

Portland, Oregon
FINANCIAL IMPACT and PUBLIC INVOLVEMENT STATEMENT
For Council Action Items

(Deliver original to City Budget Office. Retain copy.)

1. Name of Initiator Kelsey Lloyd		2. Telephone No. 503-823-0906	3. Bureau/Office/Dept. Auditor/IPR
4a. To be filed (hearing date): June 12, 2013	4b. Calendar (Check One) Regular Consent 4/5ths <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		5. Date Submitted to Commissioner's office and CBO Budget Analyst:
6a. Financial Impact Section: <input checked="" type="checkbox"/> Financial impact section completed		6b. Public Involvement Section: <input checked="" type="checkbox"/> Public involvement section completed	

1) Legislation Title: Appoint Teresa Baldwin, Keeble Giscombe, and Pamela Dunham to the Citizen Review Committee advisory board to the Independent Police Review, a division of the City Auditor’s Office.

2) Purpose of the Proposed Legislation: To fill vacancies on the committee, bringing the total number of members to nine, as directed by City Ordinance 3.21.080.

3) Which area(s) of the city are affected by this Council item? (Check all that apply—areas are based on formal neighborhood coalition boundaries)?

- | | | | |
|--|------------------------------------|------------------------------------|--------------------------------|
| <input checked="" type="checkbox"/> City-wide/Regional | <input type="checkbox"/> Northeast | <input type="checkbox"/> Northwest | <input type="checkbox"/> North |
| <input type="checkbox"/> Central Northeast | <input type="checkbox"/> Southeast | <input type="checkbox"/> Southwest | <input type="checkbox"/> East |
| <input type="checkbox"/> Central City | | | |

FINANCIAL IMPACT

4) Revenue: Will this legislation generate or reduce current or future revenue coming to the City? If so, by how much? If so, please identify the source.

N/A

5) Expense: What are the costs to the City as a result of this legislation? What is the source of funding for the expense? (Please include costs in the current fiscal year as well as costs in future year, including Operations & Maintenance (O&M) costs, if known, and estimates, if not known. If the action is related to a grant or contract please include the local contribution or match required. If there is a project estimate, please identify the **level of confidence**.)

N/A

6) Staffing Requirements: N/A

- Will any positions be created, eliminated or re-classified in the current year as a result of this legislation? (If new positions are created please include whether they will be part-time, full-time, limited term, or permanent positions. If the position is limited term please indicate the end of the term.)
- Will positions be created or eliminated in *future years* as a result of this legislation?

(Complete the following section only if an amendment to the budget is proposed.)

7) Change in Appropriations (If the accompanying ordinance amends the budget please reflect the dollar amount to be appropriated by this legislation. Include the appropriate cost elements that are to be loaded by accounting. Indicate "new" in Fund Center column if new center needs to be created. Use additional space if needed.) N/A

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

[Proceed to Public Involvement Section — REQUIRED as of July 1, 2011]

PUBLIC INVOLVEMENT

8) Was public involvement included in the development of this Council item (e.g. ordinance, resolution, or report)? Please check the appropriate box below:

- YES:** Please proceed to Question #9.
 NO: Please, explain why below; and proceed to Question #10.

9) If “YES,” please answer the following questions:

a) What impacts are anticipated in the community from this proposed Council item?

Ordinance 175652, adopted by Portland City Council on June 6, 2001, established the Independent Police Review (IPR) division and the Citizen Review Committee (CRC). CRC members are responsible gathering community concerns about police services; developing policy recommendations to address patterns of problems with police services; conducting, reviewing and advising IPR on the complaint handling process; and hearing appeals from community members and officers regarding the recommended findings of completed investigations.

b) Which community and business groups, under-represented groups, organizations, external government entities, and other interested parties were involved in this effort, and when and how were they involved?

The IPR Community Outreach Coordinator Irene Konev engaged Portland’s diverse community by networking with multiple diverse chambers of commerce in Portland and with leaders of diverse community organizations – such as Oregon Association of Minority Entrepreneurs, PDX Women in IT, and the Association of Slavic Immigrants. She also regularly attended the City sponsored Fix-it Fair , Say Hey, and Race Talks to build and strengthen relationships and broaden the applicant pool for the CRC recruitment. As a result of her efforts, IPR received an unprecedented 53 applications, reflective of Portland’s diverse community.

c) How did public involvement shape the outcome of this Council item?

