



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-Acosta, Ricardo A Date: 6/6/23
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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

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: Vaughn Crandall Relationship: Colleague / Community Partner

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

Full Name: Anne C. Marks Relationship: Former Supervisor

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

Full Name: Peter Kim Relationship: Colleague / Community 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

Required Questionnaire

4. How long have you lived in Oakland?

42 yrs.

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)

| | |
|-------------------------------------|-----------|
| <input type="checkbox"/> | 0 |
| <input type="checkbox"/> | 1-2 |
| <input checked="" type="checkbox"/> | 3 or more |

6. How did you hear about applying to be on the Police Commission?

Other Community members & Public Announcements

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:

6/6/23

Completed applications must be received by **May 31, 2023**, by mail, hand-delivery, or email 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, 3rd Floor Oakland, CA 94612 |
| Email | Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application |
| For assistance or additional information contact | City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301 |

RICARDO GARCIA-ACOSTA

[REDACTED] Oakland, CA 94605
[REDACTED]

POLICE COMMISSION- APPLICATION FOR POSITION OF COMMISSIONER SUPPLEMENTAL QUESTIONAIRE

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 lifelong Oaklander deeply committed to enhancing public safety within our city. Having grown up on School Street and Coolidge Avenue, attended school in North Oakland, and resided as a homeowner in Deep East Oakland for the past 15 years, I have witnessed the transformation of Oakland through various Mayoral Administrations – both good and bad; and throughout my life, I have observed numerous changes in leadership within the Police Department, which have greatly impacted public safety, policing practices, and community relations.

Having personally experienced the consequences of ineffective policing practices and being formerly incarcerated myself, I have gained firsthand insight into the significance of effective law enforcement within a city grappling with the challenges of gun violence and the crucial need to foster trust between police and communities of color. It is this understanding that has driven me to dedicate my career to community service and collaborate with stakeholders to establish safe and vibrant neighborhoods.

Over the span of two decades, I have worked extensively with high-risk, systems-impacted youth and young adults. Serving as a thought leader in crisis response and community interventions rooted in traditional healing practices, I have consistently sought to reduce gun violence and promote strategies for building community peace. For eight years, I played a pivotal role in San Francisco's violence prevention efforts, leading the City's Street Outreach and Crisis Response Initiative, until my return to Oakland in 2014, where I managed nationally recognized programs for Youth ALIVE!, focused on hospital response to shooting victims and providing support to young individuals and their families as they navigate the trauma of homicide.

In 2016, I had the privilege of becoming the City of Oakland's inaugural Violence Prevention Liaison, where I helped establish crucial lines of communication between community-based organizations, the Mayor's Office, and the Oakland Police Department. Subsequently, I returned to San Francisco in late 2019 to serve as the Director of the Roadmap to Peace Initiative, overseeing the development of a comprehensive, community-driven collective impact model that created new pathways for criminal justice diversion efforts. During this time, I also played a significant role in bridging relationships between community-based providers and the Juvenile Probation Department.

Currently, I serve as the Director of Community Peace Initiatives for Communities United for Restorative Youth Justice (CURYJ), overseeing Violence Interruption, Life Coaching, and Community Peace Building Strategies. My passion for collective healing, self-determination, and accountability continue to guide my commitment to build systems that best support youth and families heal from the impacts of violence.

Additionally, I actively serve on the UCSF Police Department's Community Safety Board, contributing to the ongoing pursuit of trust-building initiatives between communities of color and law enforcement across Oakland and the broader Bay Area.

In summary, my extensive experience and professional associations have prepared me to contribute to the Commission's important work. Through my current role as Director of Community Peace Initiatives for CURYJ, as well as my involvement with various organizations and initiatives throughout my career, I remain steadfast in my commitment to nurturing the well-being of youth and families affected by violence.

Pertinent experience and professional associations:

- Director of Community Peace Initiatives for Communities United for Restorative Youth Justice, overseeing Violence Interruption, Life Coaching and Community Peace Building Efforts in the City of Oakland with a particular focus on the Fruitvale District. (2022-Present)
- Founder & Partner, In All My Relations Independent Consulting (IAMRIC) & Paradigm Shifting Consultant Group. (2018-Present)
- Director of the Roadmap to Peace Initiative, a community-driven collective-impact model that provides violence prevention services to Latinx youth (ages 13-24) city-wide in San Francisco. (2019-2022)
- Violence Prevention Liaison for the City of Oakland Coordinating Gun Deterrence Strategies between law enforcement and community providers. (2016-2018)
- Community-Based Shooting and Homicide Response Manager for Youth ALIVE! contracting with the City of Oakland. (2013-2016)
- Regional Director of the Community Response Network, then San Francisco's Street Intervention and Crisis Response Program providing Individual and Family Case Management Services, Outreach Intervention, and Crisis Response following a shooting or homicide. (2007-2013)
- UCSF Wraparound Project at SFGH where I developed their Hospital-Based Violence Prevention Program (HVIP) and coordinated response to surviving shooting victims between CBOs and Law enforcement Efforts. (2005-2008)

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

City of Oakland – Ceasefire Program

During my tenure as the Violence Prevention Liaison for the City of Oakland, I assumed a pivotal role in the coordination between Oakland Unite, now known as the Department of Violence Prevention (DVP), and the Oakland Police Department (OPD). As part of my responsibilities, I contributed to the development of comprehensive communication structures, and actively participated in "call-ins," forming a critical component of Ceasefire's targeted enforcement strategy. These call-ins directly addressed individuals at the highest risk of engaging in gun violence.

