworker/Supervisor

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

## Voluntary Self-Identification Questionnaire

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

- White
- 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**

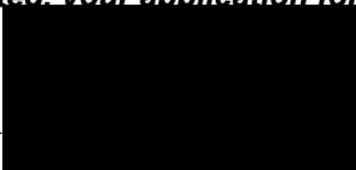
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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: 6-16-20



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>

Rachael Herron



## Police Commission Application

1) I was a 911 dispatcher in the Bay Area for seventeen years. I worked for Alameda Police Department for 7 years, Alameda County Fire for 5 years, and San Ramon Fire Protection District for the last 5 years. I believe in the critical role that policing serves in protecting our communities, and I also want to see it do better, with less bias, less force, and fewer officer-involved shootings. I've lived in Oakland for the past twenty-five years, ever since I moved north from the Central Coast to get my Master's degree from Mills College in 1995. I believe there's no better city in America than Oakland—I'm fiercely loyal and proud of *my* town. I live in Castlemont in District 7 with my wife in a south-of-MacArthur neighborhood that has come together like no other in these pandemic times. No one goes to the store without texting Miss Rosetta or Mr. Ellis to see if they need anything, and we regularly have socially distanced cocktail hours like a big, rambling block party with good music.

My goal was always to be a writer, so I worked 911 and wrote books on the side for many years. I left dispatching in 2016 when, after seventeen years of working both jobs, I was finally making enough money as a full-time author to support myself and my family. I write books in a variety of genres: thriller, mainstream fiction, memoir, feminist romance, and nonfiction about writing. I teach writing in the extension programs at both UC Berkeley and Stanford. Full disclosure: I wrote my "dispatcher" book last year, a thriller highlighting what I see to be the strengths and weaknesses of policing in America (*Stolen Things*, available from Penguin). In my volunteer life, I'm on the writer's board of National Novel Writing Month, and I volunteer weekly on the LGBTQ National Hotline.

2) Contacts with OPD: My car's been stolen a couple of times. I requested an ambulance for a boy who was pistol-whipped and dumped out of a car in front of my house. I've called for physical, in-progress fights seen on the street.

3) N/A



# 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
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[Redacted]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94605	
	<i>City</i>		<i>State</i>	<i>ZIP Code</i>	
Phone:	[Redacted]	Email:	[Redacted]		

## Supplemental Questionnaire

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

- 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

Phone:

Full Name: **Avaninder "Avi" Singh**

Relationship: **Co-Board Member**

E-Mail

Phone:

Full Name: **Ali Saidi**

Relationship: **Union President**

E-Mail

Phone:

### Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

Male

I do not wish to self-identify

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

Please check one of the boxes below:

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

**Disclaimer and Signature**

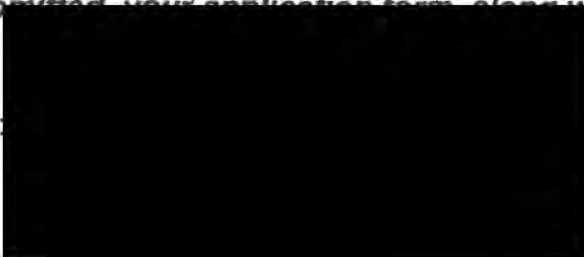
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

*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: Shelton Shereice W Date: 6/15/2020  
Last First M.I.

Home Address:

Street Address

Apartment/Unit #

City

Oakland

State

Ca

ZIP Code

94607

Phone:

Email:

### 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:

Melissa Brown

Relationship:

personal

E-Mail

Phone:

Full Name:

Michae Taylor

Relationship:

personal

E-Mail

Phone:

Full Name:

Jessica Pereira

Relationship:

professional

E-Mail

Phone:

### Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

female

I do not wish to self-identify

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

Please check one of the boxes below:

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

**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 [redacted] subject to a background check.***

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

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

Date: \_\_\_\_\_

*6/15/2020*

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>



Shareece Shelton  
Supplemental Questionnaire

1. I have lived and worked in the community for the past 15 years.

I moved to Oakland from San Francisco in 2006 and have witnessed the city of Oakland, grow into something sustainable and beautiful. I currently work in the security field and have experience working with the city's mentally ill and homeless population.

I can contribute a fair and level perspective on policing practices, because I am familiar with the communities needs.

2. I have had no contact or experience with the Oakland Police Department.



# 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:	Benavides	Ariel	J	Date:	6/14/20
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[Redacted]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94602	
	<i>City</i>		<i>State</i>	<i>ZIP Code</i>	
Phone:	[Redacted]	Email	[Redacted]		

## Supplemental Questionnaire

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

- 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: **Kilian Betlach**

Relationship: **Employer**

E-Mail

Phone:

Full Name: **Maggie Roach Black**

Relationship: **Former Employer**

E-Mail

Phone:

Full Name: **Viet-Ly Gonzalez**

Relationship: **colleague**

E-Mail

Phone

## Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- 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: **6/14/20**

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.**

I've spent the past 7 years on the Elmhurst campus learning how to best be of serve to our students, their families and our community with limited resources and no blueprint. I'm incredibly proud of our work and the environment we continue to craft for our students. I believe the work ethic, values, and commitment to equity that I use at Elmhurst are the same qualities that would serve the commission and my city.

At Elmhurst I am currently the Community School Manager at Elmhurst, in prior years I have worked as a Case Manager and the Restorative Justice Coordinator. All roles have required me to listen, assess and design until we have reached a desired outcome. To do my job with integrity and care means I let go of my notion that the answers we seek can be found at the table where we work. Working for the community means working with the community. You need to have the willingness to ask questions, seek outside perspectives and commit to doing your work until the job is done. I assume that working on the Police Commission asks for dedication and grit, I have always held both in my work.

In our current climate, our city like many others across the nation is seeking change. Whether it's reform, defunding, abolishment-people are ready to feel their governments work for them. There is a historic mistrust of the police and the systems that support and guide them, rightfully so, and Oakland residents are expecting our city to catch up to the demands for safer alternatives to our current reality. Public schools carry a similar history of harm and trauma, people of color have experienced generations of unfair (i.e. racist, sexist, ableist, etc) policy and practice. I feel that my experience at Elmhurst has taught me the challenge of working against a reputation I did not create and the importance of earning trust through action. I understand the difficulty of redesigning the wheel within a system seemingly larger than my control and the joy of finding success in my work.

I know very little about the Police Commission other than what is posted on the city site and past news articles, but I'm eager to learn the work. I've lived in Oakland since I was 8 years old and am excited about the possibility of using my skills for the benefit of my city as a whole.

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

I do not have any contacts within the OPD other than a connection to the officers who work with the OK program at Elmhurst. Officer Welsey and Officer Newsome are the past officers connected to our site. My experiences with the police department have been limited and insignificant.

**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.*

Not applicable.



# 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: Peters Jennifer L Date: 6/3/2020  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland CA 94606  
*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: Jordan Faria

Relationship: Friend

E-Mail

Phone:

Full Name: Elizabeth Galicia

Relationship: Vice President

E-Mail

Phone:

Full Name: Elizabeth Hegarty

Relationship: (Supervisor) Legislative Director

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: \_\_\_\_\_
- 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: Jennifer Peters Digitally signed by Jennifer Peters  
DN: cn=Jennifer Peters, o=ou  
Date: 2020.06.06 16:01:27 -08'00' 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.**

Currently, I work for a national non profit, Common Sense, as an advocacy manager working on policy issues related to technology and the wellbeing of kids and families.

From 2003 until 2013, I worked as an East Bay Regional Parks District Lifeguard, which is a subset of the EBRPD Fire Department. I managed a team of lifeguards who were responsible for responding to emergencies, engaging with community members from across the East Bay. I also learned about the administrative structures that make public safety a collective effort. I worked very closely with police and fire agencies including EBRPD, Alameda County Sherriffs, Contra Costa County Sheriffs, and Livermore Police. I have and had to professionally rely on police for help, and worked in tandem with them to respond to aquatic and medical emergencies. I learned a deep appreciation for and camaraderie with individuals who take an oath to serve their communities.

After my time with EBRPD, I became the Assistant Aquatic Director of Cal Rec Sports at U.C. Berkeley. I managed a staff of lifeguards across 5 campus pools, as well as oversaw summer and year round community programs. I worked closely with UCPD as the liaison for Cal Recreation Sports. They helped me manage the safety of campus pools by responding to incidents, consulting on how best to keep our pools secure, and installing cameras that helped us prevent and respond to break ins.

I have a bachelor's degree in Human Development, with a focus on Women's Development from California State University East Bay. My coursework has allowed me to study the cognitive, physical, emotional, and social aspects of the development of people throughout the life course. Because of this, I understand the ways individuals and communities are impacted by public policy, the societal and economic forces that lead to increased crime, the challenges that minority groups face as disproportionate rates and the hands of police, and how collective community experience can impact the ways individuals experience police encounters.

I believe the combination of my professional experience working with police, and my academic understanding of the history of policing and its role in the development of people and communities makes me well suited to take on a role in this commission.

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

I have been a resident in Oakland for 6 years. I have been pulled over once, and while it wasn't a pleasant experience (as being pulled over rarely is), it was perfectly respectful and the officer was nothing but professional.

Generally, my experience has been fine and I haven't had any personal negative 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:**

This question is not applicable to me.



# 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: Moore Darlene A Date: 6/15/2020  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address* *Apartment/Unit #*  
Oakland, CA 94605  
*City*

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: Dorian Hanzich Relationship: C Business Schoc  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Dean McLaird Relationship: Colleague  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Sherri Banks Relationship: Friend - Retired Fir  
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?

- 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: \_\_\_\_\_

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>

**DARLENE A. MOORE**  
**Supplemental Questionnaire**  
**Application for Position of Commission- City of Oakland**

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

• I have a 30-year career in Financial services, the last 15 years spent as Senior Vice President, managing risk for Wells Fargo Bank's Treasury Management services - a \$28 billion annual revenue business. My role required knowledge of all banking regulations and laws and included the development of policies, auditing of business processes and reporting to key executive stakeholders and governmental agencies. Past volunteerism in Oakland was through my former employer's community support office where I coordinated presentations on financial literacy, protection against elder financial abuse and cybersecurity for children. My mother, Josephine Strickland is a former Board Member and 2nd VP of the Emergency Shelter Program (ESP) where she led various committees offering services to victims of Domestic Violence. Other activities included Glad Tidings Health and Wellness Ministry and BWOPA (Black Women Organized for Political Action). We continue a legacy of volunteerism with my youngest daughter's homeless and senior citizens volunteer work through Moreau Catholic High School. Presently, I am a retired resident of Oakland since 2013.

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

I have had only two direct experiences with the Oakland Police Department.

• The first experience was several years ago when I helped a family member experiencing domestic violence. We went to the Oakland Eastmont police station to make a report and found it closed to the public (It was late evening). We called Oakland dispatch and asked for an officer to come to my home when available. An officer arrived several hours later and took the report. The officer was kind, thorough and he shared pamphlet information relative restraining orders and community resources for domestic violence victims. We were grateful to the officer and it was helpful to know where to go for assistance during that difficult time.

• The second experience also several years ago when I called to report my car stolen. It was several hours before an officer arrived to take the report. He seemed agitated and impatient. Although he took the report, he wasn't very helpful or forthcoming with information to help me understand what to expect. I would describe his demeanor as rude but not disrespectful. I would characterize this interaction as the officer doing his job, just not helpfully. This interaction did not taint my overall impression of the Oakland Police department since I had already had a positive experience and am aware of issues facing Officers in the field.

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

**• As a police officer, or criminal prosecutor or defense attorney**

This does not apply to me or any member of my family.

**• With a public agency or nonprofit community group serving or advocating for crime victims or persons charges or convicted of crimes**

As noted above, my mother, Josephine Strickland is a former Board Member and 2nd VP of the Emergency Shelter Program (ESP) of Alameda County, where she led or participated on committees (e.g. personnel committee, development chair and Ways & Means committee) offering services to victims of Domestic Violence. She served two, three-year terms before timing out.

My step daughter, provides first response crisis support, on-going advocacy and sexual assault crisis counseling to minors identified as at risk, past or currently victims of sexual exploitation in the Alameda County Areas through BAWAR (Bay Area Women Against Rape).



# 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>WATSON</b>	<b>MELISA</b>	<b>A</b>	Date:	<b>6/14/20</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>94611</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: BRANDY BOLDEN

Relationship: FRIEND (30 YRS)

E-Mail

Phone:

Full Name: Jerald Grace

Relationship: co-worker (~5 years)

E-Mail

Phone:

Full Name: Lori McCoy

Relationship: co-worker (~7 years)

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: \_\_\_\_\_
- 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: Melisa Watson Digitally signed by Melisa Watson  
Date: 2020.06.15 10:14:21 -07'00' 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>

Melisa Watson – Supplemental Questionnaire

1). I am a graduate of UC Davis with a BA in Sociology. Community service has been a key part of my life since I was an undergrad and joined Sigma Gamma Rho Sorority, Inc. As an active member of the sorority for the past 28 years, I have continuously supported community efforts in working with homeless, fundraising for our national programs (March of Dimes, St Judes, etc) as well as coordinating our community outreach by supporting teachers with our Operation Big Book Bag Drive. I feel that through my education and willingness to serve the community, I bring years of volunteer experience as well as the ability to observe, see both sides and assess situations.

2). I do not have any significant contacts with the Oakland Police Department.

3). I nor my immediate family have had significant volunteer or employment experience a) as a police officer, b) as a criminal prosecutor or DA, c) 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:	Shah	Bijal	B.	Date:	06/14/2020
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[Redacted]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94602	
	<i>City</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: Danielle Duong

Relationship: Former Manager

E-Mail

Phone:

Full Name: Emily Wasserman

Relationship: Friend & Neighbor

E-Mail

Phone:

Full Name: Molly Landau

Relationship: Colleague

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- 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: **Bijal B Shah** Digitally signed by Bijal B Shah  
Date: 2020.06.14 20:26:37 -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.**

My interest in applying for a seat on the Police Commission is borne out of a desire to help the Police Department, an institution with tremendous power, serve the community with greater accountability and purpose. I believe my perspective, past work experience, and skillset could have a large impact on the Police Commission.

