



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)  
Meeting Agenda  
Thursday, December 18, 2025  
6:00 PM**

Oakland City Hall, Hearing Room 2  
1 Frank H. Ogawa Plaza  
Oakland, CA

Selection Panel Members: Chair Rickisha Herron (District 6), Alexis Clewis (At Large), Vacant (Mayor), Roger Smith (District 1), David Kakishiba (District 2), Charlie Eddy (District 3), Vacant (District 4), Monique Rivera (District 5) and Covonne Page (District 7).

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**PUBLIC PARTICIPATION**

The Oakland Police Commission Selection Panel encourages public participation in their 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://us06web.zoom.us/j/85202309547?pwd=hdjNbEahyW6a464QyEllw7gpgJBXmC.1>  
at the noticed meeting time.

To comment during the meeting, please raise your hand and staff will allow you to speak for the time allotted by the Chair.

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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 Felicia Verdin at [fverdin@oaklandca.gov](mailto:fverdin@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.
- Complete and submit a speaker card during the meeting.
- Raise your hand during public comment or open forum on Zoom.

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

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POLICE COMMISSION SELECTION PANEL  
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**1. Roll Call and Determination of Quorum**

**2. Public Comment**

All speakers will be allotted a maximum of two minutes unless the Chairperson allocates additional time.

**3. Approve Meetings Minutes**

- April 29, 2025
- May 13, 2025
- July 15, 2025
- July 22, 2025

**ACTION ITEMS**

**4. Police Commission Selection Panel Chair Update**

- The Chair will discuss past guidance and legal opinion published on December 12, 2025 from City Attorney Ryan Richardson.
- The Chair will discuss letter from the Coalition on Police Accountability.
- The Chair will express Selection Panel opinion surrounding Selection appointments and processes.

**5. Update on 2025 Selection Panel Nominations**

The Selection Panel will receive an update on their July 2025 nominations process.

**6. The Selection Panel will elect a Vice Chair**

The Panel will take action on appointing a Vice Chair.

**7. Discussion on the Police Commission Recruitment and Application Review Process**

The Panel will review and discuss the recruitment, application review, interview and Police Commissioner selection process. The Panel will take action on the development of an ad hoc committee to review the recruitment process including the draft Oakland Police Commission Outreach Recruitment Strategic Plan.

**8. The Selection Panel will discuss the Council District 4 vacancy on the Panel.**

The Panel will discuss the applications and determine an interview process. The Selection Panel will discuss and take possible action on filling the Selection Panel's vacancy.

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**9. Agenda Building**

The Panel will discuss their next meeting date and agenda.

**10. Open Forum**

**11. Adjournment**

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

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [fverdin@oaklandca.gov](mailto:fverdin@oaklandca.gov) or call (510) 238-3128 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 [fverdin@oaklandca.gov](mailto:fverdin@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 [fverdin@oaklandca.gov](mailto:fverdin@oaklandca.gov) 或 致電 (510) 238-4756 或 (510) 238-2007 TDD/TTY.



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)  
DRAFT Meeting Minutes  
Tuesday, April 29, 2025  
6:00 PM**

Oakland City Hall, Hearing Room 2  
1 Frank H. Ogawa Plaza  
Oakland, CA

Selection Panel Members: Chair Rickisha Herron (District 6), Vice Chair Gay Plair Cobb (At Large), Vacant (Mayor), Paula White (District 1), David Kakishiba (District 2), Charlie Eddy (District 3), Vacant (District 4), Monique Rivera (District 5) and Bill Thomasson (District 7).

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

**2. Public Comment**

All speakers will be allotted a maximum of two minutes unless the Chairperson allocates additional time.

- Rajni Mandal

**ACTION ITEMS**

**3. The Selection Panel will review and discuss the 2025 Police Commission Selection Panel Applicants**

The ad-hoc committee will provide an update and recommendation on Panelist applications. Panel will take possible action on reopening the application process and accept applications on an ongoing basis until the Mayoral and District 4 seats are filled.

Chair Herron reported that the Panel received six (6) applications and interviewed two (2) of those applicants. Staff reported that an additional applicant applied for a total of seven (7) applicants. There are two vacant positions that the Panel will need to fill.

The chair recommended that the Panel reopen the application process since there are only four candidates and more time is needed to encourage additional applicants. The Panel is seeking a candidate that is a good fit for the work of the Selection Panel.

The Chair requested that staff and Panelists resend notifications that the application process is open for applicants that wish to serve on the Selection Panel.

Panelists Cobb made a motion that the Panel continue recruitment for the Selection Panel through May 14, 2025, using all means of recruitment from everyone, including staff. Second made by Panelists Eddy.

