



AGENDA REPORT

TO: Edward D. Reiskin
City Administrator

FROM: Felicia Verdin
Assistant to the City
Administrator

SUBJECT: Selection Panel Nominations for
Police Commissioner Appointments

DATE: September 2, 2022

City Administrator Approval

Date: Sep 7, 2022

RECOMMENDATION

Staff Recommends That The City Council Adopt A Resolution Accepting The Selection Panel's Slate Of One Police Commissioner (Jesse Hsieh) and One Alternate Police Commissioner (Angela Jackson-Castain) To Serve On The City Of Oakland Police Commission

EXECUTIVE SUMMARY

In accordance with the City Charter, City Council approval of the resolution will accept the Selection Panel's slate of nominations to serve on the Police Commission. If approved, Jesse Hsieh will assume another term as a regular Police Commissioner and Angela Jackson-Castain will assume another term as an Alternate Police Commissioner, with both terms ending on October 16, 2025.

BACKGROUND / LEGISLATIVE HISTORY

City Charter Section 604 (Police Commission) was first established by voter approval at the November 8, 2016 election, and later amended at the November 3, 2020 election. The ballot measures (also referred to as Measure LL and Measure 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; removing the Chief of Police for cause; as well as other duties.

The measures also established a nomination process whereby a nine-person Selection Panel would be responsible for nominating four (4) Commissioners and one (1) Alternate Commissioner to the Police Commission. The Mayor is also responsible for nominating three (3) Commissioners and (1) Alternate Commissioner. All nominations are subject to City Council approval. The Mayor and each City Council Member nominate an individual to serve on the

City Council
September 20, 2022

Selection Panel. The Selection Panel meets as needed to determine its nomination process and review candidates wishing to serve on the Police Commission.

On May 18, 2021, the City Council adopted Resolution No. 88643 C.M.S., confirming the Selection Panel's nomination of Jesse Hsieh as an Alternate Police Commission appointee to the Police Commission. In order to fill a vacancy for a Selection Panel appointee, the Oakland Police Commission elevated Commissioner Hsieh to a regular member on April 14, 2022, pursuant to City Charter Section 605(c)(8). On June 7, 2022, the City Council adopted Resolution No. 89214 C.M.S., confirming the Selection Panel's nomination of Angela Jackson-Castain as an Alternate Police Commission appointee, filling the vacant Alternate seat previously held by Commissioner Hsieh. Commissioner Hsieh's and Commissioner Jackson-Castain's current terms expire on October 16, 2022.

At its meeting on August 10, 2022, the Selection Panel voted to nominate Jesse Hsieh and Angela Jackson-Castain to begin full terms on the Police Commission. The full term for each appointment is October 17, 2022, through October 16, 2025.

ANALYSIS AND POLICY ALTERNATIVES

For the 2022 nomination period, the Selection Panel was tasked with nominating candidates to fill the regular Commissioner seat and the Alternate Commissioner seat for the term of October 17, 2022 to October 16, 2025. In addition, this report and resolution advances citywide priorities for holistic community safety.

The Selection Panel conducted an extensive community outreach process this spring and encouraged applicants to apply to serve on the Police Commission. The Panel interviewed 10 applicants and 3 were placed in a reserve pool. The three (3) candidates in the Selection Panel reserve pool would receive first consideration should a vacancy in a Selection Panel nominee seat occur in late 2022 or early 2023.

Jesse Hsieh's and Angela Jackson-Castain's application materials are included in attachments A and B. Should Jesse Hsieh and Angela Jackson-Castain's appointments be confirmed by the City Council, they will be able to continue their service on the Police Commission. Mr. Hsieh would assume a regular Commissioner term beginning on October 17, 2022, and ending on October 16, 2025, and Ms. Jackson-Castain would assume an Alternate Commissioner role during the same period.

If the City Council does not accept or reject Mr. Jess Hsieh and Ms. Angela Jackson-Castain's nomination within sixty (60) days, they shall be deemed appointed by way of 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 was conducted in the form of a press release, postings on social media channels (Nextdoor and Twitter), articles in newsletters, emails to local nonprofits, flyers provided at community events and ads placed in the Oakland Post.

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.

