



CITY OF PORTLAND

Office of City Auditor Mary Hull Caballero

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MEMORANDUM

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

From: Mary Hull Caballero, City Auditor *M. Hull Caballero*

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. The matter of the committee appointments is set to come before Council at 9:30am — time certain -- on Wednesday, February 11, 2015.

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 self-identify 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.

Applicant Questions for the Citizen Review Committee

Full Name Julie L Ramos Date of Birth ██████ 56

Printed Name _____

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

Home Address ████████████████████

Home Telephone _____ Work Telephone _____

Cell Telephone ██████████ E-mail ████████████████████

Occupation _____ Prior Occupation, if any Program Manager

Current Employer _____

ITEMS WITH STARS CONTINUES ON page 6

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

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

1 Throughout my professional career I have worked to assist, to support and to advocate for others. As a mental health professional I have worked with individuals across the age span, from different lifestyles and communities and in different capacities, from residential counselor to program manager. Working with individuals with disabilities has given me an increased understanding and strong ability to appreciate different perspectives. As a mental health consultant working with the Department of Human Services, I would accompany the CPS worker on 1st

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

2 I was a volunteer at Inverness jail. I was part of a group that provided support groups for women. My paternal uncle was a New York City police officer. When I was in college, I organized and participated in a program designed to increase contact between incarcerated mothers and their children. We would transport and arrange visits at the facility.

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.

3 No.

Describe your experience in working with culturally diverse communities.

4. 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

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

6. 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 stereotypes 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? 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 impartial, fact-based recommendation for discipline in use of force incidents to the Chief of Police and Police Commissioner. There are orientation and training sessions that members attend, including ride-alongs with police officers.

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

Yes

No

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

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

(1) Joseph Wahl, [REDACTED]

(2) Melissa Reger-Furler, [REDACTED]

(3) Amanda Jones, [REDACTED]

OPTIONAL INFORMATION

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

Age: Under 18 18-35 35-64 65+

Race: Check all that apply.

African-American Asian Caucasian
 Hispanic Native American

Gender: female

Disability/Dietary restriction: No Yes

If yes, please specify:

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.

37110

Applicant Questions for the Citizen Review Committee

Full Name Kiosha Lanette Ford Date of Birth ██████/83

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 Consultant Prior Occupation, if any _____

Current Employer Legacy Health

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

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

I am currently serving on a committee for the Enough is Enough community lead campaign against violence in all communities.

We partner with the Portland Police and the Mayor's Office 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 make decisions based on what is in front of you. Additionally my experience working with people from different cultural and economic backgrounds has kept me grounded and impartial to the personal belief systems of others.

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

I was an intern for a Supreme Court Judge in the state of New York in 2009, working on family law, housing and medical malpractice matters.

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

No

Describe your experience in working with culturally diverse communities.

I worked as a Public Interest Fellow for Legal Aid Services of Oregon assisting attorneys with family law and housing matters.

Working in the public interest sector you have the opportunity to assist and provide support for members of disadvantaged groups, I met with many impoverished clients who were not US born citizens.

Also, I worked at Self Enhancement Incorporated Sun School at Jefferson High School assisting youth with course work and providing emotional support and guidance.

The student body at Jefferson is diverse and I was given the opportunity to engage with students in the ESL program and find ways to help them transition culturally.

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

I am confident that I will be comfortable reviewing and understanding complex matters as my legal analysis background has provided a great foundation.

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

I do not have any that I can think of.

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 impartial, fact-based recommendation for discipline in use of force incidents to the Chief of Police and Police Commissioner. There are orientation and training sessions that members attend, including ride-alongs with police officers.

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

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

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

(1) Chala Moore, [REDACTED]

(2) Javonne Williams, [REDACTED]

(3) Siyonna Webb, [REDACTED]

OPTIONAL INFORMATION

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Age: Under 18 18-35 35-64 65+

Race: Check all that apply.

