

IMPACT STATEMENT

Legislation title: Appoint and reappoint members to the Citizen Review Committee, an advisory board to the City Auditor's Independent Police Review and the Police Bureau's Internal Affairs (Resolution)

Contact name: Irene Konev, IPR Senior Community Outreach Coordinator

Contact phone: (503) 823-2735

Presenter name: Ross Caldwell, IPR Director

Purpose of proposed legislation and background information:

IPR Senior Community Outreach Coordinator Irene Konev recruited applicants by engaging multiple organizations and individuals, including elected officials, attorneys, community- and faith-based organizations, businesses, neighborhood associations, colleges, youth organizations, as well as leaders of groups advocating or providing services for houseless community members and those with mental health challenges. The organizations IPR engaged included:

- Asian Pacific American Chamber of Commerce
- Native American Chamber of Commerce
- Hispanic Metropolitan Chamber of Commerce
- Philippine American Chamber of Commerce
- Native American Youth and Family Center
- Native American Rehabilitation Association
- Self Enhancement Inc.
- Muslim Educational Trust
- Partners in Diversity
- Urban League of Portland
- Latino Network
- El Programa Hispano
- African Youth and Community Organization
- Oregon Association of Minority Entrepreneurs
- Catholic Charities of Oregon
- Metro
- JOIN
- Q Center
- Slavic Advisory Council
- Muslim Advisory Council
- Disability Rights Oregon
- Portland Community College
- Portland Committee on Community Engaged Policing
- Northwest Oregon Volunteers Administrators Association

- Warner Pacific College
- Immigrant and Refugee Community Organization
- Community Peace Collaborative
- Interfaith Peace and Action Collaborative
- Tribal Liaison
- Southeast Public Safety Committee Meeting
- Say Hey Northwest
- Race Talks
- Unit Oregon
- Sisters of the Road
- KBOO Radio
- Accent Russian Radio/TV
- Oregon Assembly for Black Affairs

Strategic Outreach to recruit women:

- PDX Women in IT
- The Pitch
- Emerge Oregon
- Oregon Women Lawyers

Budgetary Impact Worksheet**Does this action change appropriations?**☐ **YES:** Please complete the information below.☒ **NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount

Applicant Questions for the Citizen Review Committee

Full Name Kyra C. Pappas Date of Birth 1986

Printed Name Kyra C. Pappas

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

Home Address [REDACTED]

Home Telephone NA

Work Telephone [REDACTED]

Cell Telephone [REDACTED]

E-mail [REDACTED]

Occupation Higher Ed Administrator and Faculty Prior Occupation, if any NA

Current Employer Warner Pacific University

Please answer the questions below truthfully and fully as service on this committee requires honesty and integrity. Attach an additional sheet, if needed. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

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 believe the role of the police is to serve and protect. I think, based on my work on the South East Safety Committee (which meets at PCC southeast) and my work in Indianapolis, that police are often called to address a variety of situations that don't fall within their specialty (interacting with calls on the houseless community, people with various levels of mental health, people who are non-English speaking or who come from countries with different policing culture and rules), putting them in difficult and compromising situations. As an Urban Outreach Coordinator in Indianapolis, Indiana, working with predominately African-American youth, young adults, and families, I worked with young urban teens who had weekly check-ins with probation officers. I had to maintain open communication with the probation officers and keep a positive relationship. Through my work, my staff also worked with police around addressing issues of gun and clique violence (our neighborhood had the

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

No.

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

I have worked in the field of diversity, equity, and inclusion for the past 10 years, developing, implementing, and evaluating policies, procedures, and programs that expect equitable outcomes. I currently sit on the President's Diversity Trust, with the goal of evaluating our university's programs to ensure that everything from hiring practices, classroom engagement, to co-curricular programming are structured with an equity and empowerment lens.

I also sit on the Academic Policy Committee (for the 6th year), which hears petitions from students around academic dismissals, probations, and exceptions. These are non-precedent setting scenarios that are decided on a case-by-case basis.

Having focused on equity, diversity, and inclusion work for 10 years in higher ed and the local community, I have been involved in addressing different biased incidents that have happened in the classroom and in the campus. These have required hearing the incident from all the people involved, looking at the institutional policy and community expectations, and helping to develop a strategy of moving forward with the goal of keeping (or sometimes redeveloping) the sense of community and belonging.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

I am comfortable reviewing cases, but I am comfortable with an incredibly high sense of responsibility. I have served and currently serve on several decision making committees that have to addressing dismissals from school. I take seriously the responsibility in each case, and see it as an individual situation that needs to be viewed from different perspectives, while being held to a constant standard. I believe that the skills and the mentality that are used in these instances are transferable to the situations with misconduct and discipline associated with this committee.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

Yes.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

Through my work in Higher Ed, I have to collaborate in almost every aspect of my work. A recent example of is a Academic Policy Committee that I have been a member of for 6 years now. With the COVID impacting our school policies, I worked with a team of administrators from across the campus, Executive VPs, registrar, faculty, enrollment staff, and student life staff, with the goal of developing clear guidelines for students, faculty, and staff that were clear and were developed using the experience and needs of our campus community. Through our work, we were able to develop guidelines that were rooted in the state and federal guidelines, were responsive to our campus's unique student body, and were adaptable, keeping the safety of the entire campus at the center of our decisions.

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 a sit-along with a 911 operator? ☒ Yes ☐ No

Would you be willing to participate in at least one police ride-along each year? ☒ 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 recommendations 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

Resume: Please attach 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) [REDACTED]

(2) [REDACTED]

(3) [REDACTED]

Applicant Questions for the Citizen Review Committee

Full Name Vadim Mozyrsky Date of Birth 1972

Printed Name Vadim Mozyrsky

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

Home Address _____

Home Telephone _____ Work Telephone _____

Cell Telephone _____ E-mail _____

Occupation judge Prior Occupation, if any _____

Current Employer U.S. Government

Please answer the questions below truthfully and fully as service on this committee requires honesty and integrity. Attach an additional sheet, if needed. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

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 an attorney who currently works as an Administrative Law Judge. In my career I have also clerked for state and federal judges overseeing civil and criminal matters. Making objective, impartial, evidence-based decisions has been an integral part of my career. As a clerk for the Texas Court of Appeals and for the United States District Court in Brownsville, Texas, I worked on cases involving allegations of police misconduct as well as Section 1983 civil rights cases. As an attorney and as a judge, I have always done my utmost to uphold and apply the law without any personal bias.

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

I have clerked for a justice on the Texas Court of Appeals and for a judge in the United States District Court for the Southern District of Texas. In those jobs, I researched caselaw and provided legal advise to judges on criminal cases before the court.

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

I currently work as an Administrative Law Judge. In that respect, I conduct hearings and serve as an independent adjudicator in appeals of actions taken by the Social Security Administration. The hearing process and the issues to be adjudicated are governed by federal laws, regulations and agency policies. In each case, it is my job to make a fair and impartial decision based upon the law and the facts established by the evidence. I set the time and place of hearing, gather evidence, issue subpoenas, rule on motions and conduct the hearing. I take the testimony of the individual filing the appeal, expert witnesses, and any other witnesses needed to fully develop the record. I then rule on the case by applying the relevant laws, regulations and policies to the evidence in the record. Finally, I issue a decision explaining the ruling.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

I have a high level of comfort in my ability to review complex deadly use of force investigations and make recommendations for findings and discipline. As a law clerk at the state and federal levels, I have reviewed records in cases involving complex criminal investigations and made recommendations to judges on motions, findings of fact and rulings of law, and other matters pending before the court. As a law clerk, I have also provided legal research and recommendations in cases involving allegations of police misconduct, improper handling of evidence, and police coercion of witnesses.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

Yes.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

I recently held a dialogue on police reform that included a broad range of community leaders. I worked with other CRC members and IPR staff to conduct outreach and to coordinate the dialogue. The dialogue was successful with over 130 people in attendance.

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 a sit-along with a 911 operator? ☒ Yes ☐ No

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

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

Resume: Please attach 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) [REDACTED]

(2) [REDACTED]

(3) [REDACTED]

Applicant Questions for the Citizen Review Committee

Full Name Jessica Gloria Katz Date of Birth 1970

Printed Name Jessica Katz

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

Home Address _____

Home Telephone _____ Work Telephone _____

Cell Telephone _____ E-mail _____

Occupation Family Preservation Project Director Prior Occupation, if any _____

Current Employer YWCA of Greater Portland

Please answer the questions below truthfully and fully as service on this committee requires honesty and integrity. Attach an additional sheet, if needed. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

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 have been described by others as being measured and fair-minded. I believe that our first thoughts are not always our best thoughts, and have made a personal commitment to taking adequate time to process and synthesize information before acting. I believe in science and data-driven decision-making. The issues surrounding policing and law enforcement can be very polarizing. Working within the prison system for the last two decades, I understand that the issues are more nuanced and less binary than they might appear. While we must set a high bar and hold individuals accountable for their behaviors, I believe that instead of focusing solely on individuals and their behaviors, we must examine the systems and structures that we have built, and whether they are equipped to do the things that we are asking them to do. An individual's behavior is often symptomatic of much larger systemic issues.

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

For the last 20 years, I have been serving parents, children and families impacted by incarceration as the founding Director of the Family Preservation Project. The overarching goal of the work has been to safeguard children to the extent possible, from the unintended consequences that they inevitably suffer, and to break cycles within families that have not served them well. I hold the position that we have built a system that is being tasked to act in ways that it was not intended to act and solve problems that it was not intended to solve. There are a whole host of systems that have failed prior to an individual coming into contact with the criminal legal system. I believe that we must think critically about our responses to mental health and addiction and homelessness, and whether these issues are best handled, and ultimately made better, through law enforcement alone, or a coordinated and differential response.

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

In addition to my direct service work, I have been committed to taking what I have learned on the ground into the legislative and policy arena in order to effect change. In 2017, I worked alongside directly impacted women and children to introduce SB 241 which would create the first legislatively adopted Bill of Rights for Children of Incarcerated Parent in the country. Leading up to the interaction of the bill, we worked closely with stakeholders and the Children of Incarcerated Parents Partnership in San Francisco who had pioneered this work. Following the bill's passage, I sat on an implementation team of the Governors Re-entry Council to work to actualize these rights for the close to 70,000 impacted children in Oregon. Later, our team would work on reviewing and amending the Administrative Rules regarding prison visitation to ensure that these were in alignment with the rights articulated in SB 241. Most recently, I, along with my colleagues worked to convene a legislative workgroup looking at improving gender-responsive practices in our state prison.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

As a component of my screening process for potential program participants, I read through multiple files, records and assessments to determine the appropriateness and fit of the applicants. As we support family reunification and the rebuilding of the mother-child relationship that has been fraught with disappointments and harm, we do not take the undertaking lightly. I believe that it is important to complete as extensive a review as possible, and to incorporate multiple perspectives. I have learned that it is both important to gather good data, as well as to understand the lens and perspective of the authors, in order to make a sound decision. In our pursuit of justice, I believe that we need to create meaningful opportunities to restore justice where it existed and to transform it where it did not. While I feel equipped to make recommendations and findings for discipline, I would strive for solutions that truly promote justice and repair harm.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

I am comfortable with my duty being that of making findings of fact and recommendations, without being tied to the outcome; particularly when it is clear and transparent that this is where the role of a citizens oversight body begins and ends. I believe that my work as a Contract service provider within the prison system has prepared me well to walk that fine line. I sit with colleagues on a Multi-Disciplinary Team. On the team, we staff cases and seek consensus on outcomes, often through a simple vote. I often find myself in a position where I am viewing things through a slightly different lens and vote with the minority. I have learned to speak my truth authentically while being open to listening to other perspectives offered through different lenses. I am far more invested in a fair and just process leading to an outcome than I am to the outcome itself.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

During the Covid-19 lock-down of the prison, we were able to re-imagine a way that we might continue to provide our support and services to incarcerated mothers and their children. We were able to craft and articulate a proposal to the Department of Corrections Administration to provide our services remotely. The mechanism to do so, though quite outside of the box, was accepted due to the relationship building and trust that had been established. Knowing the tenuous and difficult situation that the prison now found itself in, we reached out with offers to expand the reach of our services beyond our participants. We created a child-friendly info-graphic that incarcerated mothers could send to their children, explaining in developmentally appropriate way, why they were unable to visit their mothers. Without the presence of a Family Advocate at the prison, we provided consultation and technical assistance with DOC personnel to assist with family-related matters remotely. The outcome of these efforts and this collaboration was that mothers inside and their children outside were able to maintain critical connections during an unprecedented and extremely challenging time.