For the past 7 years, I've worked in the field of healthcare administration. My work focuses on how to make complex systems of care delivery work better for patients and providers. I got into this line of work after an enlightening summer working as an intake counselor at The Door, an at-risk youth center in New York City. My job was to interview youth seeking a range of social services, from mental health counseling to legal advice to a hot meal, and help get them the resources they needed. In conversation after conversation, I realized how a seemingly disparate set of needs were preventing them from living safe, healthy, and happy lives, and that the institutions that were supposed to serve them were all too often failing. I decided to focus my energy on making healthcare work better for communities and since, have held positions in Cleveland, Detroit, Vallejo, and now Oakland. In these positions, I have leveraged relationship building, influencing, and facilitation skills to improve processes and create and deploy new models of care. Highlights of my work include assisting senior leaders in strategic planning, conducting gap analyses in existing programs and designing alternative approaches to care delivery, and developing clear, fact-based cases for changing policies and procedures. Through my work, I seek to change health systems for the better and enable them to serve the needs of the community sustainably and responsibly.

My interest in applying for a seat on the Police Commission is borne out of a similar desire to help our community improve our Police Department and ensure it serves all members of our community. As a resident of Oakland (in Glenview/Dimond) for the past 3 years, I have come love my community and believe citizen oversight is critical to ensure that the status quo that disproportionately hurts my black and brown neighbors does not persist any longer. I would bring to this role the skills I deploy every day at work – the ability to listen, empathize with a diverse set of stakeholders, collaborate with teammates, and help work towards a better future state. I know the issues faced by the commission are complex; I thrive when taking on questions with no easy answers, engaging with the individuals impacted and understanding their stories, and using structured and collaborative problem solving to find a way forward. I believe strongly that voices from our community must inform and set the standard for how the OPD operates; I would be honored to have my voice included.

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

I have lived in Oakland for 3 years and have only interacted with Oakland Police Department (OPD) when there was an attempted break in at my home. We called OPD to report the incident but have had no further contact 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: No
- b. as a criminal prosecutor or defense attorney: No
- c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes: No



# 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: Ingram II, Antonio L. Date: 06/12/2020  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland CA 94612  
*City State ZIP Code*

Phone: [Redacted] Email [Redacted]

### Supplemental Questionnaire

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

- 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: Of Counsel James Brosnahan

Relationship: Former Employer

E-Mail

Phone:

Full Name: Professor Melissa Murray

Relationship: Former Professor

E-Mail

Phone:

Full Name: Judge Ivan Lemelle

Relationship: Former Employer

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: \_\_\_\_\_
- 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: Antonio Ingram Digitally signed by Antonio Ingram  
Date: 2020.06.12 14:59:24 -07'00' Date: 06/12/2020

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>

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 doublespaced).

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.

I am a 30 year old Black male who was born and raised in Oakland, California. I am also an attorney who received a B.A. degree from Yale College in Religious Studies and a J.D. degree from Berkeley Law. I have worked at two international law firms, worked for two federal judges and completed a Fulbright Fellowship regarding public policy in Malawi. I know that these experiences have helped me understand complex organizations and various stakeholders. I want to work with the commission to help make Oakland safer for both law enforcement and for the community they serve. The voice of a young man of color is so often missing from these spaces that I know I would be an asset for a community I care about.

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

I have had little to no contact with the Oakland Police Department. I do not have any experiences with the Oakland Police Department that I can recount.

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 am currently an attorney for a large defense law firm in San Francisco. However, my cases do not involve criminal defense. We mainly represent large technology companies when they have legal disputes with other technology companies or with consumers. I do not have any other immediate family members who work within the listed categories. During law school I interned with a public defender’s office in Washington D.C. for academic credit, but most of my legal experience has been civil and not criminal defense.



# 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:	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

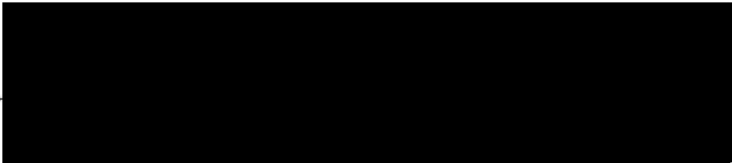
**Disclaimer and Signature**

*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: Rougeau Pat(Patricia)  Date: 6 June 2020  
*Last First M.I.*

Home Address:   
*Street Address Apartment/Unit #*  
Oakland CA 94618  
*City State ZIP Code*

Phone:  Email:

### 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: Fred Booker Relationship: Neighbor

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

Full Name: Joy Addiego Relationship: Friend

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

Full Name: Bonnie Meyer 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



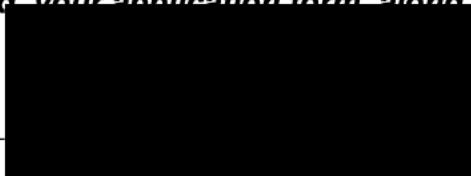
**Disclaimer and Signature**

*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: 12 June 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>

Supplemental questionnaire - Pat Rougeau

- 1.
  2.       1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission: I had a career as an executive and entrepreneur in the technology sector, with over thirty years of business, technology, and people management, in constantly changing environments. I have managed diverse work forces. I was the CEO of two bay area companies. I am familiar with policy making and tracking.
  3.       2. My experience In community development includes: Nine years on the Berkeley Repertory Theatre Board of Trustees and continuing 5 years as Sustaining Advisor. Four years on the Board of Trustees for The Oxbow School, a single semester art school for high school juniors and seniors. Nine years on the Parish Council of Newman Hall Church, Berkeley, advising 4 consecutive pastors on a range of topics. Taught a 30 week course on social justice, with a combination of study and outreach in the community. Taught a six week course on prison reform. Involvement in Family to Family program to help low income families become self sufficient.
  4.       Education: Virginia Polytechnic and State University, Blacksburg, VA — MS, Computer Science ;University of Maryland, BA, General Studies with math major. [L] [SEP]
  5.       3. Please describe your contacts or experiences with the Oakland Police Department. I have attended various neighborhood meetings led by the Oakland police. In 23 years in my house, I had two burglaries at my house, and interacted with police then. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: As a police officer- None. As a criminal prosecutor or defense attorney, None. With a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes. None.
- a.



# 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: Osaze, Wesley Date: 6/12/2020  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address Apartment/Unit #*  
Oakland Ca 94612  
*City State ZIP Code*

Phone: [REDACTED] Email: [REDACTED]

### Supplemental Questionnaire

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

- 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: Kevin Nichols

Relationship: Friend

E-Mail

Phone:

Full Name: JC Farr

Relationship: Friend

E-Mail

Phone:

Full Name: Kevin Davenport

Relationship: Friend

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

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

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

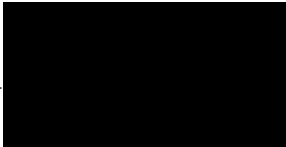
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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: \_\_\_\_\_

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>

## **Wesley Osaze – Police Commission Supplemental**

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

I have great experiences that could contribute to the Police Commission. I have over 10 years of experience in finance and working budgets for Fortune 100 companies. In addition to my budgeting experience, I am a certified Project Manager with over 6 years performing process improvement and organizing the completion of tasks. These skills will be helpful working through tough conversations and situational impasses.

My management style is direct but fair. As a project manager I have learned to understand that timelines slip, but still able to re-commit to a new time goal to keep the project/commitment on task.

I am very involved with the Oakland community and have the pulse of the concerns of the people. I volunteer with several Oakland based organizations that mentor kids and help with tutoring and college training. It is interesting to also hear from kids of their views of the police. Because of this feedback, I can be a greater assistance to participate in police reform discussions and communicate how to best initiate community policing activities.

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

My experiences with the Oakland police department has been mixed. As a positive experience, I have many fraternity brothers that are Oakland Police officers. The respect and admiration that I see from them about serving the black community is encouraging and inspiring. I admire their courage.

However, I have had negative experiences as well. I once needed a civil standby for a landlord/tenant issue and it took over 16 hours for the police to arrive and assist me with the situation. I called several times throughout the day and was told at each call they would respond within the hour. Therefore, I continued to wait the entire 16 hours in the presence of threatening and potentially dangerous people. Upon the police arrival, they had no knowledge of landlord/tenant law and created an even more severe and costly situation for me.

In addition, yearly I participate in the OK Program as a volunteer mentor. The OK Program is a community service program spearheaded by the Oakland Police Department to “empower black men and boys to transform their communities”.

While I respect the service that the police provide and have even had the counsel and informal conversations with my friends, ... I feel that there may be some benefits of process and procedures from a civilian perspective.

**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.

Not Applicable



# 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: Winslow Irma L Date: 6/15/2020  
*Last First M.I.*

Home Address:

[Redacted Street Address]

*Street Address*

Oakland

*City*

*Apartment/Unit #*

CA

*State*

94621

*ZIP Code*

Phone:

[Redacted Phone Number]

Email

[Redacted Email Address]

### 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: Aisha Irvin

Relationship: Co-worker

E-Mail

Phone:

Full Name: Murciel Baker-Parkes

Relationship: Friend

E-Mail

Phone:

Full Name: Ann Wickett-James

Relationship: Ex-Supervisor

E-Mail

Phone:

**Voluntary Self-Identification Questionnaire**

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

White

Black or African American

Latino

Native Hawaiian or other Pacific Islander

Asian

American Indian or Alaskan Native

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

I do not wish to Self-Identify

2. What is your gender?

Female

I do not wish to self-identify

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

Please check one of the boxes below:

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

No, I do not have a disability

I do not wish to answer

**Disclaimer and Signature**

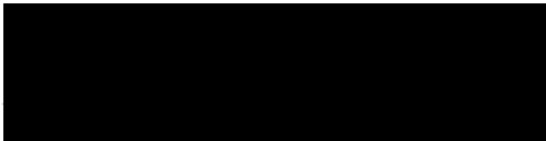
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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:

6/15/2020

Completed applications due by June 17, 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>

June 16, 2020

① I have worked for the State of CA Department of Motor Vehicles for 30 years. I am bonded by the State. My position is a Manager I in a busy grade IV Office, with a staff of 28 employees which I supervise. I am tasked with analyzing and preparing performance reviews and process disciplinary actions when required. I have had the opportunity to be of service to many different, diverse citizens and employees in the City of Oakland. My duties requires me to resolve complex situations which cannot be resolved by technicians. I have served as a public outreach coordinator for DMV, servicing senior centers and high schools.

② I have had limited contact with the Oakland Police Department, only having called upon them for a bike robber in my back yard, and offering expedited service to officers on duty at the DMV.

③ Not Applicable



# Police Commission

## Application for Position of Commissioner

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

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

### Applicant Information

Full Name: Mao, Sokhom Date: 06/03/2020  
*Last First M.I.*

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

Oakland CA 7  
*City State ZIP Code*

Phone: [REDACTED] Email [REDACTED]

### Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

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

## Application Considerations

Check all that apply:

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

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

## References

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

Full Name: Paul Lawrence Brisco

Relationship: Former Colleague

E-Mail

Phone:

Full Name: Jessica Selvin, PhD

Relationship: Former Colleague

E-Mail

Phone:

Full Name: Xochitl Sanchez

Relationship: Former Colleague

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: Cambodian-American
- 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: **Sokhom Mao** Digitally signed by Sokhom Mao Date: 2020.06.03 14:55:36 -07'00' Date: **06/03/2020**

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>

**Sokhom Mao**

Wednesday, June 3, 2020

## **Oakland Police Commission Application**

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

I have extensive experience in preparing myself to contribute both practically and scholastically to the commission's work. I graduated from San Francisco State University with a Bachelor degree in Criminal Justice Administration. In addition to my experience on public boards and commission, I am a native of Oakland and share a deep passion to the success(es) of the city's police department.

In 2010, I served as an Officer of the Courts and a Juvenile Justice Commissioner overseeing the entire county's juvenile justice system including court appointed authority to conduct investigations and inspections to over 26 lock-up facilities and law enforcement agencies in the County of Alameda where I have investigated allegations of misconduct or ethical violations (peace officers, probation officers, or group home staff)—investigations related to abuse of civil or human rights or abuse violations in accordance to federal, state, and municipal codes all of which would serve the police commission in making informed decisions within its legal purview.

For over 4 years, I served as a Commissioner on the Citizens' Police Review Board (*the preceding police board to the current police commission*) where I held legal authority by the City Charter and Ordinance to order the investigations of complaints made to the Police Review Board. I worked with city staff to issue subpoenas for the required attendance of police officers and appearance before the Police Board for evidentiary hearings and ordered the testimony of police officers under oath. Moreover, I worked with my colleagues on the board to help draft and amend police policies to improve police practices. As Chairman of the Citizens' Police Review Board, I ensured that all matters requiring Board approval are brought to the board in a timely manner. And made sure the city's police board was operating within its legal purview in conjunction with the advice and guidance of the Board Counsel in matters relating to any police officer misconduct or violation to the general orders of the Oakland Police Department.

Academically, my experience in criminal justice involved examining the prosecution of U.S. criminal justice system distinguishing characteristics and comparative experiences in programs across the globe. This involves any misuse of power, disputes with both the community and prejudice in case processing. I have knowledge of methodologies and applications to analyze the structures and procedures of criminal justice. All of these courses prepared me for the proper training to be engaged in my community on the issues of law, crime, and justice as well as the checks and balances of the government and the understanding of the rule of law.

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

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

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

(Continue response to question 1 below)

My unique perspective will give the commission an unprecedented background and understanding of recent actions and reforms (*the preceding police board to the current police commission*) that will be critical to the success of the Oakland Police Commission. In order for the city to deliver on the commitments of measure LL, we need a solid structure and understanding of those processes so that we can continue to provide the effective police services, preserve a positive reputation, and restore the confidence of the people of Oakland in our policing practices and services. And finally, I am a first-generation Cambodian-American born and raised in the town that I love and call home. Therefore, offering me the opportunity to serve on this commission will mean a great deal not only to me but to those who share the same caring and passion I have for my community.

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

In 2006, I have encountered two Oakland Police Officers while riding in a relative vehicle—I was detained for a short period of time and was promptly released. My second contact was when I was driving home at night and was stopped by two Oakland Police Officers for an unwarranted stop with no valid merit. The attitude and service delivery were improperly trained in both cases, which made me realize there is a lot of work that needed to be done to ensure constructive engagement because Oakland deserve a competent and respected police force.

The recent study commissioned by the Stanford University psychologist Jennifer Eberhardt presented a study on how race influenced perception and that racial biases amongst the Oakland Police Department drove the reasoning for the unpermitted and unwarranted stops before an unlawful action occurred. My contact was a shocking revelation to the current issue affecting the city's police department and correlates to the distrust the citizenry of Oakland has for its police department. These examples of my personal contacts goes to the heart of the issues facing the Oakland police department and I look forward to contributing to the positive efforts of the commission to improve in said areas.

