Attachment F

EMPLOYMENT APPLICATION

CITY OF OAKLAND

CITY OF OAKLAND
150 Frank H. Ogawa Plaza - 2nd Floor
Oakland, California 94612
(510) 238-3112
http://www.oaklandca.gov/

Garcia-Acosta, Ricardo A
25-PC-10 POLICE COMMISSIONER (VOLUNTEER)

Received: 3/30/26 01:58 PM
For Official Use Only:
QUAL: _____
DNQ: _____
☐Experience
☐Training
☐Other:_____

PERSONAL INFORMATION

POSITION TITLE: POLICE COMMISSIONER (VOLUNTEER)	**EXAM ID#:** 25-PC-10
NAME: (Last, First, Middle) Garcia-Acosta, Ricardo A	**SOCIAL SECURITY NUMBER:** N/A
ADDRESS: (Street, City, State/Province, Zip/Postal Code) [redacted] Oakland, C[redacted]	**EMAIL ADDRESS:** [redacted]
HOME PHONE: 415-672-3660	

DRIVER'S LICENSE: ■Yes ☐No	**DRIVER'S LICENSE:** **State:** CA **Number:** B8946808	**LEGAL RIGHT TO WORK IN THE UNITED STATES?** ■Yes ☐No

What is your highest level of education?
Some College

PREFERENCES

MINIMUM COMPENSATION: [redacted]	**ARE YOU WILLING TO RELOCATE?** ☐Yes ☐No ☐Maybe

YOU LOOKING FOR?
Regular

TYPES OF WORK YOU WILL ACCEPT:
Full Time

SHIFTS YOU WILL ACCEPT:
Day, Evening, Night, Rotating, Weekends, On Call (as needed)

EDUCATION

DATES:	**SCHOOL NAME:** University of California, East Bay	
LOCATION:(City, State/Province) Hayward, California	**DID YOU GRADUATE?** ☐Yes ■No	**DEGREE RECEIVED:** No Degree
MAJOR: General Education		**UNITS COMPLETED:** 25- Quarter
DATES:	**SCHOOL NAME:** City College of San Francisco	
LOCATION:(City, State/Province) San Francisco, California	**DID YOU GRADUATE?** ☐Yes ■No	**DEGREE RECEIVED:** No Degree
MAJOR: Criminal Justice		**UNITS COMPLETED:** 7- Semester

WORK EXPERIENCE

DATES: From: 12/2024 To: Present	**EMPLOYER:** Self-Employed	**POSITION TITLE:** Principle Consultant
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Oakland, California, 94605		
PHONE NUMBER: [redacted]	**SUPERVISOR:** Tracey Taper - Director of Programs	
HOURS PER WEEK: 10	**# OF EMPLOYEES SUPERVISED:** 0	

DUTIES:
SF School Crisis Response Initiative (SCSI) — San Francisco, CA
As an independent contractor, I provide:
- Provide strategic coaching and systems support to crisis intervention teams serving San Francisco Unified School District.
- Design and monitors implementation of Program Models, KPIs, and reporting tools for participating organizations including Young Community Developers (YCD) and Instituto Familiar de la Raza (IFR), to improve service delivery, including: supervision, conflict resolution, and referral systems to enhance violence interrupter effectiveness in reporting and measuring program impact.
- Participate in weekly case conferencing with city and community partners.