There were 6 yes votes (Panelists Eddy, Thomasson, Herron, White and Kakishiba) and 1 abstention (Panelist Rivera).

Interviews will likely take place on May 16, 19 or 20, 2025.

**CITY OF OAKLAND  
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**DRAFT Meeting Minutes (Continued)**

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Panelist Thomasson made a motion to take item 5 at this time and move item 4 to item 8. Second by Panelist Eddy. Motion passed unanimously.

4. **Annual Training and Orientation to City Charter Section 604 – Police Commission**  
In accordance with City Council Ordinance No. 13498 C.M.S., Section 2.45.030, the Selection Panel shall receive training and orientation regarding City Charter Section 604 Police Commission on an annual basis, to occur at the regular meeting each May.

- Presentation Slides – Oakland Police Commission, Oakland City Charter Section 604

Deputy City Attorney Jady Leung provided the required annual training and orientation on City Charter Section 604. The PowerPoint presentation was included in the agenda packet.

5. **Discuss the Police Commission Nomination Process for 2025**

The Selection Panel will review, discuss and take possible action on its process for appointing Police Commissioners during the current selection process, including the following:

- Discussion and take action on Police Commission applications, including selecting applicants to be interviewed in the first round.

Staff provided an update on this item and indicated that both incumbents submitted complete applications and one additional applicant submitted a complete application. There was a total of three (3) complete applications submitted and four (4) incomplete applications were submitted.

Panelists Cobb moved to extend the opportunity to submit completed applications no later than May 9<sup>th</sup>. Second by Thomasson. Panelists Eddy requested to know if this timeline would provide staff enough time to inform applications. Staff shared that yes it would be enough time.

There were 6 yes votes and 1 abstention (Panelist Kakishiba)

Chair Herron requested that the Panel discuss interviewing applicants that submitted complete applications. Panelists Cobb confirmed that there were three (3) completed applications, two (2) incumbents and one (1) new applicant. The Vice Chair shared that previously incumbents were treated differently since the Panel extensively interviewed

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**DRAFT Meeting Minutes (Continued)**

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the 2 incumbents and have a track record of being police commissioners. She requested feedback on how the incumbents

Panelist Thomasson made a motion to move forward with interviewing the three (3) complete application. Second by Panelists Eddy. Motion passed unanimously.

**6. Review and Discuss Interview Questions**

- The Panel will review, discuss and take possible action on interview questions for Police Commission applicants.

This item was withdrawn from the agenda by Chair Herron.

**7. Agenda Building**

The Panel will discuss their next meeting agenda.

The Panel discussed the agenda for their next meeting.

**8. Open Forum**

No comments.

**9. Adjournment**

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

The meeting was adjourned following the Panel's annual training.



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)  
DRAFT Meeting Minutes  
Tuesday, May 13, 2025  
6:00 PM**

Oakland City Hall, Hearing Room 2  
1 Frank H. Ogawa Plaza  
Oakland, CA

Selection Panel Members: Chair Rickisha Herron (District 6), Vice Chair Gay Plair Cobb (At Large), Vacant (Mayor), Paula White (District 1), David Kakishiba (District 2), Charlie Eddy (District 3), Vacant (District 4), Monique Rivera (District 5) and Bill Thomasson (District 7).

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

**In attendance: Chair Rickisha Herron, Vice Chair Cobb, Panelists Kakishiba, Eddy, Rivera. Absent:**

**2. Public Comment**

All speakers will be allotted a maximum of two minutes unless the Chairperson allocates additional time.

- Anne Janks
- Mary Vail
- Millie Cleveland
- Carol Draizen
- Lorelei Bosserman (on Zoom)

**ACTION ITEMS**

**3. Review and approve meeting minutes for the following dates:**

- April 16, 2025

Vice Chair Cobb made a motion to approve the minutes. Second by Panelist Charlie Eddy.

No discussion.

The minutes were approved. Panelist Rivera abstained.

**4. The Selection Panel will review and discuss the 2025 Police Commission Selection Panel Applicants**

The ad-hoc committee will provide an update and recommendation on Panelist applications. Panel will take possible action on reopening the application process and accept applications on an ongoing basis until the Mayoral and District 4 seats are filled.

Staff provided an update and shared that no additional applications were received for the Police Commission Selection. The application process will remain open.

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

**DRAFT Meeting Minutes (Continued)**

**Oakland City Hall, Hearing Room 2  
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**5. Review and Discuss Candidate Interview Questions**

- The Panel will review, discuss and take possible action on interview questions for Police Commission applicants, including specific questions for incumbents.

