

**IMPACT STATEMENT**

**Legislation title:** Appoint Neil Simon, Marisea Rivera and Roberto Rivera 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 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 and diverse community, as well as women-owned businesses and attended events where women and diverse community gather.

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

- 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
- Latino Network

- Hacienda CDC
- Human Solutions
- Healthy Baby Initiative
- Metro
- Ahishta Turkish Community Center
- PSU Office of Diversity and Inclusion
- Oregon Health and Science University
- City Central Concern
- Immigrant and Refugee Community Organization
- Oregon Association of Minority Entrepreneurs

**Strategic Outreach to recruit women:**

- PDX Women in IT
- The Pitch
- Emerge Oregon
- Oregon Women Lawyers
- Russian Oregon Social Services

Advertisements were purchased in the Skanner, the Portland Observer, The Asian Reporter, El Hispanic News, and MAC's List 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, and sent out through social media. Specific connections were made with Emerge Oregon graduates to recruit women. A one - hour presentation was held on KBOO Radio, and on Russian Radio 7 in Russian language. 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 other events 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 18 applications, 10 women and 8 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: 2
- Slavic: 1
- Hispanic: 5
- Caucasian: 10
- Female: 10
- Male: 8

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 members Rodney Paris and Jeff Bissonnette, current CRC members Kristin Malone and Julie Ramos, co-founder of Asian Pacific American Chamber of Commerce Ping Khaw, and IPR Assistant Program Manager Rachel Mortimer. The selection committee reviewed 18 applications and interviewed the twelve highest ranked candidates. They chose three to be recommended for Council appointment, and selected two to hold in reserve should there be any member resignations within the term.

**Budgetary Impact Worksheet**

**Does this action change appropriations?**

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

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

**Anna “Marisea” Rivera**

Ms. Marisea Rivera received her Bachelor of Arts degree in Psychology from Reed College and her Master’s degree in Social Psychology from the University of California, Santa Cruz. She is an executive search consultant at Opus Partners where she helps fill positions in higher education and healthcare. Ms. Rivera moved back to Portland from Tucson, Arizona, where she worked to create equal access for disabled students at the University of Arizona, and prior to that she worked as a litigation consultant in San Francisco.

**Neil Simon**

Mr. Neil Simon is a Portland native, former journalist and bipartisan international government communications director. He led communications for the human rights watchdog U.S. Commission on Security and Cooperation in Europe and the Organization for Security in Cooperation in Europe Parliamentary Assembly, and is well-versed in working with diverse communities, civil society organizations and elected officials across the globe. Mr. Simon produced several award-winning documentaries, including *Prisoners and Patriots*, a film about secret Japanese-American internment. He currently teaches a leadership development program for rising cybersecurity leaders and creates content for the CISO Coalition, a catalyst for collaboration among the nation’s leading cybersecurity executives run by Evanta, a CEB company. He holds bachelor’s degrees in journalism and political science from Northwestern University’s Medill School of Journalism.

**Roberto Rivera**

Mr. Roberto Rivera has been an Oregon resident for over 11 years. He is a graduate of Concordia University in Portland where he earned a Bachelor’s of Science Degree in Healthcare Administration. He has 6 years of experience working in nonprofit organizations serving at-risk populations, including 211 Info where he performed community outreach, gave presentations to the public, and assisted with resource database management. Mr. Rivera currently working as a general contractor for his own business.

### Applicant Questions for the Citizen Review Committee

Full Name Neil Harper Simon Date of Birth [REDACTED] 1978

Printed Name Neil Harper Simon

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

Home Address [REDACTED] Portland, OR, 97219

Home Telephone [REDACTED] Work Telephone [REDACTED]

Cell Telephone [REDACTED] E-mail [REDACTED]

Occupation Communications Prior Occupation, if any Communications

Current Employer Evanta (CEB)

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.**

As a journalist who has received more than a dozen awards and honors for my impartial reporting of government and police in numerous markets, I have built my professional credibility upon my ability to investigate, interview and discern accurate news and information for the communities I have served. I have covered oversight committees and police departments and militaries across the United States and developing democracies of Europe, and pride my self on the evidence-based conclusions I have drawn and how the statements I wrote for the public held up to longterm scrutiny.

**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 have worked on a very limited basis in 2014 for a non-profit called the Joint Regional Operations Center, which was created in Washington County to spur collaborative training among law enforcement agencies throughout the region. My role was to advise on communications strategy to promote awareness of the training center. In this role I partnered with Beaverton Public School district to promote to the news media a donation of trailers to be used as classroom training facilities at the rural training center.