I also played a key role in facilitating dialogue and aligning efforts between community-based service providers and law enforcement. By ensuring seamless coordination, we aimed to maximize the uptake of vital services for the community. Furthermore, I conducted comprehensive training sessions for OPD's Investigative Units on procedural justice and implicit bias, specifically emphasizing their interactions with families affected by homicides. This training fostered a more empathetic approach and underscored the importance of fair and equitable treatment. Additionally, I provided valuable support to OPD in developing best practices for engaging with families and the community at the scene of shootings or homicides. By establishing effective communication channels, we sought to bridge the gap between law enforcement and the community, ensuring a more compassionate response during times of crisis. Simultaneously, I conducted training sessions for grantees on professional standards and effective communication practices when collaborating with OPD.

Lastly, I collaborated directly with OPD to offer critical assistance to shooting victims in need of emergency relocation services. Working closely with OPD, the District Attorney's Victim Services Unit, and the City of Oakland Human Services Division, I actively contributed to the development of criteria and a meticulous vetting process for the City's pioneering Temporary Emergency Relocation pilot program. This initiative, spearheaded by community-based providers, aimed to swiftly provide support and relocation options to those affected by violence. The success of this pilot program led to its adoption as a core violence prevention strategy, ensuring its ongoing funding by the DVP.

OPD Executive Notifications

Through past roles with the City of Oakland and community-based providers, as well within my current role at CURYJ, I have been an authorized individual to receive Executive Notifications when shootings and homicides occur in Oakland. In real time, I receive information from OPD which allows me to deploy resources accordingly to support victims and to prevent potential retaliation through Violence Interruption services. Through the course of my career, I have handled such sensitive information without incident. It is through this window that I witness first-hand the magnitude of the sacrifices that are made by our law enforcement and community leaders that respond to incidents of gun violence.

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.

Working with Victims of Violence and Homicide Response

Throughout my career, including with my current role at CURYJ, I have the unique opportunity to partner with OPD's Homicide and Investigative Units to provide immediate support to families impacted by Homicides. This required consistent communication with OPD to help link families to immediate resources and to connect families directly to investigators for those seeking justice. This role also required me to have regular communication with the Alameda County Sheriff's Department and DA Victim Services unit.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

For over a decade I have served on various community advisory boards, non-profit board of directors and community safety boards supporting local law enforcement and policing efforts. During these commitments, I have always prioritized balancing community needs and input from those that are often left voiceless, while supporting decisions that are fiscally sound and equitable. I have learned to value input from various perspectives and have used a data-driven approach to reaching hard decisions while still aligning with values of healing, justice, and accountability. Current boards I currently serve on include:

1. **UCSF Police Department, Oakland Children's Hospital- Community Safety Board:** As a board member representing 1 of 2 community seats, my focus is to facilitate and enhance communication between the Police Department and the UCSF community. Collectively we work collaboratively on issues involving safety and security to create a shared learning environment; supporting officers and members of the UCSF community to interact and learn together through a holistic, inclusive and tiered response model for safety services based on transparency, continuous improvement through data, accountability and independent oversight. (2022-Present)
2. **Us4Us, San Francisco:** I currently serve as a board member for small community-based organization in San Francisco. My primary responsibility was to support with establishing the policy and procedures, and to oversee hiring practices and fund-raising efforts of the organization. I also am on the committee that hosts community events to build open lines of communication and engagement with the community as well as working with San Francisco Juvenile Probation to explore community-based solutions such as diversion, restorative justice and the implementation of credible messenger strategies for youth on Secure Track detention. (2021-Present)



RICARDO GARCIA-ACOSTA

Director of Community Peace,
Communities United for
Restorative Youth Justice (CURYJ)
Oakland, California

SUMMARY OF QUALIFICATIONS

Dedicated professional with extensive experience and networks across all areas of current Violence Prevention & Intervention efforts in the Oakland/ San Francisco Bay Area. Thought leader in Crisis Response, Community Peace Building, and Care Management Frameworks rooted in traditional healing practices.