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

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





# 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:	COBANOGLU	EROL	T
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Date:	06/10/2020		
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: Rich Pickens Relationship: Co-Worker  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Nicole Shaw Relationship: Co-Worker  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Janice Yoon, Esq Relationship: Manager (fmr)  
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

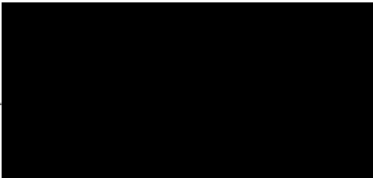
**Disclaimer and Signature**

*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: 6-10-20

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>

## Police Commission Supplemental

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

I have a law degree from an ABA school and over 8 years' experience in Criminal law defense. I have been on the Capital Punishment defense, Felony Arraignment and close contact with all levels of LEO. Currently, and for the last 8 years I have been a Senior Corporate paralegal which makes me well versed in parliamentary procedure, minutes and holding meetings (in both private and public company).

Also, I was an EMT in Santa Clara County and regularly dealt with all walks of LEO (they secured the scene).

#### ***Key Strengths:***

• Detailed Verbal and Written Communication • Legal Research & Analytical Thinking • SEC Corporate Governance Documents • Trial Preparations • Client Relations • Pleadings • Strategic Planning • Process Management • Problem Solving • Dispute Resolution • Leadership Skills • Presentation Skills • Negotiation/de-escalation • BSIS California Licensed #634788 • BSIS Firearm Permit #FQ2633165 • Tactical Handcuffing and Pepper Spray • BSIS Baton Certified #1548435 • CPR/AED certified • Virginia CCW #N039723 • CA Notary Public #2224846 • Customer Service • Administration • Client Relations • Extensive knowledge of Civil and Criminal Law • Client or Customer Emotional/De-escalation Control

---

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

I have graduated the Oakland Citizens Police in 2016 and have volunteered (Level 3). I am a licensed security guard in various industries and have involvement with LEO as first contact for incidents.

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

#### **Private Defense:**

Stein & Casciola, San Luis Obispo, CA

Paralegal/Associate – Reference available, if needed/requested

Responsible for preparing and filing misdemeanor and felony court pleadings; felony court arraignments, drafting various motions, speaking with clients, opposing counsel, court staff, witnesses, victims and probation officers; and managing attorneys' calendars and interviewing clients.

## Police Commission Supplemental

### **Public**

**San Diego Public Defender**, San Diego, California

*Profile Homicide Paralegal/Associate*

Researching of relevant case law online and in law library. Second chair on capital murder cases. Drafting of various pre-trial and trial motions. Court participation in felony arraignment proceedings and misdemeanor trials.



# 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: Antonioni Lawrie A. Date: 6/16/20  
Last First M.I.

Home Address: [Redacted]  
Street Address Apartment/Unit #  
Oakland CA 94607  
City State ZIP Code

Phone: [Redacted] Email [Redacted]

### Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

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

Relationship: Former Boss/Friend

E-Mail

Phone:

Full Name: Madeleine Butler

Relationship: Colleague/Friend

E-Mail

Phone:

Full Name: Terri Hunte

Relationship: Colleague

E-Mail

Phone:

Voluntary Self-Identification Questionnaire

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

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

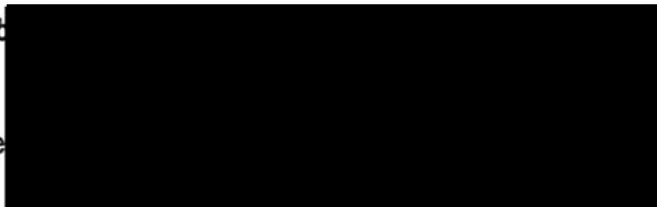
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

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

Signature



Date: 6/16/20

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	<b>Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: <b>Police Commission Application</b></b>



## **1. Life work and experience that contribute to the work of the commission**

I have been an Oakland homeowner, at 1018 Union Street, for over 20 years. Cole Middle School is across the street and I see the Oakland School Police coming and going during the weekdays. I am the Chair of the Vocal Program at the California Jazz Conservatory in Berkeley and make a living as an educator.

My early adult life was spent living in San Francisco. I also lived in New York and in the Northwest. My experiences as a jazz musician are extensive and lived in Europe twice as a full-time musician – most recently from 2002-2006 in Vienna, Austria, working at KUG University as a professor with students from many countries – Germany to Serbia to Austria to Poland. I am a product of the Bay Area – my daughter and grandchildren are Black, and as a white woman, I'm aware of the many racial, social, and cultural aspects that make up our community.

When I first went to college in 1976, I was a Criminal Justice major as well as a music major. I am fascinated by how crime, society, and the law interact and how a city's police department has such an impact on the residents. Had I not become a professional jazz artist and educator; I would have probably gone into the criminal justice system in some capacity. A strange mix, but it gives me a broad scope and an unusual perspective. As far as my personal life is concerned, I was in a relationship with a lieutenant at RPD over 15 years ago, and when we first met, he was still on the street as a sergeant. I am familiar with the 10-hour shifts, the stress, and the rewards of being a cop as it affects personal lives and perspectives.

In addition to my professional experience as an educator and a devoted Oakland resident, I'm also in recovery with 22 years clean and sober. I understand how addiction and crime often intersect and advocate for drug court and finding ways to keep people with addiction problems out of our prison system. Unless there is extreme violence attached to a situation, most people involved with crime related to drugs need education, recovery, and rehab. My bias is rooted in experience.

Though I've never been a "volunteer" in an official capacity, much of my life is devoted to helping young people find their passion in music. I run a busy department and manage up to 20 teachers. I maintain a budget, teach, organize the curriculum, and book workshops and performances. I've done countless classes and lectures and have participated in panel discussions as an expert in my field.

Finally, and perhaps most important, I love Oakland. I've been in West Oakland for two decades and have watched the area change. There is a regular and welcome presence from the OPD in my neighborhood, and I am always happy to see the officers patrolling and responding to calls. I'm the kind of resident that calls 911 when I hear shots fired. The frequency of gunshots has gone down massively since I first moved into my house in 2000. I love the Lake Merritt area and walk the lake 2 or 3 times a week. The Oakland residents walking the lake are indeed a microcosm, and I love the diversity and soulfulness of our population.

I want our community to be safe and for our police officers to be integrated in a healthy way. I'm also interested in finding the smartest and most efficient ways to manage crime in our city. After decades of working in the private sector and in academic environments, I know that leadership, and in the case of a police department, the Chief of Police, are powerful forces that trickle down and affect day-to-day tasks and duties.

I am confident that my insight, enthusiasm, and street smarts would be beneficial to the police commission.

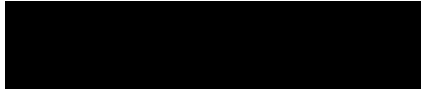
**2. Contacts or experience with the OPD**

I have no professional or personal connections to OPD.

**3. Experience, either myself or a family member, as a police officer, prosecutor or advocate for crime victims**

Neither I or my family have any official connections working with or in the criminal justice system.

Laurie Antonioli





## Goodby, Silverstein & Partners

TO WHOM IT MAY CONCERN:

### Some Nice Things Said About Laurie Antonioli

Laurie began working with me officially in 1991, although I had known her around the office for a couple of years prior to that. For a portion of that earlier time, she was assisting my former partner during a period when things were becoming pretty strained between him and me.

When Andy left the firm, I didn't hesitate to hire Laurie, even though she had more or less been on the other side of the fence throughout the difficult times. She's that good. (As it turned out, she was not only unflaggingly professional about the whole thing, she actually helped me patch up my relationship with the former partner--not a simple task.)

Over the years that followed, Laurie was a part of just about every aspect of my working life. For much of that time, she also worked for my other partner, Rich Silverstein. She was both brilliant and sensitive throughout and, in the process, became a valuable sounding board and friend.

It is easy to trumpet Laurie's credentials as someone who understands the creative mind. She is an accomplished jazz musician, and she brings with her many of the warmer, resilient, expansive aspects the label suggests. This background is extraordinarily valuable when it comes to handling temperamental creative types. And it's obviously an asset in situations involving music and sound. She has many times been a trusted opinion about musical matters, even helping to evaluate voice talent on occasion. (She suggested, for instance, that we use her friend, jazz musician Joe Henderson, as voiceover on a series of commercials publicizing the San Francisco Jazz Festival. He was perfect.)

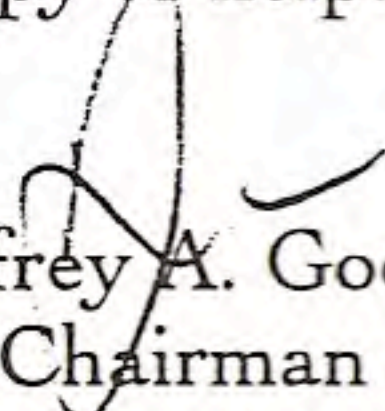
Yet her instincts as a businessperson are equally good. (And indeed that's how she ran things--as a business person rather than a secretary or appointment keeper.) She handled complex relationships with clients, potential clients, and members of the press in a way that made them come to know her as the likable, informed face of our company. Inside the company, people felt she was an invariably fair and sympathetic gatekeeper of my fickle attentions. Indeed they came to know that the best way to talk to me (or Silverstein) was to talk to her.

During the past three years, her job became particularly complicated as we stepped up the company's new business acquisition efforts. Laurie ran the organization of the new business meetings--there is no other way to put it. Working often in faraway places, she lined up meeting rooms, rented furniture, arranged music and flowers, and handled travel arrangements and hotels for what often amounted to 15 to 20 people. All without ever--ever--a single hitch. These meetings amounted to perhaps the most important, formative things ever carried out here.

Finally, it is important to point out that Laurie was a delightful and popular person to have around our office. Being assistant to a key person is often a touchy situation in which one has to deliver frustrating news to fellow employees. Laurie did this and somehow remained popular and kept her sense of humor through it all.

She is missed immensely here now as a friend and someone who really cared. We would hire her back in a second.

If I can answer any questions about Laurie, please call or write. I would be happy to help.

  
Jeffrey A. Goodby  
Co-Chairman and Creative Director



# 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: Drake Tess L Date: 06/19/20  
*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: Sandra Albert

Relationship: Neighbor

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Angela Leggit

Relationship: Friend

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Tina Brown

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: 6/19/20

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>

Date: June 19, 2020

Police Commission

Application for Position of Commissioner

Supplemental Questions

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission. I have worked in the professional capacity as a legal secretary for over 10 years. I have also been employed through the County of Alameda in the Public Defenders Department for a year and I have worked in my personal life as a Mentor for girls in both Los Angeles for the League of Extraordinary Women and here in Oakland with my own Mentorship Program titled BSMG (Bible Study Mentorship Group). I have volunteered at various churches or charities to distribute food and toys during the Holiday Seasons.

I am currently a faith leader and I work for the County of Alameda in Behavior Health Care Finance Dept.

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

Before I moved to Los Angeles for a period of time I worked at the Berkeley Women's Shelter on a part-time basis wherein I dealt with women and families that caused me to have continual contact with Law Enforcement due to mental illness and or drug abuse.

I also currently live in an area that has residents/tenants that have a lot of police contact due to spousal abuses, arguments etc...

My only personal experience was with a neighbor's son who had an accident and I was close by the accident site therefore his mother asked me to stay with him until she could arrive. I found the first two officers very professional and empathetic however the third officer who had the least interaction with the young man was very rude and looked at him with a disdain that was uncalled for all because he thought he had picked him up a week before. Of course once he reviewed the license etc.. he could have noted he had never had this young man in his patrol car or in any OPD patrol car at any time in his life. This could have tainted this young man experience with police but instead he noted how the other two were so kind but that one was not.

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

a. as a police officer,

b. as a criminal prosecutor or defense attorney,

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons 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:	Ashe	Catherine	C	Date:	6/18/2020
	<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: Edith Elliott

Relationship: Co-Founder

E-Mail

Phone:

Full Name: Amanda Machado

Relationship: Colleague

E-Mail

Phone:

Full Name: Rebecca Hsu

Relationship: Housemate

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: \_\_\_\_\_
- 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**

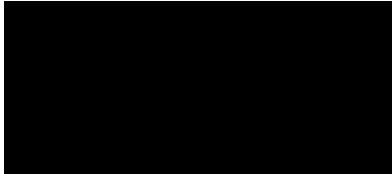
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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: 6/18/2020

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>

**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.**

I have been volunteering and working towards a healthier, more sustainable, and harmonious future for my community since I was a child. As a teenager I earned the Gold Award Medal from the Girl Scouts for my creation of an afterschool program for unhoused youth with learning disabilities.

I grew up far below the poverty line and due to my social impact work and extraordinary drive I won a full scholarship to Stanford University where I received a BS & MS in Environmental Engineering in order to further make an impact in an environmental capacity.

Following my time at Stanford I led a research campaign in the Amazon Rainforest where I lead a large consortium of organizations doing work to uncover the health impacts of illegal gold mining on the local indigenous populations.

I have been working in the non-profit sector in the Bay Area for the past 13 years, mostly in the field of healthcare both in the Bay Area and abroad. I'm an award-winning social entrepreneur. I started a social impact organization, Noora Health, that was nominated as one of the 50 most innovative companies in the world by Fast Company in 2015 & 2016. I was nominated as 30 under 30 by Forbes for my social impact work.

My background as a service designer who has designed large scale social impact interventions would be impactful on the Commission because I have expertise in the design of highly impactful programs and have a track record of organizational excellence.

If you take a look at my work and my CV you will see that I work intensely hard, not for money or success, but from a deep well of belief that we can do better and have a better future if we re-imagine the future & put in the elbow grease to make it happen. I enjoy doing hard work, boring work, and doing what needs to be done in order to make it happen.

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

I have only brief interactions with the OPD in my community of West Oakland. It is very clearly understood in my community that you can't call the police because they will escalate the situation or accidentally kill one of my roommates. When I do see the police there are always at least four cars present outside of a corner store responding to non-violent calls. I am interested in transparency and working to hold the Oakland Police Department responsible for the role that they play in the community and the ways that they create safe and unsafe situations.