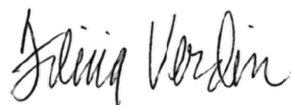
Race & Equity: There are no race and equity opportunities associated with this report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Adopt A Resolution Accepting The Selection Panel's Slate Of One Police Commissioner (Jesse Hsieh) and One Alternate Police Commissioner (Angela Jackson-Castain) 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. Jesse Hsieh – Application for Police Commissioner
- B. Angela Jackson-Castain – 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:	<u>tsieh, Jesse J</u>	Date:	<u>Q6/t9/22</u>
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	<u>[REDACTED]</u>		
	<i>Street Address</i>	<i>Apartment #</i>	
	<u>Oakland</u>	<u>CA</u>	<u>[REDACTED]</u>
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	<u>[REDACTED]</u>	Email:	<u>[REDACTED]</u>

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: Evan Kuluk Relationship: f01111er coworker

E-Mail -

Phone:-

Full Name: Avaninder "Avi" Singh

Relationship: co-board member

E-Mail

Ph_o n e =

Full Name: Regina Jackson

Relationship: co-commissioner

E-Mail

Phone:

Voluntar 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 Qakland?

0 5 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 Po6ce Commission?

0 Originally, through word of mouth.

Disclaimer and Si nature

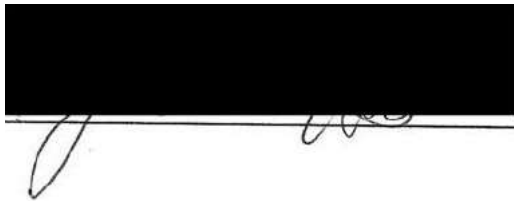
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel :strongly encourages formerly incarcerated individuals to apply.

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 attachmerm;, bocomes a public record.

Signature:



Date: 5/25/22

Completed applications must be received by **June 30, 2022**, by mail, hand-delivery, or email as follows:

Mail or Hand Delivery (Monday-Friday, 8:30 am - 5:00 pm)	5election Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oakJandca.gov Subject Police Commission Application
For assistance or additional infonnation contact	City Administrator's Office CityAdministratorsOffice@oaktandca.gov (510) 238-3301

EXPERIENCE

San Francisco Public Defender

San Francisco, CA

Deputy Public Defender

6/21-Present

- o Represent indigent clients against pending criminal charges
- o Interview and advise individuals as to their constitutional rights and other pertinent information relevant to existing or prospective criminal charges
- o Initiate and direct investigation essential to the development of a defense
- o Manage advocacy teams
- o Conducts legal research and writing for motions and the development of a defense
- o Confers with prosecutors and judges to negotiate dispositions for clients
- o Conduct jury trials.

Office of the Public Defender, Contra Costa County

Martinez, California

Deputy Public Defender III, Alternate Defender Office

9117-5111

Deputy Public Defender II-III, Felony Unit

3114-9117

Deputy Public Defender II, juvenile Unit

4113-3/14

Deputy Public Defender Special Assignment, Misdemeanor Unit

5112-4113

Training Committee

2020-present

Racial justice and Diversity Committee

2014-2020

Law Clerk Recruitment Committee

10/4-2010

Union Executive Board

2020

- o Represent indigent clients against pending criminal charges
- o Interview and advise individuals as to their constitutional rights and other pertinent information relevant to existing or prospective criminal charges
- o Initiate and direct investigation essential to the development of a defense
- o Conducts legal research and writing for motions and the development of a defense
- o Confers with prosecutors and judges to negotiate dispositions for clients
- o Conduct jury trials and juvenile delinquency contests.

East Bay Community Law Center

Berkeley, California

Supervising Attorney, Clean Slate Practice

6/09-5112

- o Represented indigent clients pursuing criminal records remedies after contact with the criminal justice system
- o Supervised weekly court-based clinic, conducted client intake, prepared clients to file pro se, drafted declarations and briefs, negotiated with district attorneys, appeared at hearings in California Superior Court
- o Supervised clinical law students, providing formal and informal feedback and training on all aspects of advocacy and ethics
- o Represented indigent clients pursuing administrative and legal relief challenging the collateral consequences of their convictions
- o Developed and coordinated a litigation strategy for advocates around the state to help clients seeking remedies under FCRA and ICRAA

A New Way of Life

Watts, California

Staff Attorney

1/09-5/09

- o Supervised volunteer legal advocates at free monthly clinics

- o Drafted and prepared petitions for expungements
- o Created training manuals for attorneys
- o Represented clients in California Superior Court hearings

Neighborhood Legal Services of Los Angeles

Pacoima, California

Legal Extern, Workers' Rights Advocacy *Group*

9/07-5/08

- o Staffed regular self-help Workers' Rights Clinic
- o Drafted legal memoranda and assisted with litigation tasks.
- o Represented a client at a Labor Commissioner hearing with attorney supervision
- o Afterschool tutor for elementary and junior high school students

PROFESSIONAL AFFILIATIONS

Asian American Criminal Trial Lawyers Association

President 2021-present

Vice President 2019-2021

Secretary 2018-2019

Contra Costa County Representative 2015-2017

Asian American Bar Association, member 2017-2021

Alameda County Bar Association, member 2019-2020

Contra Costa County Bar Association, member 2019-present

EDUCATION

UCLA School of Law, Los Angeles, California

j.D., May 2008

- o Asian Pacific American Law Journal, Business Manager
- o Asian Pacific Islander Law Student Association, Secretary

SKILLS

Fluent in Mandarin Chinese (spoken)

BAR ADMISSION

California, SBN 260348

Volunteer Activities

Center for Youth Development through Law, Board Member 2021-present

AABA Garrick Lew Scholarship Selection Committee 2019-2022

Contra Costa Clean Slate Day, Volunteer 4/8/17, 3/26/16, 8/4/14, 10/9/13

KABANC Pro Bono Legal Clinics 2015

OneBrick SF Volunteer 2011-2012 (SF foodbank, At The Crossroads)

Reentry Legal Clinic 2007-2009

Neighborhood Legal Services of Los Angeles, Workers' Rights Clinic 2006-2008

Search for Academic Achievement Testing Administrator 2001-2004

American Cancer Society Relay for Life 2004

Early Entrance Program Provisional Quarter, Mentor 2001, 2002, 2004

Fine Arts Program Facilitator, Edmund D. Edelman Children's Court 2000-2001

Voting Booths, ASI Elections 2001

Foothill Middle School, Music Tutor 9/99 to 6/01

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.

For the last sixteen years I have worked with people that have had to interact with the police. As a law student and new attorney, I helped clients legally clean up their record to avoid the stigma of contact with law enforcement. As a deputy public defender for the last ten years, almost every client of mine has contacted a police officer. Through my clients, I have gained great insight into how the police interact with the innocent and the guilty alike.

I am also familiar with law enforcement tactics and practices. As a public defender I review police reports, investigations, body camera footage, and department policies daily. I have handled cases from the simple drug possession to homicides; from traffic stops to cases involving months of surveillance. It is my job to know how the police handled an investigation and then to think critically about that investigation from an outsider's perspective: to determine what went right, what went wrong, and what could have been done better.

Since May 2021, I have sat on the Oakland Police Commission, first as an alternate commissioner, and more recently as a commissioner. In the short time I have been on the Commission, I have worked collaboratively on various policies in ad hoc committees with community members and police officers. I hope that the work we have done will help mold and shape the culture of the Oakland Police Department and look forward to continuing the work that I have started with my fellow commissioners.

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

Since being on the Police Commission, I have had regular contact and experiences with the Oakland Police Department. Police Chief Armstrong regularly reports out to the Commission, and I regularly ask him questions about specific topics. We have not met in person or developed any other type of working relationship. I also regularly work with representatives of the Oakland Police Department in ad hoc groups focused on developing policy. I have also had conversations with individual members of the Oakland Police Department about their jobs and their view of how to make the Department better. The police officers I have interacted with through my capacity as a commissioner have been professional and pleasant.

Prior to being on the Police Commission, I had minimal contact with members of the Oakland Police Department. Once, I was pulled over for speeding on Martin Luther King Jr. Way. By then, I knew how to stay on an officer's good side: two hands on the wheel, make no sudden movements, describe my actions before doing them, and never mention that I am a lawyer. I still ended up with a ticket but one with a lesser violation for my "cooperation."¹¹

In connection with my work, I have reviewed a few police reports and body camera footage from the Oakland Police Department.

Clients who have talked to me about their experiences with the Oakland Police Department have generally conveyed lukewarm to negative experiences with OPD.

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

a. as a police officer: None.

b. as a criminal prosecutor or defense attorney: I am the only attorney in my family.

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes: I previously worked at A New Way of Life Reentry Project and the East Bay Community Law Center, two non-profit organizations assisting people who had been convicted of crimes clean up their records and mitigate the collateral consequences of their convictions.

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?

Since May 2021, I have been a commissioner on the Oakland Police Commission. It has been a positive experience. I work collaboratively with other commissioners, community members, and members of the Oakland Police Department towards a common goal: changing the culture of the Oakland Police Department. The most challenging aspect of has been finding the time to do the job well. A well-developed policy requires an incredible amount of research, community outreach, and critical thinking just so that I can understand the issue, all its facets, and make sure language will be followed in the way that it was intended. A single policy could be a full-time job in it of itself.

I have served on other boards and committees. I have served on the board of the Asian American Criminal Trial Lawyers Association for the past six years, on the board of the Center for Youth Development Through Law for the past two years, and on various committees while I worked at the Public Defender's Office in Contra Costa County. My experiences have been positive and my style on these boards is similar: I generally like to listen to my fellow board and committee members to try to chart a way forward with the consensus of everyone. If there is not as much participation, I try to start off the conversation and get people talking so that they have an opportunity to offer their thoughts and opinions to get as much information as possible before coming to a decision.



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, <i>Last</i>	Angela <i>First</i>	C. <i>MI</i>	06/30/2022 <i>Date</i>
Home Address:	<div></div> <i>Street Address</i>		<div></div> <i>Apartment/Unit#</i>	
	Oakland <i>City</i>	CA <i>State</i>	94608 <i>ZIP Code</i>	
Phone:	<div></div>		Email: or	<div></div>

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: 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: Celine Justice, Pivotal Ventures, Melinda French Gates Company Relationship: Friend/ Professional

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?

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: 06/30/2022

Completed applications must be received by **June 30, 2022**, 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

6

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

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

Bachelor of Arts, 2004

Other Educational Experience

Stanford University

La Universidad de Sevilla, Spain

Foreign Exchange, 2002

Core Competencies

Program Project Management

Organizational Change

Organizational Effectiveness

Training and Technical Assistance

Socio-cultural Analysis

Modeling, Forecasting & Decision-making

Unify Consulting, LLC
Director

2020 - Present

Booz Allen Hamilton Inc
Associate

2008-2009

2009- 2020

Consumer Credit Counseling
Service
Bilingual Bankruptcy
Counselor

2007- 2008

Georgia Institute of
Technology
M.S. in International Affairs

Georgia Institute of
Technology
Graduate Teaching Assistant

2008

Consumer Credit Counseling

2006- 2007

Service
Bilingual Bankruptcy
Counselor

Atlanta City Council
At-Large
Policy Analyst and Advisor

2005

Thomas I. Watson
Foundation

2004- 2005

Post-Graduate Fellow

Spelman College
B.A. in Political Science,
Minors: Spanish & Sociology

2000-2004

Stanford University

Universidad de Sevilla

2002, 2003

Goldman Sachs Group, Inc.
Merrill Lynch
Investment Banking Intern

e Work e Education

Work Experience

2009-2020	Booz Allen Hamilton, Inc.	Washington, DCMetro Area
Management	<i>Associate</i>	
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 OHS' 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
Non-Profit Financial	<i>Bilingual Budget/Credit Counselor, Bilingual Bankruptcy Counselor</i>	
	<ul style="list-style-type: none"> • 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
Education	<i>Graduate Teacher Assistant</i>	
	<ul style="list-style-type: none"> • 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
Government	<i>Policy Analyst and Advisor</i>	
	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Spanish (Fluent), Portuguese (Novice - Conversational), Arabic (Novice)

Other Professional Experience

Conferences & Training Events	<ul style="list-style-type: none"> • Nevada District Court Judges: 2018 Annual Seminar, April 2018 <i>Faculty</i> Topic: "Pretrial Risk Assessment: History and Developing Trends" • Nevada Limited Jurisdiction Judges: 2018 Winter Seminar, February 2018 <i>Faculty</i> Topic: "The Design and Validation of the Nevada Pretrial Risk Assessment" • Vera Institute and Police Foundation, October 2017 <i>Subject Matter Expert</i> 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 <i>Instructor</i> 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