DATES: From: 5/2022 To: 10/2024	**EMPLOYER:** Communities United for Restorative Youth Justice (CURYJ)	**POSITION TITLE:** Program Director
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1150 35th Avenue, Oakland, California, 94602		**COMPANY URL:** www.curyj.org
PHONE NUMBER: [redacted]	**SUPERVISOR:** Vamsey - Palagummi	
HOURS PER WEEK: 40	**# OF EMPLOYEES SUPERVISED:** 12	

DUTIES:
- Oversaw $2.1M+ in funding and led design and expansion of regional peace building programs.
- Built strategic partnerships and improved systems for data integrity, accountability, and organizational learning.
- Monitored all sources of funding from multiple streams and produced reports for granting agencies.
- Maintained accurate documentation and statistics on client services in multiple diverse communities.
- Set collaborations with outside agencies including: Juvenile Probation Department, the Police Department, School District, and the Recreation and Park Department and developed Memorandums of Understandings.
- Managed internal controls of reporting and documenting programmatic outcomes and implemented periodic reviews for updating systems to ensure maximum productivity- Represented CURYJ nationally on panels advancing grassroots healing and anti-violence strategies.
- Managed internal controls of reporting and documenting programmatic outcomes and implemented periodic reviews for updating systems to ensure maximum productivity.
- Convened Regional Stakeholders to create standard systems of communication and collaboration for the Network, in order to maximize resources and track mutual outcomes.
- Identified needs and reoccurring themes for year-round trainings and general staff development.

REASON FOR LEAVING:
Began leadership role as appointed commissioner for the City of Oakland.

DATES:	**EMPLOYER:**	**POSITION TITLE:**
From: 1/2020 To: 1/2022	Instituto Familiar de la Raza (IFR)	Initiative Director, Roadmap to Peace
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 2919 Mission Street, San Francisco, California, 94110		**COMPANY URL:** www.ifrsf.org
PHONE NUMBER: [redacted]	**SUPERVISOR:** Gloria Romero - Executive Director	
HOURS PER WEEK: 35	**# OF EMPLOYEES SUPERVISED:** 5	

DUTIES:
- Directed a 7-organization collaborative serving immigrant and justice-involved youth across San Francisco.
- Increased program funding by $300K and expanded services in response to post-pandemic community needs.
- Developed strategic goals and service alignment across the network to strengthen impact.

REASON FOR LEAVING:
New start-up opportunity and continued focus on building regional partnerships

DATES:	**EMPLOYER:**	**POSITION TITLE:**
From: 1/2018 To: 1/2020	Youth ALIVE! — Oakland, CA	Intervention Services Manager
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 3200 Elm St. , Oakland, California, 94609		**COMPANY URL:** www.youthalive.org/
PHONE NUMBER: [redacted]	**SUPERVISOR:** Anne Marks - Executive Director	
HOURS PER WEEK: 40	**# OF EMPLOYEES SUPERVISED:** 12	

DUTIES:
- Led street outreach and hospital-based intervention programs serving gun violence victims, high-risk youth, and families impacted by homicide.
- Cultivated strong partnerships with hospitals, funders, and city leaders to advance violence prevention work.
- Championed internal capacity building through training, supervision, and quality assurance practices.

REASON FOR LEAVING:
New opportunity to build regional partnerships between Oakland and San Francisco.

DATES:	**EMPLOYER:**	**POSITION TITLE:**
From: 3/2016 To: 1/2018	City of Oakland, Dept. of Human Services; Oakland Unite Violence Prevention Department	Violence Prevention Liaison / Program Officer
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 150 Frank Ogawa Plaza, Oakland, California, 94612		**COMPANY URL:** https://www.oaklandca.gov/Public-Safety-Streets/Crime-Prevention/Violence-Prevention
PHONE NUMBER: [redacted]	**SUPERVISOR:** Peter Kim - Department Director	
HOURS PER WEEK: 40	**# OF EMPLOYEES SUPERVISED:** 0	

DUTIES:
- Managed $1.6M+ violence intervention grant portfolio and oversaw multi-agency Ceasefire coordination.
- Developed trauma-informed training modules for CBOs and OPD to foster community-centered justice.
- Facilitated data-driven collaboration across city departments and frontline outreach teams.

REASON FOR LEAVING:
Returned to community-based organization for leadership opportunity.