**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 am not associated with any organizations of the type listed above. I currently work at a nonprofit that works with youth to design programs for them that address their core health concerns. It is called YLabs



# 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.



# Police Commission

I

## 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:	<u>Tunson</u>	<u>Aris</u>	Date:	<u>06/18/2020</u>
	<u>Last</u>	<u>First</u>	<u>M.I.</u>	
Home Address:	[REDACTED]			
	<u>Street Address</u>	<u>CA</u>	<u>Apartment/Unit #</u>	
	<u>Oakland</u>		<u>94605</u>	
	<u>City</u>	<u>State</u>	<u>ZIP Code</u>	
	[REDACTED]	[REDACTED]		
Phone:		Email:		

### 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: Sean Bullard Relationship: Naacp

E-Mail: \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: Dena Tunson Relationship: Presidents Office

E-Mail: \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: Adam Warren Relationship: Chief Medical

E-Mail: \_\_\_\_\_ Phone: \_\_\_\_\_

### Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

- male  I do not wish to self-identify

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

Please check one of the boxes below:

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

**Disclaimer and Signature**

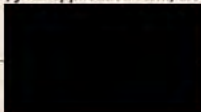
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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: \_\_\_\_\_



06/18/2020

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)	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

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

My name is Aris Tunson and I am currently employed as a middle school teacher within the city of Oakland. The program in which I teach deals with de-escalation techniques for students with emotional disturbance. We use mental health along with school OPD in order to regulate the student's trauma. My caseload extends all over Oakland and is one of the last programs before incarceration. I relate to my students being a man of color and mentoring them to justify their actions.

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

I have educated OPD and OUSD police on administering behavior intervention plan to de-escalate harmful conditions. I am a strong believer that mental health along with consequences deemed valid can help provide stability for my students. 80% of my students with ED/OHI disabilities have been incarcerated. This allows me to advocate for them in the court system. I am well equipped with connection both probation and the mayor's office in implementing behavior intervention plans.

3. No applicable



# 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: Dumas, Nathaniel W. Date: 6/6/2020  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland 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 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: Tyron C. Jordan

Relationship: Fellow Commissioner

E-Mail

Phone:

Full Name: Ula Y. Taylor

Relationship: Academic colleague

E-Mail

Phone:

Full Name: Reginald Constant

Relationship: Former LAC Commissioner

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: \_\_\_\_\_
- 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: Nathaniel Dumas III Digitally signed by Nathaniel Dumas III  
Date: 2020.06.05 06:41:49 -07'00' Date: 06/06/2020

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

First, I am currently serving as a co-chair of the City of Oakland's Public Library Advisory Commission (LAC) and a member of its Sustainability committee, which makes recommendations to keep the library system financially afloat and thriving using funds from Measure Q & D. Working with the LAC has shown me how intricate and nuanced working with city budgets can be, including times when such services face sudden or long-sustaining fiscal crises, as well as how to partner with other government divisions that affect the success of one division. This is a skill I expect to apply on the Commission. Moreover, my background as an anthropologist (PhD, UC-Berkeley) who now works in industry has provided me with a deep, critical understanding of different cultures, including their communication styles, in the US that both members of the Oakland Police Department and their constituents are a part of. My academic training has also served me well as a member of the LAC by cultivating my skills to ask less obvious questions in subtly complex issues and to also surface and then question assumptions that drive important decisions that impact communities and institutions in the long and short term. Also, as a black gay man in Oakland, I have volunteered with groups serving communities who have had their shared histories of problematic policing and have helped to transform practices, such as my work with the Hidden Genius Project, an Oakland non-profit aimed to help Black urban youth become exposed to tech so they can create software that solves problems prevalent in their own urban communities, LGBTQ groups such as Oakland Pride and the Oakland LGBTQ Center, and Youth Alive!, a non-profit that seeks to prevent youth violence by empowering urban youth leaders to work for the well-being and health of their communities.

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

I have no personal contacts in the Oakland Police Department and my experiences with OPD have been cordial. I have relied on their services to report issues in the Grand Lake area such as parking violations and one case of ID theft .

**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.**

a.) My father is a former police officer in Florida, having served with the Perry Police Department until I was about 8 years old, before settling into a career as a corrections officer soon after. If appointed, I will not discuss any matters of the Police Commission with my father to ensure that I maintain the highest ethical propriety and reduce bias.

b.) No experience with this group.

c.) I briefly conducted research with the non-profit, Youth Alive! (2013-2014), which does serve some members of the community who do have criminal records and/or have been victims of violent crimes. My work in a research capacity focused on mental health prevention and interventions, specifically understanding the value and usefulness of tools and techniques to help urban young men of color cope with PTSD symptoms after experiencing violent trauma.

## 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.

Full Name: Allen-Hill Claudette Date: 06/08/2020  
*Last First M.I.*

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

Oakland CA 94621  
*City State ZIP Code*

Phone: Oakland Email: [REDACTED]

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.

Check all that apply:

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

 YES NO

I would like to be considered as a Mayoral Appointee?

 YES NO

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

Full Name: Tamara Walker

Relationship: Associate

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Dom Arotzarena

Relationship: Associate

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Maritza Stovall

Relationship: Associate

E-Mail [REDACTED]

Phone: [REDACTED]

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

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

2. What is your gender?

Female \_\_\_\_\_

I do not wish to self-identify

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

Please check one of the boxes below:

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

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 \_\_\_\_\_, becomes a public**

**record.**

Signature: \_\_\_\_\_ Date: 06/08/2020

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

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

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

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

3. N/A



# 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: Dorton Mark S Date: 06/08/2020  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address* *Apartment/Unit #*  
Oakland CA [REDACTED]  
*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: Mark Whitwill

Relationship: Co-Worker

E-Mail

Phone:

Full Name: Donnetta Thomas

Relationship: Friend

E-Mail

Phone:

Full Name: Rebecca Williams

Relationship: Friend

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- 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: 06/09/2020

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**

**Mark Dorton**

**I was a Young offender first Convicted in 1981 and again in 1983. Was released in 1984. I discharged from Parole in 1985 and from C.Y.A. Parole in 1987.**

**Both discharges were honorable.**

**Worked as a Volunteer Football Coach in 1986, 91,93 and 94 and worked in Private Security in House(Bouncer) from 1984 to 2006 And Licensed from 1992 to present.**

**Since 2007 I have Worked as a Security Officer under the Supervision of Veterans Affairs Police. Within Private Security I have held Positions as Supervisor, Dispatcher and Acting Account manager. In 1987 and revisited in 2016 My Youth Authority Committing Convictions were Dismissed, and I was Granted a Full Pardon by Former Governor Jerry Brown in December of 2017**

**My Dealing with Oakland Police have Been in situations when acting in my position of employment needed assistance with unruly individuals or to relinquish Custody to them of any individuals I have detained. I've also in minor situations dealt with Oakland Police when I had been cited or taken into custody in my youth, But there were never any unlawful incidents undertaken by the Officers dealing with me.**



# Police Commission

## Application for Position of Commissioner

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

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

Applicant Information			
Full Name:	McDonnell, Logan, P		Date: 6/1/2020
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[REDACTED]		
	<i>Street Address</i>	<i>City</i>	<i>State</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: Karen Strolia Relationship: Colleague  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Andrew Hening Relationship: Colleague  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Cristine Alilovich Relationship: Partner  
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: 6/1/2020

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. 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.
    1. I am the Sr. Director of Development for the 501(c)(3) nonprofit Downtown Streets Team. We're in 15 CA cities and help individuals experiencing homelessness with their basic needs, work experience and eventually their employment. I also sit on the boards of Community Forward SF, and Success Centers in San Francisco. My strongest skillset is nonprofit fund development and the transferable skillsets that I bring are relationship building, project management, leadership, community outreach, public speaking, proposal writing, strategy, and a strong attention to detail. By the nature of my job, I have learned to address matters in a realistic and honest lens that aren't based on politics or personal views. I've also been trained in mediation and arbitration through the San Francisco Bar Association, which has helped me look at situations with a neutral perspective and identify my biases prior to applying my rationale. I've had to make difficult decisions and be comfortable with the end results during my time as a case manager and project manager. I've worked with government officials, law enforcement, and the unhoused neighbors we serve who may have been neglected by a myriad of different systems in their lives.
  2. Please describe your contacts or experiences with the Oakland Police Department.
    1. No experiences with Oakland Police Dept.
  3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
    1. as a police officer, N/A
    2. as a criminal prosecutor or defense attorney, N/A
    3. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes. N/A



# 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:	Abeyta	April	J	Date:	06/04/20
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
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: Katherine Brinkman Relationship: Former co-worker  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Chris Allen Relationship: Former co-worker  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Esther Pearl Relationship: I served on the board  
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?

- \_\_\_\_\_  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: **April Abeyta**

Digitally signed by April Abeyta  
DN: cn=April Abeyta, o=City of Oakland  
Date: 2020.06.04 13:18:46 -0700

Date: 06/04/20

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>

06/04/2020

To the Selection Panel community members,

Thank you for taking the time to consider my application for a seat on the citizen-based City of Oakland Police Commission. Like many of you, I believe in volunteering my time and expertise to help make a difference in our community.

In the following two pages you will find responses to the three questions in the Police Commission application. I am happy to address any additional questions you may have. In the meantime, thank you again for your consideration.

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

My background and skillset will bring notable value to the Oakland Police Commission. In my professional life, I have 12 years of leadership experience, managing employees and departments in the corporate sector. This experience parallels some of the work needed to operate a successful Police Commission. It has required me to oversee budgets and operations – two major focus areas for this commission – but also practice communication and diplomacy skills with others, especially in senior leadership positions, to work together and achieve shared goals. I have overseen major projects and complex initiatives, forcing me to learn quickly, listen to others and take decisive action when needed.

In addition to my corporate experience, I have served as a board member in the non-profit sector. From 2017 through 2018, I was on the board for an Oakland-based non-profit called Reel Stories, an organization dedicated to fixing the gender gap in media and entertainment. During my time with this organization, I served as the Treasurer, overseeing the annual budget, as well as the Corporate Development committee chair. This experience taught me a great deal about the activism space. I was able to transfer many of my corporate sector skills to successfully support the organization, but I also listened and learned a great deal about the non-profit sector. It also further instilled a desire to put energy towards efforts that will influence positive change, and this is what I hope to do as a member of the Oakland Police Commission. I believe we need creative, fresh thinking about police oversight, and that there is no one-size-fits-all-solution. It must be specific to our community and it must be approached with the long game in mind.

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

I have had minimal direct contact with Oakland PD. I have met the beat officer for our neighborhood at an annual National Night Out event, but I do not remember their name. The most contact I had with an officer was several years ago – at least 5 or more – when a group of young men crashed their car outside my house. The accident happened around 3am and one of the four young men looked to have minor injuries. I went out to check on them once I heard the crash and another neighbor called 911, but there was no response from emergency personnel until around 9am. One officer showed up, without medical personnel, and the young men and vehicle were gone by that time (they arranged for other rides home and a tow truck retrieved the crashed vehicle). The officer interviewed myself and another neighbor, but the interview was extremely short and the officer appeared disinterested in the whole process. Overall, I was disappointed in the response time to the accident and the officer's attitude. I continue to wonder if no one bothered to show up until 6 hours after the accident because the young men were black.

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

Neither myself or any of my immediate family members have worked in law enforcement, as a defense attorney, as a prosecutor, or for a public agency or nonprofit serving or advocating for crime victims or persons charged 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: West, Simone M. Date: 6/1/2020  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland CA 94606  
*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: Gerald Mahoney Relationship: Personal  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Nathan Simpson Relationship: Personal/Professional  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Savannah Ruzika Relationship: Professional  
E-Mail: [REDACTED] Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

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

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

Please check one of the boxes below:

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

**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: 6/1/2020

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>

Oakland Police Commission

Applicant – Simone West

Oakland, CA

6/8/20

1. Professionally, I have always worked to better the communities of the Bay Area for people of color, at risk youth and the underserved. As Director of Development for one of the largest Foster Care agencies in Northern California, my work contributes to bettering the lives of youth in the highest risk categories. Personally, my work as a volunteer, advocate, and activist combine with my skills and passions for preserving Oakland's culture and protecting the rights of our citizens.
2. I do not have a current relationship with the Oakland Police Department. My immediate contact and experience with OPD have routinely been professional, respectful and adhering to the code of conduct one would expect from a government enforced department.
3.
  - a. Neither myself or immediate family members have been associated with the Oakland Police Department.
  - b. I have family members who serve criminal prosecutors.
  - c. I have served in a public agency group which advocated for crime victims and persons charged or convicted of crimes. As a mental health competency instructor, I managed a caseload of approx. 15 clients who were both juveniles and adults in the judicial system; jail, prison, rehabilitation centers, juvenile detention centers, halfway homes. Conducted 1-1 therapeutic visitation sessions and prepared court documented progress.





# 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:	Blacksher	Art	D	Date:	June 11, 2020
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
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**

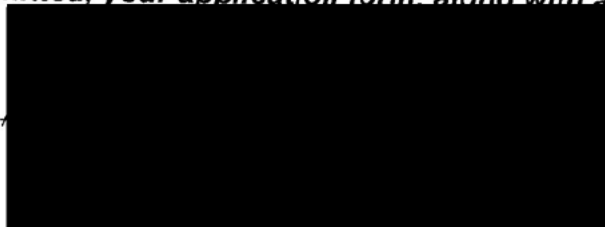
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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



# 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:	Banks, Malique, D		Date: 6/11/2020
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[REDACTED]		
	<i>Street Address</i>	<i>City</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: Joe Jackson CEO of Greater Atlanta Economic Business Alliance) Relationship: External Business Partner

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

Full Name: Todd Gray Relationship: Supervisor

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

Full Name: Emily Miller 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: \_\_\_\_\_

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. Combating injustices of communities of color has been my life's work. My passion for representing my community and creating equity started when I was elected to be a student council member at Berkeley City College. It was here when I first learned how to create accountability for administration. I listened to the concerns of the student body and I attended faculty meetings to voice the opinions of the students. I continued to play a role in representation when I transferred to the University of Oregon. While I was studying at the University of Oregon, I started participating in Black Student Union events where I would later serve as the communications officer. In this role, I was responsible for helping BSU convey messages to the public. Since there was very little black representation at the school, black students were subject to unwarranted police harassment, micro aggressions from other students, and discriminatory practices from staff members. When the BSU decided it was time to speak out as an organization, I was on the board that helped draft the three demands that were ultimately passed by the University of Oregon board of trustees. Our first demand was to have mandatory cultural studies courses that included Black and Latinx subjects for freshmen. Our second demand was to have a safe space for Black Students to congregate that now exists in the ERB Memorial Union building. Our third demand was to have an all-black dormitory that occupies the third floor of Global Scholars Hall.

