



AGENDA REPORT


TO: Jestin D. Johnson
City Administrator

FROM: Felicia Verdin
Assistant to the City
Administrator

SUBJECT: Selection Panel Nominations for
Police Commissioner Appointments

DATE: August 26, 2024

City Administrator Approval


Jestin Johnson (Aug 29, 2024 17:05 PDT)

Date: Aug 29, 2024

RECOMMENDATION

Staff Recommends That The City Council Adopt A Resolution Accepting The Police Commission Selection Panel's Slate Of Two Commissioners, Angela Jackson-Castain And Samuel Dawit, To Serve On The Oakland Police Commission

EXECUTIVE SUMMARY

In accordance with the City Charter, City Council's approval of the resolution will accept the Selection Panel's slate of nominees, Angela Jackson-Castain and Samuel Dawit to serve on the Police Commission. With City Council's approval, Ms. Jackson-Castain will be appointed as a Police Commissioner for a three-year term beginning on October 17, 2024 and ending on October 16, 2027. Mr. Dawit's term will begin on October 17, 2024, and end on October 16, 2026 as he is completing a term previously held by Karely Ordaz who resigned.

BACKGROUND / LEGISLATIVE HISTORY

The Oakland Police Commission was first established by voter approval through Measure LL on November 8, 2016, and later amended through Measure S1 on November 3, 2020. Measures LL and S1 established a seven-member Police Commission, with two alternate commissioners, charged with overseeing the Oakland Police Department (OPD) to ensure that its policies, practices, and customs meet national standards of constitutional policing. Duties of the Police Commissioners include overseeing the Community Police Review Agency (CPRA), which conducts investigations into allegations of officer misconduct, overseeing the Office of the Inspector General (OIG), which performs independent audits of OPD, proposing changes to, approving, or rejecting current or proposed OPD policies, hiring and removing the Chief of Police, and other duties.

Measures LL and S1 also established a nomination process whereby a nine-person Selection Panel is responsible for nominating four (4) Commissioners and one (1) Alternate Commissioner to the Police Commission. The Mayor is responsible for nominating the other three (3) Commissioners and one (1) Alternate Commissioner to the Police Commission. All nominations are subject to City Council approval. The Mayor and each City Council Member

Rules Committee
September 12, 2024

select an individual to serve on the Selection Panel. The Selection Panel meets as needed to determine its selection process, including reviewing applications, interviewing candidates, and selecting commissioners.

ANALYSIS AND POLICY ALTERNATIVES

This recommendation is connected to the citywide priority of holistic community safety. The work of the Selection Panel to nominate Police Commissioners is critically important to public safety in Oakland to ensure that the body is representative of Oakland. The Police Commission is responsible for overseeing many policies and other work that govern OPD, the OIG and CPRA.

For the 2024 nomination period, the Selection Panel was tasked with selecting two commissioners to replace one commissioner whose term was set to expire on October 16, 2024 and another to replace a commissioner that resigned.

In the spring, the Selection Panel conducted an extensive community outreach process to seek applications for two commissioner positions. During the summer of 2024, the Selection Panel interviewed 6 applicants over the course of two rounds of interviews.

The Selection Panel selected two (2) candidates as its nominees to the Police Commission: Angela Jackson-Castain and Samuel Dawit. Ms. Jackson-Castain was previously selected to serve on the Police Commission as an alternate. Her appointment as an alternate Police Commission was approved by City Council on June 7, 2022, pursuant to City Council [Resolution No. 89214 C.M.S.](#) She was elevated by the Police Commission to a full commissioner seat after a commissioner resigned and her term is set to expire on October 16, 2024. Ms. Jackson-Castain applied to the Selection Panel as an incumbent to serve as a full-time Police Commissioner during the 2024 nomination process and was selected by the Selection Panel as their nominee.