DATES:	**EMPLOYER:**	**POSITION TITLE:**
From: 1/2014 To: 2/2016	San Francisco Juvenile Probation Department	Youth Development Specialist/ Juvenile Advisory Council (JAC) Coordinator
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 375 Woodside Avenue, San Francisco, California, 94127		**COMPANY URL:** www.sfgov.org/juvprobation/
PHONE NUMBER: [redacted]	**SUPERVISOR:** Sara Schumann - Director of Probation Services	**MAY WE CONTACT THIS EMPLOYER?** ■Yes □No
HOURS PER WEEK: 20	**# OF EMPLOYEES SUPERVISED:** 6	

DUTIES:
- Responsible for overseeing Monthly Probation Orientations for 1st time probationers and their families.
- Maintained a core of active Juvenile Advisory Council (JAC) membership and provide training to JAC members in such areas such as: Public Presentations, Social Justice, Juvenile Probation Reform.
- Responsible for developing JAC as a resources to the Chief Probation Officer and to administrative staff to incorporate youth perspectives as new programs, policies and initiatives are developed within the Department.
- Plan and Oversee annual Probation Camping Trip for youth on probation.

REASON FOR LEAVING:
Position was part-time. Received full-time employment with the City of Oakland.

DATES:	**EMPLOYER:**	**POSITION TITLE:**
From: 8/2013 To: 2/2016	Youth ALIVE!	Interim Program Coordinator/Crisis Responder, Khadafy Washington Project
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 3200 Elm St., Oakland, California, 94609		**COMPANY URL:** www.youthalive.org/
PHONE NUMBER: [redacted]	**SUPERVISOR:** John Torres - Deputy Director	**MAY WE CONTACT THIS EMPLOYER?** ■Yes □No
HOURS PER WEEK: 30	**# OF EMPLOYEES SUPERVISED:** 1	

DUTIES:
- Responsible for coordination of intervention and follow-up for the City of Oakland Homicide Response Service as well as providing intensive family support services & mentoring to youth impacted by violence.
- Developed and maintained key resources in the community, collected and analyzed program data, and prepared reports to funders.

Crisis Response duties include the following:
(1) Calm tensions to dissuade retaliatory violence, (2) Offer emotional support and guidance immediately after a traumatic event; and (3) Assist survivors with practical and financial assistance to effectively plan funerals for their deceased loved-ones.

REASON FOR LEAVING:
Position was temporary. Received full time employment with the city of Oakland.

DATES:	**EMPLOYER:**	**POSITION TITLE:**
From: 2/2008 To: 5/2013	Arriba Juntos- Northwest Community Response Network	Regional Program Director, San Francisco Community Response Network
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1850 Mission St, San Francisco, California, 94103		**COMPANY URL:** www.arribajuntos.org
PHONE NUMBER: [redacted]	**SUPERVISOR:** Dalila Ahumada - Executive Director	**MAY WE CONTACT THIS EMPLOYER?** ■Yes □No
HOURS PER WEEK: 40	**# OF EMPLOYEES SUPERVISED:** 14	

DUTIES:
(SFCRN)
- Administered and Coordinated the Northwest Regional Operations of the SFCRN which included the three core service areas of Street Outreach Intervention, Crisis Response, and Community Mobilization
- Functioned as point person during times of crisis (i.e. shootings and homicides which occurred in the SF) including the attendance in weekly stakeholder meetings
- Functioned as point person to faith based efforts across the City of San Francisco including collaborations with the San Francisco Archdiocese Restorative Justice Program
- Convened Regional Stakeholders to create standard systems of communication and collaboration for the Network, in order to maximize resources and track mutual outcomes
- Identified needs and reoccurring themes for year-round trainings and general staff development
- Served as point person to Planning Committee for the Mayor's Office, Yosemite Summer Camping Trip and Employment Program in collaboration with the Recreation & Park and Juvenile Probation Departments

REASON FOR LEAVING:
Pursued new employment opportunity.