Once I left University, I sought to continue fighting against injustices through careers focused on diversity and inclusion. I started by working for a small consulting company, Mason Tilman Associates. This firm studies workplace disparities of minorities, women, and veterans for mainly public entities such as the City of Oakland. I also worked for a non-profit in San Francisco called Urban Ed Academy. Urban Ed fought for representation in classrooms in the Bayview Area. While I worked there, it was my responsibility to aid community partners such as Young Community Developers and Black to the Future in utilizing a community network to leverage support in the greater San Francisco area. This was extremely valuable experience because I learned how a community can combat issues of domestic violence, drug abuse, and oppression by forming coalitions that protect the community at large. I am now a Project Manager of Supplier Diversity at Kaiser Permanente where I play a significant role in keeping large corporations accountable for contracting practices in diversity.

2. I do not have any contacts within the City of Oakland Police Department. I have witnessed police discrimination firsthand in the Bay Area. My first experience with OPD was when I was 19 years old. My friends and I were leaving a convenience store to buy snacks for our trip to the beach that afternoon. When we drove down the street to get onto 580 we were stopped by an officer. The officer had told us that someone reported three men stealing alcohol from a convenience store. Since we were underage at the time, he began to search my car without my consent. Ultimately, the officer never found anything. I did not have any drugs, alcohol, or warrants so he let us go. The rest of the day I couldn't help but feel as though I was being unfairly targeted because it was a car of three black men My second experience with the Oakland Police Department was when I was pulled over for a traffic violation. Again, for no reason I was asked to step out of my vehicle while the officer performed a search of my car. Nothing was found and I was given a ticket. I have heard similar stories from people of color in the bay area.
- 3.

- a. N/A
- b. N/A
- c. I have worked with Black to the Future, a non-profit group who advocates for crime victims, sexual assault survivors, and children experiencing homelessness. In partnership with Black to the Future, I have volunteered at community events, attended protests, and served on their community board.



# 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:	Hartka	Elizabeth	Date: 6/15/2020
	<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: **Nancy Harris, MD**

Relationship: **Friend**

E-Mail

Phone:

Full Name: **Lori Potter**

Relationship: **Friend**

E-Mail

Phone:

Full Name: **Harry Wang**

Relationship: **Manager**

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: 6/19/2020

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>

To the Selection Committee:

1. My name is Elizabeth (Liz) Hartka and I have been an Oakland resident since 1995; I currently live in District 3. I am interested in the work of the Police Commission because I care about the great city of Oakland, I care about our diverse community, and I care about social justice. I understand that the purpose of the Police Commission is to oversee OPD policies, practices, and customs and ensure adherence to constitutional policing practices. I believe that the OPD, along with police departments across the nation, are under tremendous scrutiny to demonstrate their accountability to the taxpayers who fund them. I am interested in participating in this oversight process and I believe I have the skills to address the accountability issues. I plan to retire on July 17, 2020, and I would like to engage in meaningful volunteer work now that I have time.

WHAT I BRING TO THE TABLE: I started working as a research analyst at the Kaiser Foundation Health Plan (KFHP) in 1996 and am retiring as an Associate Director. The most important skills I bring to the table are the ability to examine data, draw conclusions from data, and make defensible decisions about how to move forward. In addition, I am accustomed to working in a health care environment, which is highly regulated and requires strict compliance with administrative, as well as medical protocols. For most of my career I have worked in analytic departments and I enjoy conducting research, evaluating information, and working with numbers (I have a Ph.D. in quantitative psychology from UC Berkeley). I have many years of experience managing projects and people; I have chaired hundreds of meetings and have worked on countless committees. I am diligent, I show up on time, and I keep my commitments. My proudest accomplishment at KP was hiring many talented analysts into the organization. Kaiser Permanente is a large company and during my 23-year tenure I learned how to forge alliances with coworkers and navigate its bureaucracy to move business forward. I also understand, from firsthand experience, how much energy and patience are required to change institutions, processes, and people.

In my volunteer work with my Homeowner's Association (HOA), from 2012 to the present, I chaired the Finance Committee and handled budgets. Between 2013 and 2017, I served on the Safety and Security Committee at my Homeowner's Association (HOA), and from 2013 to the present I have served on the HOA's Social Committee. Finally, I served on the Board of Directors of the HOA for one year (2014).

Although I am not an expert on policing, I believe I can approach work of the Police Commission with an open mind and heart. I am willing to work hard to come up to speed on current issues, and I can promise to rely on my training as a researcher and analyst to weigh evidence and make fair, balanced decisions.

2. CONTACTS WITH OPD: I have had only limited contact with the Oakland Police Department. While serving on my HOA's Safety and Security Committee at my Homeowner's Association (HOA), I contacted Officer Eddie Simlin of the OPD regarding neighborhood security and arranged him to do a safety walk-through of our condo building. I have attended meetings of the National Crime Prevention Council (NCPC) in the Jack London area which our beat officers

often attended, and I took a self-defense workshop taught by OPD officers (at the headquarters on 7<sup>th</sup> Street) in summer 2019.

3. None of my immediate family members have had significant volunteer or employment experience as a police officer, as a criminal prosecutor or defense attorney, or with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

I think the work of the Oakland Police Department and its officers is incredibly difficult. We, the public, are scrutinizing police actions and asking tough questions about accountability. I would like to be part of the conversation about accountability and I would like to contribute to the betterment of our city and our city government.

Thank you so much for your time.



# 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: HOMRAN, BILAL, AHMED Date: 06/23/2020  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address Apartment/Unit #*  
OAKLAND CA 94606

City: [REDACTED] Phone: [REDACTED] Email: [REDACTED]

### Supplemental Questionnaire

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

- 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: Available upon request Relationship: \_\_\_\_\_

E-Mail \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

E-Mail \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

E-Mail \_\_\_\_\_ Phone: \_\_\_\_\_

## Voluntary Self-Identification Questionnaire

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

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



## Bilal's Police commission Supplement Questionnaire answers

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

Although not relevant to police nor the cause of police reform, I've done a wide array of volunteering throughout our community. I have tutored at risk youth, bagged and gave out food to the less fortunate in our community and until the beginning of this COVID-19 pandemic I taught Elementary English to elderly women in the Yemeni community. I have done public outreach in San Francisco Bay Area for a wide variety of political campaigns throughout the years as well.

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

My personal experiences however positive does not mean I am unaware of the systematic flaws of the police force. I have seen and experienced the aid of police in a domestic violence call. I understand the safety net of many vulnerable women in my Yemeni community that seek help when patriarchy seeks to dismantle the freedoms of a women's right to live in peace without fearing for her life. I also understand the safety net that business owners have with our police force, when needed. But I am also well informed about the wrongful awareness and lack of training that police officers have in psychological and cultural differences. To some in our beloved Oakland community a police officer might be an evil descendant idea of maintaining racial injustice – and we are seeing the flaws of racial bias in the police force across this country, now. Yet, without a doubt we must be truthful with ourselves however the battle to reform our police force might be difficult, we must realize training and cultural community engagement must play a vital role in evolving to the changing demands of our collective community.

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

a. as a police officer? NO.

b. as a criminal prosecutor or defense attorney? NO.

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes? NO.

In this page I would also like to add that as this is public record, I've been asked by my references not to include their information in this application.



# 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: Wilson Debra Date: 6/23/20  
*Last First M.I.*

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

Oakland CA 94606  
*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: Eve Robinson Relationship: Friend

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

Full Name: Yomi Wrong Relationship: Friend

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

Full Name: Heather MacLean 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: \_\_\_\_\_
- 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**

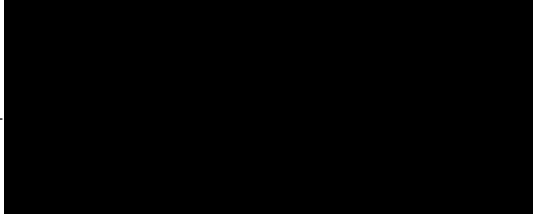
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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: 6-23-20 \_\_\_\_\_

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>

## SUPPLIMENTAL QUESTIONNAIRE

Debra A. Wilson

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

I've been a location manager for over ten years for studio produced television and film projects that have filmed throughout the bay area. As a location manager, I have worked closely with various police departments that assisted production with street closures and intermitted traffic control. I have volunteered for several events and organizations over the years, such as East Bay Pride, Black Expo, and Oakland Pride, where I donated my service as a filmmaker.

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

The experience working with the Oakland Police Department has been through my work as a location manager. I have joined forces with many officers to get help with coordinating traffic and location needs for productions to ensure we're following city policies. I've worked with officers to security filming locations at Wiley W. Manuel Courthouse and Alameda Superior Courthouse. I have worked with officers to lock down a street or neighborhood for filming, and to security blocks in an area to make sure cast and crew can work in a safe location. I've worked with officers assigned to me to ensure that streets, where we were filming, are safe and adequately secured for Intermittent Traffic Control and closing roads. The overall experience that I have had with our Oakland officers and other officers in the

bay area has been that they have all been helpful and made an effort to work with production and with contracted security teams hired by the production company.

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

My sister is a Magistrate Judge in Denver.



# 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: Gomes Lena - Ngomeka Date: 6/24/20  
Last First M.I.

Home Address:

[Redacted Street Address] Apartment/Unit #

Oakland CA 94605  
City State ZIP Code

Phone:

[Redacted Phone Number]

Email

[Redacted Email Address]

### 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: MARIE MOROHOSHI

Relationship: friend

E-Mail

Phone:

Full Name: Jane Babanal

Relationship: Friend

E-Mail

Phone:

Full Name: Dena Fisher

Relationship: friend

E-Mail

Phone:

### Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

NON BINARY

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**

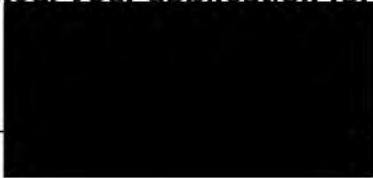
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

*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: 6/23/20

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	<b>Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: <b>Police Commission Application</b></b>

## **Supplemental Questionnaire: Lena Nsomeka Gomes**

### **Section One:**

I volunteered for the City of Berkeley's Community Economic Development Department as a liaison for a small business enhancement project and for Council Member Darryl Moore on a project for K-5, which helped low-income students acquire needed school supplies. Each position involved extensive contact with small business owners, school administrators, teachers, families, vendors, and government agency officials.

While I was in graduate school at San Francisco State University, I interned for the San Francisco Board of Supervisors. I worked on a number of community projects related to housing, SRO policies, forestry, economic development, union organizing, and a host of others. I was later hired to work with Chris Daly, Board of Supervisor as a legislative aid and office manager. These roles required managing staff, organizing data, writing resolutions, policy memos, press releases, and researching municipal codes, statutes, legislation, and other bodies of the law. I liaised with city attorneys, budget analysts, elections directors, the clerk's office, boards, committees, commissioners, the mayors, the Chamber of Commerce, the media, SFPD, constituents, government agencies, city officials, and community stakeholders.

All of these experiences, combined with many years working professionally in the non-profit sector, have given me tremendous insight and a working knowledge into the cultural, sociopolitical, and economic life in the Bay Area. My skills in cross-cultural communication, data management, diplomacy, time management, and organization are expansive and exceptional. Finally, I am an advocate of equity, justice, accountability, and community service.

### **Section Two**

I have had no direct contact with the Oakland Police Department.

### **Section Three:**

I am not an immediate family member nor have I volunteered or worked for the following:

Police officer, criminal prosecutor or defense attorney, group advocating for victims or persons charged or convicted of any 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: Lewis Alexander D Date: 6/16/2020  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland CA 94618  
*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 Obeliah S. Butcher Relationship: Friend

E-Mail [REDACTED] Phone [REDACTED]

Full Name: Eno Essien Relationship: Friend

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Ebi Mathew Relationship: [REDACTED]

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**

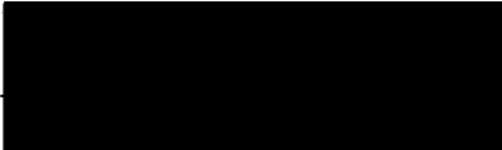
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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: 6/16/20

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. I have live. in Oakland Area over 20 plus years  
and work with the big brother program and volunteer with  
Lincoln, working with the underserved populations in our  
community, on the board of LANC - Liberian Association of  
Northern California.

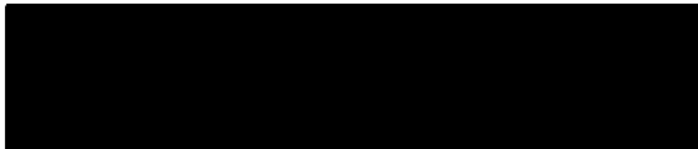
1. and have work in the Oakland Area serving the  
youths and be a would be and assess to the Board.

2. So far knock on wood it been a respectful  
experience.

3. No. none?

Alexander Lewis

~~the~~





# 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:	HOUSTON	HERBERT	A
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Date:	06/11/20		
Home Address:	[REDACTED]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	OAKLAND	CA	94605
		<i>State</i>	<i>ZIP Code</i>
Phone:	[REDACTED]	mail	[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: *None of the below*
  - 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: RETIRED CHIEF JOE SAMUEL Relationship: COMMITTEE MEMBER

E-Mail \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: CYNTHIA WOMAN BARBARA UBE Relationship: FRIEND

E-Mail \_\_\_\_\_ Phone: \_\_\_\_\_

Full Name: ATTORNEY ROBERT HARRIS Relationship: FRIEND

E-Mail \_\_\_\_\_ Phone: \_\_\_\_\_

**Voluntary Self-Identification Questionnaire**

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

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

2. What is your gender?

- MALE
- 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: 04/11/20

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)	<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>

የእናት ጠጅ

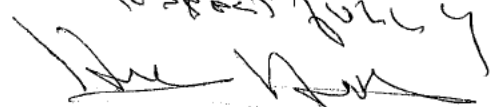
ENAT WINERY (TEJ)

Ethiopian Style Honey Wines

- # 1 - VOLUNTEER WITH WEST OAKLAND HEALTH CENTER CRIME PREVENTION PROGRAM COMMITTEE RETIRED CHIEF JOE SAMUEL WAS ON THAT COMMITTEE AS WELL. (1970'S)
- KNIGHT of PETER CLAVIER VOLUNTEER MEMBER PROVIDING VARIOUS SERVICES TO THE POOR
  - MEMBER OF Phi. BETA SIGMA FRAT. PROVIDING SEVERAL SOCIAL NEEDS TO THE COMMUNITY
  - ON THE BOARD of ALAMEDA COUNTY MEDICAL CENTER. WAS PRESIDENT of THE BOARD

# 2 - NONE

# 3 - NONE

Respectfully  






# 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: Garcia Sergio  Date: June 29, 2020  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address Apartment/Unit #*  
Oakland CA 94611  
*City State ZIP Code*

Phone: [REDACTED] Email: [REDACTED]

### Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

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

### Application Considerations

Check all that apply:

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

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

### References

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

Full Name: Mariano Contreras

Relationship: Friend and Colleague

E-Mail

Phone:

Full Name: Chris Iglesias

Relationship: Friend and Colleague

E-Mail

Phone:

Full Name: Ricard Garcia-Acosta

Relationship: Nephew and Mentor

E-Mail

Phone:

### Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

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

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

Please check one of the boxes below:

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

## 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.



# 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

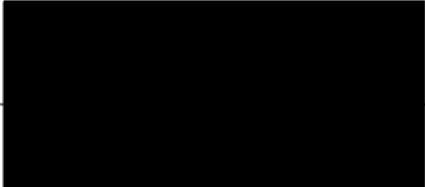
**Disclaimer and Signature**

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**



## 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: Armstead Rashad J Date [REDACTED]  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address Apartment/Unit #*  
Oakland, CA 94612  
*City State ZIP Code*

Phone: [REDACTED] Email: [REDACTED]

#### Supplemental Questionnaire

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

- 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: Cathy Adam Relationship: Client/Colleague  
E-Mail: [Redacted] Phone: [Redacted]
- Full Name: Supervisor Kirth Carson Relationship: Client  
E-Mail: [Redacted] Phone: [Redacted]
- Full Name: Commissioner Steven Cook 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: 6-28-2020

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



**Oakland Police Commission Board**

**Supplemental Questionnaire**

**Candidate: Rashad Armstead**

1).