Ms. Jackson-Castain and Mr. Dawit's application materials are included herein as **Attachments A, and B.**

If the City Council does not take any action on Angela Jackson-Castain and/or Samuel Dawit's nomination within sixty (60) days, in that case, the two nominees shall be deemed appointed to the Police Commission pursuant to City Charter Section 604(c)(3)(c).

FISCAL IMPACT

There is no direct fiscal impact associated with City Council action on this report.

PUBLIC OUTREACH / INTEREST

Public outreach for the Police Commission vacancies were conducted through a press release, postings on various social media channels including Nextdoor and Twitter, outreach at

community events, emails to local nonprofits, flyers provided at community events, and ads placed in the Oakland Post and El Mundo.

COORDINATION

This report has been prepared in coordination with the Office of the City Attorney.

SUSTAINABLE OPPORTUNITIES

Economic: There are no economic opportunities associated with this report.

Environmental: There are no environmental opportunities associated with this report.

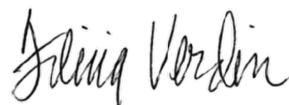
Race & Equity: There are no race and equity opportunities associated with this report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Adopt A Resolution Accepting The Selection Panel's Slate Of Two Police Commissioners (Angela Jackson-Castain and Samuel Dawit) To Serve On The City Of Oakland Police Commission.

For questions regarding this report, please contact Felicia Verdin, Assistant to the City Administrator, at (510) 238-3128.

Respectfully submitted,



Felicia Verdin
Assistant to the City Administrator

Attachments (2):

- A. Angela Jackson-Castain – Application for Police Commissioner
- B. Samuel Dawit – Application for Police Commissioner



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:	Jackson-Castain, Angela	C.	06/07/2023
	<i>Last</i>	<i>First</i>	<i>M.I</i>
Home Address:	[REDACTED]		<i>Apartment/Unit #</i>
	Oakland	CA	94608
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[REDACTED]	Email: e	[REDACTED]
		or a	[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: Lt. Colonel J. Rick Brown, Transparency Matters, LLC Relationship: Colleague

E-Mail: [rt](#) Phone:

Full Name: Katherine Darke Schmitt, US Department of Justice, Deputy Director at the Office of Victims of Crime Relationship: Former Client

E-Mail: Phone:

Full Name: Celiné Justice, Pivotal Ventures, Melinda French Gates Company Relationship: Friend/Professional

E-Mail: [c](#) 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?

- Woman/Female/She/Her 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?
- Born and raised; 1982 - present
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.)
- 0
- 1-2
- 3 or more
6. How did you hear about applying to be on the Police Commission?
- Family member and Terri McWilliams, also currently serving as alternate commissioner

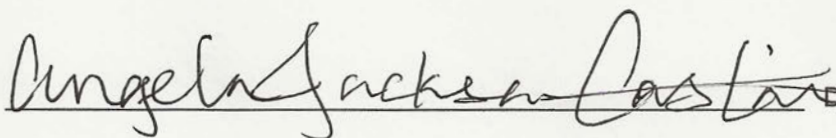
Disclaimer and Signature

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: 06/07/2023

Completed applications must be received by **June 7, 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

Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

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

As someone born and raised in Oakland, community engagement and advocacy were instilled in me at an early age. One of my first significant experiences preparing me for the work of the Commission was serving as Chair for the **City of Oakland's Mayor's Youth Advisory Commission** under former Mayor Jerry Brown while in high school. This experience afforded me insight into how communities addressed societal issues from a governance vantage point; and, not just as individuals experiencing them. This was my introduction into city government, I then went on to major in political science in college.

Another significant experience was through work. I was instrumental in establishing the **U.S. Department of Justice, Office of Justice Programs (OJP) Diagnostic Center** where I lead the delivery of national best practices, training and technical assistance, and data-driven solutions to **local communities across the country grappling with systemic criminal justice and law enforcement issues**.