DATES:	**EMPLOYER:**	**POSITION TITLE:**
From: 7/2005 To: 12/2008	University of California, San Francisco	Community Liaison/Case Manager, UCSF Wraparound Project, San Francisco General Hospital
ADDRESS: (Street, City, State/Province, Zip/Postal Code) San Francisco General Hospital 1001 Potrero Ave, San Francisco, California, 94110		**COMPANY URL:** www.violenceprevention.surgery.ucsf.edu/
PHONE NUMBER: [redacted]	**SUPERVISOR:** Dr. Rochelle Dicker, MD - Program Director	**MAY WE CONTACT THIS EMPLOYER?** ■Yes □No
HOURS PER WEEK: 40	**# OF EMPLOYEES SUPERVISED:** 0	

DUTIES:
- Provided after-care/case management services for surviving victims of violence seen at San Francisco General Hospital.
- Utilized community based program to create a circle of care for victims that involved multiple stakeholders.
- Ensured collaboration between various city departments in the event of a critical injury sustained in the City of San Francisco and developed universal systems of documentation and reporting among partner agencies.
- Provided Referrals and worked collaboratively with Victim Compensation and Government Claims Board (CalVCB).

REASON FOR LEAVING:
Received promotion and new opportunity to serve as a Director for the first time.

DATES:	**EMPLOYER:**	**POSITION TITLE:**
From: 11/2000 To: 6/2005	Mission Neighborhood Centers, Inc	Program Coordinator, Precita Center Safe Haven and RecConnect Project, Garfield Park
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 534 Precita Ave, San Francisco, California, 94110		**COMPANY URL:** www.mncsf.org/home/

PHONE NUMBER:	SUPERVISOR:	MAY WE CONTACT THIS EMPLOYER?
[redacted]	Tracy Brown - Center Director	■Yes □No
HOURS PER WEEK:	**# OF EMPLOYEES SUPERVISED:**	
40	2	

DUTIES:
- Developed Case Management/Court Advocacy Component for emerging program.
- Developed and maintained participant enrollment procedures, registration forms, waiting lists, and monitored attendance and was responsible for Monthly Reports and Invoices.
- Facilitated Case Conferencing and Case Manager Supervision.
- Provided Case Management, court advocacy and referral and linkage services to youth on probation and involved with gangs in San Francisco.
- Planned and implemented evening "safe haven" activities for high-risk youth as a deterrent to negative street activity.

REASON FOR LEAVING:
Pursued new employment opportunity.

CERTIFICATES AND LICENSES

TYPE:
CALMECAC Cultural Healing Fellow

LICENSE NUMBER:	ISSUING AGENCY:

TYPE:
Roots Executive Leadership Fellow

LICENSE NUMBER:	ISSUING AGENCY:

TYPE:
Certified Circle Keeper, National Compadres Network

LICENSE NUMBER:	ISSUING AGENCY:

TYPE:
Certificate in Professional Development & Volunteer Management, UC Berkeley Extension

LICENSE NUMBER:	ISSUING AGENCY:

Skills

OFFICE SKILLS:
Typing:55
Data Entry:0

OTHER SKILLS:
Gang Intervention SME - Expert - 7 years and 0 months
Motivational Speaker - Expert - 10 years and 0 months
Crisis Response and Grief Support - Expert - 15 years and 0 months