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

Chicago. El Paso. DC. Denmark. In so many places I have lived I have had the opportunity to work with culturally diverse leaders and communities. In El Paso, a minority-majority city, I created a TV news series focused on the diversity of the community. The "city mirror" series showcased disparities amongst ethnic and gender representation in the leadership ranks of business, education, and government. In Albuquerque, again as a journalist, I developed relationships to tell stories critical to exposing racial profiling and excessive force cases that led to increased accountability on the force. But the work for which I'm most proud was the extensive network of friendships and contacts I built in the national Japanese-American community to tell a story that had never been told before about a secret internment camp run by the FBI during World War II.

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

While dozens of my journalism reports on TV and online for newspapers made up the foundation of my work analyzing laws and policies, it was my work in the United States Congress for the Commission on Security and Cooperation in Europe and later the Organization for Security and Cooperation in Europe that led me to the most in-depth analysis with an aim toward holding law enforcement officials accountable for upholding fundamental freedoms while protecting order in their societies. When police harassed human rights activists in Russia, my commission was often among the first to speak out for justice.

**Describe your perceptions of the police and how you came to hold those perceptions.**

My perception of the police generally is that the vast majority of officers want to serve the public interest. They make their own sacrifices to improve the quality of life in their communities, but a small number (still far too many) officers are unable or unwilling to reign in their use of force, overcome their internal biases against minorities, and unwilling to subject themselves to the very laws of transparency and basic rights they are sworn to uphold. These perceptions stem from many positive interactions with law enforcement officers and personal experience with officers who have not lived up to community police standards.

**Describe your comfort level in reviewing complex deadly use of force investigations, some involving force against a community member, and making recommendations to the Police Chief whether an allegation should be sustained?**

Having reviewed documents regarding the actions of police in numerous jurisdictions in these - the most complex and difficult of cases, I would feel quite comfortable making recommendations based on my own analysis of such cases.

**Describe your comfort level disagreeing with a community member who thinks an officer engaged in misconduct, but the evidence does not support the allegation?**

Community boards and commissions at their best are designed to be places of debate and differences of opinions. It would be a shame if there were not some disagreement in these complicated and challenges cases. I would feel very comfortable respectfully disagreeing with a peer or other community member regarding an officer misconduct case if I felt the weight of the evidence did not convince me of the veracity of the allegation.

Would you be willing to attend 40 hours of required training?  Yes  No

Would you be willing to take six hours of equity/diversity training as part of the 40 hours training you will be required for the Police Review Board/Citizen Review Committee?  Yes  No

Would you be willing to observe emergency call takers?  Yes  No

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

This important community service will require a significant time commitment (an estimated seven to nine hours each week). CRC members acts as an appeal body, and must become familiar with all relevant City codes and protocols in appeal hearing and other duties. CRC members attend regular monthly evening meetings (the first Wednesday each month) that often require advance preparation – such as reviewing case files for upcoming hearings, on occasion, there are additional meetings scheduled. CRC members also serve on various workgroups (sub-committees), which meet separately (generally, one or two meetings each month) and have additional workloads – such as reviewing complaints or policies. Additionally, CRC members will periodically serve on the Police Review Board to make thoughtful impartial, fact-based recommendation for discipline in use of force incidents to the Chief of Police and Police Commissioner. There are orientation and training sessions that members attend, including ride-alongs with police officers.

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

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

**Resume:** Please include an updated resume with this application.

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

(1) Spencer Oliver [REDACTED]

(2) Colleen Moran [REDACTED]

(3) Shelly Han [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:      \_\_\_\_\_

Disability:                     Yes                     No

Dietary restriction             Yes                     No

If yes, please specify:



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

I am a recent transplant to Portland, having grown up in Tucson, which is a very diverse city. In my work as a trial consultant I frequently interacted with people from different backgrounds who came in contact with the jury duty system. Our clients, as well, were all very diverse, as each case we worked on was different. While working at the University of Arizona, I met daily with disabled students from a variety of socioeconomic and ethnic backgrounds. Now, as a search consultant, I am constantly interacting with people all over the United States as our searches are national and thus I speak with diverse candidates on a daily basis. While in college I volunteered as a Peer Minority Mentor to incoming students and I currently am trying to get involved in Partners in Diversity.

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

When I was working at the University of Arizona, I had to interpret and apply ADA laws and regulations to determine appropriate accommodations for students. For example, a student using a personal assistant for daily grooming wanted to go on a study abroad program. In order to do so, she requested that the University provide her with access in the form of paying for a personal assistant while abroad. I determined that this was appropriate, as without this assistant, she would not have equal access to the program. (Continued on supplemental page.)

**Describe your perceptions of the police and how you came to hold those perceptions.**

I believe the police are trying to do their jobs to the best of their abilities, much like all people who holds jobs which they care about and are invested in. I hold this view because I believe most people are good people and that "bad" behavior is often the result of environmental and situational factors rather than a personal attribute. (Continued on supplemental page.)