In this capacity, I honed my expertise to become a nationally recognized **criminal justice professional and subject matter expert (SME)** with over twelve years of experience in quantitative and qualitative analytical techniques and the application of rigorous research methodologies to assess the **efficacy of law enforcement**, systemic violence and other serious crime problems. I collaborated with top executives in law enforcement, municipal and judicial sectors and other leaders in the criminal justice community to help communities address these complex justice issues by developing empirically-based recommendations and customized solutions to persistent public safety and organizational challenges. The goal of this work was to develop holistic, tangible solutions that encompassed all facets of the community to build local capacity to implement recommendations and monitor progress for sustainable change.

The experiences of my personal and professional life have more than adequately prepared me to contribute to the work of the Commission, as I have demonstrated experience in the following:

Policy & Practice

- Reviewing, customizing and developing **policing policy and procedures** in accordance with **national standards**; specifically, in the areas of police **misconduct and discipline, use of force, organizational risk management, police accountability** and the customization of Lexipol policies
- Establishing **police/civilian oversight, transparency and accountability** organizations
- Conducting **program evaluations** and developing and implementing **key performance indicators** and to track progress toward intended outcomes
- Serving as a **key contributor, panelist and trainer** at international and national conferences (i.e., IACP, NOBLE, NCJ, NFCJ, PERF; see resume for an exhaustive list and organizational affiliations)

Stakeholder Coordination & Collaboration, Strategic Planning & Resourcing

- Understanding of the **entire criminal justice system** and **key stakeholder groups** needed to support reforms and initiatives
- Establishing **criminal justice coordinating councils** for top officials across all sectors of the justice system
- Facilitating **community outreach and engagement**; hosting/moderating townhalls, focus groups, roundtable discussions, etc.
- Developing robust **strategic plans** with identification and prioritization of initiatives, projects and activities in alignment with **near- and long-term goals and objectives**
- Understanding **municipal finances**; including financial structures, budget management and resource allocation
- Identifying and coordinating **local, state and federal resources** to support program initiatives

Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

Expertise & Knowledge Base

- Possessing **up-to-date knowledge** of key issues such as **racial disparities** in policing and **unconstitutional policing practices** confronting justice and social systems
- Working with and on behalf of **marginalized populations** to improve police interactions
- Developing/coordinating **effective policing solutions** on a range of topics; such as **racial bias, mental health, substance abuse, recidivism, juvenile justice, domestic and intimate partner violence and homelessness**

My hope is to be able to leverage these skills and experience to enhance the work of the Commission. Through my working relationships with renowned experts and national organizations, I am well-positioned to bring innovative solutions to the Oakland Police Department and the City of Oakland.

I voted to establish the Commission in 2016 and I am still committed to its vision and mission to improve upon and ensure best practices in policing, specifically for people of color and other marginalized groups. Moreover, I am personally committed to the eradication of systemic racism and injustice. Working with the Oakland Police Commission would provide me an opportunity to directly contribute to the growth and development of my community.

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

Aside from the D.A.R.E. program as an Oakland public school student and more recent requests for support from law enforcement/community liaison officer to address specific incidents/concerns in my West Oakland neighborhood, I have had virtually no other contact with OPD. In a professional capacity, the local departments I have worked directly with include Richmond, Vallejo and Salinas PDs.

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; neither I nor an immediate family member has worked or volunteered in these roles. I have only worked with the aforementioned in a professional capacity.

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?

City of Oakland Police Commission, Alternate Commissioner

I am currently serving as an Alternate Commissioner and was recently sworn-in June 16, 2022. As I am being onboarded and going through prerequisite training, I am also collaborating with Commissioners to determine where the greatest need lies and how I can be of most service. I anticipate being a key contributor to the policy-related ad hoc committees, such as Body Worn Cameras Policy, Racial Profiling Policy, Militarized Equipment Policy, Rules and Procedures, SOPs; as well as the Community Outreach ad hoc. I am also exploring the potential to stand up an ad hoc committee around Data and Analysis for to inform decision making. As I am still getting acclimated, no challenges to report at this time.

Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

YWCA Berkeley/Oakland Board of Directors, Executive Committee

For the last six years, I have served as a Board member on the Board of Directors for the YWCA Berkeley/Oakland to support of its mission to eliminate racism and empower women. I am currently on the Executive Committee and have served on a variety of subcommittees; such as the Asset, Financial Development, Program & Policy, Nominating, and Personnel committees. I supported the development, review and approval of annual budgets, audits; evaluated and nominated potential candidates for membership; supported program leads in delivering the YWCA programs' services to Oakland and Berkeley; and participated and spearheaded funding raising events.

Some of the most challenging aspects of my participation has been around representation. Until recently, I have been serving as the youngest Board member and being a Black woman on a Board that has historically been comprised of more affluent, white women closely aligned to the University (Cal Berkeley). Therefore, the approach to delivering services to underserved members of the community, in particular school-aged girls in Oakland, has come from a limited vantage point and perhaps, a lack of understanding of what needs should be met through our programming.

As a result, we have shifted the focus of the Board to improve understanding and awareness of systemic racism and the cascading impacts. As a Board, we recently received racial justice and anti-racism training, we are launching an initiative on digital equity and partnering with other organizations to align investments as shareholders to promote social corporate responsibility, particularly in the realm of diversity, equity and inclusion.

Other Local Activities

Active member of the National Alumnae Association of Spelman College – Bay Area Chapter, volunteer in Oakland Public School District, PICO California, and Faith in Action. As a youth, served as the Chair of the Mayor's Youth Advisory Commission for the City of Oakland and Chair of the Northern California chapter of A Better Chance.




Please see enclosed resume for full list of organization memberships and affiliations.

Encl.: Resume

Angela Jackson-Castain, M.S.

Criminal Justice and Public Safety Practitioner

Program & Project Manager

 [Redacted]
 [Redacted]
 California, 94608 (USA)

Security Clearances:

Active DoD Top Secret (since 04/04/2010)/SCI (in progress); DOJ Public Trust; DHS NPPD Suitability

Professional Qualifications

Over 16 years of professional experience in the private and non-profit sectors

Successfully organizes and manages large, cross-functional teams of professionals to complete complex projects

Astute quantitative and qualitative analytical skills

Recognized Subject Matter Expert in applied analytics, criminal justice, public safety and emergency management fields

Adept at building, maintaining and growing client relationships in a team-based, professional services environment