LANGUAGE(S):
Spanish - ■Speak ■Read ■Write

ADDITIONAL INFORMATION

Professional Associations
Member, National Network of Hospital Based Violence Intervention Programs
Professional Associations
Co-Founder/Member, San Francisco Mission District Peace Collaborative
Professional Associations
Mission CRN Care Management Work Group
Honors & Awards
2011 Recipient, "Latino Leader of the Year" MillerCoors Lideres Program, 1 of 12 National Finalist recognized
Honors & Awards
2008 Recipient, National Association of Public Hospitals, Safety Net Award, in the category of Reducing Health Disparities.
Professional Associations
Board Member, Us4Us San Francisco
Professional Associations
Board Member, UCSF Police Department Community Safety Board
Professional Associations
Chair, Oakland Police Commission, City of Oakland
Professional Memberships
National Association of Civilian Oversight of Law Enforcement (NACOLE).
Technical
Intermediate familiarity in Customer Relationship Management (CRM) systems such as Salesforce and Apricot. Proficient with other data entry systems and word processing tools includes Microsoft Word, Microsoft Excel, PowerPoint, Canva, and Procreate.
Publications
San Francisco Vision Zero: Homicides, District 10 Safety Plan – Co-Author & Copy Editor
2019
Publications
Oakland Unite Street Outreach Program Model, with Bright Research Group – Co-Developer, 2016

REFERENCES

REFERENCE TYPE:	NAME:	POSITION:
Professional	John Torres	Deputy Director, Youth ALIVE!

ADDRESS: (Street, City, State/Province, Zip/Postal Code) [redacted]		
EMAIL ADDRESS: [redacted]		**PHONE NUMBER:** [redacted]
REFERENCE TYPE: Professional	**NAME:** Holly Joshi	**POSITION:** Chief, Department of Violence Prevention
ADDRESS: (Street, City, State/Province, Zip/Postal Code)		
EMAIL ADDRESS:		**PHONE NUMBER:** [redacted]
REFERENCE TYPE: Professional	**NAME:** Jasmine Dawson	**POSITION:** Director of City and Community Partnerships, SF Department of Children, Youth and their Families
ADDRESS: (Street, City, State/Province, Zip/Postal Code)		
EMAIL ADDRESS:		**PH NE N MBER:** [redacted]
REFERENCE TYPE: Professional	**NAME:** Anne Marks	**POSITION:** Senior Advisor, Managing Director, Coalition to Advance Public Safety
ADDRESS: (Street, City, State/Province, Zip/Postal Code)		
EMAIL ADDRESS:		**PHONE NUMBE** [redacted]
REFERENCE TYPE: Professional	**NAME:** Vaughn Crandall	**POSITION:** Director of Technical Assistance, Crime and Justice Policy Lab
ADDRESS: (Street, City, State/Province, Zip/Postal Code)		
EMAIL ADDRESS:		**PHONE NUMBER:** [redacted]

Agency-Wide Questions

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**

   Yes

2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**

   No

3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**

   Spanish

4. **Are you authorized to lawfully work in the United States?**

   Yes

5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**

   Other

6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**

   I am a current Oakland Police Commissioner.

7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**

   No

8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908)If you answered "No", please enter "N/A" in this box.**

   I answered no to question 9.

9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See https://www.uscis.gov/i-9 for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**

   Yes

Job Specific Supplemental Questions

1. Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission

For more than ten years, I have participated on various community advisory boards, non-profit boards of directors, and community safety boards, all dedicated to supporting local law enforcement and policing initiatives. Throughout these experiences, my priority has consistently been to harmonize community requirements with the perspectives of those frequently unheard, while also advocating for equitable and financially responsible decisions. I have come to appreciate the importance of diverse viewpoints and have utilized a data-driven methodology for navigating challenging decisions, always ensuring alignment with the principles of healing, justice, and accountability. I have experience actively serving on the following boards: Oakland Police Commission, Oakland, CA: I currently serve as the Chair of the OPC, unanimous voted by my fellow Commissioners in January 2025 and 2026. During my tenure, I have navigated complex issues (i.e. pursuit policy, budget crisis, and OPC member transitions) and have led the Commission in reestablishing itself as a functional, curious, professional and active body. UCSF Police Department, Oakland Children's Hospital Community Safety Board: As one of two community representatives, my primary objective is to improve the dialogue between the Police Department and the UCSF community. Together, we engage in collaborative efforts concerning safety and security, fostering a shared learning environment. We support officers and UCSF community members in engaging and learning collaboratively, employing an inclusive and tiered response model for safety services. This model is grounded in transparency, continuous data-driven improvement, accountability, and independent oversight. (2022–Present) Us4Us, San Francisco: I am a current board member for a small community-based organization located in San Francisco. My main duties included helping to develop the organization's policies and procedures, along with supervising hiring procedures and fundraising initiatives. Additionally, I participate in a committee responsible for organizing community events aimed at fostering transparent communication and engagement. I also collaborate with the San Francisco Juvenile Probation Department to investigate community-based solutions, such as diversion programs, restorative justice practices, and the application of credible messenger strategies for youth in Secure Track detention. (2021–Present).

