



Police Commission

Application for Position of Commissioner – FACT SHEET

Purpose:	Oversee the Oakland Police Department’s policies, practices and customs to meet national standards of constitutional policing and oversee the Community Police Review Agency that investigates police misconduct and recommends discipline.
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Membership:	7 regular commissioners & 2 alternate commissioners Note. These positions are volunteer and unpaid.
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Term Length:	Typically, 3 years
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Time Commitment:	Significant time commitment anticipated for both meeting preparation and attendance. Regular meetings are held every second and fourth Thursdays of the month starting at 6:30 pm. Additional meetings for members serving on Ad Hoc or Standing Committees. Police commissioners should expect to spend 15-20 hours a week on commission business.
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Minimum Requirements:	Oakland resident At least 18 years old Note. Commissioners cannot be any of the following: <ul style="list-style-type: none">• current police officer or former Oakland police officer• current City of Oakland employee• current or former representative of a police officer labor union• an attorney who has a pending claim or lawsuit against the Oakland Police Department• an attorney who has filed a claim or lawsuit against the Oakland Police Department that was resolved during the past year
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Description of Work:	Oversee the Oakland Police Department <ul style="list-style-type: none">• Conduct annual public hearings, at minimum• Issue subpoenas and take testimony on matters before it• Propose changes to policies and procedures• Approve changes to policies proposed by OPD• Review OPD proposed budget and make recommendations• Authority to fire the Chief of Police• Recommend list of 4 candidates for Chief of Police to Mayor <hr/> <p>Oversee the Community Police Review Agency</p> <ul style="list-style-type: none">• Conduct performance review of Director of CPRA• Serve as Discipline Committee to review proposed discipline of police officers when CPRA and Chief of Police do not agree• Authority to fire the Director of CPRA• Recommend list of 3 candidates for Director of CPRA to City Administrator <hr/> <p>Submit annual report to the Mayor, City Council and public.</p>
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Application deadline is Tuesday, June 30, 2022. For language assistance contact (510) 238-3301.



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: _____ Date: _____
Last First M.I.

Home Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Phone: _____ Email _____

Supplemental Questionnaire

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

E-Mail _____ Phone: _____

Full Name: _____ Relationship: _____

E-Mail _____ Phone: _____

Full Name: _____ Relationship: _____

E-Mail _____ Phone: _____

Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

- _____ I do not wish to self-identify

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

Please check one of the boxes below:

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

Required Questionnaire

4. How long have you lived in Oakland?

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.)

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1-2

3 or more

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

Disclaimer and Signature

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

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

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

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

Signature: _____ Date: _____

Completed applications must be received by **June 15, 2021**, 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

Police Commission Application

Supplemental Questionnaire

Karely Ordaz

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

I believe my professional, community, and life experiences have prepared me to contribute to the critical work of the Oakland Police Commission.

Commitment to Justice, Diversity, and Oaklanders' Perspectives: I grew up in East Oakland and understand firsthand the public safety challenges in the city. In 2016, I organized the city-wide Chief of Police Community Forums to hear directly from Oaklanders on the qualities and skills necessary for OPD's Chief of Police as well as what's needed to improve community safety and police-community relations. I support the need to invest in alternative forms of policing to eliminate the racial injustice of policing on people of color. As an immigrant Latina who grew up low-income, I bring a much needed perspective to the Commission

Governance & Leadership: I have 10 years of leadership and governance experience. I have served on five (5) boards including the public City of Oakland Commercial Sexual Exploitation of Children (CSEC) Task Force (see question 4). As an unpaid board member, I've managed executive director transitions, led executive search processes, approved multi-million dollar budgets, and developed policy in partnership with leadership. I have also led strategic planning sessions, closed session discussions, and attended many governance trainings including on the Brown Act.

Policy Analysis: For over 5 years, I worked as a legislative and mayoral aide in the City of Oakland. In my roles, I developed and negotiated policy solutions to many Oakland problems. I understand the public policy process and how to work with stakeholders to find common ground. I'm currently pursuing a Master of Public Affairs from the Goldman School of Public Policy at UC Berkeley, the number one school for policy analysis.