Chair Herron introduced this item and requested that the Panel review the questions. She shared that these are newly revised incumbent questions. The incumbent and new applicant questions were revised by an ad hoc committee consisting of Chair Herron and Panelist Kakishiba and Eddy. Chair Herron read the incumbent questions and the Panel discussed them. She shared that these are the core questions and additional questions can be added during the interviews.

Panelist Rivera moved to accept the questions without changes. Second by Vice Chair Cobb. Motion passed unanimously.

**6. The Selection Panel will conduct Police Commission applicant interviews, including Opening Statements and Questions from the Panel**

The Selection Panel will interview applicants, discuss and take possible action on its process for appointing Police Commissioners during the 2024 nomination process, including which candidates will advance to the next phase in the interview process. The Selection Panel may take action on the process to conduct reference checks and could also set or amend its future meeting schedule.

- The Panel will interview the following candidates: Ricardo Garcia Acosta, Omar Farmer and Daniel Ettlinger.

Applications for all candidates interviewed during this meeting were included in the agenda packet. Each candidate was required to provide an opening statement about their experience and background. Following the opening statements, Panelists took turns asking questions from the applicant evaluation tool and incumbent questions that were included in the agenda packet. The Panel interviewed the candidates as listed on the agenda.

The current Chair of the Police Commission Ricardo Garcia Acosta was interviewed first. He provided an overview of his work. He previously served as an Alternate Police Commissioner.

Commissioner Omar Farmer was the next candidate to be interviewed by the Panel. He shared his volunteer experience on the Police Commission. Commissioner Farmer has served on ad hoc committees and provided other support to the Commission as needed.



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**DRAFT Meeting Minutes (Continued)**

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Panelist Rivera requested the candidates discuss their community engagement experience. Vice Chair Cobb asked questions about the NSA and the Commissions approach to addressing tasks 2, 5 and 45.

Following Commissioner Farmer's interview, the Panel took a 15 minute recess.

Daniel Ettlinger was the final candidate to be interviewed by the Selection Panel during this meeting. Mr. Ettlinger currently serves as chair of the Community Policing Advisory Board.

Panelist Rivera moved to reappoint Mr. Farmer to the police commission. Vice Chair Cobb seconded the motion and added that Mr. Farmer would be reappointed as an alternate commissioner. Panelist Rivera accepted the friendly amendment. Motion passed unanimously.

Discussion: Panelist Eddy asked a question about additional applicants. Staff provided an update to the Panel on other applications submitted to the Panel as included in the agenda packet. Chair Herron confirmed that the Panel is not required to interview applicants to the Panel. This has been a panel practice in the past. The Panel could also establish a reserve pool.

Vice Chair Cobb confirmed that the term is a full 3 year term. Motion passed unanimously.

Vice Chair Cobb made a motion to reappoint Ricardo Garcia Acosta for a full 3 year term on the Police Commission. Second by Panelist Eddy. No discussion. The motion passed unanimously.

Vice Chair Cobb shared that Daniel Ettlinger could be considered for the reserve pool. Panelist Rivera requested that Mr. Ettlinger shared his interest to serve on the reserve pool. Mr. Ettlinger accepted the invitation to serve on the reserve pool. Two applicants are required to establish a reserve pool.

**7. The Selection Panel will review and discuss Police Commission applicants that submitted supplemental questions following the deadline.**

The Panel will discuss and take possible action on interviewing the candidates in the next round.

There were applicants that submitted supplemental questions to their applications. These applicants did not submit completed applications by the Panel's, April 25 deadline and

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POLICE COMMISSION SELECTION PANEL  
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**DRAFT Meeting Minutes (Continued)**

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6:00 PM**

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the Panel provided an extension. The Chair indicated that candidates could be invited back to interview for the reserve pool. The Panel did not take further action on this item.

8. **Agenda Building**  
The Panel will discuss their next meeting agenda.
9. **Open Forum**
  - Millie Cleveland
  - Lorelei Bosserman (via Zoom)
10. **Adjournment**  
The meeting adjourned at 8:47pm.



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)  
DRAFT Meeting Minutes  
Tuesday, July 15, 2025  
6:00 PM**

Oakland City Hall, Hearing Room 2  
1 Frank H. Ogawa Plaza  
Oakland, CA

Selection Panel Members: Chair Rickisha Herron (District 6), Alexis Clewis (At Large), Vacant (Mayor), Vacant (District 1), David Kakishiba (District 2), Charlie Eddy (District 3), Vacant (District 4), Monique Rivera (District 5) and Covonne Page (District 7).

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

Chair Herron called the meeting to order.

**2. Public Comment**

All speakers will be allotted a maximum of two minutes unless the Chairperson allocates additional time.