2. Please provide your perspectives of Public Safety in the City of Oakland.

In my career as a leader in Public Safety in Oakland, it has been great to see the progress we have made as a city through private and public partnerships, the passing of measure NN, and the overall support and trust that has been built with the Oakland Police Department. In 2016, I was privileged to serve as the City of Oakland's inaugural Violence Prevention Liaison, facilitating communication between community-based organizations, the Mayor's Office, and the Oakland Police Department. During my tenure as the Violence Prevention Liaison for the City of Oakland, I served in a critical role coordinating between Oakland Unite, now known as the Department of Violence Prevention (DVP), and the Oakland Police Department (OPD). My responsibilities included contributing to the development of comprehensive communication structures and participating in "call-ins," a critical component of Ceasefire's targeted enforcement strategy. These call-ins were directly aimed at individuals at the highest risk of involvement in gun violence, and still continue to this day. Additionally, I collaborated directly with OPD to offer essential support to shooting victims requiring emergency relocation services. Working alongside OPD, the District Attorney's Victim Services Unit, and the City of Oakland Human Services Division, I aided in the development of criteria and a meticulous vetting process for the City's pioneering Temporary Emergency Relocation pilot program. This initiative, spearheaded by community-based providers, was designed to swiftly provide support and relocation options to those affected by violence. The success of this pilot program led to its adoption as a core violence prevention strategy, ensuring its ongoing funding by the DVP. Moreover, I have facilitated dialogue and aligned efforts between community-based service providers and law enforcement to ensure the seamless coordination, aimed at maximizing the accessibility of vital services for the community. I also have conducted comprehensive training sessions for OPD's Investigative Units on procedural justice and implicit bias, focusing on interactions with families affected by homicides. These sessions promoted a more empathetic approach and emphasized fair and equitable treatment. Furthermore, I supported OPD in developing best practices for engaging with families and the community at the scenes of shootings or homicides. By establishing effective communication channels, our objective was to bridge the gap between law enforcement and the community, ensuring a more compassionate response during times of crisis. Simultaneously, I provided training sessions for grantees on professional standards and effective communication practices when collaborating with OPD. I am honored to see many of these emerging (at the time) and best practice strategies continue to drive the success of Oakland's Public Safety approach. Although these efforts are very important, they are not in the purview of what the OPC's mission is, and the public/community often confuse the role of OPC with the responsibilities of the public safety committee's role of City Council and various tasks OPD is charged of addressing regarding crime reduction and public safety.

3. How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?

I am a dynamic and visionary leader with over 20 years of transformative impact in community violence prevention across the San Francisco Bay Area. I have dedicated my career to driving systemic change through strategic advising, cross-sector coalition building, and culturally rooted healing frameworks. As a trusted subject matter expert in community safety, outreach innovation, and civilian oversight of law enforcement policies and practices, I have led the OPC for over a year as Chair, and have engaged our City Stakeholders in continued dialog, aligning the work of OPC with the greater strategic goals of the City. I am a tireless leader and have dedicated over 15 hours a week to advancing OPC's goals in establishing constitutional policing for the City of Oakland. In my capacity as Chair of the OPC, I preside over all Commission meetings and undertake all necessary responsibilities inherent to this role. Currently, I serve as the OPC's representative in meetings and communications with public officials, the media, and the public. In addition to these matters, my recurring duties as Chair between Commission meetings include regular consultations with the CPRA Director, Inspector General, Chief of Police, OCA, and our Chief of Staff and General Counsel. I am also responsible for establishing regular meeting agendas and prioritizing future discussion items. Furthermore, I attend IAB and IMT meetings with the Federal Monitor when feasible, and attend bi-weekly NSA Core Group meetings with the City Administrator, City Attorney, Chief of Police, and the Mayor's office, to ensure alignment and meeting collaborative goals for NSA compliance. I have represented the OPC at the last two Case Management Conferences with the Federal Judge overseeing the NSA and am currently co-leading the process for selecting the next Chief of Police. My work ethic, love for the city, and balanced approach as the sitting Chair, make me uniquely qualified to continue to serve on the Oakland Police Commission.