Experience Working with the Oakland Police Department: In my roles as a Constituent Liaison in the Oakland City Council and Special Assistant to the Mayor, I interacted with the Oakland Police Department extensively. I worked with community members to address public safety concerns. I also worked closely with the OPD's Vice/Child Exploitation Unit as Chair of the CSEC Task Force. In my job at The Unity Council, I interact regularly with OPD (see question 2).

Public Speaking Experience: I have formally presented to the City Council and spoken publicly at town halls, community meetings, schools and business groups including the Oakland Rotary.

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

Commercial Sexual Exploitation of Children (CSEC) Taskforce

For 2 years, I was the Chair of the Commercial Sexual Exploitation of Children (CSEC) Taskforce, a victim-centered and survivor-informed collaborative comprised of individuals and organizations that serve, educate, protect, and advocate for victims and Survivors/Thrivors of commercial sex trafficking. OPD's Vice/Child Exploitation Unit was a critical partner in the Task Force and I worked closely with Lt. Encinias, who led the unit at the time.

OPD CSEC Awareness Trainings:

When the OPD's sexual misconduct was uncovered in 2016, I was tasked with responding to stakeholder needs, anger, and mistrust. As a response, the CSEC Task Force secured funding for CSEC Awareness Training across all community-facing City of Oakland departments including OPD. I co-design the curriculum and led the implementation of the trainings across city departments, starting with including OPD (and other departments).

OPD / East Oakland Community Engagement

As a Constituent Liaison for District 5, 6, and 7, I worked with OPD officers, at all levels of the command chain, to respond to community concerns, questions and recommendations for improving public safety.

In my role as Chief of Staff at The Unity Council, I engage with OPD regarding public safety concerns in Fruitvale and East Oakland. I've given walk-throughs of the Fruitvale Transit Village to OPD officers including the Chief of Police.

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

- a. as a police officer,
- b. as a criminal prosecutor or defense attorney,
- c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

N/A

Police Commission Application

Supplemental Questionnaire

Karely Ordaz

Question #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?

I have been civically engaged in my community for close to a decade. The most challenging aspect of my engagement has been balancing the needs of all stakeholders when making a decision. I've learned to listen, value and respect all perspectives; make decisions based on the best available data; and always have a long-term perspective. The Boards / Task Forces I've served on are:

1) Alameda County-Oakland Community Action Partnership (AC-OCAP): The AC-OCAP aims to improve community by creating pathways that lead to economic empowerment and prosperity. As a representative for District 5, I along with my colleagues provided anti-poverty funding in the areas of job training, employment placement, and housing & community development for households at or below 100% of the federal poverty guidelines. (2013-2015).

2) City of Oakland's Commercial Sexual Exploitation of Children (CSEC) Task Force: I was a member of the newly formed CSEC Task Force in 2013. By 2015, I was the Chair. In my role, I convened all stakeholders; created a new governance structure; increased membership and engagement; wrote two annual reports presented to the City Council; advocated for statewide legislation; secured funding; re-launched reportjohn.org; and worked with the San Jose Police Department to launch a [similar program](#). (2013-2018)

3) Amethod Public Charter Schools (AMPS): AMPS is a charter school management organization whose mission is to prepare students from underserved communities to succeed in college and beyond. I was the first Alumni to serve on the board. I was the Board Secretary then served as Chair during the last year of my term. (2015-2019)

4) East Oakland Boxing Association (EOBA): For over 30 years, EOBA has empowered underserved youth in East Oakland to be well-rounded champions at home, at school, and in their communities. As Board Chair, I've led an executive search process, managed an organization transition, and recruited new board members. (2016 - present)

5) Oakland Latino Education Task Force (LEN): As a member of LEN, I've advocated for equitable educational access for Oakland Latinx students including the creation of a Director-level position to lead the Latino Student Achievement program in OUSD's Office of Equity. (2016 - present)