The following speakers spoke during public comment:

- Edward Escobar
- Tuan Ngo
- Brad Morgan
- Mindy Pechenuk
- Anne Janks
- Councilmember Ken Houston
- Rajni Mandal
- David Kessler

**ACTION ITEMS**

**3. Review and Approve Meeting Minutes**

- April 29, 2025
- May 13, 2025

This item was tabled for the next meeting.

**4. New Information Regarding Commissioner Application Submissions**

- The Panel will review, discuss and will take possible action regarding Commissioner candidate interviews based on new information about timing of candidates' submissions.

The Chair provided a recap of decisions made during the Selection Panel's past meetings this nomination period. The Panel voted to extend the deadline for police commission applicants to May 9, 2025.

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POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**Meeting Minutes (Continued)**

**Oakland City Hall, Hearing Room 2  
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There was a discussion about the Panel's application process. One of the actions in the future is to enforce the deadline.

Panelist Rivera made a motion to rescind their vote from the May 13, 2025 appointing Omar Farmer and Ricardo Garcia-Acosta. Second by Panelist Eddy. Motion passed unanimously.

Discussion: Panelist Kakishiba shared that the Panel essentially made a procedural mistake. They did not have details about the supplemental application materials.

Panelist Clewis made a motion to bring back the candidates that submitted completed applications. Second by Kakishiba. The motion passed with one abstention by Panelist Rivera.

**5. Review and Discuss Candidate Interview Questions**

- The Panel will review, discuss and take possible action on interview questions for the Police Commission applicants.

The Panel discussed the incumbent questions and applicant evaluation tool. The incumbent questions were on page 4 of the packet. The Chair explained the interview process to the Panel.

**6. The Selection Panel will conduct Police Commission Applicant interviews, including Opening Statements and Questions from the Panel**

- The Selection Panel will interview Police Commission applicants, discuss and take possible action on its process for appointing Police Commissioners during the 2025 nomination process including specific questions for incumbents. The Selection Panel may take action on the process to conduct reference checks and could also set or amend its future meeting schedule.

The Panel will interview the following candidates for their second round of interviews: Ricardo Garcia Acosta, Omar Farmer and Daniel Ettlinger. The Panel will interview the following candidates for their first round of interviews: Christina Michaud and Tulah Salahuddin

Applicant Christina Michaud was confirmed to attend the meeting; however, she sent an email prior to the meeting indicating that she was not able to attend.

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**Meeting Minutes (Continued)**

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The first candidate interviewed was Mr. Tulah Salahuddin. The Panel took turns asking the applicant questions from the Applicant Evaluation Tool.

The Panel had a discussion about the Round 1 interviews and the process to discuss the Round 2 interviews. Chair Herron provided an update to the Panel regarding the first round of interviews. She shared that the first round of interviews included the following applicants: Garcia, Farmer and Ettlinger.

Panelist Rivera made a motion to move Mr. Acosta to the second round of interviews. The motion was second by Panelist Clewis. Motion passed unanimously.

Panelist Rivera made a motion to move Farmer to the second round of interviews.

Panelist Page made a motion to move Ettlinger to the second round. Second by Clewis. The motion passed unanimously.

Eddy made a motion to advance Tulah Salahuddin to the second round. Second by Kakishiba. The motion did not pass.

**7. Agenda Building**

The Panel will discuss their next meeting agenda.

**8. Open Forum**

- Tuan Ngo
- Edward Escobar

**9. Adjournment**

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

- Meeting adjourned at 9:02pm.



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)  
Meeting Agenda  
Tuesday, July 22, 2025  
6:00 PM**

Oakland City Hall, Hearing Room 2  
1 Frank H. Ogawa Plaza  
Oakland, CA

Selection Panel Members: Chair Rickisha Herron (District 6), Alexis Clewis (At Large), Vacant (Mayor), Vacant (District 1), David Kakishiba (District 2), Charlie Eddy (District 3), Vacant (District 4), Monique Rivera (District 5) and Covonne Page (District 7).

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

In attendance: Chair Rickisha Herron, Panelists Rivera, Kakishiba, Eddy, Clewis.  
Absent: Panelist Page

**2. Public Comment**

All speakers will be allotted a maximum of two minutes unless the Chairperson allocates additional time.

1. Anne Janks
2. Paula Hawthorn
3. Mike Ubell
4. Omar Farmer
5. Shikira Porter
6. Shewee Yohannes
7. Jennifer Tu
8. Yoana Tchoukleva
9. Millie Cleveland
10. Mykah Montgomery
11. Ronnie Forbes
12. Michelle Arce
13. John Reisseweber

**3. Closed Session**

The Panel will discuss confidential reference check information.

The Panel met in closed session and had an in-depth discussion regarding reference checks.