African-American Asian Caucasian
 Hispanic Native American _____

Gender: Female

Disability/Dietary restriction: No Yes

If yes, please specify:

Applicant Questions for the Citizen Review Committee

Full Name ANGELO TURNER Date of Birth [REDACTED] 1974

Printed Name ANGELO TURNER

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

Home Address [REDACTED] PORTLAND, OR 97217

Home Telephone [REDACTED] Work Telephone [REDACTED]

Cell Telephone [REDACTED] E-mail [REDACTED]

Occupation EXEC. DIRECTOR EMANUEL MEDICAL CTR. FOR Prior Occupation, if any DIRECTOR, GEORGETOWN UNIV. MEDICAL SCHOOL

Current Employer LEGACY HEALTH / EMANUEL MEDICAL CTR.

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

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

(2013) I GARD, OR POLICE DEPT. I WAS A WITNESS TO AN ASSAULT ON A POLICE OFFICER AND WENT TO OFFER ASSISTANCE AT THE SCENE. THE SUSPECT WAS ATTACKING THE OFFICER AND WAS INJURED WHEN BACKUP ARRIVED. I HAD TO PROVIDE TESTIMONY. ALTERNATIVELY, HAD THE OFFICER BEEN AT FAULT I WOULD HAVE SAID SO. HE WAS NOT.

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

I HAVE PERSONAL FRIENDS WHO ARE JUDGES, PUBLIC DEFENDERS AND POLICE OFFICERS IN SEATTLE, LOS ANGELES AND SAN DIEGO, CA.

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

NO

Describe your experience in working with culturally diverse communities

I SERVED ON THE VEHICLE STOP ADVISORY CMTE. OF THE SAN DIEGO POLICE DEPT. AND ON A U.S. SENATE PANEL TO IDENTIFY BEST PRACTICES FOR JUVENILE OFFENDER INSTITUTIONS.

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Age: Under 18 18-35 35-64 65+

Race: Check all that apply.

African-American Asian Caucasian
 Hispanic Native American _____

Gender: MALE

Disability/Dietary restriction: No Yes

If yes, please specify:

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

I AM COMFORTABLE WITH THIS AND ALREADY HAVE SERVED 2.5 YEARS ON THE OREGON MEDICAL BOARD WHICH REVIEWS AND SANCTIONS LICENSED HEALTH CARE PROVIDER FOR WORKING UP TO AND INCLUDING HOMICIDE, RAPE AND SEXUAL ASSAULT ON A MINOR.

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

I CAN BE OBJECTIVE AND IMPARTIAL. I HAVE THIS TRACK RECORD ON THE STATE LEVEL BOARD.

Have you ever been arrested or convicted of a misdemeanor or felony? If yes, please describe. (This does not automatically disqualify applicants.)



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 impartial, fact-based recommendation for discipline in use of force incidents to the Chief of Police and Police Commissioner. There are orientation and training sessions that members attend, including ride-alongs with police officers.

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

Yes No

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

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

(1) KENDALL CLAWSON, [REDACTED]

(2) BERNARD GASCH, [REDACTED]

(3) MARK GANZ [REDACTED]

Applicant Questions for the Citizen Review Committee

Full Name Julie Young Falk Date of Birth [redacted]/76

Printed Name Julie Falk

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

Home Address [redacted] Portland OR, 97239

Home Telephone [redacted] Work Telephone [redacted]

Cell Telephone [redacted] E-mail [redacted]

Occupation Executive Director Prior Occupation, if any Executive Director

Current Employer B-Word Worldwide Inc., dba Bitch Media

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

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

In general, I strive to make all decisions, as a manager, parent, and community member, objective, impartial, and evidence-based.

This value is extremely important 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 the importance of evidence-based decisions, specifically involving complaints against the police. Additionally, I became familiar with

the role and proceedings of civilian role boards in investigating complaints against the police while at PARC .

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.