A Selection Committee consisting of three past or current CRC members, one member of the community, and the IPR Assistant Program Manager reviewed the 53 applications and chose the top seventeen applicants for an interview. From the Selection Committee, former CRC member Donna Oden-Orr, community member Anthony McNamer, and IPR Assistant Program Manager Rachel Mortimer interviewed the seventeen highest ranked candidates and chose three to be recommended for Council appointment to fill current vacancies, and another four members to fill future vacancies and the additional positions recommended by the pending settlement agreement with the Department of Justice.

d) Who designed and implemented the public involvement related to this Council item?

IPR staff members have designated assignments to complete the CRC recruitment for new members — primarily spear-headed by Konev. Current CRC members were also involved with the recruitment.

- Efforts included sending over 100 letters to elected officials, judges, attorneys, community-based and faith-based organizations, and other members of the community who have shown interest in serving on CRC. Also, an announcement with the recruitment information and application was e-mailed from multiple IPR/CRC distribution lists.
- Several CRC informational sessions were held for interested community members who had questions about the powers and duties of CRC and the application process. CRC members Rodney Paris, Rochelle Silver, and Jeff Bissonnette made informative presentations at these sessions and several of the applicants that attended applied for CRC.
- KBOO Radio: IPR Assistant Director Severe and CRC Member Rodney Paris spoke on the radio to expand awareness of IPR/CRC and to promote the CRC recruitment.
- The City of Portland's Office of Neighborhood Involvement had a link to the CRC recruitment posted on its website for Boards, Committees, and Commissions. The application was also posted on the IPR website. Diverse community newspaper ads were placed in: The Skanner, The Portland Observer, The Asian Reporter and many other community newspapers and newsletters.


e) Primary contact for more information on this public involvement process (name, title, phone, email):

Irene Konev
 IPR's Community Outreach Coordinator
 503-823-0926
Irene.Konev@portlandoregon.gov

10) Is any future public involvement anticipated or necessary for this Council item? Please describe why or why not.

Recruitment for CRC members is an ongoing process. Building awareness of IPR/CRC, strengthening relationships, and engaging the community in IPR activities and processes — produces contacts for the next recruitment phase. Outreach will continue to all Portlanders in order to expand the pool of CRC applicants in 2015.

Auditor LaVonne Griffin-Valade



for LaVonne Griffin-Valade

APPROPRIATION UNIT HEAD (Typed name and signature)



CITY OF PORTLAND

Office of City Auditor LaVonne Griffin-Valade

1221 S.W. 4th Avenue, Room 140, Portland, Oregon 97204

phone: (503) 823-4078

web: www.portlandoregon.gov/auditor



MEMORANDUM

To: Mayor Charlie Hales
 Commissioner Nick Fish
 Commissioner Amanda Fritz
 Commissioner Steve Novick
 Commissioner Dan Saltzman

From: LaVonne Griffin-Valade, City Auditor

Date: June 6, 2013

Subject: Nominees for Appointment to the Citizen Review Committee

I am pleased to present the names of three community members as nominees for appointment to the Citizen Review Committee (CRC), the advisory body to the City Auditor's Independent Police Review (IPR) division. A brief biography of each nominee is enclosed for you to review.

The three-year term appointments of these nominees will begin June 12, 2013 and will end June 11, 2016.

The CRC nominees are:

1. Teresa Baldwin
2. Pamela Dunham
3. Keeble Giscombe

These volunteers were selected by a committee that included two previous CRC members, one current CRC member, one representative from the community, and IPR Assistant Program Manager Rachel Mortimer. The matter of the CRC appointments is set to come before Council at 9:30am — time certain on Wednesday, June 12, 2013.

Please feel free to contact me if you have any questions regarding these CRC nominees.

**Citizen Review Committee Nominee Biographies
for City Council Appointment – June 12, 2013**

NEW CRC MEMBERS

Ms. Teresa Baldwin received her Bachelor of Science degree in Political Economics of Natural Resources at U.C. Berkeley and a post-graduate teaching certificate from the Institute of Education, University of London. Recently, she has served as a member on the City of Portland's Public Involvement Advisory Council and as a founding board member of Building Blocks 4 Kids, a local charity. In London, Ms Baldwin worked as a teacher, ran a small business, offered commentary about education for BBC Radio London and also helped start an educational advocacy group. She has lived in Portland since 2005.