PROFESSIONAL ASSOCIATIONS

Board Member, UCSF Police
Department- Community Safety Board
2022-Present

Board Member, Us4Us San Francisco
2021-Present

Founder & Partner, In All My Relations
Independent Consulting (IAMRIC) &
Paradigm Shifting Consultant Group
2019-Present

Founding Member, Mission Peace
Collaborative, SF 2007-Present

CONTACT

██████████
Oakland, CA 94605

Phone: ██████████

Email: ██████████

EXPERIENCE

CURYJ- Oakland, CA

Director of Community Peace, May 2022- Present

- Oversees the day-to-day functions of CURYJ's Community Peace Initiatives of over 2.1Mil in funding, including partnerships with the City of Oakland DVP, State of California CalVIP, National Parks Service and Northern California Stop the Hate Cohort; Responsible for the completion of contract objectives, program planning, and oversight of data management and quality assurance.
- Maintains collaborations with outside agencies and partner organizations; systems and development; identifies themes for year-round trainings and general staff development; represents the organization on the national landscape for healing and peace building efforts.

Instituto Familiar de la Raza, Inc.- San Francisco, CA

Roadmap to Peace, Initiative Director, Jan 2020-June 2022

- Oversaw the RTP Service Network of a collaborative of 7 community-based organizations; Led funding efforts and leverage resources to ensure collective impact; Developed goals, objectives, and strategies to inform the RTP 5-year plan and to expand RTP's role in leading pathways for juvenile justice referrals for migrant youth and young adults.
- Prepared monthly progress reports to funding agencies; Increase funding by 500k expanding RTP's role in supporting city-wide crisis response coordination and Peace Building across the City following the Covid Pandemic.

Youth Alive! - Oakland, CA

Intervention Services Manager Jan 2018- Jan 2020

- Managed the Caught in the Crossfire and Violence Interruption Programs; Liaison to collaborative partners; Managed and maintained data collection and entry, specifically with Hospital and Funding Agencies while providing updates and coordination across program delivery to ensure cross-integration of resources.
- Conducted staff performance & file reviews; quality assurance for multiple programs & represented YA! in the media, to public officials, community leaders, etc. on strategies to prevent gun violence.

City of Oakland, Human Services, Oakland Unite- Oakland, CA

Violence Prevention Liaison/Program Officer, Mar 2016-2018

- Coordinated Communication between Area Team Leads, Oakland Unite and other Collaborative Partners regarding: Executive Notifications, Ceasefire Custom Notifications, Alameda County Hospital Referrals, & Funeral Requests for OPD and Street Outreach Support.
- Ensured that Policies and Procedures Regarding Services and Operations are followed by the contracted agencies of

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Oakland, California

the Street Outreach & Violence Interruption Program Model with 5 Funded Grantees in a portfolio totaling over 1.6 million dollars; and assisted OPD on Procedural Justice Principles, working with community-based partners to develop holistic, community-led commitments for OPD.

City and County of San Francisco, Juvenile Probation- SF, CA Community Builder/JAC Coordinator Feb 2013-2016

- Monthly Probation Orientations for 1st time Probationers and their Families; Developed Juvenile Advisory Council (JAC) as a resource to the Chief Probation Officer to incorporate youth perspectives as new programs, policies and initiatives were developed within the Department.
- Bolstered youth leadership component; Led annual Camping Trip to Camp Mather, Yosemite in collaboration with various CBO's and City Departments.

OTHER PROFESSIONAL EXPERIENCE

Khadafy Washington Project (Homicide Response)- Oakland, CA
Project Manager 2013-2016

Arriba Juntos- San Francisco, CA

Program Director- Community Response Network 2007-2013

CERTIFICATES, TRAINING, & EDUCATION

Certified Circle Keeper, National Compadres Network, 2023

Certificate in Professional Development and Volunteer Management,
UC Berkely Extension- Berkeley, CA, 2019

Certified Violence Peer Counselor, State of CA CalVCP, 2015

Roots Fellow- San Francisco Department of Children Youth and Their Families, July 2009- June 2010 Fellowship in Management Leadership Reflection and Skill Building; Organizational Capacity; Community Building; Creating Systems of Change.

CALMECAC Member- House of Learning Leadership Training, Jan 2006- Feb 2007- Instituto Familiar de la Raza; Process of Change- Personal and Community; Understanding and Managing Energy- Individual and Collective Impact

University of California, East Bay (Formally Cal State Hayward)-
General Education Courses, 2000-2002

PUBLICATIONS AND PRESENTATIONS

"San Francisco Vision Zero: Homicides, D-10 Safety Plan"

Co-Author in Partnership with SF SAFE, San Francisco, CA- 2019

"Oakland Unite, Street Outreach Program Model", assisted with development with Bright Research Group, Oakland, CA- Mar 2016

"Managing Crisis to Long Term Community Healing",

Presenter, National Network of Hospital Based Violence Intervention, National Conference, Oakland, CA- Apr 2012

"Local Gangs, Fact vs. Fiction", Presenter, United States Federal Public Defender CJA Panel Seminar, U.C. Hastings College of Law San Francisco, CA- 2010