

CITY OF OAKLAND PUBLIC ETHICS COMMISSION



Commissioner Application

Name: Rimi Vikram Sai Koka

Mailing Address: [REDACTED]

Daytime Phone: [REDACTED]

Email: [REDACTED] City Council District: 6.

Are you an Oakland resident? Yes No Years of Residency in Oakland: 1yr. 3months

List any City of Oakland Boards or Commissions (including this Commission) on which you currently or have previously served:

n/a

Please answer yes or no to all the following questions:

1. Are you currently employed by the City or have any direct and substantial financial interest in any work, business, or official action by the City? Yes No
2. Are you currently or planning to seek election to any other public office, participate in, or contribute to an Oakland municipal campaign? Yes No
3. Are you currently or planning to endorse, support, oppose, or work on behalf of any candidate or measure in an Oakland election? Yes No
4. Are you an Oakland lobbyist or required to register as a lobbyist, or do you receive gifts or compensation from an Oakland lobbyist? Yes No
5. Have you attended a Public Ethics Commission meeting? Yes No If yes, when? _____
6. List any languages other than English that you speak fluently, Hindi; Telugu; French
7. How did you hear about this vacancy? Oakland city website.

List the names, addresses and telephone numbers of two references:

1. Name: Cecilia chung.
Address: [REDACTED]
Phone: [REDACTED]
2. Name: Sanjeev chahal
Address: [REDACTED]
Phone: [REDACTED]

By signing below, I certify that all of the information included in this application and supporting materials is true to the best of my knowledge. I also understand that this application packet is a public record, subject to public inspection, and that if I proceed to the final interview with the Commission, the packet will be distributed publicly as part of the selection process.

Signature: [REDACTED]

Date: 10/30/19

See Supplemental Questions on next page →

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Why do you want to serve on the Public Ethics Commission?

I want to serve on the public commission to ensure Oakland residents understand and value the ethics and their need to exist in their jurisdiction. As a commissioner, I aim to be responsible to uphold the ethics of the community. I want to serve on the commission to provide clarity and community building in an ethical and strategic manner. As a person of high values and authentic sincerity, I aim to serve to provide my constituent responsibility, competency in driving and building public safety, inclusion and bringing community safety. As a person who prevails with highest respect for the individual, I want to ensure that the representation of the marginalized communities in Oakland is present on the commission. As an immigrant, a person of color, a transgender woman, I aim to bring these voices to the forefront and be treated ethically by city officials, services and its citizens. I want to uplift the growing and sensitive relationship between city servants, elected officials and the people of Oakland. More so is the divide more apparent and contentious between city officials especially law enforcements and my communities of color and transgender lives. I have always prevailed with logic and peace and will bring the same to the commission to bring about collaboration and togetherness providing my very authentic perspective to help both parties to work and exist in the best ways possible in the city of Oakland.

2. What skills and experience will you bring to the Commission? (Include any governmental experience, activities with civic and business organizations, neighborhood groups, or any other experience that would contribute to your effectiveness as a Commissioner)

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

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effective work undertaken to bring about greater engagement, dialogue and better lives of Oakland residents.

3. What issues, projects, or goals would you like to pursue while serving on the Commission?

I would like to accelerate the existing projects around transparency and accountability that the commission has been able to effectively share and show progress with the community. One of my passionate goals would be bring utmost transparency and deliberation journeys of every complaint, grievance and concern submitted by a citizen of Oakland. This would be scaled to create a system of tracking, transparency and a solutions-based approach to solving the issue at hand. A project in this direction would be review and understand the operational, communication and review guidelines in this process.

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. This is required 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 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 ethics within citizens of Oakland in an easy and accessible manner. Another issue to tackle for me is to build the future generations of Oakland with ensuring that the public education systems are working collaboratively with the parents and teachers under the ethics umbrella and maximizing relationships. Another project of mine would be roll out accountability metric scorecards for direct services or non-profit agencies in the city of Oakland to ensure there are resources and centers of support for everyone in Oakland and ensuring that they are 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.

4. What do you think are the City's most pressing ethics, campaign finance, or transparency challenges?

The city has been growing faster than the resources planned for support can handle. This has caused the city to react and at times, become very tactical in approaching issues. In doing so, the element of ethics has not always been followed. These ethics are not only legal and compliance needed but also not socially responsible. The need to for transparency is the highest now that ever before. The need to build trust and buy in with the people of Oakland is paramount. Where it exists, it is important to maintain and improve credibility for city and its governing bodies. Another pressing need for the city is to hold accountability parameters in place to ensure that we are moving together as one

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city. There is a huge divide and disparity of wealth, health and housing between East Oakland and West Oakland. This needs to be addressed. Resources and centers of care need to be made available across the city. As a resident of East Oakland, I find the pressing need to serve the further suppressed populations here than anywhere else in this city rather than further criminalizing or minimizing their lives out here.

5. What else would you like the subcommittee to know as your application is considered.

I am a trans woman of color who is successful, intelligent and have been serving my communities. I find it to be my responsibility to ensure every human on this earth has a bettered life and is treated with respect and dignity. As a competent business leader, I come to serve the people with passion, performance and progress. I am at an intersectional identity that is quite rare to come together. Though a trans woman of color and an immigrant, I am quiet educated, successful in my career in corporate America and a community leader. I chose to make Oakland my home as being a proud home owner in east Oakland because there is work to done here. I am committed to do this work.