**ACTION ITEMS**

**4. Interview Police Commission Applicant Christina Michaud**

- The Selection Panel will interview Christina Michaud to complete the first round of interviews and may also proceed with the second round of interviews. The Panel will review, discuss, and take possible action on Christina Michaud's references, application, and interview.

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POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**Meeting Agenda (Continued)**

**Oakland City Hall, Hearing Room 2  
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The Chair reported that Christina Michaud sent an email to staff and withdrew her application from the process.

**5. Report out References for Police Commission Candidates**

- The Panel will review, discuss and will take possible action on Commissioner candidate interviews.

Chair Herron reported out on references for Daniel Ettlinger. Panelists Rivera reported out on references for Ricardo Garcia Acosta. Alex Clewis reported out on references from Omar Farmer. No discussion on this item.

**6. The Selection Panel will discuss appointments to the Police Commission**

- The Panel will review, discuss and take possible action on appointments to the Police Commission including a full term Commissioner and Alternate Police Commissioner. The Commission will also consider and take possible action on the reserve pool. On July 15, Tulah Salahuddin was interviewed as part of the completion of Round 1 interviews. On the same day, the Selection Panel conducted Round 2 interviews with Ricardo Garcia Acosta, Omar Farmer, and Daniel Ettlinger.

Panelist Rivera moved to appoint Ricardo Garcia Acosta to a full term on the Police Commission second by Panelist Kakishiba. Motion passed unanimously.

Panelist Clewis moved to appoint Omar Farmer as Alternate Police Commissioner. Second by Panelist Kakishiba. Motion passed unanimously.

**7. The Selection Panel will discuss applicants to the Selection Panel. The Panel will discuss the application review and interview process.**

- The Selection Panel will discuss and take possible action on filling the Selection Panel's vacancies.

Panelist Clewis recommended that the Panel produce a rubric. The Panel will submit the top 5 applicants that they recommend being interviewed to staff.

Criteria for the top 5.

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**Meeting Agenda (Continued)**

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**8. Agenda Building**

The Panel will discuss their next meeting date and agenda.

**1 & 2**

**3. Selection Panel interviews**

**4. Elect Vice Chair**

**5. Create ad hoc for the Procedure Manual**

**9. Open Forum**

**10. Adjournment**

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

The meeting ended at 8:12pm.





# SELECTION PANEL REPORT

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

**FROM:** Felicia Verdin  
Assistant to the City Administrator

**SUBJECT:** Chairperson and Vice Chairperson  
Responsibilities

**DATE:** December 18, 2025

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## Action Requested:

For the Selection Panel to:

1. Nominate and select a Vice Chairperson.

## Background:

Annually, the Selection Panel selects a Chairperson and Vice Chairperson to preside over meetings for the upcoming year. The Panel will be asked to make nominations and vote on who will represent the Selection Panel in these two positions. The term for the Chairperson and Vice Chairperson will be for a one-year period. Responsibilities for the Chairperson and Vice Chairperson roles include, but are not limited to:

### Chairperson

- Preside at all meetings of the Selection Panel, which includes managing and leading discussion.
- The Chairperson is accountable to the Selection Panel as a whole in setting policy and shall also perform such duties as may be assigned by the Selection Panel.
- Finalize the Agenda for Selection Panel meetings with the assistance of City staff and Vice Chairperson.
- May call special meetings of the Selection Panel.
- Represent the Selection Panel in meetings or communications with City Councilmembers, Police Commission, and members of the public.

### Vice Chairperson

- In the absence of Chairperson, or at the Chairperson's request, preside at meetings of the Selection Panel, which includes managing and leading discussion.
- Work with the Chairperson and City staff in finalizing the Agenda for Selection Panel meetings.
- At the request of the Chairperson, may represent the Selection Panel in meetings or communications with City Councilmembers, Police Commission, and members of the public.

For questions regarding this report, contact Felicia Verdin at (510) 238-3128 or [fverdin@oaklandca.gov](mailto:fverdin@oaklandca.gov).

# Oakland Police Commission Interview

Please send a copy of your score sheet to the City Sta

**Chair or Lead** [morning/afternoon] and thank you for joining us today. [Introduce yourself]. We're excited to learn more about your background as it relates to the Commissioner role for the Oakland Police Commission. This role requires a strong commitment to community engagement, collaboration, and integrity. We'll have about 15 minutes for this interview, and each question will be dropped in the chat for your reference.