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 a sit-along with a 911 operator? ☒ Yes ☐ No

Would you be willing to participate in at least one police ride-along each year? ☒ 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 recommendations 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

Resume: Please attach 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) 

(2) 

(3) 

Applicant Questions for the Citizen Review Committee

Full Name Gregg GA Griffin Date of Birth [REDACTED]/1961

Printed Name Gregg Gregory Anthony Griffin

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

Home Address

Home Telephone _____ Work Telephone _____

Cell Telephone [REDACTED] E-mail [REDACTED]

Occupation	Peer Support/CHW	Prior Occupation, if any	Systems Business Analyst
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Current Employer Hand Up Project

Please answer the questions below truthfully and fully as service on this committee requires honesty and integrity. Attach an additional sheet, if needed. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

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 believe that my experience as a U.S. Navy veteran with a medical background and my work as a military guard/Military Police has given me valuable perspectives for this role. My life experiences have taught me to actively listen and observe the situation as objectively as possible. I lean on the facts and have learned to keep biases out of the process by asking those involved how they experienced an encounter.

Lived experiences help me understand how members of law enforcement think and approach the world. That includes the camaraderie of a unit but also knowing that it's possible to overcome a culture of silence through transparency and accountability. From my experience as a member of military police, I have learned that discipline, upholding standards and close adherence to the law strengthens a unit and doesn't hurt a unit.

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

Yes, I have several friends and family that serve in Law enforcement. I'm also a founding member of a nonprofit, HUP (Hands Up Project). We work with the homeless and people in all kinds of recovery. Presently, I'm working with a long time nonprofit, HADIN (Homeless Alcohol and Drug Intervention), which is a 30-year Portland, Oregon group that seeks to help those caught up in heavy street life and addiction. Presently, I am serving as HADIN's Secretary.

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

I work in the nonprofit world as a sitting Board member of HUP, HADIN and prior nonprofit president of TCC (The Columbia Channel Condominium). I've worked hard at understanding, analyzing, interpreting, explaining/applying relevant laws, regulations, ordinances and policies. I have kept records and reports and tracked changes in laws and regulations on a daily, weekly and yearly basis.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

As lead medical staff of my ship's medical office, I've conducted investigation/review of misconduct of fellow sailors involving force and helping commanders sort out the evidence to move forward with charges. I've also served on a Multnomah grand jury and on a criminal jury. I understand the importance of finding out the truth of all encounters with law enforcement.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

Yes, as veteran I truly understand how once evidence is gathered and submitted that others might interpret the information differently or with another lens. While always understanding that we are all working to find the best solutions for our community and all citizens. My hope is that the police commissioner listens to the committee and takes their findings seriously.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

As a member of several local nonprofit boards and a volunteer for Keep Oregon Well campaign, Trillium family services, OPB/KMHD music researcher. That collaboration is key to helping find the truth and finding information that helps everyone. As a volunteer for the Oregon Food Bank, I have led and worked with teams. We created a great OFB food pantry, reaching 100s of families locally and far away in Oregon and Washington.

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 a sit-along with a 911 operator? ☒ Yes ☐ No

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

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

Resume: Please attach 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) [REDACTED]

(2) [REDACTED]

(3) [REDACTED]

Printed Name Amanda Sunshine Greenvoss

Other Names Used (e.g., Maiden Name) Amanda Sunshine Green

Home Address [REDACTED]

Home Telephone Work Telephone

Cell Telephone [REDACTED] E-mail [REDACTED]

Occupation	ESL Teacher/Volunteer Coordinator	Prior Occupation, if any	Youth Volunteer coordinator
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Current Employer Metro and People-Places-Things

Please answer the questions below truthfully and fully as service on this committee requires honesty and integrity. Attach an additional sheet, if needed. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

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

Last fall I was appointed to the Police Review Board and I have served on two review panels. I spent time going through all the materials and believe that I demonstrated an evidence-based judgement in both cases. For example, in the review of one case, the conclusion I came to was that the officer needed more training. When it came to that part of the discussion it turned out that many of the panel had the exact same recommendation, showing that my review of the material aligned closely with others reviewing the same material.

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

No

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

For my entire career I have worked with government agencies - mostly in the natural resources field - and have had to work within existing regulations and train volunteers on policies and regulations. I am very comfortable with analyzing, interpreting and explaining complicated legal policies and regulations. My current position is grant funded and I must obey the regulations and policies of both Metro and the Forest Service.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

I have completed one review for PRB that involved use of force, and I believe I was able to handle it professionally and was able to make an impartial judgement in the case. It of course is not "fun" to review such cases, but it is important to have a group willing to do so.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

In the two cases I have reviewed for PRB, my findings have matched exactly with the other people in the room. The cases seem to be reviewed carefully and as impartially as possible by everyone participating. I recognize that sometimes, the outcome we recommend may not be the final outcome. This would be frustrating, but I understand that it is how the current system is set up.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

I have worked on teams my whole career. One recent example is in my capacity as a volunteer teaching English as a Second Language classes to adult immigrants and refugees. We had a successful model of teaching free classes at libraries and schools, which were all shut down from the coronavirus. We knew this isolation would be felt especially strongly by the learners we worked with. So we collaborated to create a means by which we could continue to teach online. We now have a whole new system by which we recruit volunteers and learners and train and prepare them to meet online. Providing immigrants and refugees with a sense of connection during this isolated time was crucial, and we have successfully managed to keep our classes going in a new way.

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 a sit-along with a 911 operator? ☒ Yes ☐ No

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

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

Resume: Please attach 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) _____

(2) _____

(3) _____

Current Employer NA

Prior to that, I worked as Research Analyst for the Police Assessment Resource Center in Los Angeles, an organization that provides technical assistance and consulting to cities and police departments to implement best practices in policing and accountability.

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

Most of my experience analyzing, interpreting, explaining and applying relevant laws, regulations, ordinances, and policies has been as a member of the CRC. I gained skills to do this work both at the Police Assessment Resource Center, where I created content for the Best Practices Review and at the Center for Health Justice where we had to work within the framework of the Los Angeles County Sheriff's Department to provide care.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

I am very comfortable reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline. I have served on the PRB as a member of the CRC and hope to serve on more in the future.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

Yes.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

In my professional and volunteer experience I have had numerous opportunities to collaborate and work on teams. One example is the 2-year collaboration between the Portland Women's Foundation and Women's Care Foundation that led to their merger and the formation of the Women's Foundation of Oregon, a foundation better suited to meet the needs of women across the state. This successful merger demanded an examination of all the legal, administrative and cultural issues involved, as well as the creation of a new set of bylaws, mission, vision and values and strategic plan.

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 a sit-along with a 911 operator? ☒ Yes ☐ No

Would you be willing to participate in at least one police ride-along each year? ☒ 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 recommendations 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

Resume: Please attach 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) [REDACTED]

(2) [REDACTED]

(3) [REDACTED]

Applicant Questions for the Citizen Review Committee

Full Name Yume Delegato Date of Birth /1985
 Printed Name Yume Delegato
 Other Names Used (e.g., Maiden Name) _____
 Home Address
 Home Telephone Work Telephone
 Cell Telephone E-mail
 Occupation Insurance Prior Occupation, if any _____
 Current Employer State Farm Insurance / PDX Pop Now!

Please answer the questions below truthfully and fully as service on this committee requires honesty and integrity. Attach an additional sheet, if needed. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

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've had varied personal interactions with law enforcement: as a juror, as the victim of property crime, as the recipient of a traffic citation & as a concerned citizen or a witness to traffic incidents – and if there's anything that those interactions have taught me, it's that policing is not a monolith. There are officers who are dedicated, conscientious, even heroic; conversely there are also officers who are careless, negligent, even corrupt – sometimes those characteristics can exist in the same officer. Because of this, it's crucially important that we look at the objective facts of any complaint or incident before rendering judgement. As a society we are succumbing to the notion that we must hold a binary view of policing: either that some cops are heroic, therefore all cops are virtuous; or that some cops are corrupt, ergo all cops are corrupt. Either notion mocks of the ideals of a justice system that demands not only the presumption of innocence but also an adherence to due process.

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

Not directly. In 2004, I served for a month as the Foreman of a Grand Jury in Multnomah County, which I will speak to in Question 3.

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

Having worked for fifteen years as an insurance professional, I deal with contractual obligations and legal compliance on a daily basis, and especially where it pertains to the application of Oregon's Traffic Code when it comes to accident liability.

More pertinently to this organization's mission, in 2004 I served for a month as the Foreman of a Grand Jury in Multnomah County. During that time, we heard over 400 cases, which ranged the gamut from drug distribution and theft cases to sexual assault of a minor and attempted murder. We quickly became adept at understanding the basic components of a felony and we became familiar with many of the officers who testified before us. However, with this understanding also came a certain openness to skepticism if the charges didn't seem to meet the criteria laid out in the Oregon Code. In one case, the Assistant District Attorney decided to withdraw a case of Resisting Arrest after we raised concerns about the arresting officers' decision to preemptively deploy force during the arrest.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

At some level I am skeptical of any person who would describe themselves as being "comfortable" with weighing the circumstances of an encounter with law enforcement that could deprive a citizen of their liberty or an officer of their livelihood. These are serious, sober decisions that can have life-altering consequences for both the complainant and the officer. That said, the nature of public service is do the things that are necessary for the greater good, not the things that are easy, and with that in mind, I have no concerns about my ability to do the job or to render impartial judgement.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

The justice system and civic engagement are both processes that move slowly and deliberately. While I am aware that past members of the CRC have often publicly expressed frustration with the lack of enforceability that their decisions carry, I also understand that this is a necessary, incremental work that helps move the process of accountability forward. As such, I am comfortable ceding ultimate control over the outcome to the Police Commissioner, and I would not volunteer for such a substantive time commitment if that were not the case.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

In my professional life, I manage an office that requires constant collaboration with the rest of our team on sales and service goals; additionally, I frequently have to coordinate with multiple stakeholders (our corporate offices, outside vendors, and the customer) to achieve acceptable claims and underwriting outcomes.