As a local business owner and advocate for small businesses in Oakland, I have assisted with helping many projects understand the needs of the community such as; the OWOW West Oakland Work/live development. I also joined the nonprofit Fam 1st Family Foundation, to create a culinary art youth job training program. With most of my work being in the West Oakland community, recently I am in the beginning stages of creating the West Oakland Improvement Association, where we will focus on assisting the community in making sure the the culture and people are protected, we will do this by creating a ecosystem where local businesses, community organizations, the police, and the people will all be a part of the cities growth. Together we win!

2).

Like many other Black People in Oakland, my experience with OPD hasn't always been the best, I've been profiled many times without just cause, but this is why I would like to join the Commission because I believe that we can change that culture. I have a twenty eight year old cousin that has a severe mental disorder, through his many interactions with OPD I am thankful that he has always been treated with mercy. That is one of my worst fears is to get a call about him because I know that most police officers don't have the best training when it comes to dealing with people with mental illness problems.

I am thirty two years old and I believe that my voice can speak for the youth and create a healthy pipeline in how the police and the community operate.

3).

NA

PH: [REDACTED]

EM: [REDACTED]

[WWW.IAMMRASHAD.COM](http://WWW.IAMMRASHAD.COM)

[WWW.EATGRAMMIES.COM](http://WWW.EATGRAMMIES.COM)

[WWW.ICRAVEBBQ.COM](http://WWW.ICRAVEBBQ.COM)

[WWW.BLACKFOODCOLLECTIVE.COM](http://WWW.BLACKFOODCOLLECTIVE.COM)



# 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>Peretti</b>	<b>John</b>	<b>B</b> Date: <b>6/30/2020</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>94609</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: Kate Luce

Relationship: fmr. colleague

E-Mail

Phone:

Full Name: Josh Seidenfeld

Relationship: Friend

E-Mail

Phone:

Full Name: Julie Ryan

Relationship: fmr. colleague

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

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

- White  
 Black or African American  
 Latino  
 Native Hawaiian or other Pacific Islander  
 Asian  
 American Indian or Alaskan Native  
 Other: \_\_\_\_\_  
 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: John Peretti Digitally signed by John Peretti  
DN: CN=John Peretti, E= [REDACTED]  
Reason: I am the author of this document  
Location: your signing location here  
Date: 2020-06-30 09:37:12  
Foxit Reader Version: 9.7.4 Date: 6/30/2020

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>

## Question 1 – John Peretti

My personal and professional background has given me a unique set of skills and experiences to draw from as a potential member of the Oakland Police Commission. From a young age I have had a strong desire to be involved in my community, and to find ways to coach, mentor, and guide people for the future. As a public high school student in Durham, NC I was a peer mentor for at-risk elementary school students, and volunteered as a youth basketball coach in a community recreational league.

Coaching and mentoring was a constant feature in my life as I continued to learn and grow as a young man – coaching youth soccer in East Haven, CT as an undergraduate at Yale, coaching high school soccer back home in Durham, and running a Junior Achievement program while in graduate school at Duke. The coaching and teaching experiences I have had all involved working with diverse groups of people – students, parents, teachers, etc. – from a wide range of backgrounds. As a coach, I found the greatest challenge was finding the right balance between providing guidance and direction from my own experiences and finding ways to incorporate their perspectives and experiences to make that guidance most relevant and useful.

My professional life has also prepared me for the highly technical and demanding nature of serving on the police commission. In my career I have worked in two very demanding professional jobs that require incredible attention to detail, exacting professional standards, and the strictest ethical standards. As a product design engineer, I had to balance internal targets with technical limitations and regulatory constraints. This required deep research into complex technical details, nuanced conversations with regulators, and some difficult conversations with my colleagues who may not have understood either the technical details or the regulatory issues affecting our projects. Those conversations required establishing a shared understanding of the issue(s), as well as a common set of facts and constraints.

In my second job as a management consultant I worked with a broad range of clients in a wide array of challenging situations. As a consultant, I had to “get smart” quickly at the start of a new project – learning as much as possible about the client company, the industry, and the client team we were working with. Additionally, the projects often required gathering information from hard-to-find sources, organizing it into a useful form, and then figuring out how to share and socialize that information across my team and the client team to ensure it had the greatest impact. As difficult as the information gathering could be, often the greater challenge was to not just communicate it out, but to also gather feedback and perspectives from people on our team (and at the client).

One of the most valuable things I’ve learned from these professional experiences is that no problems have clear-cut solutions, and even in the rare cases that do – getting buy-in from stakeholders is just as important as the solution itself, if not more important. That often extends to the process itself: how you gather information, who you include in the process, and how you engage with them is a major determinant of how successful you’ll be. Furthermore, how you conduct yourself as you go through the process is also a major factor in getting people to buy in. As a consultant, I was held to the highest professional standards, because I always knew that any sort of bad behavior, or an ethical lapse could compromise even the best work.

As I think about serving on the police commission, I believe it is an opportunity to make a meaningful contribution to the community of Oakland, and to bring all of the experiences and skills I have to bear on the most pressing issues facing our community. The Oakland Police Commission is at such a critical juncture in its short existence, I believe I can help it to be the strong pillar our community needs it to be.

## Question 2 - Peretti

I have been fortunate to have very little direct experience with the Oakland Police in my time here. I called police after witnessing, and attempting to intervene in, the mugging of a female neighbor of mine. In that instance, the police arrived after a few minutes of waiting, took a statement from me, informed me of the process they would be following, and conducted themselves in what I felt was a professional and courteous manner.

I recognize that as a white male, calling the police in the middle of the afternoon, I have not had a necessarily representative experience with the police. I believe that all people in our community are entitled to the same courtesy and professionalism that was shown to me, and I recognize the absolutely vital role the police commission has to play in ensuring that this happens.

In the current environment of protests and increasing attention being paid to the role of police in our community, I believe that this speaks to the need for a strong, independent, and rigorous police commission. And I believe that my limited experience with the police will be an asset for me – I do not have any sort of impactful personal experience with the police, which means that in my role as police commissioner I will be able to evaluate the issues at hand (use of force policies, personnel reviews, etc.) without the bias of projecting my own personal experiences onto the issue.

Far from allowing me to be “neutral”, this will rather position me to seek understanding across the broad range of stakeholders that the commission must attend to: the members of our Oakland community, the mayor, city council members, subject matter experts we must engage, and the police we must oversee. And in doing so, while I will attempt to reach consensus, I recognize that many important issues are often too contentious for that to be possible, in which case action must be taken in a transparent and good faith way, such that people will respect (and follow) any decisions they may personally disagree with.

### Question 3 – Peretti

In the spirit of full disclosure, my brother is a criminal defense attorney in Prince George's county, Maryland. He primarily works in his own private practice, but has recently also begun to represent a number of individuals on behalf of the public defender's office (but is not directly employed as a public defender). I have not had any personal connection or involvement with his work.



**Applicant Information:**

Full Name: Smith, Cherida D.

Date: 6/29/2020

Home Address: [REDACTED] Oakland, Ca 94605

Phone: [REDACTED]

Email: [REDACTED]

**Application Considerations:**

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

I would like to be considered as a Mayoral Appointee: YES

**References:**

1. Harold Jones, Former Commissioner at Port of Oakland *Former Supervisor:*  
[REDACTED]
2. Steve Norman, Sr Probation Officer at SF Dept of Juvenile Probation *Former Colleague:*  
[REDACTED]
3. James Beattie, Director of Driver Community & Operations at Lyft *Former Supervisor:*  
[REDACTED]

**Voluntary Self-Identification Questionnaire:**

- 1 With which race and/or ethnicity do you identify? **Black/ African-American**
- 2 What is your gender? **Female**
- 3 No, I do not have a disability

**Questions** 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.

Thank you for your time and consideration. It would be my honor to align my life work experience to the work of the Oakland Police Commission. I am an astute community cultivator and I am qualified for this position for the following reasons:

I am a 33 year-old African-American woman and have spent 22 of those years living in Oakland, California under the law enforcement of the Oakland Police Department. I was born and raised in Oakland (District 7) until I left to attend Spelman College in Atlanta in 2004, to study Sociology. That previous year, Oakland witnessed 114 homicides and tensions between police and citizens was worse than it had been all my life. While it had become a scary place to live, I left with every intention to return to serve Oakland in some capacity.

Each Summer during college I returned to Oakland as an intern. First at the Port of Oakland, and subsequently at the Oakland Police Department (OPD) in the Criminal Investigation Division (CID). At OPD I was eager to have the most authentic intern experience possible and shadowed investigators very closely on robbery, assault, and homicide cases. My experience was very up- close and personal, and included (but was not limited to) visits to the morgue, and to Highland Hospital to interview gun-shot victims.

With Oakland in mind, I would later go on to obtain a Master of Science degree in Justice, Law and Society from the American University School of Public Affairs in Washington, DC. Once George Zimmerman was acquitted for the murder of Trayvon Martin in 2014, I applied to become an Oakland Police Officer in hopes to become the change I wanted to see. I was not selected to join that academy class, but my work with OPD did not end there. I later worked at an Oakland based consulting firm and was responsible for evaluating Oakland Police Department Measure Z Policing services. My direct responsibility was holding focus groups with senior citizens and youth members in Oakland to collect data on the impact Measure Z police funding had on the Community.

Currently I am a member of Lyft's National Driver Advisory Council. I am responsible for amplifying the driver voice, liaising between Headquarters and Lyft drivers in California, Hawaii and Nevada. Earlier this month, I represented Lyft at the National Urban League 17th Annual Legislative Policy Conference alongside US Senator Kamala Harris to discuss the role of the Gig Economy on communities of color amidst the Coronavirus and racial protesting. I am charged to amplify the voice of the community; and in this case, the people of Oakland. We need to become the change we want to see and I am ready to advocate for the people. Again, I would be honored to have your consideration to participate on the Oakland Police Commission.

Thank You

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

My personal experiences with the Oakland Police Department have been pleasant.

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 refer to question #1. Otherwise N/A

# CHERIDA D. SMITH

## EDUCATION

American University, School of Public Affairs, **MS, Justice, Law & Society**  
Spelman College, **Bachelor of Arts, Sociology**

Washington, DC Graduated 2012  
Atlanta, GA Graduated 2008

## RELEVANT WORK EXPERIENCE

**LYFT, INC.**, San Francisco, CA

1/2019- Present

**Driver Advisory Council Lead, Pacific Region**

- One of nine consultants Nationwide responsible for bridging the gap between Lyft Headquarters and Lyft Drivers
- Lead representative voice and opinion of all 35,000+ Lyft drivers in the Pacific Region (California, Hawaii and Nevada)
- Provide strategic advice to Lyft HQ from the driver perspective relative to early stage projects, policies and brand partnerships across Lyft HQ teams including: Product; Marketing; Earnings; Customer Experience and Trust; Operations; Rewards; Strategy; Driver Education; and Design
- Work cross-functionally across the Lyft organization to build relationships with staff and other essential members of the Lyft community throughout the Pacific Region including: Lyft staff at HQ, driver Hubs, Express Drive centers, service centers; Local Driver Advisory Councils, drivers and riders
- Initiated and created scalable development strategy for Local Driver Advisory Council (LDAC) program, saving Lyft \$250,000 in 2019
- Planned and conducted in-person meetings with Lyft staff and drivers throughout the Pacific Region, engaging them in meaningful action to further Lyft's goal of building and retaining 45+ LDAC teams nationwide
- Planned and hosted interactive driver engagement events and meetups in Pacific Region, helping elevate the driver experience and close feedback loop between driver experience and Lyft company driver goals

**Lyft Driver**, Atlanta, GA; Washington, DC; Bay Area, CA

7/2014- 1/2019

- Provided rides to 900+ consumers per month
- Mentored 100+ drivers as part of Lyft's Driver Mentorship program (2014- 2015)

**Resource Development Associates**, Oakland, CA

7/2017- 12/2017

**Program Associate**

- Conducted qualitative analysis, strategic planning, managed research and reporting for program evaluation, and organizational development contracts with local governmental and non-profit entities.
  - *Strategic Planning, Contra Costa County Office of Reentry and Justice, 2017*: Conducted community needs assessment and guide stakeholders in developing a data-informed five-year strategic plan aimed at reducing recidivism by 50%.
  - *Evaluation, Alameda County Public Safety Realignment Evaluation, 2017*: Conducted process evaluation to assess the extent to which Alameda County is implementing its AB 109 systems and services in alignment with local priorities and established best practices.
  - *Evaluation, Oakland Police Department Measure Z Policing Services Evaluation, 2017*: Collected qualitative data as part of a process and outcome evaluation of Measure Z-funded CRO and CRT policing services to assess the implementation of their activities and their progress in meeting targeted objectives.
  - *Evaluation, Sonoma County Community Corrections Partnership AB 109 Year 1 Evaluation Plan, 2017*: Performed comprehensive examination of the implementation, effectiveness and costs associated with AB 109 services and system coordination.
  - *Technical Assistance Training and Facilitation, Alameda County Behavioral Health Care Services, 2017*: Conducted assessment and capacity building of eight to ten Behavioral Health grassroots organizations that serve African-American clients to help them obtain program funding.