The following terms were accepted by the applicant upon submitting the online application:

By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Ricardo A Garcia-Acosta on 03/30/26 01:58 PM

Signature_____

Date_____

Ricardo Garcia-Acosta (He, Him, El)
Executive/Community Leader | Organizational & Program
[redacted]
www.linkedin.com/in/ricardo-garcia-acosta

ABOUT

Dynamic and visionary leader with over 25 years of transformative impact in community violence prevention across the San Francisco Bay Area- driving systemic change through strategic advising, cross-sector coalition building, and culturally rooted healing frameworks. Expert in crisis response, gang intervention, and trauma-informed care with a proven ability to lead multi-agency collaborations and influence public policy. Trusted subject matter expert in community safety, outreach innovation, and civilian oversight of law enforcement policies and practices.

LEADERSHIP & PROFESSIONAL AFFILIATIONS

- Commissioner, Oakland Police Commission, City of Oakland | Oct 2023–Present (Chair as of Oct 2024)
- Board Member, Us4Us San Francisco | 2022–Present
- Board Member, UCSF Police Department Community Safety Board | 2022–2025
- Founder/Partner, In All My Relations Independent Consulting (IAMRIC); Paradigm Shifting Consulting Group | 2019–Present
- Co-Founding Member, Mission Peace Collaborative, San Francisco | 2007–Present

EXPERIENCE

SF School Crisis Support Initiative & D10 Safety Plan Consultant — San Francisco, CA
Contractor | Dec 2024–Present

- Provides strategic systems support to D10 Safety Plan crisis response strategies and convening of partners.
- Designs and monitors implementation of Program Models for SCSI Initiative- KPIs, and reporting tools for participating organizations, including: Young Community Developers (YCD) and Instituto Familiar de la Raza (IFR) to improve service delivery.
- Built supervision, conflict resolution, and referral systems to enhance violence interrupter effectiveness.

Juvenile Probation Department (SFJPD) Secure Track Program — San Francisco, CA
Contractor | *April 2025– Sept 2025*

- Facilitates reentry support and community-based monitoring for high-risk youth exiting juvenile detention.
- Employs restorative and trauma-informed strategies to guide behavior change and emotional healing.
- Assesses service engagement, coordinates referrals, and ensures successful individualized release plans.

Communities United for Restorative Youth Justice (CURYJ) — Oakland, CA
Director of Community Peace Initiatives | May 2022–Oct 2024

- Oversaw $2.1M+ in funding and led design and expansion of regional peace building programs.
- Built strategic partnerships and improved systems for data integrity, accountability, and organizational learning.
- Represented CURYJ nationally on panels advancing grassroots healing and anti-violence strategies.
- Supervised program leadership staff and ensure performance accountability
- Collaborated with fiscal department to oversee budget expenditures and allowable costs for reimbursement.
- Prepared required program reports (city and state funding) and supported agency audits.

