

Kayla Wade

Kayla Wade is a born-and-raised Oregonian and active member of the Portland community. She attended Dartmouth College in Hanover, New Hampshire, where she studied Cognitive Science and Public Policy before moving to Portland in 2016. She has extensive volunteer and professional experience in local and state government, including roles as a Legislative Aide in the Oregon Senate and as a board member of her neighborhood association. She runs a small nonprofit startup and organizes networking events to connect people of color in the Portland area. She currently lives in Southwest Portland and enjoys spending time with her six siblings, her nephews and nieces, and her dog.

Statement of CRC nominee Kayla Wade to City Council:

A healthy police force is an extension of its community, growing and improving alongside the citizens it serves by welcoming opportunities for open dialogue and constructive feedback. I am honored to have the opportunity to contribute to this communicative process as a member of the Citizen Review Committee and am dedicated to doing so with the utmost integrity and objectivity. I look forward to engaging with both the Portland Police Bureau and my fellow citizens as our community continues to evolve. I sincerely thank the City Council for considering me for this appointment.

Applicant Questions for the Citizen Review Committee

Full Name Kayla Marie Wade Date of Birth /1994

Printed Name _____

Other Names Used (e.g., Maiden Name) _____

Home Address Portland, OR 97239

Home Telephone n/a Work Telephone n/a

Cell Telephone E-mail

Occupation Pharmacy Lab Clerk Prior Occupation, if any Community Service Aide II

Current Employer Lloyd Center Compounding Pharmacy

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.

I am a strong believer that evidence-based information should inform decisions, especially in regards to public policy. At Dartmouth College, I served on a Presidential Steering Committee that was tasked with guiding the Board of Trustees in making evidence-based decisions regarding the future directions the College planned to pursue. During the year this committee was active, I worked to set my personal opinions aside and interact with students, faculty, staff and outside experts in order to determine the best practices in regards to addressing hot-button issues like sexual assault and cultural discrimination on campus. I am confident my experience on this committee will translate effectively into the work of the Citizen Review Committee.

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

No.

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.

Describe your experience in working with culturally diverse communities.

As a queer woman of color, I often seek out diverse communities both personally and professionally. In my work experiences, I have served as a college counselor in a racially and socioeconomically diverse high school in New York as well as a summer school teacher for students of underrepresented backgrounds in Pittsburgh. During these times, I learned first-hand about the experiences of students and their families from different religious backgrounds, immigration statuses, and gender identities. I am a strong proponent of creating safe spaces for diverse communities and would love to contribute to the City of Portland's efforts in this capacity.

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

As previously mentioned, I am a person of color. I would be lying if I said the examples of police brutality highlighted in the news have not affected my perception of police. However, it is because of these events that I want to join the Citizen Review Committee. As exemplified by my previously mentioned work experiences, I have a background in education, and I believe the best way to ensure that Portland has a police force that is serving its city properly and equitably is to improve the way police are trained and educated on issues in various communities.

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

I received a formal education in policy research while at Dartmouth College and have worked with representatives in New Hampshire and Vermont on various policy issues. Beyond my academic background, I have also spent time in various governmental roles that have allowed me to further my experience. While I was a Community Service Aide for the Portland Bureau of Transportation, I was tasked with researching and summarizing laws and regulations of comparable cities to determine best practices for the Private for-Hire Transportation office. I analyzed relevant City Code of six other cities and became very well-versed in the common terminology used in writing this type of literature. In addition to city-level policy, I also have previous experience interpreting state legislation as a Legislative Aide for an Oregon State Senator.

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

As this a tragic topic, I cannot say with one hundred percent certainty how comfortable I could be in this situation. However, while I served on the Steering Committee at Dartmouth College, I had to review cases of sexual assault in order to determine recommendations for policy changes for the College. This was an incredibly difficult task, but it gives me a greater confidence that I will be able to handle this responsibility with aplomb.

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) Please see attached document for references.

(2)

(3)