Ms. Pamela Dunham is a retired Foreign Service Officer who served at U.S. embassies in Rome, Bangkok, Ankara and Nassau. Prior to joining the Foreign Service, she served as Tri-Met's spokesperson, as general manager of Portland Energy Conservation, Inc., and as a public relations consultant to local governments and hospitals. She has served on several non-profit boards, both in Portland and overseas, and presently volunteers at the Oregon History Museum, where she is a docent; at OHSU Hospital, where she teaches English and serves on the spiritual care team; and at the National Alliance on Mental Illness, where she teaches classes for families dealing with mental health issues. She studied at PSU and has a Masters in Public Administration from Harvard University.

Mr. Keeble Giscombe is an East Coast transplant who has resided in the Portland area for about three years. He received his Bachelor of Science Degree in Criminology and Criminal Justice from University of Maryland and holds a Masters in Clinical Counseling from Johns Hopkins University and a Juris Doctor Degree from University of New Hampshire (formerly Franklin Pierce Law Center). He has several years of experience working with at-risk population in various settings. He has been part of the creation of several initiatives that address increasing equity and accessibility to social service agencies. He currently works in Portland as a mental health consultant.

Applicant Supplemental Questions for the Citizen Review Committee

Full Name Teresa Elaine Baldwin Date of Birth ██████/65
 Printed Name Teresa Baldwin
 Other Names Used (e.g., Maiden Name) Roberts
 Home Address ████████████████████ Portland, OR 97219
 Home Telephone ██████████ Work Telephone _____
 Cell Telephone ██████████ E-mail ████████████████████
 Occupation Job Developer Prior Occupation, if any Trainer
 Current Employer Clackamas County

Service on this committee requires objectivity, fairness, impartiality, and lack of bias – either for or against law enforcement. Applicants may have a conflict of interest between private life and public service, particularly in reviewing complaints of misconduct against police officers. These conflicts may not necessarily disqualify service on the committee, but should be disclosed for consideration by the Selection Committee and City Council. Attach an additional sheet, if needed.

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

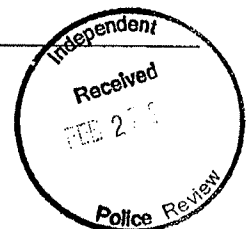
Having worked with lawyers and having prepared paperwork for the Public Defenders as well as preparing for Child Welfare and Protection matters, I am well aware of the system of law and the criminal justice system. Also as a trained teacher, a trained mediator and through my work with government agencies, I know how to listen to information, ask probing questions and be brave enough to ask uncomfortable yet necessary questions, to study and to work until I understand both the detail and the overview of the facts. I have been a small business owner as well as an employee. I have been a front line worker and a manager

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

My step-mother and father both worked as probation officers. A first cousin is a police officer in the Bay Area in California. Also one of my brother's in law works at Livermore Labs as a Federal Security Officer.

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

My mother was a political advocate in a community organization that worked to promote increased police presence in neighborhoods within communities of color during the 1980's.



Describe your experience in working with culturally diverse communities.

There are many types of cultures and communities and they do not all line up based on race or nationality. I have lived on two different continents in my adult years. Overseas I worked as a teacher with children from six different continents with over 50% of the students speaking a language other than English as their first language. After being asked by students' families, I started a charity with others to assist low income and foreign born families needing help navigating the school system. Currently, I work with people who have ltd. education and have lived in a rural lifestyle. Cultural diversity takes many forms and always needs awareness and respect.

Describe any (positive or negative) interaction you have had with the police.

I have had positive interaction with police when my son was attacked at school. The officer was helpful and kind and assisted my family through a rough time. Working at Clackamas County I get to meet with police and sherrifs. As a young person growing up in LA, I was stopped by police, followed by police and even stooped and searched

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

When I worked in the L.A. County Public Defender's Office I helped to prepare case papers and what they called "murder books." Handling, reviewing and making recommendations on difficult cases will be hard work but I believe in upholding the duties of the office. I know how important this work is for the entire community and all those directly and indirectly impacted. A recommendation has to be made and decided upon.