Education

Georgia Institute of Technology
Master of Science, 2008

Spelman College
Bachelor of Arts, 2004

Other Educational Experience

Stanford University
Domestic Exchange, 2003

La Universidad de Sevilla, Spain
Foreign Exchange, 2002

Core Competencies

Program Project Management

Organizational Change Management

Organizational Effectiveness

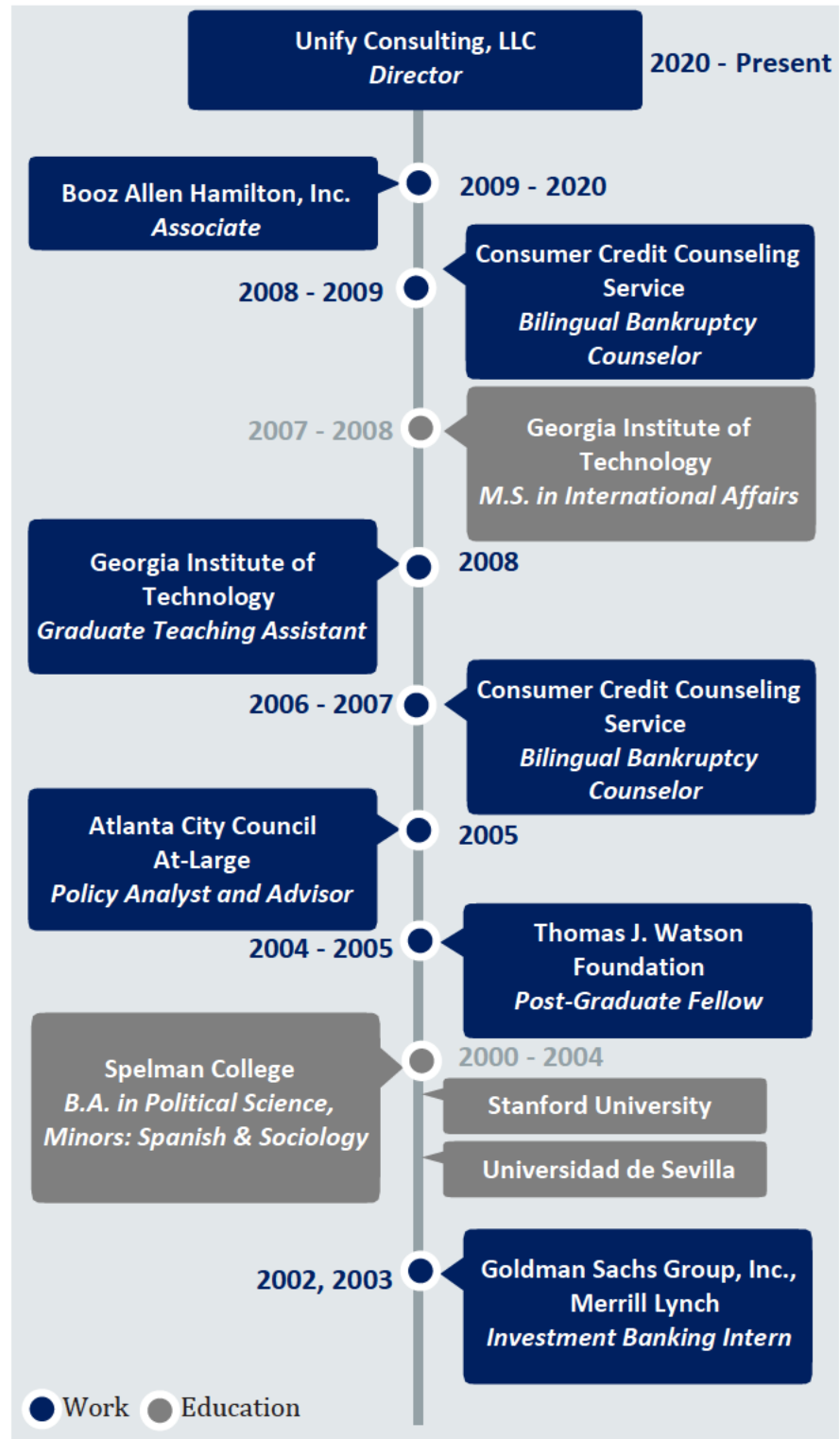
Business and Intelligence Analysis

Training and Technical Assistance

Empirical Research Methods

Socio-cultural Analysis

Modeling, Forecasting & Decision-making



Work Experience

2009-2020	Booz Allen Hamilton, Inc. <i>Associate</i>	Washington, DC Metro Area
Management Consulting	U.S. Department of Homeland Security (DHS), Cybersecurity and Infrastructure Security Agency <i>Facilitator 1, 2018 - 2020</i>	
	<ul style="list-style-type: none">• Provides strategic planning support and program management oversight on behalf of DHS' Cybersecurity and Infrastructure Security Agency (CISA) to enhance decision-making, coordination, and planning for emergency communications across all 56 states and territories.• Serves as primary facilitator for CISA's Interoperable Communications Technical Assistance Program.• Responsible for developing, delivering and facilitating multi-day, statewide workshops to ensure, accelerate and attain operable and interoperable emergency communications nationwide, while accounting for new/emerging technologies and national initiatives, for the national security/emergency preparedness community.• Leads multi-disciplinary and multi-jurisdictional stakeholder groups in the development of strategic plans and implementation/monitoring tools to help states prioritize resources, strengthen governance, identify future investments, and address interoperability gaps.• Manages project staff and program activities; including, staff oversight and development; development of Monthly Status Reports, project plans and tasks, program updates, and final deliverables; monitors and tracks project budgets, expenditures, billable activities; and coordinates resources across federal components to deliver training and technical assistance to the field.	
	U.S. Department of Justice (DOJ) Office of Justice Programs (OJP) Diagnostic Center, <i>Diagnostic Specialist, 2012-2017</i>	
	<ul style="list-style-type: none">• Lead the delivery of highly-customized, data-driven training and technical assistance to more than 60 communities nationwide to address systemic violent crime and public safety challenges.• Provided Subject Matter Expertise and innovative leadership to key stakeholders across the federal, state, local, and tribal justice systems, leveraging nationally-recognized evidence-based practices to address complex criminal justice issues of concern.• Coordinated resources across DOJ's many components to deliver information, training, and resources to address challenges identified by requesting government entities.• Managed, organized, and planned approximately 25 large-scale projects for various jurisdictions nationwide, examining justice systems to develop strategies and empirically-based recommendations to address crime problems and deliver required training and technical assistance to implement recommendations.