I worked at the Police Assessment Resource Center (PARC) in Los Angeles as a Research Analyst in 2003. PARC is a nonprofit

organization that, in cooperation with monitors, law enforcement executives, civic and government officials, community groups and other

constituencies, aims to strengthen police oversight so as to advance effective, respectful, publicly accountable policing. I also served as the

Executive Director of the Center for Health Justice, which works in the California state prison system and Los Angeles County Jails to promote public health.

Describe your experience in working with culturally diverse communities.

At both Bitch Media and the Center for Health Justice (CHJ), serving culturally diverse communities is essential to the mission.

I have significant experience recruiting and managing very diverse staff members, particularly at CHJ where I managed a staff that was diverse ethnically, and also

composed of post-incarcerated individuals, people who identify as transgender, and people who are HIV+.

At CHJ we worked primarily in with people incarcerated in the gay, bisexual and transgender unit in the Los Angeles County Jails.

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

I am very comfortable reviewing complex deadly use of force investigations and making recommendations for findings and discipline.

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

My work at CHJ allowed me to interact frequently with sheriff's deputies and representatives of the Los Angeles

County Sheriff's Department (LASD). Maintaining a trusting, respectful relationship with LASD was fundamental to

our success as an organization, and I learned a lot about how the department works.

It was, on balance, an experience of positive perceptions, with some exceptions.

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 impartial, fact-based recommendation for discipline in use of force incidents to the Chief of Police and Police Commissioner. There are orientation and training sessions that members attend, including ride-alongs with police officers.

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

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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) Kevin Keenan, [REDACTED]
[REDACTED]
- (2) Deborah Steinkopf, [REDACTED]
[REDACTED]
- (3) Traci Rossi, [REDACTED]
[REDACTED]

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Age: Under 18 18-35 35-64 65+

Race: Check all that apply.

African-American Asian Caucasian
 Hispanic Native American _____

Gender: F

Disability/Dietary restriction: No Yes

If yes, please specify:

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 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.

I 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? 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 impartial, fact-based recommendation for discipline in use of force incidents to the Chief of Police and Police Commissioner. There are orientation and training sessions that members attend, including ride-alongs with police officers.

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

Yes

No

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

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:

OPTIONAL INFORMATION

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

Age: Under 18 18-35 35-64 65+

Race: Check all that apply.

African-American Asian Caucasian
 Hispanic Native American _____

Gender: Female

Disability/Dietary restriction: No Yes

If yes, please specify:

Applicant Questions for the Citizen Review Committee

Full Name Kristin Michelle Malone Date of Birth [REDACTED] 1986
 Printed Name Kristin Michelle Malone
 Other Names Used (e.g., Maiden Name) -none-
 Home Address [REDACTED] Portland, OR 97203
 Home Telephone -none- Work Telephone [REDACTED]
 Cell Telephone [REDACTED] E-mail [REDACTED]
 Occupation Law Clerk (pending admission to Oregon Bar) Prior Occupation, if any Associate Attorney (Washington State)
 Current Employer Markowitz Herbold PC

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

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

My experience as a judicial law clerk on the United States Court of Appeals for the Sixth Circuit provided me with a unique opportunity to review cases concerning the conduct of the police, government agents, and other authority figures. Each of these matters required a case-specific inquiry that considered these actors' background, training, responsibilities, scope of authority, and the constitutionality of their actions in light of the facts particular to 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 experiences and sympathies to ensure fairness.

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

I have never personally worked in the criminal justice system. Several friends and acquaintances have taken positions as prosecutors and as defense attorneys (both private and public).

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

No.

Describe your experience in working with culturally diverse communities.

As a 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? 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 impartial, fact-based recommendation for discipline in use of force incidents to the Chief of Police and Police Commissioner. There are orientation and training sessions that members attend, including ride-alongs with police officers.

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

Yes No

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

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, [REDACTED]
[REDACTED]

(2) Rachel S. Black, [REDACTED]
[REDACTED]

(3) David Lahna, [REDACTED]

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