As I share my extensive experience further here, I wish to thank you for considering my application to serve on the commission. I gather it is a volunteer role yet very impactful in changing the way of living far greater than any monetary compensation

Rimi(Koka)(Pronouns:She/They) thrives in community showing up as a leader driving accountability for Trans Justice. Keeping connected to her South Asian roots, she co-founded Parivar, South Asian Trans and GNC-centered Queer Trans Social collective. While leading community in organizing, supporting and rising together, Rimi sits on the boards for San Francisco Pride and TGI Justice Project. Rimi is a trans activist that was instrumental in starting the first TransMarch during Pride in Toronto, collaborating with health care department to include findings from Transpulse, Canada's largest trans-focussed needs assessment survey. She organized many women led motorcycle rides across the country.

Rimi prevails as North America's development manager for Aravani Art Project(based in India) along with facilitating a peer support group.

Rimi holds an MBA specializing in business operations, accounting and management with undergraduate degrees in Accounting and Culinary arts. She has been in Corporate America for over 20 years in various operations and financial planning leadership roles with fortune 50 companies. As a diversity champion at her workplaces, Rimi has driven accountability for true inclusion and goals including Trans Gender Non-Conforming (TGNC) employee hiring, retention and development in a work environment.

Rimi is an effective facilitator and a consultant with DiversityJourneys holding workshops to focus on Gender Identity, Queer Trans People of Color, Trans at Workplace, Racial Equity, Color Intersectionality, Beyond Cisness, Gender Equality and many other topics. She is a social awareness performer of dance, poetry and spoken word. She is fluent in English, Telugu, Hindi and Urdu while proficient in French. Rimi

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has vast international experience of cultural and regional norms having lived in over 11 cities across India, Canada and America.

Rimi has extensive experience in holding workshops, training sessions and speaking engagements that stand authentic to her living experience as A Brown Trans Woman of Color, A South Asian person, A rape survivor, An immigrant, A diversity leader and A daughter. They brim of her articulate style of speaking filled with sense of humor, learning content and building capability for the listener. She has chaired many workshops at various institutional agencies such as schools, colleges, universities, large workplaces, social festivals. She has been on various panels related to health care, trans inclusion, workplace competency and community organization including at SouthBySouthWest(SXSW); Gender Spectrum; Gender Infinity; Out and Equal Summit; NQAPIA leadership summit; Oakland Museum and many more.

Her undeterred ask is to accept Trans identities as equal individuals, capable of holding jobs, degrees, relationships and dignified lives. Support and turn up for Trans lives.

Rimi Koka

E-Commerce Operations | Retail Supply Chain | Planning and Operations | LGBT Community Leader

Operations expert recognized by leadership for outstanding performance. Known for scaling businesses and enhancing social responsibility, while driving change in diversity and inclusion and preparing for the next generation global market.

Career Walmart E-Commerce

Senior Manager II — Supply Chain and Operations July 2017- Present

12 Direct Reports, including 2 managers

- Charged with delivering on the supply chain vision for \$4B Entertainment Portfolio of Electronics; Video Games; Office Supplies; Arts and Crafts; Musical Instruments; Gift Cards and Services categories.
- Increased SKU selection and availability online by +4600 bps thru orderability checks and disciplines, supply chain optimization, inventory management and flow while improving instock by 2000 bps YOY.
- Designed the organizational vision, delivered scaled growth and revamped hiring strategy to onboard over 40 supply chain associates.

Senior Manager II, Category Retail Operations Jan 2017- June 2017

6 Direct Reports

- Charged with category management of grocery and chocolate categories with annual revenue of \$50M.
- Drove assortment growth across 17 categories, partnering with +1500 vendor partners and 6 distributors.
- Grew SKU count by 122% Yoy building lasting partnerships and venturing into premium candy and new products.

Senior Manager I, Planning and Analytics July 2016- December 2016

9 Direct Reports, including 3 managers

- Charged with planning and replenishment job for grocery categories with annual revenue of over 500M.
- Worked directly with VP in building strategy, developing financial plans and execute set replenishment strategies.
- Achieved 98.2% accuracy in OTB forecasts, by leading the planning team with effective validations.

Sears Holdings

Regional Operations Manager 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.
- 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

Senior In-stock Manager, Supply Chain and Demand Planning September 2013- April 2015

13 shared reports, with senior vendor manager

- Delivered detailed SKU level planning across 36 categories, working with cross functional teams.
- Built premium planning suite for business planning, Open-to-buy and vendor management.
- Achieved 97% in stock rates thru improved processes, driving \$3M revenue with on-boarding ~300 new vendors.

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Hudson Bay Company

Planning and Replenishment Manager

July 2010- August 2013

4 direct reports

- Charged with planning for Men's clothing around OTB management, 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

Demand Planning and Allocation Manager

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.

Skills and Proficiencies

Platforms: JDA- Size Scaling, JDA Allocation, SAS OTB, CPFR, S&OP (Capacity Planning),) and Forecasting portal.

Operating systems: MS Excel, Power Point, Word and Project super user and Vendor Central (AMZN)

Reporting: Anaplan, Retail Link, MicroStrategy-BIS and BIT, Essbase Finance suit, Thoughtspot, and Looker.

Education

- Master's in Business Administration, Operations and Marketing — Boise State University
- *Entrepreneurship; Internet Marketing and Business Law*
- Bachelor of Hospitality Management — Institute of Hotel Management and Catering Technology
- *Advanced Food and Beverage Operations, Accommodation Operations, Business Accounting.*
- Bachelor of Commerce — B.R. Ambedkar Open University
- *Statistics, Economics, Financial Accounting and bookkeeping*

Community Engagement

- Board of Directors, **San Francisco Pride**; Duties: Employ and Conform to Board Policies and regulations.
- Board of Directors, **Oakland LGBTQ Center**; Duties: Supervision of staff and mission statement delivery.
- Board of Directors, **TGI (Transgender Gender Variant Intersex)** Justice Project; Duties: Financial and Human Resource committee chair.