Do you have any relations or experiences that could create the appearance of bias for or against the police?

As a woman of color, many times people feel that there is an immediate bias. In my case, as a relative of people who have made arrests and those who have been arrested, I know that I can see cases pretty objectively. Also, I am the product of a Republican Atheist Father and a Democratic Catholic Mother. Finding common ground amongst a variety of view points is how I was raised.

Have you, a close friend, or a family member ever been arrested or convicted of a misdemeanor or felony? If yes, please describe.

Yes. I have some [redacted] who have been convicted of misdemeanors and felonies. I have over a hundred [redacted] so I feel that it would be difficult to list any and all for them. All of my [redacted] as well as my [redacted] are without criminal history.

Would you be willing to take six hours of equity/diversity training? Yes No

Would you be willing to take 18 hours of Police Review Board/Citizen Review Committee training? Yes No

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

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

This important community service will require a significant time commitment (an estimated five to seven hours each week). 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 unbiased fact-based recommendation for discipline in use of force incidents to the Chief of Police and Police Commissioner. There are orientation and training sessions that members attend, including ride-alongs with police officers.

Are you willing and able to make the above CRC time commitment?



Yes



No

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

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

(1)

Brian Nease, [REDACTED]

(2)

Daniel Rembert, [REDACTED]

(3)

Dr. Timothy Bell, [REDACTED]

OPTIONAL INFORMATION

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

Age: Under 18 18-64 65+

Race: African-American Asian Caucasian
 Hispanic Native American

Gender: Female Male

Disability: No Yes

If yes, please specify:

Applicant Supplemental Questions for the Citizen Review Committee

Full Name Sharon Pamela Dunham Date of Birth ██████/1944
 Printed Name Sharon Pamela Dunham
 Other Names Used (e.g., Maiden Name) (Ferry) S. Pamela Dunham; Pamela Dunham
 Home Address ████████████████████ Portland OR 97239
 Home Telephone ██████████ Work Telephone _____
 Cell Telephone ██████████ E-mail ████████████████████
 Occupation US Foreign Service, Retired Prior Occupation, if any Manager, Public Info, Tri-Met
 Current Employer Retired

Service on this committee requires objectivity, fairness, impartiality, and lack of bias – either for or against law enforcement. Applicants may have a conflict of interest between private life and public service, particularly in reviewing complaints of misconduct against police officers. These conflicts may not necessarily disqualify service on the committee, but should be disclosed for consideration by the Selection Committee and City Council. Attach an additional sheet, if needed.

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

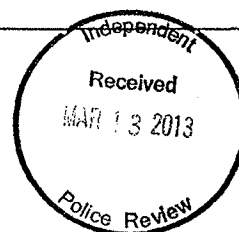
Throughout my career as a manager, as well as serving on boards of non-profit organizations, I have had to make hiring, firing, promotion and discipline decisions based on objective criteria. In work for the U.S. State Department and local governments, I've been responsible for many high-profile reports that served as decision documents for elected bodies and required conclusions from objective analyses (e.g., Banfield Transit Way Project recommending the first MAX line to Gresham). While earning an MPA at Harvard, I studied Police Policy & Practices under George Kelling and James Q Wilson. At Tri-Met, I staffed the Special Task Force on Transit Safety, appointed when gang violence was beginning to manifest in our community and finding its way onto the buses. I was involved in selecting the members of the task force, and I drafted its report.

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

NO

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

From 2008 to 2011, I served on the Board of NAMI Multnomah, the local chapter of the National Alliance on Mental Illness, which has subsequently advocated a self-selected, dedicated team of officers to respond to incidents involving persons with mental illness.



Describe your experience in working with culturally diverse communities.

During more than 12 years of overseas assignments in U.S. embassies in Turkey, Thailand, Italy and the Bahamas, I supervised local employees and worked closely with host-country businesses, universities, and governments. I teach English to OHSU employees from diverse backgrounds in many countries. I have taken some diversity training, and done some work to help organizations develop cultural competence. Last summer, I met with the Albina Ministerial Alliance to encourage it to host a class for families dealing with mental illness; I taught the class at Maranatha last fall.

Describe any (positive or negative) interaction you have had with the police.