In my volunteer life, I've spent the last 15 years serving on boards and committees that are entirely collaborative in nature. In my role as Artistic Director for PDX Pop Now!, I have overseen the production of our annual compilation album for three years, which requires dealing with literally hundreds of stakeholders – typically close to 300 bands who want their music to be selected, over 100 volunteers who sit on our listening committee, as well as our own internal Artistic team and the vendors and distributors we work with. This is a process where all of the stakeholders typically volunteer their time and services, and it's one where over three-quarters of the submitting artists have their work rejected – but it's also a process where I've worked tirelessly to make the process more successful and less acrimonious every year.

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 a sit-along with a 911 operator? ☒ Yes ☐ No

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

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

Resume: Please attach 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) [REDACTED]

(2) [REDACTED]

(3) [REDACTED]

Applicant Questions for the Citizen Review Committee

Full Name Candace Arlene Avalos Date of Birth 1988

Printed Name Candace Avalos

Other Names Used (e.g., Maiden Name) N/A

Home Address [REDACTED]

Home Telephone N/A Work Telephone [REDACTED]

Cell Telephone [REDACTED] E-mail [REDACTED]

Occupation Student Affairs Professional Prior Occupation, if any

Current Employer Portland State University

Please answer the questions below truthfully and fully as service on this committee requires honesty and integrity. Attach an additional sheet, if needed. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

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. In my 3 years sitting on the CRC, I have shown time and again that I care about getting the facts on the cases by asking clear questions, and I make decisions that take into account all the information that is available to me. When I joined this committee in 2017, up until that point I had neutral relationships with the police, and that is still the case. Of course we are currently experiencing a national uprising that is a reckoning on our systems, and as a volunteer I do not exist in a vacuum. But I do this work because I understand the nuance of the situation, and I believe there are many stakeholders necessary at the table, including the police.

Have you, a close friend, or a family member ever worked in the criminal justice system or an organization that advocates a position regarding the police or 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.

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 I have applied these skills in my time on the CRC.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

In addition to my experience hearing cases on the CRC over the last 3 years, I have 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.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

After being on the committee for 3 years now, I have a much better understanding of the role of the CRC in relation to the IPR, Auditor, Police Commissioner, and Police Bureau. I am aware of the nature of an advisory board, or a group of people who may be given a great deal of authority and influence over a situation, without being given the final word or decision. This is what I teach my students in the student government at PSU, and have learned how to leverage influence and translate it into power in my 15+ years of leadership in student government and other advisory boards in the community. While not having an ultimate decision in cases of police misconduct is a reasonable part of sitting on the CRC, I definitely think we could have increased influence in reforming our systems of accountability. Ultimately, it is our job to inspire public confidence in law enforcement, and that is only possible when we can demonstrate that the outcomes of putting yourself in a vulnerable situation like filing a case of misconduct against a powerful institution will be fair, transparent, and just.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

I am proud to have built a career that has many examples to show my ability to collaborate and work on a team. From starting a national organization for student government advising, to leading the CRC to efficiently gather feedback from the community, and running for Portland City Council with a grassroots, organic campaign, I am known for my ability to bring people of diverse perspectives to the table and get things done. The most recent example of this has been leading a retreat for the CRC to get reorganized and aligned on our short and long term goals. We have adjusted our workgroups and come up with a list of plans to move forward in an uncertain time where we are awaiting more information on how the future of the CRC might change amid national unrest about police reform. I believe I have demonstrated leadership in my role as the Chair of the CRC over the last several months, and that I am organized, consistent, passionate, and principled.

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 a sit-along with a 911 operator? ☒ Yes ☐ No

Would you be willing to participate in at least one police ride-along each year? ☒ 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 recommendations 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

Resume: Please attach 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) 

(2) 

(3) 

Some examples were the 1)Buckman House residential and Independent Living Program for young men 17-25 transitioning from close custody placement, 2)Day Reporting Center for Multnomah County Juvenile Court clients, 3)Secure Residential Treatment for Multnomah County adjudicated on Sex Abuse crimes, 4)The Reception Center for youth arrested by police for non felony crimes to be reconnected with a family member or responsible adult, 5) KOJO

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

Specifically, my responsibility in overseeing the development and monitoring of quality assurance standards of individual program components for Janus Youth Programs and Life Works NW required:

- A. Assuring that all applicable federal, state, and local standards/requirements met relative to delivery of program services.
- B. Assured program services and treatment planning meet all licensing and contractual requirements.
- C. Tracked and monitored all contractual reports for external agencies ensuring completion and submission timely.
- D. Lead program evaluation in a timely manner throughout the year.

In addition, relative to program safety, I served as the management representative on the Safety Committee to take part in the review and analysis of all safety-related incidents related to physical damage, environmental violations, client and staff injury, and required mitigating and corrective action. Ensured necessary policy development, training and resources made

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

As a QMHP I have reviewed the clinical files and treated hundreds of children, adolescents, youth offenders and families who have been victims of abuse, trauma and suicide. I have worked extensively with juvenile sex offenders in a therapeutic capacity. In this capacity, I have made recommendations individually and as a member of a team for findings and discipline that carried serious life consequences.

As a supervisor for nearly 30 years I have participated in the evaluation, personal development and disciplinary process with all level of employees.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

Yes. As long as the expectations for input are clear and consistent I can except this boundary limitation providing that a reasoned explanation is provided for whatever action is taken for the final outcome.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

I participated in Camp Odyssey for 2 years as a staff counselor, in a week long teen camp that brought youth throughout Oregon representing all genders, ethnic groups, religions, cultures from urban and rural areas to address our stereotypes and hidden biases. The week starts out with extensive trust building and the creation of an emotional safe environment in which to have these difficult and challenging conversations in a facilitated, structured and highly supervised manner.

After a great deal of guided processing by the end of the week all campers and staff typically have integrated the new learning, developed an action and safety plan for reentry back into their communities, and receive monitoring and follow up services from designated staff through the next year. Also the participants work on a community based group project.

For myself and other team member this required everybody to collaborate with each in a respectful, open, emotionally supportive, strength based and direct manner to resolve differences, take responsibility for mistakes and the impact of your statements, while also giving people the emotional space to resolve issues in their own time and unique style.

The outcome of the effort was a successful life changing experience for all participants and staff.

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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 a sit-along with a 911 operator? ☒ Yes ☐ No

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

Resume: Please attach 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) [REDACTED]

(2) [REDACTED]

(3) [REDACTED]

Applicant Questions for the Citizen Review Committee

Full Name Jennifer A Springsteen Date of Birth 1969

Printed Name Jennifer Springsteen

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

Home Address [REDACTED]

Home Telephone [REDACTED] Work Telephone same

Cell Telephone same E-mail [REDACTED]

Occupation Writer/teacher/admin Prior Occupation, if any _____

Current Employer FT self: (PDX Writers); .25FTE Dual Diagnosis Anonymous; FT student

Please answer the questions below truthfully and fully as service on this committee requires honesty and integrity. Attach an additional sheet, if needed. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

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 trained as a mediator and worked as such in Multnomah Small Claims court in the late 90 s-early 2000. Since then, I ve attended Non-Violent Communication workshops with the late Marshall Rosenberg and conducted similar workshops with young people when I worked for Educational Service District 112 s Service-Learning Northwest. These experiences helped me to become a better listener, and to recognize the lenses and often the blinders we wear in our interactions with other people.

Connected listening can be transforming, and it is one of the reasons I was drawn to the work of Dual Diagnosis Anonymous ten years ago, and what eventually pulled me to seminary. I have seen the power of people sitting across from one another in the court house, listening to one another through the pain of their experience of harm or ill-treatment. I have witnessed

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

I am a member of First Unitarian Church of Portland, the congregation that will ordain me into the ministry; First Unitarian Portland is a plaintiff in the lawsuit filed last week to require that the recently-deployed federal law enforcement agents cease their operations and militarized tactics in Portland streets. The church is very active in the Black Lives Matter movement and protests and is interested in seeing police funds re-distributed to community care and peaceful public safety responses.

In addition, my father was circuit court judge in Virginia, and I have had positive relationships with police my entire growing up. (Of course, this from the vantage point of a white person.)

My husband is a security officer at Intel and continues to hold his private investigator s license. Finally, as a writer, I have interviewed Portland Police officers and have dedicated one of my short stories to Officer Kim Liday of the North Precinct whose time and attention

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

This question begs for a lawyerly response, which I am not qualified to give. I did, however, work at Stoel Rives, LLP for three years as a Case Assistant. We conducted large document reviews to comb through and organize information binders presented to the attorneys. I also completed deposition summaries reading through pages of questions and answers and scaling them down to their bare essence.

As a grant writer for twenty years, I have had to review State and Federal Requests for Proposals and interpret whether the organization I worked for was a fit. Then I'd design how the mission and programs of the organization matched the intention of the request. On the flip side of that, I wrote reports, showing how the organizations met the contract criteria for the grants we received.

While they aren't ordinances or policies, I've stood before rooms of blank-staring teenagers and explained the irony in Chinua Achebe's *Things Fall Apart* and the symbolism in F. Scott Fitzgerald's *The Great Gatsby*. I've analyzed scapegoating in the drama *Twelve Angry Men* and interpreted the cost of racism in Elie Wiesel's *Night*.

Silliness aside, I feel confident in my experience and education that I am able to interpret, explain and apply the information received by the CRC in order to make meaning and thoughtful decisions on the committee's behalf.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

I would hope nobody felt comfortable reading of the harmful, sometimes fatal results of police misconduct. That said, I'm willing to stand in a place of discomfort in order to ensure the process of the committee is seen as objective and careful.

In my study and work at seminary, I have practiced self-differentiation, a skill that takes a lifetime to master, but one which is necessary as chaplain, parish minister, or in this case, a committee member reviewing matters of great sensitivity.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

Quite frankly, I would like to see the Citizen Review Committee have more teeth in the ultimate outcome of the decisions they make.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

Most of the work I have done in the nonprofit arena and in the volunteerships I have held required teamwork. In the business I co-founded, PDX Writers, all of our efforts are made in concert with each other and with our facilitators. The work of a parish minister will be one of collaboration with lay leaders, the board of trustees and the congregation. Even though much of our Euro-centric literature raises up the hero's journey one to be lauded, rarely in history have we seen examples of justice work completed by one person alone.

A recent example of teamwork I will offer is one with cohorts in seminary these past two months. We designed and executed a class together called Grief Apprenticeship. We listened to one another's thoughts, watched and read curriculum offered by our peers in order to decide on our syllabus, and because we are in different states, we met on Zoom during this creation process. After designing our syllabus, finding a professor to supervise our work, and receiving approval for our class, we created a covenant of how we would work with one another. It was important for use to listen to one another deeply, to hold each other's opinions as valuable, and support one another's efforts during the course of weeks we spent together. We co-led our weekly class, and spent time at the end of each class readjusting where we needed to in order to meet the class goals, and our personal growth.