**Date:**

**Candidate:**

**Interviewer:**

**Seat:**

**Points Awarded:** \_\_\_\_\_ /25 pts = \_\_\_\_\_ %

**Scoring:**

- **5 – Outstanding:** Applicant exceeds expectations with their knowledge of the topic while providing multiple relevant examples.
- **4 – Excellent:** Applicant demonstrates a deep understanding of the topic and provided relevant examples when answering the question.
- **3 - Above Average:** Applicant fully answered the question and provided a relevant example.
- **2 - Average:** Applicant answered the question.
- **1 - Below Average:** Applicant answered only a part of the question and expressed a low understanding of the topic.

| Objectives and Questions  | Notes | Score<br>1-5 |
|---|-------|--------------|
| <p><b>OBJECTIVE: Commitment to Community Engagement</b><br/> Applicants should demonstrate a genuine interest in improving practices and have experience in community organizing, advocacy, or working with underserved populations, bringing an understanding of community needs and concerns.</p> <p><b>QUESTION:</b> Can you tell us about a board, commission, project, or initiative where you worked directly with or on behalf of a community facing challenges? What role did you play, and what impact did the work have on the community?</p>   |       |              |
| <p><b>OBJECTIVE: Communication, Collaboration, Conflict Resolution and Diplomacy Skills</b><br/> Applicants must be able to engage in respectful dialogue with both the public, fellow commissioners, and City staff including the Police Department communicating clearly to build trust and foster cooperation. They should also demonstrate a willingness to work collaboratively with others, including those with differing opinions.</p> <p>Applicants should be skilled in conflict resolution, maintaining a diplomatic tone during contentious discussions, and have experience managing and de-escalating tense situations, especially when addressing conflicting interests between the community and law enforcement.</p> <p><b>QUESTION:</b> Tell me about a time when you resolved a problem or difference in opinion with someone. What approaches did you take to understanding their perspective and how did you work towards a resolution? If a resolution was not reached, how come?</p> |       |              |
| <p><b>OBJECTIVE: Personal Integrity and Accountability</b><br/> Applicants should demonstrate the ability to approach the role with a balanced, unbiased perspective, committed to fairness and transparency, and act with integrity, holding themselves accountable to ethical standards, especially when making difficult or controversial decisions.</p> <p><b>QUESTION:</b> Personal integrity is an important standard for all commissioners. Have you made any public statements, written or verbal, that would call in to question your ability to conduct yourself in a fair and impartial manner?</p>  |       |              |

|  |  |  |
|--|--|--|
| <p><b>QUALITY: Diversity and Representation</b></p> <p>Applicants should reflect the community's diversity, including racial, ethnic, socio-economic, and geographic backgrounds, ensuring a variety of perspectives. They should also be open-minded and sensitive to the needs and concerns of all community members, particularly those who have been historically marginalized.</p> <p><b>QUESTION:</b> Minneapolis is a diverse city- we take pride in our residents who come from a variety of racial, ethnic, socio-economic, and educational backgrounds. Our diversity is a key strength. What is your experience working with and engaging people of diverse backgrounds?</p>  |  |  |
| <p>1. The OPC shares two major responsibilities:</p> <ul style="list-style-type: none"> <li>a. The first is to attend regular monthly meetings to discuss commission business, to include receiving reports from departments, deliberating topics, and voting on pressing and relevant matters within the Commission's authority. These community meetings generally occur twice a month in the evening, usually the second and fourth Thursday of each month. Are you able to attend those meetings? Are you aware of any potential scheduling conflicts?</li> <li>b. The second responsibility is reviewing police department policies and at times participating in a discipline committee that will hear police misconduct investigations. Policy work is generally completed in an ad hoc and the Commissioners will provide recommendations to the appropriate entity. Some cases that may need to be reviewed by a Discipline Committee are highly sensitive and could be disturbing to some. How would you approach a case involving situations with use of force, explicit/offensive language, and/or sensitive information?</li> </ul> |  |  |
| <p>1. Are you willing to commit to all the trainings and meetings as described in the Police Commission ordinance, absent extenuating circumstances?</p> <ul style="list-style-type: none"> <li>a. <input type="checkbox"/> Yes</li> <li>b. <input type="checkbox"/> No</li> </ul>   |  |  |

# Oakland Police Commission: Outreach and Recruitment Strategic Plan

*Biennial Policy Review Cycle*

## Purpose

This strategic outreach and recruitment plan outlines a comprehensive strategy to ensure a diverse, inclusive, and equitable process for appointing individuals to the Oakland Police Commission (OPC). This plan demonstrates a commitment to reflecting the diversity of the community in the appointments to the commission. The City aims to foster an inclusive environment by actively engaging community members from varied backgrounds to serve on the OPC, with a focus on advancing the goals of racial equity and inclusion. The plan is primary for the Oakland Police Commission Selection Panel Recruitment Process.

The Strategic Outreach Plan includes the following:

1. The OPC's Vision and Mission
2. Outreach Methods
3. Application and Vetting Process

## OPC Mission and Vision:

**Vision** – The OPC is an independent, community-centric, civilian oversight body that serves as a national leader in police reform and model of constitutional policing.<sup>1</sup>

**Mission** – OPC fulfills its duties under Measures LL & S1 to provide police oversight by employing bold, innovative and informed strategies to develop policies and practices in the pursuit of justice for the citizens of Oakland.

## Commitment to Racial Equity and Inclusion

The City is deeply committed to advancing, as outlined in the fairness and justice in all the City does, as outlined in [Ord. No. 13442](#), § 2, 6-27-2017. This outreach strategy prioritizes engaging candidates from marginalized racial and ethnic communities, ensuring the commission reflects the diverse lived experiences of our residents. By amplifying voices that have historically been excluded from decision-making processes, this plan seeks to address inequities within civilian oversight.

## City Departments Involved and their Responsibilities:

All City departments involved have staff equipped with the knowledge and materials to assist with outreach and recruitment. This group will meet once per month to discuss recruitment and outreach methods along with other CCPO matters as needed.

**City Administrators Office** – The City Administrators Office assigns staff and supports the Police Commission Selection panel. In consultation with the Selection Panel the staff member tracks all

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<sup>1</sup> Received from the Oakland Police Commission Website <https://www.oaklandca.gov/Government/Boards-Commissions/Police-Commission>

recruitment and outreach methods and creates recruitment and outreach materials. Once the application period closes, staff gathers the applications to present to the appointing authority and supports the Selection Panel's vetting process, to ensure the application process is impartial and fair.

**Citywide Communications Department** – Responsible for communications to members of the public regarding the OPC recruitment and application process, sending out news and press releases and creating media to include social media posts, videos and print materials.

## Outreach Methods

1. **Partnering with Local Organizations:** The City will collaborate with organizations that serve marginalized communities, particularly those most impacted by higher interactions with law enforcement, to ensure widespread notification to community members when the application process is open.
  - a. Maintain a detailed list of community organizations and partners to ensure timely communications that include organizations that serve formerly incarcerated individuals, people with differing abilities, LGBTQ+ individuals, Black, Indigenous, and other individuals of color.
    - i. Communications will include in person visits to facilities to hand out flyers. Staff will also ask what events or programs they have that staff can attend or collaborate on to inform them about the OPC and its work.
  - b. Establish and retain clear communication channels and a quarterly cadence for each partner (email lists, social media, or physical mailing address), ensuring proactive recruitment and knowledge sharing about the work of the Selection Panel and OPC as well as open application periods.
  - c. A few examples of organizations the City will partner with are (this is not an exhaustive list):
    - i. Unity Council
    - ii. Coalition for Police Accountability
    - iii. Oakland Chinatown Improvement Council
    - iv. Chambers of Commerce
    - v. Oakland LGBTQ Community Center
    - vi. National Association for Advancement of Colored People
    - vii. Oakland Rising
    - viii. Restorative Justice for Oakland
    - ix. Urban League Bay Area
    - x. Intertribal Friendship House
    - xi. Neighborhood Councils and Associations
    - xii. Faith-based organizations
2. **Tabling at Community Events:** The City will engage directly with members of the public at community events, to distribute and share information about the OPC role in police accountability and the opportunity to serve on the OPC.
  - a. The City will table at events such as:
    - i. Oakland Pride
    - ii. Juneteenth Events
    - iii. Chinese New Year
    - iv. Career Fairs
    - v. City Council District Meetings

- vi. Town Halls
    - vii. National Night Out
    - viii. Town Nights
  - b. At these events staff will have the opportunity to share printed information materials in multiple languages and allow members of the public to engage with current Police Selection Panels and Police Commissioners, if availability permits.
  - c. For non-district specific events, City staff assigned to table will share information about the OPC recruitment process and selection process as outlined by the Selection Panel, focusing on participates across different districts and neighborhoods. City staff will document the location of each event and the event's focus.
  - d. Staff will request that individuals that engage with staff at all tabling events and information sessions voluntarily sign an engagement or attendance sheet (virtual QR code or hard copy), demographic information will be requested (gender identity, race, age range) where possible.
  - e. For engagement statistics, the City will track the following metrics:
    - i. Number of individuals who engaged with staff at an event.
    - ii. Number of individuals who sign up commission vacancy notifications.
    - iii. Number of interactions with OPC related social media posts.
  - f. Individuals who express interest in serving on the OPC can apply at the event with the assistance of staff. If they are not comfortable with applying at the event, they will be contacted within 2 weeks of the event and provided information and support about how to apply for vacant positions, this there contact information is voluntarily provided.
3. **Hosting Informational Sessions:** The City in collaboration with the Selection Panel will host informational sessions in various districts to distribute and share information about the OPC's role in police accountability and the opportunity to serve.
- a. For each session, attendance will be captured by way of a sign in sheet (virtual QR code or hard copy), demographic information will be requested (gender identity, race, age range) where possible.
  - b. Individuals who express interest in serving on the OPC will have access to apply for vacant positions during the information session and receive assistance if needed.
4. **Using City Communications Channels:** The City will leverage its social media, email lists, website, and media relations to reach a broad audience.
- a. A social media content calendar will be developed to create engaging and accessible content to reach a diverse audience.
  - b. Staff will regularly update the website with accurate and timely information ensuring a mobile-friendly site that is ADA compliant.
  - c. Staff will schedule regular updates on our email distribution platforms, ensuring clear and concise information.
  - d. Staff will establish a media outreach plan to share press releases and updates with local outlets.
  - e. Staff will promote updates through social media, email, and press releases as needed.
  - f. Staff will provide all flyers, content and images to the City Council for distribution and communication through their channels.
5. The City of Oakland will advertise a continuous recruitment on the Oakland Job Announcement page for Police Commissioners.