• Identified and executed consulting agreements and subcontracts with more than 50 technical assistance providers; to include, individuals, agencies, and organizations, maintaining strong controls and accountability over task execution and deliverables.• Oversaw and facilitated the provision of direct technical assistance services to top-level executives in the criminal justice and law enforcement fields.• Core activities included: overarching project management (e.g., tasks, deliverables, timelines, and budgets) and management of subcontractor and other support staff; conducting baseline organizational assessments, gap analysis, quantitative and qualitative data collection and analysis, policy review, meeting facilitation, strategic planning, peer-to-peer mentoring, criminal justice information sharing and training.	

- Served as primary author of key contract deliverables and products to inform the broader justice community on data-driven approaches to identifying and solving the most pressing crime-related challenges confronting justice systems.

U.S. Department of Defense, *All-Source Intelligence Analyst, 2009–2012*

- Worked within the functional areas of threat modeling and applied analytics to develop methods and approaches to intelligence problems; provided data collection, analysis, and policy recommendations to U.S. Government (USG) clients in support of their security and defense missions.
- Conducted Research & Development, as a model and methods developer, leveraging a variety of social science methodologies and analytical techniques to systematically dissect complex problems and provide empirically-based recommendations.
- Conducted statistical, quantitative, and qualitative data coding and analysis, as well as social network analysis to research potential threats, terrorist and transnational crime networks.
- Authored case studies on relevant international human security issues and civil-military relations for countries of interest for the U.S. Combatant Commands (COCOMs).
- Provided geospatial analysis in support of U.S. Pacific Command (PACOM) to enhance hazard assistance disaster relief knowledge management platforms and for the Broadband Technology Opportunities Program to evaluate broadband and wireless capabilities for municipalities.
- Developed complex databases and methodology to analyze unstructured data on the global dispersion of populations of interest. In support of the same USG client, conducted in-depth interviews with key subject matter experts to develop a Best Practices Guide on Agent-Based Modeling.

2008–2009 & 2006–2007 **Consumer Credit Counseling Service** Atlanta, GA
Bilingual Budget/Credit Counselor, Bilingual Bankruptcy Counselor

**Non-Profit
Financial**

- Provided financial counseling and high-quality customer care to English and Spanish-speaking clients faced with bankruptcy, budget, and credit issues.
- Responsible for training new employees on the process of counseling clients and the creation of personalized Debt Management Plans, as well as managing compliance with law firm affiliates.
- Served as media spokesperson to relay current market trends and program offerings to news media personnel and other key stakeholders.
- Supported educational outreach projects to provide basic financial education and budget management strategies to local residents.

2008 **Georgia Institute of Technology** Atlanta, GA
Graduate Teacher Assistant

Education

- Served as sole teaching assistant for an Ethics in International Affairs course, serving approximately 200 undergraduate students.
- Managed and developed supplemental course material; developed and executed grading scheme for students' assignments.
- Assisted students by reinforcing course content presented by the professor, answering questions, and leading pre-exam tutorial sessions.

2005 **Atlanta City Council – Post 3: At Large** Atlanta, GA
Policy Analyst and Advisor

Government

- Addressed constituent concerns, researched legislation, and attended Neighborhood Planning Unit and council meetings.
- Served as Supervisory Office Manager and managed a staff of five; provided workforce training skills to staff members and facilitated community engagement activities.

2004–2005	Thomas J. Watson Fellowship <i>Watson Fellow</i>	Global
Independent Research	<ul style="list-style-type: none"> • Conducted post-graduate independent research in Brazil, Egypt, India, and the Dominican Republic to analyze the impact of the international monetary lending system and on local education. • Examined aggregate statistical data on education and international funding; conducted in-depth research on national educational systems. • Conducted structured interviews of government officials, non-profit organizations, local school administrators, parents, and students to observe and document educational disparities among various populations of the countries visited. • Authored a paper: “Education for All? A Comparative Study of Educational Disparities” documenting all findings and outcomes of the study and presented at a national conference. 	

Other Relevant Skills

Computer Applications & Programming Languages

- Proficient in Windows 11 and MS Office, all versions through 2013/365, MS Project, MS Planner, MS Access, ASANA, SharePoint, Adobe Acrobat Professional, ArcGIS and ESRI products, APAN, Social Network Analysis tools, Palantir, SPSS, Stata, Stella, Web 2.0 tools, Bloomberg, HOSTaccess and Timpani

Additional Professional Training Courses

- Project Management Academy Bootcamp
- Salesforce, Software as a Service (SaaS), Customer Relationship Management (CRM)
- Organizational Leadership and Team Development
- Tableau Fundamentals
- Agile Fundamentals
- Intelligence Analysis Bootcamp
- Financial Intelligence
- Advanced Geospatial Information Systems

Languages

- Spanish (Fluent), Portuguese (Novice - Conversational), Arabic (Novice)

Other Professional Experience

Conferences & Training Events

- **Nevada District Court Judges: 2018 Annual Seminar, April 2018**
Faculty
Topic: “Pretrial Risk Assessment: History and Developing Trends”
- **Nevada Limited Jurisdiction Judges: 2018 Winter Seminar, February 2018**
Faculty
Topic: “The Design and Validation of the Nevada Pretrial Risk Assessment”
- **Vera Institute and Police Foundation, October 2017**
Subject Matter Expert
Participation requested for a national professional focus group to advise on methods, opportunities, and approaches to harvesting useful data from the community, law enforcement, and other criminal justice system for improved policing as part of a formal research project to inform the development of CompStat 2.0.
- **International Association of Crime Analysts (IACA): 27th Annual IACA Training Conference, September 2017**
Instructor
Topic: “Data Analytics for Violence: A Two-City Case Study on Gun and Interpersonal Violence and Developing a Targeted Violence Reduction Strategy”

Conferences & Training Events (continued)