As a result of the syllabus and the long walk we took with grief, we have been asked to apply for a fellowship to team teach this course in the Spring 2021 semester. It will be the first all-student team-led credit course at the seminary.

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 a sit-along with a 911 operator? ☒ Yes ☐ No

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

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Resume: Please attach 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) _____

(2) _____

(3) _____

Responses to Questions on Citizen Review Committee's Application

Jennifer Springsteen

July 30, 2020

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Connected listening can be transforming, and it is one of the reasons I was drawn to the work of Dual Diagnosis Anonymous ten years ago, and what eventually pulled me to seminary. I have seen the power of people sitting across from one another in the court house, listening to one another through the pain of their experience of harm or ill-treatment. I have witnessed young people practicing the skills of repeating back a story they heard from someone else, and people in recovery with mental health issues sitting together and sharing strengths and weaknesses.

As a writing coach and facilitator, I listen deeply to the words of clients, find the truth in their words, and strategize with them on how to best tell their authentic stories.

Listening objectively allows for buy-in of decisions made and suggestions offered. I can't imagine doing the Citizen's Review Committee work in any other way if we want both parties—and the community—to feel heard and validated.

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

I am a member of First Unitarian Church of Portland, the congregation that will ordain me into the ministry; First Unitarian Portland is a plaintiff in the lawsuit filed last week to require that the recently-deployed federal law enforcement agents cease their operations and militarized tactics in Portland streets. The church is very active in the Black Lives Matter movement and protests and is interested in seeing police funds re-distributed to community care and peaceful public safety responses.

In addition, my father was circuit court judge in Virginia, and I have had positive relationships with police my entire growing up. (Of course, this from the vantage point of a white person.) My husband is a security officer at Intel and continues to hold his private investigator's license. Finally, as a writer, I have interviewed Portland Police officers and have dedicated one of my

short stories to Officer Kim Liday of the North Precinct whose time and attention with me proved so helpful.

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

This question begs for a lawyerly response, which I am not qualified to give. I did, however, work at Stoel Rives, LLP for three years as a Case Assistant. We conducted large document reviews to comb through and organize information binders presented to the attorneys. I also completed deposition summaries—reading through pages of questions and answers and scaling them down to their bare essence.

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While they aren't ordinances or policies, I've stood before rooms of blank-staring teenagers and explained the irony in Chinua Achebe's *Things Fall Apart* and the symbolism in F. Scott Fitzgerald's *The Great Gatsby*. I've analyzed scapegoating in the drama *Twelve Angry Men* and interpreted the cost of racism in Elie Wiesel's *Night*.

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Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

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As a result of the syllabus and the long walk we took with grief, we have been asked to apply for a fellowship to team teach this course in the Spring 2021 semester. It will be the first all-student team-led credit course at the seminary.

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

A combination of schooling and work experience has made me familiar with analysis software and large data sets. I participated in a year-long program that focused on using Excel for analysis of criminal justice data, spent two years as a teaching assistant for a similar class, and use Excel for my daily work duties. As a graduate student, I worked with SPSS in statistics classes and independently when coding and analyzing large data sets for research projects in partnership with PSU faculty. Working for a Multnomah County criminal justice agency has let me work directly with the county's database systems, in addition to graduate-level classes about relational database management and using SQL for analysis purposes.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

I have a high comfort level with doing this. I have not worked with this data specifically, but I have looked at data similar, and used evidence based practices to make practical decisions.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

Yes, I am. I have experience in doing data projects second hand where I am not the one who controls the outcome. This was experienced often at the District Attorneys Office.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

Effective and direct communication is an essential skill I perfected during my time as a warehouse lead. This position demanded that I communicate with people individually as well as in large group settings and through many different mediums. Through the tasks helping run a warehouse, I honed excellent public speaking skills and solidified my ability to gauge and adapt to how others effectively retain information. As a former graduate student, I have also had the opportunity to meld my research abilities with public speaking by presenting criminal justice research to my peers, as well as faculty and community members in Multnomah County.

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 a sit-along with a 911 operator? ☒ Yes ☐ No

Would you be willing to participate in at least one police ride-along each year? ☒ 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 recommendations 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

Resume: Please attach 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) [REDACTED]

(2) [REDACTED]

(3) [REDACTED]

Applicant Questions for the Citizen Review Committee

Full Name Christopher Russell Piekarski Date of Birth 1974

Printed Name Christopher Russell Piekarski

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

Home Address _____

Home Telephone _____ Work Telephone _____

Cell Telephone _____ E-mail _____

Occupation Attorney Prior Occupation, if any _____

Current Employer Allstate Insurance Company

Please answer the questions below truthfully and fully as service on this committee requires honesty and integrity. Attach an additional sheet, if needed. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

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 previously served as a Deputy District Attorney in Marion County for over a year and as a DDA in Multnomah County for nearly 5 years. During that time I served in the Neighborhood Prosecution program and was based for over 2 years in the Gresham Police Department. As a DA, I reviewed good and bad police work and made efforts to provide training and education to police regarding how to improve their work. I have been in my current employment for nearly 14 years, handling civil matters that often requires review of police reports and determining their evidentiary value. I am often selected as a court-appointed arbitrator to help resolve contested litigation. I consider myself to be a fairly objective and non-biased thinker.

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

As noted above, I worked as a criminal prosecutor for nearly 7 years. My deceased uncle was a detective for the Oregon City Police department. I have many police acquaintances in many agencies. My experience has helped me to understand how police approach their work, but it has also helped me to understand how their approaches can and should be improved.

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

I have been a licensed attorney since 2000. I am licensed in 4 states (Oregon, Washington, Hawaii and Alaska). My work involves daily review and analysis of the law and determining how it relates to matters that my office is litigating. As noted above, I was a prosecutor and became well-versed in various aspects of the law as it related (at the time I was so-employed) to policing (i.e. search and seizure law). While I was a prosecutor I provided training and legal updates to several police agencies and groups (PPB Traffic Division, Gresham Police Department, Fairview Police Department, Troutdale Police Department). In my current role, I am designated somewhat frequently to serve as a court-appointed arbitrator in Multnomah and Marion counties in civil matters where I am asked to interpret facts and law to determine an appropriate outcome in contested litigation.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

One should not be "comfortable" reviewing cases of serious misconduct and fatal use of force. Any situation that results in misconduct or fatal use of force should be looked at very closely to determine what occurred, and to the extent possible to understand how the unfortunate outcome was realized. It is important in reviewing these matters to have some understanding of the factors involved in the actions of all parties involved. My experience gives me a strong foundation to work from. My personal opinion is that police are given awesome responsibility and substantial authority. Because of this, expectations for the use of police power should be grounded in realism, but should be very high. Law enforcement officers must be held to a high standard of conduct and must be held accountable if they violate that standard. I am confident that I am qualified and able to review such cases and to make appropriate conclusions and recommendations.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

Yes. I am able to comply with expectations placed upon me and, in the context of a system that includes review and appeal, I am able to accept later outcomes. This is demonstrated in my role as a court-appointed arbitrator, where my decisions are subject to the parties' rights of appeal. Any decision I make is based upon my most reasoned opinion based upon the facts I know and the experience I have, and while any decision I make is, in my opinion, well-reasoned and as correct as possible, I understand that people can differ and one must accept that fact.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

Relating to law enforcement, when I was in the Neighborhood Prosecution unit, I was asked by the Gresham Police Department to help organize a "drug-free zone" in the Rockwood area. At the time, Rockwood was troubled with issues related to drug use, mainly due to displacement from the City of Portland. I worked with the District Attorney, the Gresham City Attorney, and Gresham Police Department leadership to help draft city code for the Rockwood Drug Free Zone. I also spent time with neighborhood associations providing information to stakeholders and interested citizens and provided testimony to the Gresham City Council in support of the code revisions. Thanks to my work and the work of a large team, we were able to establish the Rockwood Drug Free Zone before I left the District Attorney's office.

More currently, I am the Lead Counsel for Allstate Insurance for the states of Oregon, Alaska, and Hawaii. I lead a team of 9 attorneys, 6 paralegals and two administrative assistance to handle an ongoing caseload of hundreds of files. I work with a large body of claims adjusters and their leadership to successfully defend insureds in contested litigation in multiple jurisdictions.

Applicant Questions for the Citizen Review Committee

Full Name Richard Michael Kolbell Date of Birth ██████ 1951
 Printed Name Richard Kolbell, Ph.D., ABPP
 Other Names Used (e.g., Maiden Name) N/A
 Home Address ██
 Home Telephone ██████████ Work Telephone N/A
 Cell Telephone ██████████ E-mail ████████████████████
 Occupation Retired Prior Occupation, if any Forensic Neuropsychologist
 Current Employer Retired

Please answer the questions below truthfully and fully as service on this committee requires honesty and integrity. Attach an additional sheet, if needed. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

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 have not had to evaluate direct complaints against the police. I have had to review thousands of pages of police reports, testimony, and statements in the course of conducting Forensic Psychological evaluations for the Court, and evaluation of officers who were reporting disability in pursuit of benefits; in each of these circumstances I had to make decisions based on objective data, and report how that data influenced my decision(s). I also serve as a Community Member of the Oregon State Bar Board of Bar Examiners, a position in which I work as part of a team in reviewing applicants' Character and Fitness to practice law, which involves reviewing various aspects of each applicant's history and application.

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

I have provided evaluations of police and corrections officer candidates for their fitness-for-duty, presence of any condition(s) warranting a disability, and providing expert opinion regarding this.

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

In conducting forensic evaluations for the courts I have had to review pages of discovery, including police reports, and analyze that information for accuracy, inconsistencies, and data that would inform my assessment of the subject's mental state; I have had to conduct interviews with subjects and collateral sources and analyze that material for data that informed the question(s) I was asked to opine upon; I have administered countless psychological and neuropsychological tests that required objective analysis of the data that produced; and I have had to review relevant rules, protocols, statutes and case law related to the legal issue before the court, and explain to the judges, attorneys, and juries how the material I reviewed or generated can be understood within the relevant statutes. At every step of the way I was potentially subject to examination and cross-examination such that I had to ensure that my reporting was accurate and my opinions based on objective, scientifically-grounded data.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

I see this as analogous to reviewing cases of serious criminal allegations, including violent offenses with significant consequences to individuals and the community, and offering opinions as to the accuracy of the reports, the situational factors, and individual factors that came to bear at the time of the incident, and in some cases, make recommendations regarding outcome (e.g., parole hearings). Having done this for approximately 20+ years, I am quite comfortable in this role when provided all the relevant available factual, procedural, and statutory information.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

Yes indeed: typically my role has been examiner and educator to the court, to assist the trier-of-fact in rendering the ultimate opinion; when asked, I declined to answer questions regarding ultimate opinion issues. From a very early point in my carrer I learned to divest myself from the outcome.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

I've had to work collaboratively throughout my career, including clinical settings (e.g. hospital administration, program manager roles), and as one member of a group of individuals (attorneys, investigators, other experts) that worked together on a variety of cases including capital murder. This was typically a dynamic process that involved several individuals discussing their information, presenting their opinions, exchanging ideas, and so forth; this required that I (and others) remained open-minded and able to assimilate new, at times conflicting information, into my own opinions and formulations. In a very recent capital case I was part of a 7-person team who worked a Federal Habeas case, and resulted in a reversal of the original Death Penalty sentence with a remand to the Trial court.

