

Ms. Candace Avalos received her Bachelor of Arts degree in Modern Foreign Languages, with a focus on Spanish and Italian, and Master of Education degree in College Student Personnel Administration from James Madison University. Originally from Sterling, Virginia, she moved to Oregon in 2013 for her current position at Portland State University as the Coordinator of Student Government Relations and Greek Life Advisor. In this position, she provides education, support, and advising to student leaders and advocates while helping them navigate university and government bureaucracy. Prior to her career in student affairs and higher education, she worked in K-12 education teaching English as a Second Language. She lives in NE Portland and her hobbies include dog sitting and cooking new recipes from the show Top Chef.

09/15/17

Statement of CRC nominee Candace Avalos to City Council

My pursuit of this position on the Citizen Review Committee is motivated by my desire to become a more active member of my community, and I believe that my experience in conflict resolution, policy implementation, government relations, education, leadership development and civic engagement will bring a diverse perspective to the table. The opportunity for citizens to help shape their communities is an important piece of our democratic system, and I look forward to being a part of that process through my position on the Citizen Review Committee. Thank you for your consideration of my appointment to this committee and I am looking forward to working with the City of Portland in the future.

Applicant Questions for the Citizen Review Committee

37318

Full Name Candace Arlene Avalos Date of Birth 1988
Printed Name Candace Avalos
Other Names Used (e.g., Maiden Name) n/a
Home Address Portland, OR 97232
Home Telephone n/a Work Telephone
Cell Telephone E-mail
Occupation Student Affairs Professional Prior Occupation, if any Educator
Current Employer Portland State University

Please answer the questions below truthfully and fully. Attach an additional sheet, if needed.

Describe any personal attitudes, life experiences, and prior examples that demonstrate you can make objective, impartial, evidence - based decisions about complaints against the police.

Not only in my work as an educator, but also in my personality and character as a person, I am not the type of person to make decisions hastily or without careful consideration of context. I believe this would be applicable in a setting where as a member of this committee I would need to often make difficult decisions on cases that are controversial. I am interested in this committee particularly because I believe my life experiences having neutral relationships with the police but also being able to be critical about policies and procedures to improve their relationship with its citizens would be valuable for the CRC.

Have you, a close friend, or a family member ever worked or volunteered in the criminal justice system? If yes, please describe.

No, my family, close friends, and I don't have any affiliations with the criminal justice system.

Have you or a family member ever participated in an organization that advocates a position regarding the police or the criminal justice system? If yes, please describe.

No, my family members and I have never participated in organizations of this kind.

Describe your experience in working with culturally diverse communities.

I have had lots of experience working in culturally diverse communities, from my work as a student affairs professional, to my time as a student leader in undergraduate and graduate school, and to various volunteer activities I've engaged in such as being a Hispanic Youth Symposium mentor for a couple years in college. In general, it is a part of my professional and personal goal to not only serve in culturally diverse communities, but also cultivate and create them. In my work as the student government advisor for example, I am always helping my students think critically about how to create spaces where diversity is welcomed, not mandated. In other words, how do you create an environment where people of all walks of life would want to be a part of an engaging team working towards a common goal, as opposed to simply seeking out different people to be a part of an organization that does not know how to maintain this kind of diverse membership.

Describe any relationships or experiences that could create the appearance of positive or negative perceptions for or against the police?

I honestly have a fairly neutral perception of the police, partially due to the nature of the work I do, and also partially due to my own past experiences. As far as personal interactions with the police, I've never had a significantly negative experience. I have interacted with the police in my personal life when it comes to traffic tickets, and all of them have been fairly positive. In general, I tend to stay calm in moments of chaos, so even though I've had to interact with police over something negative (speeding ticket for example), it has always been pretty standard procedure and nothing out of the ordinary. Outside of traffic stops, my interaction with police tends to be on university campuses for various reasons, such as when I was a graduate student and worked for the Office of Judicial Affairs at James Madison University, in which I worked with police to review cases and taught alcohol education classes to our most at risk students.

Please provide an example of your experience analyzing, interpreting, explaining and applying relevant laws, regulations, ordinances, and policies.

As a staff member in the office of Student Activities and Leadership Programs at Portland State University, I am often tasked with interpreting, explaining, and applying certain student, university, local, and statewide policies and laws. Additionally, as the advisor to PSU's student government, I am also often helping students not only understand policies, but also how to shape them and create them -- for example, when working with my students on constitutional amendments. I am familiar in general with bureaucracy in various formats, and I believe these skills could be easily applied in the setting of this committee's work.

Describe your comfort level in reviewing complex deadly use of force investigations and making recommendations for findings and discipline.

I have some experience reviewing complex cases, such as cases involving sexual assault, from my time as a graduate student in the Office of Judicial Affairs. I believe this experience lends me the ability to be calm under pressure, while maintaining a good sense of judgment when making difficult decisions. Reviewing cases on complex deadly use of force will be a new challenge, however, I believe I have enough relevant experience to be able to adapt and hopefully contribute to discussion and decisions of this nature.

Would you be willing to take six hours of equity/diversity training as part of the 40 hours training you will be required for the Police Review Board/Citizen Review Committee? ☒ Yes ☐ No

Would you be willing to participate in 911 sit-along? ☒ Yes ☐ No

Would you be willing to participate in at least one police ride-along each year you serve? ☒ Yes ☐ No

This important community service will require a significant time commitment (an estimated seven to nine hours each week). CRC members act as an appeal body, and must become familiar with all relevant City codes and protocols in appeal hearing and other duties. CRC members attend regular monthly evening meetings (the first Wednesday each month) that often require advance preparation – such as reviewing case files for upcoming hearings, on occasion, there are additional meetings scheduled. CRC members also serve on various workgroups (sub-committees), which meet separately (generally, one or two meetings each month) and have additional workloads – such as reviewing complaints or policies. Additionally, CRC members will periodically serve on the Police Review Board to make thoughtful impartial, fact-based recommendation for discipline in use of force incidents to the Chief of Police and Police Commissioner. There are orientation and training sessions that members attend, including ride-alongs with police officers.

Are you willing and able to make the above CRC time commitment? ☒ Yes ☐ No

Service on this committee requires honesty and integrity. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

Resume: Please include an updated resume with this application.

References: Please provide names, addresses, and phone numbers of three people who may be contacted for references (*non-family members*).

(1) Aimee Shattuck, [REDACTED]

(2) Brian Janssen, [REDACTED]

(3) Angela Hamilton, [REDACTED]

OPTIONAL INFORMATION

The City asks that you voluntarily provide the following information. The City will use this information for statistical purposes, such as tracking the geographical diversity of board and commission appointees. By providing this information, you will help us ensure that appointments represent a broad cross-section of the community. You are under no legal obligation to provide this information. State and federal law prohibit the use of this information to discriminate against you. The City will treat this information as confidential to the fullest extent allowed by law.

Age: ☐ Under 18 ☒ 18-35 ☐ 35-64 ☐ 65+

Race: Check all that apply.

☒ African-American ☐ Asian ☐ Caucasian
☒ Hispanic ☐ Native American ☒ Biracial (Latina/AA)

Gender: Female

Disability: ☐ Yes ☒ No

Dietary restriction ☐ Yes ☐ No

If yes, please specify:

N/A