- **National Organization of Black Law Enforcement Executives (NOBLE): 41st Annual Training Conference and Exhibition, August 2017**
Moderator
Topic: “Building Community Engagement and Reducing Violent Crime in Richmond, California”
- **National Council of Juvenile and Family Court Judges (NCJFCJ): 80th Annual Conference, July 2017**
Faculty, Panelist & Moderator
Topic: “Prioritizing Reform: Nevada Blue Ribbon for Kids Commission’s Strategic Reform of the Child Welfare System”
Topic: “Improving the City of Seattle and King County’s Capacity to improve Responses to Juvenile Domestic Violence”
- **International Association of Chiefs of Police (IACP), October 2015**
Topic: “Addressing Police Misconduct and Accountability: Two Case Studies”
- **National Organization of Black Law Enforcement Executives (NOBLE): 39th Annual Training Conference and Exhibition, July 2015**
- **Academy of Criminal Justice Sciences (ACJS), March 2015**
- **National Criminal Justice Association (NCJA): National Forum, August 2014**
Panelist
Topic: “Offender Reentry: The Burden of Shifting Case Loads”
- **National Forum on Criminal Justice (NFCJ), 2014**
- **Police Executive Research Forum (PERF), May 2014**
- **Smart Policing Initiative (SPI) Conference: April 2013**
- **George Mason University, April 2013**
- **World-Wide Human Geography Data Working Group, March 2012**
- **Computational Social Science Society of the Americas (CSSSA) Conference, October 2011**
Agent-Based Modeling Workshop

Professional Affiliations & Memberships

- Project Management Institute (PMI)
- International Association of Chiefs of Police (IACP)
- Computational Social Science Society of the Americas (CSSSA)
- American Political Science Association
- Military Operations Research Society

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: Adante Pointer

Relationship: Mentor

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Oscar Stewart

Relationship: Ethics Professor

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Daniel Ettlinger

Relationship: Chariman of CPAB

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?

27 years _____

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.)

- 0
- 1-2
- 3 or more

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

Oakland board staff, community members, my own research. _____

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: Samuel Dawit Date: 06/14/2024

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

OPC Supplemental Questionnaire Responses: Samuel Dawit

1. My dedication to public safety and community well-being is evident in my experience serving as a commissioner on the Public Safety and Services Violence Prevention Oversight Commission (SSOC) and as a board member on the Community Policing Advisory Board (CPAB). Furthermore, my volunteer work with my fraternity, Alpha Phi Alpha Inc., City Team, and Community Ready Corps (CRC) has provided me with valuable firsthand experience working within the community to address the root causes of violence and promote positive change. These combined experiences have equipped me with a deep understanding of the issues the Commission faces and the skills necessary to contribute meaningfully to its work.
2. My contacts with OPD have been insightful. I have worked with Deputy Chief Beere, Assistant Chief Trevelyan Jones, and a handful of other officers as part of my work with the Community Policing Advisory board.
3. In college I was the lead undergraduate law clerk/intern at the Law Offices of John L. Burris. We sued Police Departments for wrongful uses of force, wrongful death and other over reaches of power. My work with the Law office concluded in August of 2018.
4. I have served on one board and one Commission. When I joined the Community Policing Advisory Board (CPAB), we were expected to have a thorough understanding of the activities and issues faced by the neighborhood councils in our area and elevate these concerns to city services such as the OPD command staff, the City Administrator's office, Neighborhood Services, and others. However, I discovered that the CPAB was almost entirely disconnected from the neighborhood councils. I then collaborated with the board to ensure that we attend at least a handful of neighborhood council meetings each month, allowing us to gain a more accurate understanding of what is happening in our neighborhoods.
 - a. Additionally, on the Community Policing Advisory Board, our charter resolution 79235 stated that the city should provide meeting spaces to neighborhood councils on Oakland Unified School District (OUSD) properties. However, even the longest-serving board members were unaware of any processes or contacts to facilitate this. I am currently working with OUSD leadership, including the superintendent, to establish a clear path forward to ensure neighborhood councils have access to these meeting spaces citywide.
 - b. Work experience - For the past four years, I have led Technology Partnership efforts for my previous employer, Fivetran, and my current employer, Postman. I have negotiated complex partnerships that have brought different organizations and numerous departments together to rally around a singular effort. I have balanced and analyzed budgets and served as the sole liaison to internal and external C-suite stakeholders. I may not be the traditional well-seasoned attorney that you have a handful of on your board, but I am born/raised in Oakland, a quick learner, experienced at navigating complex issues with executive stakeholders and am ready to learn and serve. Thanks for your time!