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 a sit-along with a 911 operator? ☒ Yes ☐ No

Would you be willing to participate in at least one police ride-along each year? ☒ 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 recommendations 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

Resume: Please attach 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) [REDACTED]

(2) [REDACTED]

(3) [REDACTED]

Applicant Questions for the Citizen Review Committee (2020)

Full Name: James Paul Kahan

Date of Birth: [REDACTED] 1942

Printed Name: James Paul Kahan

Other Names Used (e.g., Maiden Name): n/a

Home Address

Home Telephone: [REDACTED]

Work Telephone: n/a

Cell Telephone: [REDACTED]

E-mail: [REDACTED]

Occupation: retired

Prior Occupation, if any: Policy Analyst, Professor of Psychology

Current Employer: n/a

Please answer the questions below truthfully and fully as service on this committee requires honesty and integrity. Attach an additional sheet, if needed. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

Describe any personal attitudes, life experiences, and prior examples that demonstrate you can make objective, impartial, evidence - based decisions about complaints against the police. My most important personal attitude is a passion for justice and fairness. It drove my research career as a university professor of mathematical social psychology, and it was important when I decided to change careers to become a policy analyst. As a policy analyst, I could study practical applications of my science to make objective, logical decisions based upon evidence to assess the effectiveness of important policies and their implementation and to propose changes to policies on the same basis. My academic research examined different models of rational behavior, while my policy career examined from a scientifically grounded perspective many different socially important policies. Among these policy areas were law enforcement, the provision of health care (somatic

and mental), drug abuse policy, and military command and control policy.

With regard to law enforcement, I have worked closely with law enforcement officers and also protested against them, depending on the circumstances. In Portland, post-retirement, I am now serving on the PPB Training Advisory Council, where I am in contact with training officers and interviewing a broad spectrum of officers. I previously served on the PPB Crisis Intervention Training Advisory Board, served as an advisor to the Safer PDX project, was a member of Commissioner Randy Leonard's committee to improve the IPB, served on the Use of Force and Accountability subcommittees of the COAB, and was a member of a City Club of Portland project examining the effectiveness of Multnomah County's provision of mental health care services. All of these activities put me in contact with PPB members. In the Netherlands, I led a project for the (national) police force assessing how well they understood the needs of the different communities (rural, small town, major city) they served.

In terms of my ability to make objective decisions where my personal positions might not be fully consistent with what was asked of me, although I am Conscientious Objector, I worked on Army Command and Control at the highest levels, and my work was adopted by the U.S. Army and my research monograph and the policies it recommended has been used as a textbook at the National Defense University.

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

Yes to both. Regarding working in the criminal justice system, my older daughter is a public defender in Santa Clara County, California and my stepson works for the TSA and has been a reserve police officer in Beaverton.

Regarding my own advocacy efforts, I have described in the question above my own professional and volunteer work in the

criminal justice system. I am a longtime believer in police accountability, by which I mean that the police must take due regard of the population that they serve. I welcome the increased attention to accountability nationwide and in Portland. In that regard, I have pioneered methods for measuring accountability and training police at all levels from entry to leadership to make appropriate decisions. My professional and volunteer work in law enforcement here parallels similar work I have done in medical decision making, drug treatment and enforcement policies and practices, effective use of natural resources, and managing information technology. In addition, I served as the quality assurance director for RAND Europe and was an author of the 2003 edition of the RAND Corporation's internal quality assurance standards and practices document. I believe that this background gives me an approach towards achieving such accountability which is of benefit.

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

My entire career as a policy analyst mostly consists of doing exactly this, in addition to evaluating the effectiveness of such laws, regulations, ordinances, and policies, as well as formulating proposed improvements to them, and developing methods of training to them. My volunteer efforts in Portland with regard to law enforcement and provision of mental health services have not had the rigor of my professional work because I don't have the resources available but have been based upon the same principles. In particular, my work on how police training can be improved with novel use of scenario training methods was a contribution I believe I made to the PPB Crisis Intervention Training program. The important feature here is to understand the delicate balance between giving officers autonomy to make rapid emergent decisions and teaching them how the laws, regulations, ordinances, policies,

and the emergent situation frame the appropriateness of the alternative decisions they must choose from.

Among the highlights I am particularly proud of having done are (1) Examining the consequences in terms of maintaining unit cohesion and military effectiveness if the U.S. military permitted homosexuals to serve openly. Our conclusion was that this was possible, if the leadership supported this policy. (2) Helping the Dutch government establish a safety investigation board aimed at preventing future disasters rather than punishing people associated with previous disasters or “near misses.” (3) Developing methods for police accountability that paralleled my work with military effectiveness and safety boards. Critical to that work was an emphasis on leadership by example and a focus on systemic causes of untoward incidents instead of a search for “bad apples.”

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

I am comfortable doing such reviews, based on my training and experience. My own inclination is to look first for systemic causes for things (e.g., inadequate policy, ambiguous laws and regulations, inadequate training or leadership) before determining personal responsibility that merits discipline. In this respect I draw on my own professional experience in public safety, where I followed the National Transportation Safety Board philosophy that it is more important to prevent the next tragedy than to punish the people responsible for the last tragedy.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

I accept that the CRC does not have control over the ultimate outcome of its determinations and recommendations, but—and I believe that we must all be honest about this—if I believe that the CRC has carefully and accurately assessed the evidence before it and come to a fair and just recommendation, I would be disappointed if the Police Commissioner came to a different

outcome without an explanation that included acceptance of our reasoning in coming to their decision. This has happened to me before, and I am able to get past it and proceed with my work.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

As a professor of social psychology, I have taught courses and published on the need for teamwork and in particular the need for listening to each other and treating different opinions with respect. I like to believe that I have practiced what I preached as I have led and been a member of collaborative teams. A signal example of this was the project I worked on to determine whether homosexuals could serve in the U.S. military. This was a highly politically sensitive project that had a team of over 50 members from a wide variety of disciplines; I was a deputy leader, assigned to lead the component looking at the experience of the military of other nations, but also participating in focus groups of American military personnel, interviews with U.S. police and fire departments, and helping structure the project's conclusions. This required working closely with people whose original positions were different one from the other and being transparent about our research methods and analytic techniques. The outcome of this project was remarkable. After two months of work, the group convened for two days of show-and-tell, and then we were randomly split on the third morning into three groups to independently analyze what we had learned and list the major conclusions. The idea was that on the third afternoon, we would resolve the differences among the three groups. But after lunch, each group had come to the identical conclusion, giving us confidence in the accuracy of our efforts. Our original recommendations were not accepted when we presented our results to the Secretary of Defense, but over time, our study has guided American military policy to the conclusion that the Obama administration came to and has also influenced the military of other nations. So we made a difference, and even team members who entered the study with opinions different from our conclusions honestly accepted the work's results and openly changed their personal minds.

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 X

No

Would you be willing to participate in a 911 sit-along with a 911 operator?

Yes X (I have already done this.) No

Would you be willing to participate in at least one police ride-along each year you serve?

Yes X (I have already done this.) 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 X

No

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)

[REDACTED]

(2)

[REDACTED]

(3)

[REDACTED]

(signature)

[REDACTED]

9 June 2020

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: 65+

Race: Caucasian

Gender: Male

Disability: None

Dietary restriction: None

Accommodations needed to serve on the CRC: none

Applicant Questions for the Citizen Review CommitteeFull Name Megan G Colwell Date of Birth 1958Printed Name Megan G Colwell

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

Home Address _____

Home Telephone _____

Work Telephone _____

Cell Telephone _____

E-mail _____

Occupation Retired

Prior Occupation, if any _____

Insurance brokerCurrent Employer Retired

Please answer the questions below truthfully and fully as service on this committee requires honesty and integrity. Attach an additional sheet, if needed. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

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

Please see the "SUPPLEMENT to the Application Questions for the Citizen Review Committee" document attached.

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

Yes. Please see the "SUPPLEMENT to the Application Questions for the Citizen Review Committee" document attached.

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

Please see the "SUPPLEMENT to the Application Questions for the Citizen Review Committee" document attached.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

As with any challenging/disputed/painful outcome, I expect that I will review the case summary as described, the data and evidence, the law, and the outcome with care, precision and compassion for all the individuals involved. I am a detail-oriented person, and am able to toggle between the details of a matter as well as the bigger picture. Thus I understand and am able to put on a dispassionate "hat" in order to work through an analysis before looking more broadly at the consequences of an action, to the victim(s), and to the remediation and/or remuneration, and to the punishment options, if any.

That said, I understand and expect that certain situations will affect me emotionally. I know that the path to the right decision can be difficult, painful, and/or sad.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

Yes, I am comfortable with the understanding that the ultimate outcome is out of my control.

My business career routinely involved analysis, evaluations and recommendations for action to my insurance company bosses, to my insurance broker colleagues or to my insurance broker clients - with full knowledge that they might not agree with me. My objective was always to seek information/data and evaluate it, to develop my opinion and recommendations, and to share it as appropriate. My goal was always to do the best that I could in that moment, based on the available information. If others chose not to align with that opinion, I was able to live with that outcome (well, most of the time). This approach did become easier as I aged, and had more experience and perspective regarding outcomes that I had not advocated.

In my insurance broker experience, there were some situations in which I knew that critical evidence was being withheld, particularly with claims against senior corporate officers and allegations of deception, dishonesty or fraud. In these situations, I evaluated my ethical obligation to withhold comment or to speak up, and then acted accordingly.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

Please see the "SUPPLEMENT to the Application Questions for the Citizen Review Committee" document attached.

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 a sit-along with a 911 operator? ☒ Yes ☐ No

Would you be willing to participate in at least one police ride-along each year? ☒ 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 recommendations 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

Resume: Please attach 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) [REDACTED]

(2) [REDACTED]

(3) [REDACTED]

Applicant: Megan G Colwell
July 30, 2020

SUPPLEMENT to the Application Questions for the Citizen Review Committee

Question 1: Describe personal attitudes, life experiences and prior examples that demonstrate you can make objective, impartial, evidence-based decisions about complaints against the police.

My interest in this position stems from several inspirations:

First, after retiring on April 30, 2019, I declared a personal gap year to give myself time to discern what came next. I walked the Camino de Santiago in Spain, and returned with a determination to engage more fully and personally in my Portland community. More recently, in response to the George Floyd murder specifically and to the Black Lives Matter movement generally, I became more intentional in my desire to step up, show up and participate. Hence my application for the CRC Volunteer position.

Second, two experiences are relevant to my desire to be part of the CRC:

- My biggest managerial job was running an insurance company office in Los Angeles. I had arrived in Southern California shortly after the 1992 Rodney King riots, and was present for additional calamities, both natural (e.g. earthquakes) and human-inspired, most material being the 1995 OJ Simpson trial, outcome and community response to the verdict. As the OJ-drama played out in the courtroom and in the media, my management team and I met regularly to discuss its impact on our staff of ~350 employees. There was an intense cultural divide among the staff and management team, largely along racial lines. One of my most trusted team members, a Black man in his late 30's – a father, husband and senior leader – shared with me his perspective into that great racial divide. He described the contours of DWB (driving while black) - a daily experience in his professional and personal life, of his need to be constantly aware of his race, of teaching his kids how to behave in white society, and why he so strongly supported OJ's innocence. To him, a not-guilty verdict meant invalidation of a two-tier society in which skin color dictated the quality of treatment by the law and specifically by the police.

Our conversation profoundly changed me and my view of the jury verdict. Instead of wanting a "fair" outcome to a murder trial, I saw myself and my world differently. For the first time, I acknowledged my point of view from the standpoint of privilege i.e. that of a white female who took driving down a street for granted, along with the rest of my lived experience.

- A second, more recent transformational experience, began ~6 years ago when my nephew, Drew, then age 23, was arrested by federal authorities in a drug sting operation. Drew had become addicted to oxycodone while recovering from a knee operation, later turning to heroin. An Idaho resident, Drew was arrested while driving from California to Idaho, with a car full of teddy bears stuffed with oxycodone and heroin. Ultimately, he served about a year in Federal Correctional Institution, Terminal Island (Long Beach, CA) before being released to a halfway house and a 5-year probation. The emotional and financial impact on his family was dramatic, culminating in debt (lawyers, fines, penalties), social stigma (Drew's mother was an elementary school teacher, his father an insurance broker, and Drew's arrest was headline news in their community), and personal (his father – my brother – experienced a bi-polar

Applicant: Megan G Colwell
July 30, 2020

[manic] episode shortly after Drew's release from prison, and was committed to a state mental institution for ~6 weeks until he was judged to be non-threatening to the community). Once again, I learned a difficult and unanticipated lesson: my family's suffering was consistent with the lives of so many other families, from an addiction, societal judgment and mental illness standpoint. However, my brother and sister-in-law were able to muster economic and family-support resources to help their son. Many other families are not so fortunate.

From the standpoint of making objective and impartial decisions, I believe that I have the emotional and personal maturity, as well as relevant life experience, to make decisions with respect to complaints against the police. My work experience is summarized later in this document, and will attest to my ability to make evidence/data-based decisions.

In summary, I deeply believe that I would well serve the CRC, the Portland Police Bureau, and the City of Portland. I also believe that this work would serve the citizens of Portland, who bring the complaints in expectation of a fair and timely outcome.

Question 2: Have you, a close friend or a family member ever worked in the criminal justice system....? If yes, please describe.

Answer: Yes.

After graduating from law school ~12 years ago, my niece, Sarah, worked in Marin County, CA as an Assistance District Attorney. The cases she talked most about were domestic violence cases, and her struggles to help the victims give voice to the abuse that had been inflicted upon them (and/or their family). Most of her victims had limited financial resources, faced the judgment of their family and/or social circles, and were struggling to balance their own mental health along with work demands, family demands and were simply unable to imagine a better future for themselves. Sarah worked hard to convince police officers and social workers to support her victims. Sometimes the police were willing to serve as courtroom witnesses, while other times they were unwilling citing weak evidence or the victim's failure to act sooner.

Question 3: Provide an example of your experience analyzing, interpreting, explaining and applying relevant laws, regulations, ordinances, and policies.

My insurance company world was all about insurance policy language. As an underwriter for commercial businesses, I assessed physical and operational risk characteristics, applicable policy language (i.e. coverage and exclusions), whether the corporate underwriting guidelines permitted me to provide capacity (i.e. policy limits) for the risk(s), and for what price. I was regularly involved in negotiating and adapting policy language, and when claims arose, how/where coverage did and didn't apply. As I was promoted to supervisory and managerial positions, I became involved in larger issues e.g. employee disputes/claims, corporate strategy changes e.g. cancelling large numbers of policies in certain regions, complex claim disputes and depositions with respect to corporate positions.

Applicant: Megan G Colwell
July 30, 2020

As an insurance broker – i.e. representing the client/buyer's interest – my job was to explain policy language, develop insurance procurement strategy, and to navigate and negotiate on behalf of my client. I specialized in large, public companies, and routinely worked with C-Suite individuals and their board of directors. I was involved in a number of high-profile (i.e. front-page Wall Street Journal) claims, and engaged in negotiating claim coverage compromises/payments. This included many conversations/writings with seasoned, senior individuals who did not want, like or especially appreciate bad news.

My advice to clients was based on and illustrated by Woodruff Sawyer's dataset of statistics collected over a 30 year period which measured litigation trends and results, claim settlement data (judgments and settlements) and the impact of litigation costs on the final outcome. My preparation for each client meeting involved general and specific information relating the litigation environment, including:

- What is the nature of litigation against public companies, and their boards and managers?
- What are the most common allegations? What are current litigation trends?
- What public comments were made by senior officers with respect to current and future results? How did investors react to this news?
- What are the current results of each public company from a revenue/growth, financial, and overall results standpoint? Where did management deliver on their promises and where did they miss the mark?
- What is the nature of the company's relationship with the SEC and DOJ? What other regulatory issues does the company face?

While my experience with criminal law, union contracts/rules, and police/policing culture is limited, I believe that my business experience has some similarities to the analysis needed in order to reach a conclusion. I would aim for the CRC to be well-served by my skillset and by my willingness to ask questions when I don't understand an issue.

Question 4: Provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

One of my most challenging claim situations involved a sexual harassment litigation between two senior managers of a large public company, one of whom was the CEO. The allegations were graphic, serious, and highly confidential. Once the litigation was resolved, both parties - and their respective spouses - signed the settlement agreement. From a human standpoint I have always wondered what happened to the family relationships and marriages of each individual.

Due to the confidentiality of the matter as well as the individuals involved, I worked with a very tight team:

1. My insurance broker team involved 4 individuals: me, my assisting broker, my internal claims representative and their manager;
2. My insurance company team involved the underwriter, their manager, their claims representative, and the insurer's Claims manager;

Applicant: Megan G Colwell
July 30, 2020

3. My client's team involved the CFO, the General Counsel, and HR Director (in addition to the two individuals involved in the claim matter itself).

I served as the communication link between the various parties for the duration of the claim, which lasted more than a year. Recognizing that casual conversations between individuals in three different companies could destroy the confidentiality that was so important, I constantly reminded everyone that no details were to be discussed outside the "cone of silence". Emails were carefully written and marked as CONFIDENTIAL. Negotiations were conducted off-site, and written summaries provided by outside attorneys. Although I worked with a number of other individuals at my client's company, I did not mention this situation to anyone other than my designated contacts, even if it meant pretending that I didn't know what was going on.

In the end, we reached settlement and maintained confidentiality. In addition, and upon final resolution of the matter, both managers left the company by mutual agreement.

Applicant Questions for the Citizen Review Committee

Full Name Raelynn Leann Freden Date of Birth ██████ 1991
 Printed Name Raelynn Freden
 Other Names Used (e.g., Maiden Name) N/A
 Home Address ██
 Home Telephone N/A Work Telephone ██████████
 Cell Telephone ██████████ E-mail ████████████████████
 Occupation Mental Health Therapist Prior Occupation, if any Substance Abuse Counselor
 Current Employer Cascadia Behavioral Healthcare

Please answer the questions below truthfully and fully as service on this committee requires honesty and integrity. Attach an additional sheet, if needed. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

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

Please see sheet attached.

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

My fiancée is a Washington County Sheriff's Recruit Deputy. He started in January 2020. He is currently at the DPSST state academy. He will complete this phase of training near the end of October.

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

Please see sheet attached.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

As a mental health professional, I am frequently faced with hearing and helping my clients process horrific trauma. I have become adept at utilizing skills so as to not let this affect my day-to-day life. For example, I don't allow myself to think of client trauma outside of sessions, sometimes visualizing putting the information into a trunk and not opening it until I am with that client again. These skills will help me in reviewing cases of serious misconduct and fatal uses of force while keeping myself healthy. Additionally, I believe these skills allow me to emotionally detach from disturbing content and will therefore assist me in making unbiased and objective recommendations. I believe my professional experience has allowed me to practice being comfortable with deeply uncomfortable facts and experiences.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

I often marvel at how little control I have over most outcomes involving other people's lives. Professionally, I experience this regularly. My profession has trained me to obtain information, provide feedback and support where I can and then leave the rest to the individual. This is not to say that I have no role or influence in a client's decision, just that ultimately my clients make decisions for their own lives. I may not agree with them, but they get to make those choices—not me. I have learned to accept outcomes, even those I do not like. It appears as though the same is expected within the role of Citizen Review Council Member. I would feel comfortable with listening to the facts, drawing a conclusion of my own, and presenting that to those in the positions of power. Despite the outcome, I would feel confident that I played an important role in the process.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

Throughout my professional career, I have relied on teams to provide effective treatment for my clients. Collaboration is key when providing care. One example that comes to mind occurred when I worked in the substance abuse field. I worked on a team of substance abuse counselors, mental health therapists, administrative staff and peer support staff. Weekly, we would meet and discuss the care of each client. Each person had a chance to discuss their thoughts, concerns, and recommendations, and each of us had differing life experience, training, and specialties. This was the healthiest team I've ever been a part of. Even when we expressed vastly differing ideas, we would discuss them as a team and find a solution we all felt comfortable with. As a result of our ability to work together, we helped many of our clients achieve sobriety, build support networks and find solutions to various barriers they faced. In addition to my experience as part of this, and other diverse teams, I have approximately six years of experience in facilitating group therapy. Group therapy is my modality of choice, for many of the reasons stated above. Magic happens when a diverse group of people come together to help resolve a common challenge. I feel extremely comfortable working collaboratively as part of a team.

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 a sit-along with a 911 operator? ☒ Yes ☐ No

Would you be willing to participate in at least one police ride-along each year? ☒ 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 recommendations 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

Resume: Please attach 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) _____

(2) _____

(3) _____

QUESTION: Describe any personal attributes, life experiences, and prior examples that demonstrate you can make objective, impartial, evidenced-based about complaints against the police?

One of the most important things I've learned about the human condition, which I believe wholeheartedly, is that the vast majority of people are doing the best they can with the tools, skills, information, knowledge, and experience they have. At the same time I also believe that people make mistakes and can change, do better, and make more sound decisions in the future. Just because someone is doing the best they can doesn't mean they should be exempt from consequences. In fact, consequences can be an effective motivator for growth. Holding these two seemingly contradictory truths is a great skill of mine. I am often tasked with making objective and impartial decisions about clients that I see. In my work as a substance abuse counselor, I did this frequently. Many of the clients I saw were being monitored by the legal system as part of a consequence of their use (DUI, MIP, Domestic Violence). As is common, I had many clients relapse after a period of sobriety, and state law required that I report these relapses. The reports often led to more consequences (legally) for the client. At the same time it was important for me to maintain my therapeutic relationship with those clients so I could continue to help them in their recovery. I would often explain this personal attitude to the clients I saw. I would validate that they were doing the best they could. I would emphasize the things they did right. Then, I would explain my obligation and how their inevitable consequences could benefit them in the long run. I deeply believe that change can happen, and that regardless of the act, people are not evil. At the same time, someone who has acted recklessly, in bad faith, or who's actions have harmed others must be held personally accountable.

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

In my profession, I am constantly tasked with making challenging and nuanced decisions. As a mental health therapist I must abide by federal law, state law, the American Counseling Association's Code of Ethics as well as agency policy. In addition to these, I am required to abide by the following foundational moral principles: client autonomy, justice, beneficence, nonmaleficence and fidelity. At times it is challenging to make decisions with all of the relevant laws, regulations and policies in mind—as they can be contradictory. However, in graduate school I was taught a step-by-step model for making decisions: The Ethical Decision Making Model by Holly Forester-Miller, Ph.D. and Thomas E. Davis, Ph.D. I find this guide to be incredibly helpful in making sound, appropriate and ethical decisions. Forester-Miller and Davis suggest the following steps. First, it is important to identify and gather as much information about the problem as possible. Gathering facts, rather than suspicions or assumptions is key. Second, I am then encouraged to consult my Code of Ethics, state and federal laws and agency policy. Next I examine the dimensions of the problem. For example, I would ask myself if I was abiding by the foundational moral principles. I may do additional research to ensure I am understanding the problem in context and in its entirety. Consulting with other professionals may assist me in illuminating any blindspots in thinking. Then, the model suggests that I brainstorm

all possible courses of action, even if I do not intend to utilize them. Again, consulting with others would be beneficial in exploring all of the possibilities. After exploring all potential courses of action, I consider the potential consequences of each. I ask myself what the implications could be for my client, myself, and my agency. If consequences present themselves that are problematic, I will eliminate it as a possibility. Finally, I will evaluate each course of action and ask myself three questions. Would I treat just anyone this way/make this same decision for someone else? Would I want my choice to be broadcasted widely, like in the press? And, would I recommend the same course of action to another in my position? If I am able to answer these questions with a “yes”, then I have made it to the final step— implementation. It is at this time that I choose a course of action and create a plan for implementing it. I have utilized this model in both challenging clinical decisions as well as personal decisions. For example, I recently had to make a mandated report on a family member. I used the ethical decision making model when making the decision. This model helped me explore the problem, examine my duties as a mandated reporter, explore the consequences of making and not making the report, the possible outcomes and ultimately the best course of action. I decided to make the report, despite it being the most difficult option.

Applicant Questions for the Citizen Review Committee

Full Name Patrick Joseph Geoghegan Date of Birth 1990

Printed Name Patrick Geoghegan

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

Home Address _____

Home Telephone _____ Work Telephone _____

Cell Telephone _____ E-mail _____

Occupation Teacher Prior Occupation, if any _____

Current Employer Beaverton School District

Please answer the questions below truthfully and fully as service on this committee requires honesty and integrity. Attach an additional sheet, if needed. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

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 have dedicated my life to increasing opportunity through equitable and viable education. As much as theory, knowledge and data informs a teacher's practice, the teacher is operating with a sample size of one—the student. The master teacher maintains the individuality of their students—personality, circumstance, strengths, challenges.

Just as in education, policing is emergent from individual cases. Amid the broader conversations of police policy and reform, the CRC operates at the individual level. I can treat each case objectively on its own merits because that has been my task in education—I won't confuse overall trends or goals for the actions necessary for that individual. To ensure the success of independent review, all stakeholders need trust and confidence in the impartiality of the independent review process. I acknowledge that for successful independent review, trust by these stakeholders relies on my integrity to act objectively and impartially.

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

No.

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

As a high school teacher in 2012, our district taught many high school-aged English Language Learners, particularly refugees, who just arrived with very little English proficiency, no high school credits, and often no formal education at all. Their failure to graduate on-time deeply impacted the measured performance of the district. District administrators proposed an alternative educational path for ELLs not directed towards graduation.

Deeply concerned by this proposal, our ESL team of teachers planned a meeting with administrators. Normally required to maintain compliance with federal and state law, the administrators' plan was illegal and unethical. We argued that while a pragmatic solution to unintended consequences of the accountability system on our district, the program was wholly against the values intended by the law: equal opportunity and access to rigorous instruction, regardless of race, language, and background. We sought to defend our students' rights to high quality education by presenting the requirements of Title III of No Child Left Behind, corresponding New York State Laws in addition to protections for our ELLs with disabilities (IDEA), migrant students and our ELLs in poverty (title I). We also prepared by reaching out to the ACLU for clarification and potential action steps if needed. The effect of our immediate and structured response was a quick withdrawal of the proposed program.

I have often drawn upon my knowledge of relevant laws with regard to educational programming, with more examples included as part of other answers below.

Describe your comfort level in reviewing cases of serious misconduct and fatal uses of force and making recommendations for findings and discipline.

I am confident I will handle the details of serious misconduct and use of force with prudence and sensitivity. Having spent my career teaching students in poverty and high-needs situations, I have faced gruesome realities of parental abuse, addiction, and exploitation. I have learned that disgust and revulsion are not helpful reactions. They are debilitating to one's capacity to respond productively. In all situations, even when addressing the most despicable of human actions, maintaining an openness to empathy and understanding redirects one's focus from raw retribution to productive solutions.

It is impossible to say that I will be unaffected by the details of serious abuses. But this human reaction is not something to suppress. The entire intention of a system of judges, juries and the CRC rather than prescriptive codes is to include the human element in due process and evaluation of evidence. Objectivity relies on the human willingness and ability to see and understand all sides and all facts. It relies on empathy to move beyond disgust to see the real truth of the matter.

The Police Commissioner is responsible for the ultimate findings and discipline in officer misconduct cases. Are you comfortable hearing appeals and not having control over the ultimate outcome?

When I first started teaching, I created a no-excuses mindset of my classroom. "If students didn't learn it, I didn't teach it." If students didn't master a concept, I didn't do enough to support them. If a student was not engaged in the lesson, I didn't engage them. As a further reality, I cannot control students' home, family and background circumstances and can only count on my role and actions to lead to student success. As seemingly external as these factors are, I still hold myself wholly and singly responsible for positively affecting those outcomes. All adult actions affect student outcomes.

I would take the same attitude as a member of the CRC: it would be up to me and my colleagues to present the most convincing and compelling recommendations. It is Portland's city code that the CRC is only an advisory body, but the council's recommendations, and the Police Commissioner's response to them, are matters of record and still valuable to our democratic society. It would be my sole responsibility as a council member to present the most compelling case.

Please provide an example of your ability to collaborate and work on a team. What was the outcome of that effort?

I serve on the Beaverton School District's Multilingual Cabinet. I advocate for classroom teachers on the 15-member cabinet, where district administrators, accountants, curriculum specialists parent advocates and I collaborate to make district decisions around budget, staffing, and programming for the department. We manage a budget over \$17 million, to serve more than 4700 English Language Learners with over 100 staff members and teachers.

Our biggest challenge this past year was a department budget shortfall of \$2.5 million. Some cuts were automatic- including the loss of over 20 teaching positions. Our discretionary funds were reduced by 30% and we faced the challenge of reviewing staffing, programs, resources, and supports item-by-item to account for \$250,000 in cuts. Our task was to maintain compliance with federal law, uphold union-negotiated contract agreements, ensure best-practices for teachers, all while continuing supports for students in the face of a massive cuts to staff and services.

In the previous year, I worked directly to establish our department's guiding principles around equity and best practices. I ensured these principles anchored our decision making through this crisis. As the cabinet's voice for the district's teachers, I considered teachers' perspectives while planning organizational changes to problem-solve the challenges presented by the cuts. We addressed our outmoded decision rules for staffing with research-based structures. My proposal for reorganizing the leadership structure between building and district structures is being considered for the 20-21 school year.

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 a sit-along with a 911 operator? ☒ Yes ☐ No

Would you be willing to participate in at least one police ride-along each year? ☒ 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 recommendations 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

Resume: Please attach 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) [REDACTED]

(2) [REDACTED] [REDACTED] [REDACTED]

(3) [REDACTED]

Yume Delegato

Yume was born and raised in Northwest Portland and has worked in Portland's non-profit community for over two decades, most recently as the President and Artistic Director of PDX Pop Now!, a nonprofit dedicated to making local music accessible to all Portlanders. Prior to joining CRC, he served as a community volunteer on the CRC's Crowd Control and Use of Force Workgroup and on the Salmonberry Trail Intergovernmental Agency's Segment Review Committee. In addition to his non-profit work, Yume manages an insurance agency and enjoys hiking and reading about Pacific Northwest culture and history.

Yume's Statement to City Council:

It is both an honor and a solemn responsibility to be called to service on the behalf of my hometown, that I love so dearly. If appointed to the Citizen's Review Committee, I hope to continue in their tradition of fostering the public trust and ensuring fair treatment for all Portlanders - police and civilian alike.

Amanda Greenvoss

Amanda Greenvoss has a background in Environmental Education and is currently studying for a master's degree in Teaching English to Speakers of Other Languages at PSU. She volunteers teaching English to immigrants and refugees through Torus and PCC and delivers food weekly to houseless neighbors through Free Hot Soup. She lives in Southeast Portland with her husband and two kids.

Amanda's Statement to City Council:

I envision a Portland that is a welcoming and safe place for all of our community members. I want to do my part to ensure that we are looking out for every Portlander and providing them an equitable and safe place to live.

Gregg GA Griffin

Gregg GA Griffin received his Bachelor of Science degree in Education, focusing on curriculum Development from Southern Illinois University, and Dual Master of Computer Information System /Finance degree from Webster University while serving in the United States Navy. Originally from Chicago IL, he moved to Oregon in 1998 to pursue a Systems Analyst position with Regions Blue Cross/BlueShield. Inspired by Portland's advocacy spirit, he has volunteered with several local organizations, including OPB/KMHD, Portland Street Medicine, and Trillium Family Services. Currently, Griffin holds the position of Board President at Hand Up Project, an organization that addresses systemic issues around the unhoused community, for which he has served on the board for the past five years. Against Portland's backdrop of diverse culture and natural beauty, he continually fosters his interests in social justice, physical fitness, and the study of music and local jazz artists.

Gregg's Statement to City Council:

I'm honored to be serving on CRC, this is humbling and exciting. I'm looking forward to helping foster mutual respectable conversations between those human beings that have sworn to serve, protect our city of Portland and those human beings that have made our city of Portland their home. My belief is, if we can honestly have transparent conversations, we will have a better city and understanding of each other as citizens of the Rose City.

Jessica Katz

Jessica Katz founded the Family Preservation Project at the Coffee Creek Correctional Facility in 2003 which is the subject of the documentary film, "Mothering Inside." Prior to founding the Family Preservation Project, she worked with the Children's Aid Society in New York to create programs advocating for the rights of parents involved in the child welfare system. She also taught legal education workshops at prisons throughout New York through Columbia University's Prisoners and Families Clinic. Jessica has presented at local, national and international conferences, has been recognized as a Re-unification Hero by the American Bar Association, and is an Alumna of Emerge Oregon. Recently she was instrumental in making Oregon the first state to legislatively adopt a "Bill of Rights for Children of Incarcerated Parents." Jessica is honored to work alongside women and children who have been most directly impacted by our criminal legal system towards more just and humane solutions.

Jessica's Statement to City Council:

I am honored for the opportunity to serve on the Citizens Review Committee and recognize the profound responsibility that comes with this appointment. I look forward to working towards a vision of justice that centers the well-being of the community.