## Outreach Considerations

1. **Accessibility:** All outreach materials will be accessible to people with differing abilities.
  - a. Materials will be accessible by ensuring the use of large print, audio when available and links to the City's website with accessible document formats.
  - b. Staff will provide materials in multiple languages commonly spoken within the City of Oakland including Spanish and Cantonese. Staff will track and report on the languages offered and the distribution of these materials in areas with a high population of non-English speakers.
  - c. Staff will work to ensure each in-person location has an ADA-compliant area and maintain a list of these venues.
  - d. For online events, staff will ensure captioning and screen-reader compatibility. Staff will track and document the accessibility options for each event.
  - e. Accessibility feedback surveys will be distributed after each outreach event to gather input from attendees with differing abilities.
  - f. Based on the feedback, staff will work to adapt future outreach materials, formats, and venues.

## Application and Vetting Process

The application and vetting process will be led by the Selection Panel and with support from the City Administrators Office.

### Target Audience

The plan will target individuals from various demographic, geographic and social economic backgrounds including but not limited to:

- Formerly incarcerated individuals
- People with differing abilities
- Lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual (LGBTQIA+) individuals
- Black, Latinx, Indigenous, Asian and other individuals of color
- Community members from every district

### Step 1 – Define and Publicize Eligibility Criteria.

- **Purpose:**
  - Establish clear qualifications, focusing on inclusivity and representation, that is in compliance with all applicable policies and laws.
- **Action:**
  - Develop recruitment materials outlining these criteria, distributing them across targeted community channels to attract a diverse applicant pool.

### Step 2 – Conduct Application Review

- **Purpose:**
  - Screen applications for eligibility, prioritizing inclusivity.
- **Action:**



- Develop an application review checklist to streamline the process.
- Staff will support the Police Commission Selection Panel by conducting application reviews and identifying applicants that satisfy the criteria and minimum requirements.

### Step 3 – Interview with Selection Panels

- **Purpose:**
  - Build public trust by committing to a thorough and impartial selection process that will strive to recommend candidates that will bring varying views, and lived experience that will contribute to the success of the OPC.
- **Action:**
  - The interview process will follow the Selection Panels [procedures](#)
  - Ask candidates a uniform set of questions to assess their ability to successfully serve on the OPC.
    - There may be some changes to questions for incumbent commissioners
  - Allow candidates to ask questions, ensuring they are genuinely interested and prepared to serve on the OPC.
  - Ensure that selected candidates represent a broad range of experiences and viewpoints.
  - The Mayor’s office and City Council staff will be invited to observe the Selection Panel interview process.

### Step 4 – Selection Panel Final Applicant Pool

- **Purpose:**
  - Forward a diverse, qualified group of applicants at to the City Council for a vote of appointment.
- **Action:**
  - Staff will compile the list of candidates who were nominated by the Selection Panel in accordance with the City Charter, Ordinance and reporting protocols.
  - Provide the City Council with the nominees’ profiles that highlight each candidate’s qualifications.

### Step 5 – Finalize Appointments and Track Representation

- **Purpose:**
  - Continuous monitoring of the OPC, its representation of community and our ability to reach a diverse group of community members.
- **Action:**
  - Periodically review and adjust recruitment and outreach strategies as needed to address any gaps in representation, based on feedback from the community, staff and appointing authorities.

## Conclusion

By implementing this outreach strategy, the City will ensure recruitment efforts are made so that the OPC is composed of a diverse group of individuals representative of the City of Oakland. The strategy will promote transparency, equity, and inclusion, ensuring community members have an opportunity to apply to be a member of the OPC if they so choose.