Instituto Familiar de la Raza, Inc. — San Francisco, CA
Initiative Director, Roadmap to Peace | Jan 2020–Jun 2022

- Directed a 7-organization collaborative serving immigrant and justice-involved youth across San Francisco.
- Increased program funding by $500K and expanded services in response to post-pandemic community needs.
- Developed strategic goals and service alignment across the network to strengthen impact.
- Worked with funding agency to align community-driven and city-led approaches to violence prevention.

Youth ALIVE! — Oakland, CA
Intervention Services / Development Manager | Jan 2018–Jan 2020

- Led street outreach and hospital-based intervention programs serving gun violence victims and high-risk youth.
- Cultivated strong partnerships with hospitals, funders, and city leaders to advance violence prevention work.
- Championed internal capacity building through training, supervision, and quality assurance practices.
- Managed Salesforce CRM Database and led YA!'s individual donor strategy.

City of Oakland, Oakland Unite — Oakland, CA
Violence Prevention Liaison / Program Officer | Mar 2016–Jan 2018

- Managed $1.6M+ violence intervention grant portfolio and oversaw multi-agency Ceasefire coordination.
- Developed trauma-informed training modules for CBOs and OPD to foster community-centered justice.
- Facilitated data-driven collaboration across city departments and frontline outreach teams.

EARLY CAREER

- Project Manager, Khadafy Washington Project (Homicide Response), Oakland | 2013–2016
- Program Director, Community Response Network, Arriba Juntos, San Francisco | 2008–2013
- Intervention Specialist, UCSF San Francisco General Hospital, San Francisco | 2005–2018

EDUCATION & CERTIFICATIONS

- Certified Circle Keeper, National Compadres Network | 2023
- Certificate in Professional Development & Volunteer Management, UC Berkeley Extension | 2020
- Certified Violence Peer Counselor, California CalVCP | 2015
- Roots Fellow, SF Department of Children, Youth and Families | 2009–2010
- CALMECAC Leadership Training, Instituto Familiar de la Raza | 2006–2007
- General Education Coursework, California State University, East Bay | 2000–2002

PUBLICATIONS & PRESENTATIONS

- San Francisco Vision Zero: Homicides, District 10 Safety Plan – Co-Author & Copy Editor | 2019
- Oakland Unite Street Outreach Program Model, with Bright Research Group – Co-Developer | 2016
- "Managing Crisis to Long-Term Community Healing" – Presenter, National Network of Hospital-Based Violence Intervention | 2012

IMPACT & EXPERTISE

As an organizational strategist, program consultant, and leadership coach, I am dedicated to advocating for peace and community empowerment. My work is grounded in cultivating deep relationships, fostering transformative leadership, and envisioning systems change that prioritizes community engagement with those most affected by systemic inequities and public health disparities.

From developing citywide public safety initiatives, to leading grassroots and nationally recognized programs addressing response to shooting victims and providing crucial support to youth and families impacted by homicide, I bring a unique blend of organizational acumen, street-level insight, and policy fluency. I specialize in designing and scaling trauma-informed programs, building collaborative partnerships between community and government, and coaching leaders to grow with purpose and integrity.

Notably, I've played pivotal roles with both the City and County of San Francisco's Department of Children Youth and Their Families, as well as the City of Oakland's Department of Violence Prevention—helping shape some of the Bay Area's most innovative public safety efforts and holding key roles in fostering essential communication between community-based organizations, elected officials, and funding agencies. With a certificate in Fund Development and Volunteer Management from UC Berkeley Extension, I have led donor tours and other fundraising strategies for multiple organizations as part of my Directorship roles.

I'm currently supporting nonprofits and public agencies with strategy development, program design, executive coaching, and community-based research—with a steadfast commitment to equity, justice, and liberation.

My dedication to public health strategies for violence prevention, safety, and healing remains strong. I am particularly passionate about fostering community capacity, self-determination, and empowerment. These values drive my ongoing commitment to supporting youth and families most affected by community violence and are crucial to continuing a diverse range of projects aimed at strengthening trust between communities and law enforcement across the San Francisco Bay Area.

**References Available Upon Request*