**Real Options for City Kids, San Francisco, CA**

1/2016- 5/2017

**Program Coordinator**

- Designed and developed grant-funded pilot program aimed to minimize the school to prison pipeline at a low-performing middle school
- Collaborated within a multi-agency partnership including key stakeholders: San Francisco Unified School District (SFUSD); San Francisco Department of Juvenile Probation (JPD); Department of Children Youth and their Families (DCYF); and local non-profit organization Real Options for City Kids
- Coordinated logistics including: budget management; activities and outings; recruitment; team schedules and meetings  
Collaborated with school administrators as part of Student Assistance Program team to address needs of at-risk students and implement support services
- Provided direct service and support to caseload of 30+ at-risk students and their families
- Planned and facilitated social emotional learning groups using Second Step curriculum
- Supported teachers with classroom management and behavioral support
- Prepared monthly quarterly performance reports to highlight successes for Board of Directors

**Community Academy Public Charter School, Washington, DC**

8/2012- 6/2015

**Teacher of English as a Second Language**

- Managed a caseload of 50+ multilingual early childhood students and their families
- Conducted school wide tests and benchmark assessments
- Tailored lesson plans in alignment with individual student needs and Common Core standards
- Advanced one-third of students in caseload to full English proficiency (FEP) for 2013/2014 academic year
- Used data systems to measure student progress
- Created and co-facilitated introductory Spanish course for teachers and staff



# 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: Anderson Vernon P Date: June 17, 2020  
*Last First M.I.*

Home Address: [Redacted]

*Street Address Apartment/Unit #*

Oakland CA 94612

*City State ZIP Code*

Phone: [Redacted] Email: [Redacted]

### Supplemental Questionnaire

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

- 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: Chaplin Marcus Branch, Major USAF & US DOJ Fed Bureau of Relationship: Professional

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

Full Name: Michael Jameson, Managing Director Nuveen Real Estate Relationship: Personal

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

Full Name: James Larkins, Managing Director Bank of America 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: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa
- Black or African American: a person having origins in any of the black racial groups of Africa
- Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations
- Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam
- American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

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

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

Please check one of the boxes below:

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

**Disclaimer and Signature**

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

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

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

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

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

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	Address: <b>CityAdministratorsOffice@oaklandnet.com</b> Subject: <b>Police Commission Application</b>



Vernon Anderson  
Supplemental Questionnaire - OPD Commissioner Applicant

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

Oakland is rich with its unique culture, vibrant people & traditions, and proud history. This bright city also faces a steady presence of violent crime and property crime. Preventing and/or responding to current and future crime, while preserving a free, inspired, and trusting community, is beyond difficult. Doing so requires listening ears, open eyes, a steady spirit, and a robust toolkit of professional & personal skills.

My professional & personal experiences equip me to make an immediate and positive impact within the Oakland Police Commission. I plan to deploy my 15+ years' experience as a global business leader, mentor, and community advocate, all for the betterment of Oakland.

**As members of the Commission, we'll work to ensure the following:**

- safe, fair, and equitable policing standards for ALL Oakland's residents and visitors;
- greater representation & inclusion at ALL levels within OPD; and
- rich allyships through increased awareness, education, and community engagement.

**Summary of relevant professional & personal experience and training:**

- Google / Facebook - Direct \$1B+ lines of business; responsible driving product and business success (sales, activation, usage, NPS, press) for new and launched products
- BCG / Deloitte - Drive business transformation, strategy, and ops excellence, helping public and Fortune 500 clients drive program reach, grow top and bottom line, and cut costs
- US Treasury Dept / Institute for Policy & Governance - Lead policy design, implementation, and compliance with focus on economic development and revitalization efforts
- Volunteer - Coordinate community and enterprise efforts to drive college admissions; combat impacts of homelessness, deliver job training, build financial literacy, and donate goods
- DE&I - Research, design, and deploy talent management and community outreach programs focused on building true diversity, equity, and inclusion across employers and clients
- Education - Public Policy (MPA); Business (MBA), Econ (BS), Project Management (PMP), Thesis study on the business case and framework for racial diversity in collegiate and corporate orgs
- Credibility - US Public Trust & Secret Clearances, NATO Cosmic Clearance, 830+ credit score
- Trauma & Trouble - Experience overcoming poverty, toxic environments, and delinquent behavior

**Additional detail into key attributes I'll bring to the role:**

- Collaboration & comms. - able to navigate org. structures to identify XFN stakeholders and influence key decisions across product areas, functions, and sites. Ability to deploy strong verbal and written comms skills to engage Fortune 500 Execs, press, and national officials.
- Judgement - ability to proactively identify market-specific risks and develop recs on the best path forward. Facility to exercise strong judgment to gather and apply business and market intel. Today I direct \$1B+ LOB with delivering real help for real homes.
- Analytic / investigative practices - Former top performing consultant with strong analytical and problem solving skills - especially re: cost & policy management. History of applying distinctive project management, combined with strong business judgment.
- Values/commitment - Experiencing living and working around the world, thoughtfully engaging new and diverse cultures and traditions. Strong facility for anticipating issues across a broad range of topics. High degree of credibility, incl. responsiveness, and business focus. Trusted leader with experience navigating ambiguity and to take on hard questions. Brand of inclusion, ethics, big picture thinking, and focus on transformational change and 10X impact.

Vernon Anderson  
Supplemental Questionnaire - OPD Commissioner Applicant

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

I've had relatively limited experience with / exposure to OPD. Though limited, my experience has been neutral to positive and satisfactory.

In one example, I witnessed two men having a physical and verbal altercation in front of City Hall. One man later pulled out a firearm and shot it at the other man. After moving to safety, I reported the altercation out of fear that one of the men was likely shot & in need of medical support. Both Dispatch and the assigned officers were patient, professional, detail oriented, and persistent in their pursuit of info to help.

In the second example, I called OPD for assistance after helping a pedestrian, Katie [Last Name Intentionally Hidden], get to safety after being struck by a local Oakland shuttle. Again, the Dispatch and officers on scene were patient, professional, detailed oriented. Additionally, it's important to note that they were not quick to anger nor aggressive with the driver of the bus. Instead they worked hard to make sure the EMT could help Katie without obstacles, documented event details, and then got traffic moving again.

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

N/A

# Vernon P. Anderson

Oakland, CA ■

■ [My LinkedIn](#)

## SUMMARY

---

- Product & Bus. Strategy Lead with 10+ years' experience driving impact in consulting and Tech
- Expertise designing and implementing in DE&I programming in university, community, and corporate contexts
- Experience managing P/L and PDP inputs for \$100M-\$1B LOBs as category owner and consultant
- Functional expertise in Strategy, Prod Ops, Risk & Payments, PgM, IT, Procurement, and Finance
- Credentials: MBA, MPA, PMP, active US secret clearance

## PROFESSIONAL EXPERIENCE

---

**GOOGLE** – Assistant Hardware  
*Product & Business Strategy Lead*

Mountain View, CA  
Jan 2019 - Present

- Lead operationalization of Google Nest commitments to promoting justice and equity for Black Americans
  - Structuring \$M+ efforts to (a) close homework gap for Black HHs; and (b) support Black SMBs
  - Lead talent management requirements development to combat bias at each stage of talent cycle
  - Champion Org. OKRs tied to communityship, product inclusion, and leadership accountability
  - Establishing Google Nest Black Googler Network w/ programming to build community & allyship
- Own P/L & PDP inputs for \$1B HW category incl: TAM, UE, pricing, market analysis, and GTM
- Influence \$1B / 4 yr category roadmap, leading integration of the voice of the customer to grow ROI
- Partner with Marketing to influence \$0.5B in ATL & BTL to drive ROI incl: AA, PI, Sales, and use
- Direct \$250M+ in RIB funding to build Assistant ecosystem through 40+/yr 3P distribution deals
- Lead omni-channel strategy to ship 20M+ units/year via retail, enterprise, and industry partnerships
- Direct NPI launch GTM across 20+ markets with partnership with PM, PMM, PgM, Sales, and Ops
- Lead category MSRP and NTP pricing strategy in 20+ markets for new and sustaining products

**FACEBOOK** – Hardware & Digital Payment Products  
*Program Manager for Emerging Products*

Menlo Park, CA  
Oct 2017 – Jan 2019

- Drove key DE&I efforts at BU and company level to include recruiting, mentorship, community, and training
- Built risk and support strategies for 6 new products and 20+ features leveraging payments at FB
- Led design and rollout of new working model to drive scaled support for 10 product programs
- Pivoted XFN roadmap to include 2 Ops tasks; raising accessibility +66% and resolution rates +15%
- Led Ops role in the pre-to-post support for the smooth launch of Oculus Go & Portal to 20+ markets
- Led 5 mo. XFN quality sprint, fixing 70%+ of identified product bugs

**THE BOSTON CONSULTING GROUP**  
*Project Leader*

Bethesda, MD  
Apr 2015 – Apr 2017

- Led key DE&I efforts for 20 FTEs including recruiting, community outreach, and professional development
- Managed rapid cost takeout project for major US pharmacy retailer; saving \$90M across categories
- Led indirect spend sourcing effort for major US auto retailer; saving \$70M across categories
- Conducted rapid assessment/sales acceleration plan for \$1B+ Pharma portfolio

**DELOITTE CONSULTING**  
*Engagement Manager*

Arlington, VA  
Aug 2010 – Feb 2015

- Recognized Local & National leader for DE&I efforts targeting recruiting, developing, and retaining Black FTEs
- Owned client relationships and business development; grew billings from \$300K to \$8M in 18 Mo.
- Aided C-suite of multinational alliance to craft shared services strategy and budget for new \$1B HQ
- Led defining mission, vision, and strategic initiatives for \$20B govt. telecom program

## EDUCATION & TRAINING

---

- Radford University (MBA); Virginia Tech (MPA, BA in Econ)
- Project Management Institute, PMP Certification



# 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: Chambers , Paul E Date: 6/28/2020  
*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: Mr. Steve Peterson Relationship: Colleague  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Ms. Diane Lewis Relationship: Colleague  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Mr. Nicholas Penland 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 Police Commissioner, I have authorized a background check.

Once submitted, my information and signature, becomes a public record.

Signature

Date: 6/28/2020

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 N. 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

Paul E. Chambers – Police  
Commission Application  
6.28.2020

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

**Paul Chambers** is the President of the newly formed (1/2020) **The Black Clover Foundation Inc.** who has over 30 years in the construction industry. Mr. Chambers is a licensed General Contractor with family owned and operated Chambers General Constuction, Inc. founded in 1972 in Oakland, CA. The Black Clover Foundation is a IRS 501 (c ) (3) non-profit organization designed for entrepreneurship training and development for marginalized Black populations. Starting in the city of Oakland the Black Clover Foundation will be housed in a commercial building Mr. Chambers recently privately acquired in the Eastmont area of Oakland. In his longstanding history of community growth and development through entrepreneurship, Chambers General Construction, Inc. made the commitment to train, hire and create entrepreneurship self-sufficiency in all aspects of development projects. Chambers General Construction, Inc. was the developer of the landmark Victorian Village project in West Oakland (single family home and duplexes), employing 98% black employees and sub-contractors and designing duplex models to ease income qualification and support wealth-building with the additional rental income.

Paul E. Chambers – Police  
Commission Application  
6.28.2020

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

**Paul Chambers** is the President of the newly formed (1/2020) **The Black Clover Foundation Inc.** who has over 30 years in the construction industry. Mr. Chambers is a licensed General Contractor with family owned and operated Chambers General Constuction, Inc. founded in 1972 in Oakland, CA. The Black Clover Foundation is a IRS 501 (c ) (3) non-profit organization designed for entrepreneurship training and development for marginalized Black populations. Starting in the city of Oakland the Black Clover Foundation will be housed in a commercial building Mr. Chambers recently privately acquired in the Eastmont area of Oakland. In his longstanding history of community growth and development through entrepreneurship, Chambers General Construction, Inc. made the commitment to train, hire and create entrepreneurship self-sufficiency in all aspects of development projects. Chambers General Construction, Inc. was the developer of the landmark Victorian Village project in West Oakland (single family home and duplexes), employing 98% black employees and sub-contractors and designing duplex models to ease income qualification and support wealth-building with the additional rental income.

Paul E. Chambers – Police  
Commission Application  
6.28.2020

Chambers General Construction, Inc. also completed Shel-Del Heights in San Francisco, CA [Hunters Point], also making black participation and training a requirement.

Mr. Chambers has a passion for conducting training and mentorship for all areas of the building construction trades. He is also real estate developer, building over 300 units of new construction in urban markets for affordable housing; and over 750 major renovation projects. Mr. Chambers is a real estate investor; speaker on construction, deal structure and construction to prem financing strategies. He also served as a HUD housing counselor and program manager for a National HUD Intermediary for 5 years during the 2008 foreclosure crisis, helping over 1250 low-moderate income homeowners maintain ownership, with over 75% of clients located in the city of Oakland. Mr. Chambers has conducted community outreach events. He is a sought-after consultant on major renovation and innovative investing strategies most recently focusing on the development of ADU - Accessory Dwelling Units in Northern CA to aid African American homeowners in expanding their existing dwelling to allow for income producing units, under recent legislative changes.

Paul E. Chambers – Police  
Commission Application  
6.28.2020

He has recently completed two recent ADU projects as program models. Mr. Chambers is also a commercial and residential property owner of multiple commercial and residential properties in the city of Oakland and maintains a business in the city of Oakland of over 35 years. He has also provided construction and development services for many Oakland based non-profit housing and foster youth agencies, including East Bay Asian Local Development Corporation, Just Cause and First Place for Youth.



Paul E. Chambers – Police  
Commission Application  
6.28.2020

**Please describe your contacts or experiences with the Oakland Police**

**Department**

As an African American male, living in Oakland for over 50 years with no criminal record, Mr. Chambers has encountered many experiences, both directly and indirectly. Of the encounters which are the most disturbing are the ones involving over-policing, intimidation and racial profiling.

As a property and business owner Mr. Chambers has also experienced the departments slow response to service calls, projecting an attitude of indifference to taxpayers and property owners. A current issue of concern has also been the excessive fees levied to property and business owners for property alarm system “false alarms”; of which property and business owners encounter fees for “false alarms” which are either inaccurate, or additionally the police never respond to the “false alarm”. He has also been concerned regarding the predatory nature of parking toll citations in certain neighborhoods and its’ deterrent effect on business owners. As a property owner who manages multiple units of housing, he has experienced the lack of proactive public safety protocols as crime deterrents. Mr. Chambers feels there is great opportunity to create an enhanced business and community friendly model of policing in the City of Oakland.

Paul E. Chambers – Police  
Commission Application  
6.28.2020

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

- a. N/A
- b. N/A
- c. The Black Clover Foundation has specific programing designed reach and educate those previously incarcerated in the city of Oakland on the benefits of entrepreneurship development for self-sufficiency.



## 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



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: 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**

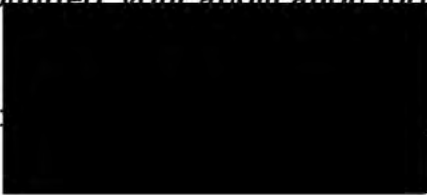
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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:	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

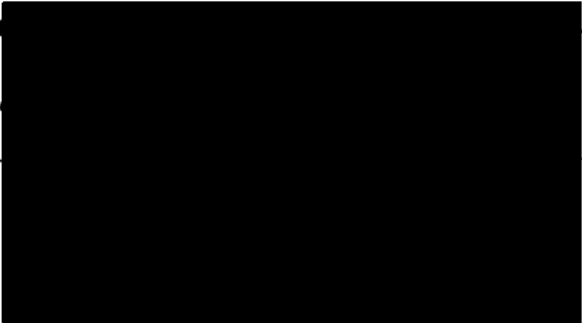
**Disclaimer and Signature**

*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: CityAdministratorsOffice@oaklandnet.com Subject: Police Commission Application</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: Dato Samantha O Date: 06/17/2020  
*Last First M.I.*

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

Oakland CA 94607  
*City State ZIP Code*

Phone: [REDACTED] Email: [REDACTED]

**Supplemental Questionnaire**

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

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

Please respond (in writing) to the following questions:

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

Relationship: colleague

E-Mail

Phone:

Full Name: Dr Joymie Campbell

Relationship: SUPERVISOR

E-Mail

Phone:

Full Name: Jess Davis

Relationship: SUPERVISED

E-Mail

Phone:

**Voluntary Self-Identification Questionnaire**

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

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

2. What is your gender?

TRANS WOMEN

I do not wish to self-identify

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

Please check one of the boxes below:

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

**Disclaimer and Signature**

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

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

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

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

Signature



Date: 6/17/20

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	<b>Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: Police Commission Application</b>

Samantha Jo-Dato

June 16, 2020

Oakland Police Commission

The purpose of this supplemental questionnaire is to evaluate your

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.**

*Over the past 20 years, I have been intentionally seeking change for oppressed and marginalized groups of people. It's this core belief that we can't be free; until all are free that has been my driving force while working with LGB(T)QIA members around the world to end violence and hater crimes on a national level. My experience has brought me to work as a Public Relations Director for incarcerated members of my community that feel voiceless. I have shared their stories and truths about the ongoing harassment and issues inside of the prison system and the need to be improved.*

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

*I don't have any contacts with the Oakland Police Department personally, but my beliefs to call in and not call out is leading me to join this commission and help build trust within our neighborhoods. I have always been in positions to be the voice for the people I serve and I wish to do that here as well.*

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

- as a police officer,

*I was honored my stepfather that raised me since I was two years of age was a correctional officer and retired as a Lieutenant. And I grew up to hear from formally incarnated men that he was a good guy and never treated folks wrongly and that has always made me understand that all law enforcement is not bad.*

- **as a criminal prosecutor or defense attorney,**
  - N/A
- **with a public agency or nonprofit community group serving or advocating for crime**
  - *victims or persons charged or convicted of crimes.*
  - *PTHC (Philadelphia Trans Health Conference) logistical coordinator*
  - *TGI-Justice Project*
  - *And all my other work has been for victims*



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 B**  
**Ranking of Police Commissioner**  
**Applicants**

### Ranking of Police Commission Applicants

Rank	No	Last	First	Bosserman	Chanin	Cobb	Courtney	Goodall	Link	Thomasson	Vail	TOTAL
1	20	Hsieh	Jesse	1	1	1		1	1	1	1	7
2	38	Hauck	Brian	1	1	1		1	1		1	6
--	56	Garcia	Sergio	1	1	1		1	1		1	6
4	9	Vedantham	Kumar		1	1		1	1		1	5
--	11	Ginale	Harris		1	1		1	1	1		5
--	29	Johnson	Theodore		1	1		1	1	1		5
--	46	Grant	Derisa	1	1	1		1	1			5
--	47	Blacksher	Art	1		1		1		1	1	5
--	55	Singleton	Tyfahra	1	1	1		1			1	5
--	64	Cross	Cristina	1		1		1	1	1		5
--	65	Hammock	Darnell	1	1	1			1	1		5
12	13	Taylor	Sherria			1		1	1	1		4
--	28	Chase	Cynthia			1		1	1	1		4
--	57	Farmer	Omar	1				1	1		1	4
--	62	Huey	Timothy			1			1	1	1	4
--	66	Jones	Elliot	1	1	1				1		4
--	68	Swoffard	Barbara	1	1					1	1	4
18	4	Koka	Rimi	1				1		1		3
--	14	McCants	Jeremy		1	1		1				3
--	15	Doss	Diane	1				1			1	3
--	33	Mao	Sokhom			1		1	1			3
--	41	Allen-Hill	Claudette	1	1			1				3
--	49	Hartka	Elizabeth			1		1	1			3
--	60	Smith	Cherida	1		1			1			3
25	12	Dikes, Jr.	Booker			1				1		2
--	17	Jenkins	Derron	1	1							2
--	19	Herron	Rachael		1				1			2
--	22	Benavides	Ariel					1			1	2
--	27	Ingram	Antonio						1	1		2
--	37	Ashe	Catherine		1	1						2
--	39	Tunson	Aris	1							1	2
--	40	Dumas	Nathaniel					1			1	2
--	48	Banks	Malique		1			1				2
--	50	Horman	Bilal	1					1			2
--	58	Armstead	Rashad		1	1						2
--	63	Chambers	Paul	1						1		2

### Ranking of Police Commission Applicants

Rank	No	Last	First	Bosserman	Chanin	Cobb	Courtney	Goodall	Link	Thomasson	Vail	TOTAL
37	3	de Marie	Anya								1	1
--	7	Mason	James			1						1
--	18	Evans	Veronica		1							1
--	25	Watson	Melisa			1						1
--	26	Shah	Bijal			1						1
--	36	Drake	Tess	1								1
--	42	Dorton	Mark	1								1
--	43	McDonnell	Logan	1								1
--	45	West	Simone	1								1
--	52	Gomes	Lena-Nsomeka	1								1
--	61	Anderson	Vernon							1		1
--	67	Dato	Samantha	1								1
49	2	Cai	James									--
--	5	Sidebotham	Nancy									--
--	6	Sagehorn	Michael									--
--	8	Everett	Alexia									--
--	10	Jones	Edward									--
--	16	Drakes	Dan-iel									--
--	21	Shelton	Shareece									--
--	23	Peters	Jennifer									--
--	24	Moore	Darlene									--
--	30	Rougeau	Pat									--
--	31	Osaze	Wesley									--
--	32	Winslow	Irma									--
--	34	Cobanoglu	Erol									--
--	35	Antonioli	Laurie									--
--	44	Abeyta	April									--
--	51	Wilson	Debra									--
--	53	Lewis	Alexander									--
--	54	Houston	Herbert									--
--	59	Peretti	John									--
<b>TOTAL</b>				<b>25</b>	<b>19</b>	<b>25</b>	<b>--</b>	<b>22</b>	<b>19</b>	<b>16</b>	<b>14</b>	

**ATTACHMENT C**  
**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**

Identified knowledge, skills, and/or abilities that are necessary to the successful performance of an Oakland Police Commissioner.

**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.)
- d. Understands role and authority of Police Commission.

**Interview Questions & Evaluation**

The objective of this interview is to assess your competency and qualifications for serving as a Police Commissioner. We will ask you a series of questions that are designed to understand your:

- Interpersonal and Collaborative Skills
- Judgement and Decision-Making Skills
- Analytic and Investigative Practices Knowledge and Experience
- Values, Commitment and Personal Perspective

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

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



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 and capacity will you draw on to manage this and stay true to the Commission's mission?

4. Tell us about your experience and/or opinion of the Oakland Police Department.

Additional question as time permits...

5. Describe an experience where you had to make a difficult decision that affected someone’s life.

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>				

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

- 6. How does institutional racism and systemic oppression impact the department’s ability to achieve compliance with the Negotiated Settlement Agreement?
- 7. 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?

Additional questions as time permits...

- 8. Throughout the Federal Court's oversight of O.P.D., the Court has consistently criticized OPD's Internal Affairs Division for the thoroughness, objectivity and professionalism of its investigations of alleged officer misconduct and there is a public perception that both line police officers and their supervisors are rarely held accountable. What structural or policy changes should the Commission explore to address this issue?
- 9. How do you define police brutality and what are the key elements that produce it?
- 10. 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>				

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

11. Are you aware of the time commitment required to effectively serve on the Police Commission? 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?

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

Additional questions as time permits...

13. 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.

14. 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?

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

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

Overall Score: \_\_\_\_\_

Comments	
----------	--

# **ATTACHMENT D1**

## **Applicant Evaluation Tool**

**Proposed Edits by Lorelei Bosserman**



**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.
  - e. Is receptive to criticism.
- 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.a. 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.)
  - d. ~~Understands role and authority of Police Commission.~~

**Commented [LR1]:** From Member Bosserman:  
This is not applicable, because the Police Commission does not conduct investigations. Investigations are done by the Community Police Review Agency (CPRA).

**Commented [LR2]:** From Member Bosserman:  
Moved to new Section E(b).

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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

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

E. Level of Interest

a. Demonstrates engagement with the Police Commission.

b. Understands role and authority of the Police Commission.

Formatted

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

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

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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 and capacity will you draw on to manage this and stay true to the Commission's mission?
4. Tell us about your experience and/or opinion of the Oakland Police Department.

Additional question as time permits...

5. Describe an experience where you had to make a difficult decision that affected someone's life.

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



POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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

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

--	--

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

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

7. ~~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?~~

**Commented [LR3]:** From Member Bosserman:  
The Police Commission does not conduct investigations

Additional questions as time permits...

~~8-7.~~ Throughout the Federal Court's oversight of O.P.D., the Court has consistently criticized OPD's Internal Affairs Division for the thoroughness, objectivity and professionalism of its investigations of alleged officer misconduct and there is a public perception that both line police officers and their supervisors are rarely held accountable. What structural or policy changes should the Commission explore to address this issue?

~~9-8.~~ How do you define police brutality and what are the key elements that produce it?

~~10-9.~~ 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?

	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Core Competency					
<b>Analytic / Investigative Practices</b>					

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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

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

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

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

11-10. Are you aware of the time commitment required to effectively serve on the Police Commission? 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?

12-11. Tell us about your community involvement and what groups you are affiliated with.

Additional questions as time permits...

13-12. 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.

14-13. 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?

15-14. What skills would you bring to the Oakland Police Commission?

	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Core Competency					
<b>Values / Commitment / Perspective</b>					

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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

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

<u>Comments</u>	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>
-----------------	---

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

15. When did you first become interested in the Police Commission?

16. What have you done to learn more about it?

17. What are your impressions?

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

- Formatted:** List Paragraph, Numbered + Level: 1 + Numbering Style: A, B, C, ... + Start at: 1 + Alignment: Left + Aligned at: 0" + Indent at: 0.25"
- Formatted:** Font: Bold, Underline
- Formatted:** Font: Not Bold, No underline
- Formatted:** List Paragraph, Indent: Left: 0.25"
- Formatted:** List Paragraph, Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0.25" + Indent at: 0.5"
- Formatted:** List Paragraph
- Formatted:** List Paragraph, Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0.25" + Indent at: 0.5"
- Formatted:** List Paragraph
- Formatted:** List Paragraph, Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0.25" + Indent at: 0.5"
- Formatted:** Font: 12 pt

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 D2**  
**Applicant Evaluation Tool**  
**Proposed Edits by Mary Vail**

## Luna, Richard

---

**From:** Mary Vail [REDACTED]  
**Sent:** Monday, July 6, 2020 11:06 PM  
**To:** Luna, Richard  
**Cc:** [REDACTED]  
**Subject:** FOR FULL SELECTION PANEL CONSIDERATION-revised/different questions

[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.

First of all, with all the interviewing limitations required under the Pandemic, the experience and challenges the Police Commission has experienced in the last 18 months and the events of the last few months I believe that a major update/revision of the applicant interview questions is in order.

**Why:** First of all, some of the questions (e.g., about the NSA) are dated/tied to 2017 circumstances; a lot has happened since. Second, some of the questions used for the 2017 & 2017 full panel interviews (e.g., how do you resolve conflict? how do you make decisions when faced with conflicting, unfamiliar or complex info?) were too generic/vague. Ultimately the answers we received then did not yield much useful information about the applicants and their capacity to serve effectively on the Commission. Third, the questions we use this year need to elicit responses that will tell us how closely the applicants have been following the Commission, the implementation of Measure LL, and the local and national issues about both structural racism in policing, as well as the limitations and barriers to success of the various existing structures for police oversight and accountability. I believe that applicants who display such knowledge are the ones least likely to have a long learning curve and to serve effectively.

Lastly, my suggestions are contingent on some process decisions that we have yet to make, e.g., whether we will conduct both Ad Hoc (non-public) interview panels followed by full panel (public interviews) (the 2017 process) or just full panel interviews (the 2019 process).

This list is not intended to be exhaustive and is offered with the assumption that others of you will suggest different questions and/or better ways to word certain questions:

- 1) Because public safety and policing policy and oversight issues are compelling, disputed and often made under intense political pressure, how would you as a Commissioner support a process to obtain broad input from community and City stakeholders, to the end of arriving at fully-considered fact-based decisions?
- 2) 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?
- 3) With the assistance of a Federal Court expert, the Oakland Police Department has worked for the last four to five years to reduce unnecessary and racially-biased stops of motorists and pedestrians by OPD officers. Unfortunately, after several years of implicit bias training and work rule revisions, OPD officers are making fewer stops, but the overwhelming proportion of those stopped are (still)

overwhelmingly African Americans and Latinos. What steps should the Commission take to identify measures, beyond training and rule revisions, to end racial profiling by OPD personnel?

4) 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 accomplishment(s) ?

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

6) 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?

7) 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?

Mary Vail