Kyra Pappas

Kyra received her Master's in Nursing Education from IUPUI- Indiana University School of Nursing. She has been a higher ed professional, working as the Director of Multicultural Services and Student Leadership for the past 10 years and is a Nurse Educator. She focusses her work with colleges, hospitals, and community organizations on educating about how to create equitable, inclusive, and empowering environments and structures.

Kyra's Statement to City Council:

I am excited to be a part of the CRC! I am appreciative of and take seriously the responsibility for our committee to look at each case and policy, making sure they serve and protect the community. I am committed to advocating for marginalized and vulnerable groups. I look forward to working with the committee to ensure that equity and transparency are the foundation of accountability process.

Candace Avalos

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 is an active member of her community, serving on the boards of Portland: Neighbors Welcome, Street Roots, Oregon Kickball Club, and as a Charter Review Commissioner for the City of Portland. Her hobbies include watching cooking shows, trying new recipes, and playing outdoor sports.

Candace's Statement to City Council:

I wish to continue serving on the Citizen Review Committee to further our ongoing projects, help with the transition into our new voter approved police accountability system, and build stronger community partnerships to foster trust and public confidence in our government institutions. I believe my experience advocating for change in the Portland community through my involvement in various organizations, as well as my lived experience as a Black and Latina Millennial, will help bring a unique perspective to the work of police accountability.

Julie Falk

Julie Falk is a graduate of Swarthmore College where she majored in English Literature and Art History. She is the former executive director of Bitch Media, is president of the board of Women's Foundation of Oregon and the Chair of the Board of Trustees of the French American International School. She previously served as executive of Center for Health Justice in Los Angeles and the Prison Media Fund in Cambridge, Massachusetts. Originally from Kentucky, Julie moved to Portland in 2006, where she lives with her husband and two children.

Julie's Statement to City Council:

I am proud to be serving my sixth year on the Citizen Review Committee and I believe in the power of civilian police oversight. I look forward to being a part of this important structure as we move into the future.

Vadim Mozyrsky

Vadim Mozyrsky arrived in the United States as a refugee from the former Soviet Union. He graduated with a Bachelor of Arts degree from the University of Texas and a juris doctorate degree from the University of Texas School of Law. Mr. Mozyrsky has clerked for judges in state, federal, and international courts. He worked as a litigator before his current employment as an administrative law judge. Mr. Mozyrsky serves on the board of directors for several organizations and is active in the Portland immigrant

and refugee community. In his free time, he enjoys cooking, traveling, somehow not hurting himself too much while snowboarding Mt. Hood, and backpacking the green spaces of the beautiful Pacific Northwest.

Vadim's Statement to City Council:

Thank you for appointing me to the Citizen Review Committee. I wish to serve on the CRC because I believe it is the civic responsibility of community members to be active in their governance. My professional and personal background translates well to the duties and responsibilities of the CRC. During my term with the CRC, I plan to continue providing an unbiased, inclusive, and policy-driven approach to improving police accountability and increasing public confidence in Portland institutions.

Megan Colwell

Megan Colwell was born in New York State, and attended high school and college in California. She graduated from San Francisco State University with a Bachelor of Arts in Geography. She spent her business career in the insurance industry, initially with an insurance company and later as an insurance broker serving corporate clients. She moved to Portland in 2014, and broadened her client base to include PNW-based companies. Since retiring in April 2019, she has walked the Camino de Santiago, learned how to cross country ski, and completed a philanthropy fellowship. As a result of the fellowship, she is engaging in various volunteer efforts from the aspects of faith, education and the environment. She is married to an Episcopal priest and has two adult sons.

Megan's Statement to City Council:

I am genuinely honored to be considered for a position on the Citizen Review Committee. I have thought deeply about where I can contribute to bettering our society in general and our civic conduct and dialogue specifically. Based on my background and life experience, I believe that my skills and values will serve the matters and decisions that come before the CRC. If appointed, I will provide a thoughtful, respectful, and impartial approach to the people and the issues that are presented.

Raelynn Freden

Raelynn Freden was born and raised in Portland, Oregon. She received her Bachelor of Arts in Social Science with a minor in Anthropology from Portland State University in 2013. After graduation, she began working in the Substance Abuse counseling profession. Realizing that she had a passion for supporting folks in their recovery and recognizing that she wanted to support and treat a wider variety of clientele, she went to graduate school at George Fox University and earned a master's degree in Clinical Mental Health Counseling in 2019. Raelynn is currently working in community mental health, serving a severely underprivileged and often marginalized population. She is actively perusing licensure as a Licensed Professional Counselor. In her free time, she enjoys reading, crafting and spending time with her extended family, fiancée and 8-

year-old son.

Raelynn's Statement to City Council:

I am humbled and grateful for the opportunity to serve my community in a meaningful and objective way. As a person who has both family in law enforcement and experience working with marginalized populations, I will bring a unique perspective to the committee that ensures equity and fairness.

Patrick Geoghegan

Patrick Geoghegan was born in Chicago, Illinois. He earned a B.A. in Secondary Education and a M.S. in Teaching English as a Second Language from Syracuse University. He has spent his career advocating equity and equality of opportunity in education. He has taught in high-needs elementary, middle and high schools in New York and Oregon to students of low-income and culturally and linguistically diverse backgrounds. Patrick also serves on the board of the Portland Literacy Council, championing adult literacy causes. Patrick spends his free time reading, cooking, as well as running and training, having competed at a high level at US championships and the 2020 US Olympic Marathon Trials.

Patrick's Statement to City Council:

I am excited by the opportunity to bring objective oversight to police review in order to heal the divide between police and communities.

James Paul Kahan

James Paul Kahan, Ph.D. ("Jim") received his bachelor's degree in psychology from Reed College and his doctorate in mathematical social psychology from the University of North Carolina at Chapel Hill. He divided his career between Academe and Policy Analysis in the United States and Europe. Since returning to Portland in 2006, he has continued his policy work and become involved in police accountability and mental health issues as a volunteer.

James's Statement to City Council:

His interest in serving on the Citizen Review Committee is to participate on the policy subcommittee and use his experience in evidence-based accountability to help bring equity to CRC cases.

Richard Kolbell

Dr. Richard Kolbell was born and raised in New York, before moving to Pennsylvania to complete undergraduate education and begin his career in mental health. In 1976 he travelled across the US for 6 months before settling in Oregon, where he's lived ever since, while traveling extensively around the globe. He earned his Ph.D. at the

University of Oregon in 1992 and enjoyed a 25-year career as a Clinical and Forensic Neuropsychologist, developing a private practice and holding faculty appointments at OHSU and Pacific University. He is Board-Certified in Clinical Neuropsychology and has been credentialed as an expert by State and Federal Courts, providing testimony in criminal cases across several states before retiring in 2015. Since then he has volunteered for several non-profit organizations advancing social change including BRAVO Youth Orchestra, p:ear, and Metropolitan Youth Symphony; environmental change including Friends of the Columbia Gorge and Nature Conservancy; and has served on the Board of Bar Examiners for OSB. He lives in NW Portland with his wife of 36 years and their two cats, and enjoys leisure acivities including martial arts, photography, riding his bike and playing guitar.

Richard's Statement to City Council:

I am both excited and honored to be considered for service on the Citizen Review Committee. Having worked extensively within the criminal justice system I've gained some perspectives on the intersection of the law, law enforcement, and its impact on the citizens and families of Oregon. My professional training and career emphasized the impartial, objective review and synthesis of data or evidence, and I remain committed to maintaining this approach in evaluating matters that may come before the Committee.

Christopher Piekarski

Christopher Piekarski received his undergraduate degree in Psychology from Whitman College, and his Juris Doctor from Willamette University College of Law. He serves as Lead Counsel for Allstate Insurance Company's Portland and Anchorage offices, overseeing cases in Oregon, Washington, Alaska and Hawaii. He previously served as a Deputy District Attorney in Marion County and Multnomah County. He is a member of the David Douglas School District Budget Committee. He has lived in Portland since his childhood, and currently lives in SE Portland with his wife and two children.

Christopher's Statement to City Council:

As a person who has worked in law and has past experience working with law enforcement, I have been privileged to develop a wealth of experience that I feel would be useful in service of my community. I believe strongly that every member of our community has a responsibility to take part in making our community a better place, and I would be honored to apply my knowledge and skills to this endeavor.

Ginger Ruddell

Ginger Ruddell received her Bachelor of Arts and Master of Science degree in Criminology & Criminal Justice from Portland State University in 2019. She has worked with several agencies in the Portland area as a data analyst and has been privileged to work on projects that focus on educating youth about the criminal justice system. Ginger is often seen with her gaggle of pets or traveling the world with her husband.

Ginger's Statement to City Council:

I am very privileged and honored to have the possible opportunity to represent my community by serving on the Citizen Review Committee. I hope that as a member I can

assist, and advocate for those in the community who have felt that their voices have not been fairly heard.

Jennifer Springsteen

Jennifer Springsteen is an educator and a writer. She has taught high school literature, service-learning and civic engagement to teachers and administrators, and co-founded PDX Writers, a literary arts organization teaching and coaching writers. In the nonprofit world, she has managed programs and fund development. Her fiction has been published in numerous literary magazines and won national and state awards; she is represented by the Nelson Literary Agency. Jennifer is a Masters of Divinity student with Starr King School for the Ministry in Oakland, California and a ministerial candidate. She writes and studies in NE Portland with her husband and teenage daughter.

Jennifer's Statement to City Council:

The first Unitarian Universalist principle is the belief in the worth and dignity of every person. Another is the belief in the democratic practice of justice. As a ministerial candidate, I am called to serve the CRC where I will uphold these principles on behalf of the Portland community.

David Striar

Dave Striar grew up on the east coast before coming to Portland to complete his BA in Psychology at Reed College and MA in Counseling Psychology at Lewis & Clark College. He dedicated 30 years working in the nonprofit social service sector providing direct service to children, adolescents and young adults in the care and custody of the State of Oregon and Washington. As a program director, he designed and developed evidence-based programs providing behavioral rehabilitation services to juvenile justice clients. He possesses expertise in providing administrative and clinical oversight to multiple therapeutic programs and staff ensuring systems for crisis and risk management, safety, quality management, training and clinical care standards. In addition, he received an appointment as a Certified Volunteer Ombudsmen from the State of Oregon Office of Long-Term Care. He currently writes short stories, competes in triathlons, volunteers and pursues life long learning. He is the proud father of two adult sons who graduated from PPS.

David's Statement to City Council:

As a long-term resident of the City of Portland I feel called to advance the mission of the CRC within the framework of the IPR system. I understand as a member of the CRC I am responsible with the support of staff to promote the visibility of the CRC and its role in the community hearing citizens' concerns, complaints and questions about policing.

I am committed to listening and learning from both citizens and police regarding the challenging circumstances and situations that result in an unsatisfactory outcome. I look forward to collaborating with other CRC members in work group committees developing policy recommendations based on observed and reported patterns of

practice, accurate data trends and identified potential best practice that can be considered as potential improvements to the system that supports quality of service.

In the event I am asked to review a case I will conduct myself in a professional, manner, make all inquiries for information respectfully and render decisions based on the evidence available at the time as to whether the applicable policies, procedures, legal and community standards were followed by police. Thank you for the opportunity to serve the citizens and City of Portland.