As a resident of Portland for more than 30 years, my dealings with the police have always been positive. Whether it was related to my own job at Tri-Met or there was a burglar in our home, their response was always impressively professional and reassuring. In recent years, I have been deeply saddened -- for all concerned -- by the distressing incidents of deadly force against unarmed persons with mental illness.

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

I feel my experience staffing and serving on decision-making bodies has prepared me well. (See attached.)

I am comfortable that I will have the proper training, that I have the intellectual horsepower to do the reasoning, and that I have the understanding and respect to be faithful to the process.

Do you have any relations or experiences that could create the appearance of bias for or against the police?

NO

Have you, a close friend, or a family member ever been arrested or convicted of a misdemeanor or felony? If yes, please describe.

My [REDACTED], who died in 2011, was arrested several times on drunk driving charges and convicted of felony Attempt to Possess in 1992, for which she served 6-8 months in a federal prison.

Would you be willing to take six hours of equity/diversity training? Yes No

Would you be willing to take 18 hours of Police Review Board/Citizen Review Committee training? Yes No

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

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

This important community service will require a significant time commitment (an estimated five to seven hours each week). 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 unbiased fact-based recommendation for discipline in use of force incidents to the Chief of Police and Police Commissioner. There are orientation and training sessions that members attend, including ride-alongs with police officers.

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

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

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

(1) _____
Richard E. Feeney, _____

(2) _____
Nancy Goss-Duran, _____

(3) _____
Ross D. Walker, _____

OPTIONAL INFORMATION

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Age: Under 18 18-64 65+

Race: African-American Asian Caucasian
 Hispanic Native American

Gender: Female Male

Disability: No Yes

If yes, please specify:

37020

Applicant Supplemental Questions for the Citizen Review Committee

Full Name Keeble Cary Jed Giscombe Date of Birth [redacted] 77

Printed Name Keeble Giscombe

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

Home Address [redacted] Gresham, OR 97030

Home Telephone [redacted] Work Telephone [redacted]

Cell Telephone [redacted] E-mail [redacted]

Occupation Counselor / Attorney Prior Occupation, if any Probation officer

Current Employer Cascadia Behavioral Health Care

Service on this committee requires objectivity, fairness, impartiality, and lack of bias – either for or against law enforcement. Applicants may have a conflict of interest between private life and public service, particularly in reviewing complaints of misconduct against police officers. These biases may not necessarily disqualify service on the committee, but should be disclosed for consideration by the Selection Committee and City Council. Attach an additional sheet, if needed.

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

I pride myself on being objective. As a clinical therapist I was trained in viewing incidents from different standpoint. As an attorney I was trained with not rushing to a conclusion without proper investigation.

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

Yes, I worked as a juvenile probation officer in the State of Maryland from June 2001 until July 2008.

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

No.



37020

Describe your experience in working with culturally diverse communities.

I have over 13 years of experience working with culturally diverse communities. I worked as a probation officer within the City of Baltimore, Maryland. I also worked with a culturally diverse population.

Describe any (positive or negative) interaction you have had with the police.

As a minority teenager within an inner city I had several negative interaction with law enforcement officers. However, I had positive experience as an adult working with some amazing officers.

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

I am very comfortable working on complex issue. I understand the impact of the decision will make on the agency and community.

Do you have any relations or experiences that could create the appearance of bias for or against the police?

No. I have no connection to any member of the police Department in Oregon. In addition, I am not part of any community membership that would create any form of bias.

Have you, a close friend, or a family member ever been arrested or convicted of a misdemeanor or felony? If yes, please describe.

I have three [redacted] that were arrested for crimes ranging from misdemeanor to felony. Two of my [redacted] were arrested for moving violation. My [redacted] was arrested for a felony in the early 1990s.

Would you be willing to take six hours of equity/diversity training? Yes [] No

Would you be willing to take 18 hours of Police Review Board/Citizen Review Committee training? Yes [] No

Would you be willing to participate in 911 operator sit-along? Yes [] No

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

37020

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Are you willing and able to make the above CRC time commitment?

Yes No

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

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

(1) Mr. Julius Palley [REDACTED]

(2) Mrs. Jill Lonesome [REDACTED]

(3) Mr. Emory Hudson [REDACTED]

Please note this optional information must remain on a separate page from the rest of the application.

OPTIONAL INFORMATION

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Disability: No Yes

If yes, please specify:
