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## **CITY OF PORTLAND**

Office of City Auditor Mary Hull Caballero



1221 S.W. 4<sup>th</sup> Avenue, Room 320, Portland, Oregon 97204 Phone: 503-823-4082 Web: www.portlandoregon.gov/auditor



# MEMORANDUM

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

From: Mary Hull Caballero, City Auditor M. Haee Challero

Date: February 5, 2015

Subject: Nominees for Appointment to the Citizen Review Committee

I am pleased to present the names of six community members as nominees for appointment to the Citizen Review Committee, the advisory body to the City Auditor's Independent Police Review. A brief biography of each nominee and their applications are enclosed for you to review.

The three-year term appointments of these nominees will begin February 11, 2015 and will end February 10, 2018.

The nominees are:

- 1. Julie Ramos
- 2. Kiosha Ford
- 3. Angelo Turner
- 4. Julie Falk
- 5. Vanessa Yarie
- 6. Kristin Malone

These volunteers were selected by a committee that included one previous committee member, two current members, two representatives from the community, and Assistant Program Manager Rachel Mortimer of Independent Police Review. <u>The matter of the committee appointments is set to come before Council at 9:30am — *time certain --* on Wednesday, February 11, 2015.</u>

Please contact me if you have any questions regarding these nominees.

## IMPACT STATEMENT

Legislation title:	Appoint Julie Ramos, Kiosha Ford, Angelo Turner, Julie Falk, Vanessa Yarie, and Kristin Malone to the Citizen Review Committee advisory board to the Independent Police Review, a division of the City Auditor's Office. (Resolution)
Contact name:	Irene Konev, IPR Community Outreach Coordinator
Contact phone:	(503) 823-0926
Presenter name:	Constantin Severe, IPR Director

### Purpose of proposed legislation and background information:

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 for 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.

The appointment of these nominees will serve to fill the vacancies on the committee, bringing the total number of members to eleven, as directed by City Code 3.21.080.

### Community impacts and community involvement:

To expand diversity on the committee, IPR Community Outreach Coordinator Irene Konev engaged Portland's diverse community by networking, building and strengthening relationships with multiple diverse chambers of commerce in Portland and with leaders of diverse community organizations. She reached out to organizations serving and supporting women, as well as women-owned businesses and attended events where women gather.

Contact was made with elected officials, attorneys, community-based, faith-based organizations, businesses, neighborhood associations, colleges, youth organizations, as well as leaders of groups advocating or providing services for houseless and those who are suffering from mental health challenges. She connected with members of the community who have shown interest in serving on CRC. Some organizations reached out to include:

- African American Chamber of Commerce
- Asian Pacific American Chamber of Commerce
- Native American Chamber of Commerce
- Philippine American Chamber of Commerce
- Hispanic Metropolitan Chamber of Commerce
- Native American Youth and Family Center
- Muslim Educational Trust
- Partners in Diversity

- Urban League of Portland
- PSU Office of Diversity and Inclusion
- Immigrant and Refugee Community Organization

### Strategic Outreach to recruit women:

- PDX Women in IT
- Oregon Women Lawyers
- Oregon Asian Pacific American Bar Association
- Oregon Tradeswomen Inc.
- Federally Employed Women
- PSU Women of Color Action Team
- Oregon Association of Minority Entrepreneurs

Advertisements were purchased in the Skanner, the Portland Observer, The Asian Reporter, and the application was placed on the IPR website. The advertisements ran in main stream media, and appeared in neighborhood newspapers. Through existing relationships the CRC application was placed on the websites of organizations such as Partners in Diversity, PSU Connect, Asian Pacific American Chamber of Commerce, and appeared in listservs of City Club of Portland, and the Governor's Office Diversity and Inclusion Newsletter. A one - hour presentation to recruit CRC members was held on KBOO Radio. Acquaintances who became friends and advocates of IPR recommended community members from their networks to IPR. Konev met with each person to explain the powers and duties of the CRC and recruited new members.

She regularly attended the City-sponsored Fix-it Fair, Say Hey, and Race Talks to broaden the applicant pool for the CRC recruitment. As a result of her efforts in all geographic and neighborhood areas of Portland, IPR received 30 applications, 17 women and 13 men, reflective of Portland's diverse community and from a variety of backgrounds. Of the applicants who self-identified, the demographic breakdown of the applicants was:

- African-American: 8
- Caucasian: 21
- Asian: 1
- Female: 17
- Male: 13

IPR also complied with the City of Portland's "Ban the Box" initiative, which refers to the question on employment and volunteer applications that asks whether the applicant has been convicted of a crime or been incarcerated. Removing this question reduced barriers to community members who may have criminal records to apply to serve on the CRC.

The community was also engaged in the CRC selection committee. The selection committee, consisted of former CRC member Keeble Giscombe, current CRC members Mae Wilson and Jamie Troy, executive directors Michael Alexander of the Urban League of Portland, Patricia

Day TenEyck of NAMI Multnomah, and IPR Assistant Program Manager Rachel Mortimer. The selection committee reviewed 30 applications and interviewed the fourteen highest ranked candidates. They chose six to be recommended for Council appointment to fill current vacancies, as required by City ordinance.

With these appointments, the CRC will have majority women and five individuals who selfidentify as a person of color on the CRC, consisting of seven women, four men, and unprecedented female leadership of CRC comprised of CRC Chair and Vice-Chair both identifying as female.

### **Budgetary Impact Worksheet**

### Does this action change appropriations?

☐ YES: Please complete the information below.☑ NO: Skip this section

### **Citizen Review Committee Biographies – February 2015 Nominees**

**Ms. Julie L Ramos** received her bachelor's degree in psychology from Smith College and her Master's degree in Counseling Psychology from Lewis and Clark College. An east coast transplant from Massachusetts, she has lived in Portland for over 20 years. She has worked as a mental health professional and as an advocate promoting equity and inclusion. She is also a board member of White Shield, a Salvation Army residential program for adolescent girls. She lives in North Portland.

**Ms. Vanessa Yarie** received her Bachelor of Arts from the University of Queensland, Australia in Peace and Conflict Studies. She has spent several years advocating for Survivors of Domestic Violence. Her current role is Emergency Services Manager at Bradley Angle, where she oversees the 24 hour emergency domestic violence shelter.

**Ms. Kristin Malone** received her Bachelor of Arts degree in Liberal Arts from Sarah Lawrence College and her law degree from The University of Texas School of Law. She served as a judicial law clerk to the Honorable John M. Rogers of the United States Court of Appeals for the Sixth Circuit, where she analyzed federal appeals of both civil and criminal matters. Ms. Malone practiced law in Seattle prior to joining Portland firm Markowitz Herbold, PC in 2014 as a Law Clerk pending admission to the Oregon State Bar. Ms. Malone is a Founding Member of the Women's Foundation of Oregon and a proud supporter of the Lawyers' Campaign for Equal Justice. She lives in North Portland.

**Ms. Kiosha Ford** is a Portland native. She received her Bachelor of Arts degree in Political Science from Johnson C. Smith University in North Carolina and her Juris Doctor from St. John's University School of Law in New York. She is a healthcare compliance consultant at Legacy Health where she reviews policies and processes to ensure that the organization complies with state and federal guidelines.

**Ms. Julie Falk** is a graduate of Swarthmore College where she majored in English Literature and Art History. She is the executive director of Bitch Media and is president of the board of Women's Foundation of Oregon. 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.

**Mr. Angelo Turner** is the Executive Director of Emanuel Medical Center Foundation, part of the Legacy Health System. He has spent his entire career, spanning eighteen years, in major gifts development for health care and educational organizations including Legacy Health, Georgetown University School of Medicine in Washington, D.C., the University of California - San Francisco School of Medicine, Scripps Health in San Diego, California and the American Cancer Society. A San Diego native, Mr. Turner graduated from National University in La Jolla, CA, with a degree in psychology. He also attended San Diego State University and received a graduate school level certification in development, capital campaigns and major gifts from Indiana University's Center on Philanthropy.

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Full Name Julie L Ramos	Date of Birth -
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Home Address	
Home Telephone	Work Telephone
Cell Telephone	E-mail
	Prior Occupation, if any Program Manager
Describe any personal attitudes, l make objective, impartial, eviden	TARS CONTINUES ON Page 6 truthfully and fully. Attach an additional sheet, if needed. ife experiences, and prior examples that demonstrate you can be - based decisions about complaints against the police.
	er I have worked to assist, to support and to advocate for
<u> </u>	ssional I have worked with individuals across the age span,
	nunities and in different capacities, from residential counselor 1
program manager. Working with	indivduals with disabilities has given me an increased under-
	preciate different perspectives. As a mental health consultant
working with the Department of H	luman Services, I would accompany the CPS worker on 1st
system? If yes, please describe.	ily member ever worked or volunteered in the criminal justice I. I was part of a group that provided support groups for wome
My paternal uncle was a New Yo	rk City police officer. When I was in college, I organized and
participated in a program designed	ed to increase contact between incarcerated mothers and their
children. We would transport and	d arrange visits at the facility.
	r participated in an organization that advocates a position al justice system? If yes, please describe.

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	Describe your experience in working with culturally diverse communities.
H.	Throughout my personal and professional life I have worked and lived in diverse communities.
	During my time with Multnomah County, I was placed at Albina Head Start and Jefferson HS.
	as a mental health consultant. In addition I worked with other underrepresented groups like the
	LGBTQ communities, immigrants and economically disadvantaged folks. While at Morrison
	Center, one of my positions was Diversity Coordinator. This role included training, listening and
	resolving complaints/concerns, developing and updating forms to be more culturally sensitive
	and facilitating the agency wide Diversity Advisory Council. Given my personal history, this
	Describe your comfort level in reviewing complex deadly use of force investigations and making recommendations for findings and discipline.
5.	Honestly, I am a little uncomfortable with the process for a number of reasons. First, the loss
	of life is always concerning and sad. Second, any recommendations could have consequences
	and I would bear some responsibility. When you are affecting people's lives, it is a serious thing
	Some of the meetings are bound to be emotional, conflictual and intense. I believe my
b.	Describe any relationships or experiences that could create the appearance of positive or negative perceptions for or against the police? Unfortunately I believe the news media has a tendency toward highlighting racial divides and
	sensationalizing lethal force cases involving African Americans which can create a perception
	that police support is divided on racial lines. Since I am African American, some folks may
	assume that I have a negative bias toward the police force. I have no control over what others
	chose to believe. I have fought against assumptions and sterotypes my whole life. My
	commitment to fairness comes out of this life experience. In addition, my life experience has
	taught me to form my own opinions and to do my own research on issues. I have personally
	Would you be willing to take six hours of equity/diversity training?
	Would you be willing to take 18 hours of Police Review Board/Citizen Review Committee training?
	Would you be willing to participate in 911 operator sit-along?
	Would you be willing to participate in at least one police ride-along each year you serve? ✔ Yes
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No

**Yes** 

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 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?

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) Joseph Wahl,

(2) Melissa Reger-Furler,

(3)Amanda Jones,

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

Age:	Under 18 18-35 🖌 35-64 65+
Race:	Check all that apply. African-American Asian Caucasian Hispanic Native American
Gender:	female
Disability/Di	etary restriction:
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Continued responses to questions:

1.response calls regarding suspected child abuse. My ability to remain calm in an emotionally charged environment, to gather information, to consult with the CPS worker and come to a decision regarding supports needed for the family is one example of my ability to make objective, impartial, evidence based decisions. I have a Master's Degree in Counseling Psychology and feel my skill set and life experience would lend itself to this volunteer position. As a supervisor in several work positions, my responsibilities included responding to concerns about my staff from other staff members, clients and community partners. The skill to support my staff person and the person making the complaint, evaluate the information presented and make a decision required objective, impartial, evidence based decision-making.

Lastly there are things going on in the world that cause me concern, As a person who has received the privilege of education, support and a good life, I believe volunteering is a way to give back to the community.

4.topic is very important to me and I have looked at issues of equity and inclusion in both my professional and personal life. I avail myself of opportunities to understand and to learn about different communities by participating in activities, taking courses and attending trainings.

5.I believe my experiences in life and my professional experience mitigate some of my discomfort because I have experience weighing complex matters and coming to an objective decision. My work in equity and inclusion work has enabled to hold multiple perspectives through my own filter.

6. known people who have had negative experiences with the police as well as others who have had positive experiences. As in any occupation there is good and bad. My goal would be to evaluate the evidence and make a decision.

Full Name Kiosha Lanette Ford	Date of Birth
Printed Name Kiosha L. Ford	
Other Names Used (e.g., Maiden Name	)
Home Address	Oregon City, OR 97045
Home Telephone	Work Telephone
Cell Telephone	E-mail
Occupation Compliance Consulta	nt Prior Occupation, if any
Current Employer Legacy Health	
Please answer the questions below trut	thfully and fully. Attach an additional sheet, if needed.
make objective, impartial, evidence	experiences, and prior examples that demonstrate you can - based decisions about complaints against the police. ough is Enough community lead campaign against violence in all communities
We partner with the Portland Police and the Mayor's Of	fice for this initiative. I know some members of law enforcement personally that I respect
The reason I think that I can make objective decisions is because	of my legal background. My legal education was full of objective analysis and extensive review of the facts.
When you are fact finding you remove personal beliefs and m	ake decisions based on what is in front of you. Additionally my experience working with people from
different cultural and economic backgrounds ha	as kept me grounded and impartial to the personal belief systems of others.
system? If yes, please describe.	member ever worked or volunteered in the criminal justice of New York in 2009, working on family law, housing and medical malpractice matters.
	articipated in an organization that advocates a position ustice system? If yes, please describe.
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Working in the public interes	st sector you have the opportunity to assist and provide support for members of disadvantaged groups, I met with many impovarished clients who were not US born clitzens.
Also, I worked at Self E	nhancement Incorporated Sun School at Jefferson High School assisting youth with course work and providing emotional support and guidance.
he student body at Je	fferson is diverse and I was given the opportunity to engage with students in the ESL program and find ways to help them transition culturally.
	comfort level in reviewing complex deadly use of force investigations and making ions for findings and discipline.
am confident that I v	vill be comfortable reviewing and understanding complex matters as my legal analysis background has provided a great foundation
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No

Yes

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

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) Chala Moore,

(2) Javonne Williams,

(3) Siyonna Webb,

Page 4 of 6

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seven hours each Wednesday each upcoming hearing on various workgi each month) and CRC members will based recommend	h week). CRC m month) that off s, on occasion, f roups (sub-comm have additionat l periodically se dation for discip- nere are orientat	will require a significant embers attend regular m on require advance prepr here are additional meet ittees), which meet sepa workloads — such as revi ve on the Police Review I ine in use of force incide ion and training sessions	onthly evening me aration — such as ings scheduled. ( rately (generally, ewing complaints Board to make the nts to the Chief o	etings (the first reviewing case fil RC members also one or two mee or policies. Addit oughtful impartial f Police and Polic	es for ) serve tings tionally l, fact-
Are you willing a	nd able to make	the above CRC time co	mnitment?	× Yes	No
Service on this co answered truthfu	ommittee requi ully, the applica	res honesty and integrity nt will be disqualified fr	ora membership a	on the committe	Ç.
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Ар	plicant Questions for the Citizen Review Committee
Full Name <u>Julie</u> Printed Name <u>Ju</u>	
Other Names Used	(e.g., Maiden Name)
Home Address	Portland OR, 97239
Home Telephone	Work Telephone
Cell Telephone 💻	E-mail
	utive Director Prior Occupation, if any Executive Director
	B-Word Worldwide Inc., dba Bitch Media
Describe any pers make objective, i	questions below truthfully and fully. Attach an additional sheet, if needed. onal attitudes, life experiences, and prior examples that demonstrate you can npartial, evidence - based decisions about complaints against the police. Ike all decisions, as a manager, parent, and community member, objective, impartial, and evidence-based.
This value is extremely	mportant in making determinations about complaints made against the police. While working at the Police
Assessment Resource	Center in Los Angeles, I was exposed to documents, cases, and research that further trained me in
objectivity, impartiality and th	e importance of evidence-based decisions, specifically involving complaints against the police. Additionally, I became familiar with
the role and procee	dings of civilian role boards in investigating complaints against the police while at PARC .
Have you, a close system? If yes, pl No.	friend, or a family member ever worked or volunteered in the criminal justice ease describe.
regarding the poli I worked at the Police A organization that, in coo	ily member ever participated in an organization that advocates a position ce or the criminal justice system? If yes, please describe. ssessment Resource Center (PARC) in Los Angeles as a Research Analyst in 2003. PARC is a nonprofit eration with monitors, law enforcement executives, civic and government officials, community groups and other engthen police oversight so as to advance effective, respectful, publicly accountable policing. Talso served as the

Page 2 of 6

I have significant experience recruiti	ng and managing very diverse staff members, particularly at CHJ where I managed a staff that was diverse ethnically, and also
composed of post-incar	cerated individuals, people who identify as transgender, and people who are HIV+.
At CHJ we worked primarily i	n with people incarcerated in the gay, bisexual and transgender unit in the Los Angeles County Jails.
	c level in reviewing complex deadly use of force investigations and making findings and discipline.
l am very comfortable reviewl	ng complex deadly use of force investigations and making recommendations for findings and discipline.
	hips or experiences that could create the appearance of positive or
negative perceptions	hips or experiences that could create the appearance of positive or for or against the police? me to interact frequently with sheriff's deputies and representatives of the Los Angeles
negative perceptions My work at CHJ allowed	for or against the police?
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negative perceptions My work at CHJ allowed County Sheriff's Departme OUT SUCCESS AS AN	for or against the police? me to interact frequently with sheriff's deputies and representatives of the Los Angeles ent (LASD). Maintaining a trusting, respectful relationship with LASD was fundamental to
negative perceptions My work at CHJ allowed County Sheriff's Departmo Our SUCCESS as an It was, on balance Would you be willing t	for or against the police? me to interact frequently with sheriff's deputies and representatives of the Los Angeles ent (LASD). Maintaining a trusting, respectful relationship with LASD was fundamental to organization, and I learned a lot about how the department works. , an experience of positive perceptions, with some exceptions. to take six hours of equity/diversity training?
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Negative perceptions My work at CHJ allowed County Sheriff's Departmo OUT SUCCESS AS AN It was, on balance Would you be willing t Yould you be willing t Training?	for or against the police? me to interact frequently with sheriff's deputies and representatives of the Los Angeles ent (LASD). Maintaining a trusting, respectful relationship with LASD was fundamental to organization, and I learned a lot about how the department works. , an experience of positive perceptions, with some exceptions. , an experience of positive perceptions, with some exceptions. to take six hours of equity/diversity training? Tes No to take 18 hours of Police Review Board/Citizen Review Committee Yes No

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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	ce on this committee requires honesty and integrity. If any of the questions are not ered truthfully, the applicant will be disqualified from membership on the committee. ences: Please provide names, addresses, and phone numbers of three people who may be cted for references ( <i>non-family members</i> ). evin Keenan, eborah Steinkopf,	This important community service will require a significant time commitme seven hours each week). CRC members attend regular monthly evening r Wednesday each month) that often require advance preparation — such a upcoming hearings, on occasion, there are additional meetings scheduled. on various workgroups (sub-committees), which meet separately (generall each month) and have additional workloads — such as reviewing complaint CRC members will periodically serve on the Police Review Board to make t based recommendation for discipline in use of force incidents to the Chief Commissioner. There are orientation and training sessions that members at alongs with police officers.	meetings (the first is reviewing case files for CRC members also serve y, one or two meetings ts or policies. Additionally, houghtful impartial, fact- of Police and Police
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 ( <i>non-family members</i> ). (1) Kevin Keenan, (2) Deborah Steinkopf,	ered truthfully, the applicant will be disqualified from membership on the committee. ences: Please provide names, addresses, and phone numbers of three people who may be cted for references ( <i>non-family members</i> ). evin Keenan, oor oood the eborah Steinkopf,	Are you willing and able to make the above CRC time commitment?	Yes No
contacted for references ( <i>non-family members</i> ). (1) Kevin Keenan, (1) Contract of the second seco	cted for references (non-family members). evin Keenan, eborah Steinkopf,	answered truthfully, the applicant will be disqualified from membership	o on the committee.
(2) Deborah Steinkopf,	eborah Steinkopf,	contacted for references (non-family members).	e people who may be
		(1) Kevin Keenan,	
(3) Traci Rossi,	aci Rossi,	(2) Deborah Steinkopt,	
( <u>3)</u>			
		(3) Iraci Rossi,	
		n en	

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

Age:	Under 18 18-35 🖌 35-64 65+
Race:	Check all that apply. African-American Asian Hispanic Native American
Gender:	E.
Disability/D	vietary restriction:
If yes, pleas	se specify:
1	

Page 5 of 6

Full Name Vanessa Yarie	Date of Birth
Printed Name Vanessa Yar	
Other Names Used (e.g., Maide	
Home Address	
Home Telephone	Work Telephone
Cell Telephone	E-mail
Occupation Domestic violen	
Current Employer Bradley A	ngle
Please answer the questions be	elow truthfully and fully. Attach an additional sheet, if needed.
I believe that the police are a value	vidence - based decisions about complaints against the police. uable asset in the community and that they are able to assist victims of crime are without accountability and that's why oversight is needed in the public sector.
-	
	ollecting and interpreting fact based evidence and drawing conclusions and/o
· · · · · · · · · · · · · · · · · · ·	ent a long time learning about my biases and how those can be reflected
	e. Although we all have biases, it is important that we are able to recognize these
and make decisions based on facts and ev	vidence rather than opinions. This includes opinions made about those that perform public service
system? If yes, please describ	a family member ever worked or volunteered in the criminal justice be.
	r ever participated in an organization that advocates a position riminal justice system? If yes, please describe.

#### Describe your experience in working with culturally diverse communities.

I am the Manager of an emergency domestic violence shelter, and 65% of the adult Survivors that we serve are not

37110

from the dominant culture. In addition to this, the agency I work for has culturally specific programs for African American Survivors

and LGBTQ Survivors. Because of this, and our commitment to serving all Survivors, no matter their background,

the shelter is consistently full of people that come from diverse communities. Though participants can be from different

backgrounds, they have all shared similar experiences of interpersonal trauma and violence. It is essential that I am

able to help mediate conflicts based on cultural identity and that we are also able to appropriately serve everyone in a fair and consistent manner.

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

am comfortable in reviewing complex deadly use of force investigations and making recommendations.

I work with Survivors of domestic violence and sexual assault and am comfortable talking about and objectively discussing

situations in which violence and force have been used. I am hoping that is one of the things that I am able to bring to the CRC,

if I am selected.

Describe any relationships or experiences that could create the appearance of positive or negative perceptions for or against the police? None that I can think of at this time.

Would you be willing to take six hours of equity/diversity training?	Ves 🗸	No	
Would you be willing to take 18 hours of Police Review Board/Citizen	Review Co	m <u>mi</u> ttee	
training?	Ves Yes	No	
Would you be willing to participate in 911 operator sit-along?	Ves	No	

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

Page 3 of 6

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 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?  $\checkmark$  Yes

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

(1) Deborah Steinkopf

(2) emiko Goku-Dubose:

(3) Beck Beier:

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Age:	Under 18 🖌 18-35 🛛 3	5-64 65+	
Race: C	heck all that apply. African-American Asian Hispanic Native A	American Caucasian	• • • •
Gender: <u>F</u>	emale		·
Disability/Dieta	ry restriction: 🖌 No	Yes	
lf yes, please sp	pecify:		
and the second			
L-W			

Full Name Kristin Michelle Malor	ne	Date of Birth
Printed Name Kristin Michelle Ma		
Other Names Used (e.g., Maiden Nam		
Home Address	Portland, OR 97	7203
Home Telephone	Work Telephone	
Cell Telephone	E-mail	
		n, if any Associate Attorney (Washington State)
Current Employer Markowitz Herb	bold PC	· · · · · · · · · · · · · · · · · · ·
Please answer the questions below tr	ruthfully and fully. Atta	ch an additional sheet, if needed.
Describe any personal attitudes, life make objective, impartial, evidence		or examples that demonstrate you can ut complaints against the police.
My experience as a judicial law clerk	k on the United States (	Court of Appeals for the Sixth Circuit
provided me with a unique opportunity	/ to review cases concern	ing the conduct of the police, government
agents, and other authority figures. Ea	ach of these matters requi	red a case-specific inquiry that considered
these actors' background, training, res	sponsibilities, scope of a	uthority, and the constitutionality of their
actions in light of the facts particular to a	a given case. I was able to	make impartial judgments within the limited
scope of the appeals court's responsibility,	, and to set aside my own ex	xperiences and sympathies to ensure fairness.
Have you, a close friend, or a family system? If yes, please describe.	y member ever worked	or volunteered in the criminal justice
	ne criminal justice syste	m. Several friends and acquaintances
have taken positions as prosecuto		
Have you or a family member ever p regarding the police or the criminal No.		

Page 2 of 6

Describe your experience in working with culturally diverse communities.

As a volunteer attorney-ad-litem advocating the interests of children in Austin, Texas who had been removed from

their parents' custody on the basis of child-welfare concerns, I routinely worked with culturally diverse communities.

I was able to develop meaningful relationships that led to crucial dialogue and understanding with my clients and their families through

unwavering respect for their experiences and perspectives, attentiveness to their concerns, and graciousness for the trust they put in me.

I had a similar experience working as an advocate for domestic-violence survivors and their families at an organization

called Texas Advocacy Project. In spite of language barriers and cultural differences, I was able to work effectively with my

clients by prioritizing respect, listening to my clients' concerns and placing value their perspectives and experiences.

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

I cannot promise that my review of complex deadly use of force investigations would be easy or

comfortable. But I do know, based at least on my experience as a judicial clerk, that I have the

capacity and commitment to doing so in an effort to ensure that our public institutions and their

agents maintain the trust of the community and execute their responsibilities effectively.

Describe any relationships or experiences that could create the appearance of positive or negative perceptions for or against the police? No.

Would you be willing to take six hours of equity/diversity training?	<b>√</b> Ye	əs 📃	No
Would you be willing to take 18 hours of Police Review Board/Citizen training?		w Com <u>mi</u> 'es	
Would you be willing to participate in 911 operator sit-along?		es	

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

<u>Wo</u>uld you be willing to participate in at least one police ride-along each year you serve?  $|\sqrt{|}$ Yes No

Page 3 of 6

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

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

(1) Hon. John M. Rogers,

and the second second

(2) Rachel S. Black,

and the second second

(3) David Lahna,

Page 4 of 6

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Age:	Under 18 🖌 18-35 35-64 65+	
Race:	Check all that apply. African-American Asian Hispanic Native American	۰ ۱۰ ۱۰ ۱۰
Gender:	Female	
Disability/Di	etary restriction: 🖌 No Yes	
If yes, please	e specify:	
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