**Describe your comfort level in reviewing complex deadly use of force investigations, some involving force against a community member, and making recommendations to the Police Chief whether an allegation should be sustained?**

I am comfortable reviewing complex investigations and am not afraid of ambiguity. I have also reviewed many cases, some horrific, involving defendants in capital cases, but I did not shy away from my job as a trial consultant in ensuring these people received a fair jury. I am comfortable making recommendations that may not be well received, as when I was an disability access consultant I often found one party (faculty) or another (students) were disappointed with the result. I am used to holding my ground and feeling confident in my decisions.

**Describe your comfort level disagreeing with a community member who thinks an officer engaged in misconduct, but the evidence does not support the allegation?**

Again, I would not shy away from a discussion or disagreement in the hopes of reaching consensus. If I did not feel the evident supported an allegation, I would try my hardest to convince others of my views while at the same time listening attentively and respectfully to what others were trying to convince me of. I understand that the very nature of this position involves debates and that is why it would be challenging but worthwhile work.

Would you be willing to attend 40 hours of required training?  Yes  No

Would you be willing to take six hours of equity/diversity training as part of the 40 hours training you will be required for the Police Review Board/Citizen Review Committee?  Yes  No

Would you be willing to observe emergency call takers?  Yes  No

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

This important community service will require a significant time commitment (an estimated seven to nine hours each week). CRC members acts as an appeal body, and must become familiar with all relevant City codes and protocols in appeal hearing and other duties. CRC members attend regular monthly evening meetings (the first Wednesday each month) that often require advance preparation – such as reviewing case files for upcoming hearings, on occasion, there are additional meetings scheduled. CRC members also serve on various workgroups (sub-committees), which meet separately (generally, one or two meetings each month) and have additional workloads – such as reviewing complaints or policies. Additionally, CRC members will periodically serve on the Police Review Board to make thoughtful impartial, fact-based recommendation for discipline in use of force incidents to the Chief of Police and Police Commissioner. There are orientation and training sessions that members attend, including ride-alongs with police officers.

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

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

Resume: Please include an updated resume with this application.

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

(1) Christine Dell, [REDACTED]

(2) Jonah Gollub, [REDACTED]

(3) Terri-Lynn Cross, [REDACTED]

**OPTIONAL INFORMATION**

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*Ana Marisea Rivera*

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

Race: Check all that apply.

African-American  Asian  Caucasian  
 Hispanic  Native American  \_\_\_\_\_

Gender: female

Disability:  Yes  No

Dietary restriction  Yes  No

If yes, please specify:



## QUESTION 1 (continued):

And most applicable, when working as a trial consultant, I would collaborate with counsel to interpret evidence, conduct impartial mock trials to get an accurate read on the case from a laypersons' perspective, and research various legal documents to best make decisions to find an impartial jury. In all my work experience I have prided myself in being fair to all involved. In my personal life, I have not had any good or bad experiences with police and I believe I can treat them fairly as a member of this committee.

## QUESTION 5 (continued):

As a trial consultant, in assisting counsel with jury selection, I had to abide by the local laws regarding this process. For example, when I felt that the opposing counsel was inappropriately removing jurors based on protected status, such as race, I would ask that counsel call a Batson Challenge to ask the judge to review the process.

## QUESTION 6 (continued):

At the same time, I would also be impartial in listening to any testimony given by police, as their recollection of events would not hold any more or less weight than any other person to me. My training as a psychologist has taught me that police, like all people, are prone to the same memory faults and thus I would judge their testimony by the same standards I would hold to any other person.

Applicant Questions for the Citizen Review Committee

37230

Full Name Roberto A. Rivera, Jr. Date of Birth     /1978

Printed Name Roberto A. Rivera, Jr.

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

Home Address      Portland, OR 97230

Home Telephone      Work Telephone \_\_\_\_\_

Cell Telephone \_\_\_\_\_ E-mail     

Occupation Business Entrepreneur Prior Occupation, if any Program Manager

Current Employer Business Owner: Checklist Handyman LLC

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 1992, I found myself staring at the skyscrapers of downtown Los Angeles from the back of my parents 1970's Datsun and mesmerized by my present in an immense city. I was also in absolute culture chock, as I had recently immigrated from Usulután, El Salvador where most of my life experiences had been limited by war and farming.

As an immigrant to this Country, The United States, and a citizen, I have developed and resolved many personal attitudes towards law enforcement. For example, in my youth living in Los Angeles,

**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 volunteer in the criminal justice system, however, over the past three years I have been an active volunteer with the Citizen Review Committee. Over those three years I have gained a lot of recorded experience in how our criminal justice system works. More importantly, I have gained experience on how law enforcement is enforced in our community and what the community expects from the enforcement of law conducted by our city police. I feel that this volunteer experience has giving me the tools to voice community concerns and while at the same time applied my gain understanding of law enforcement.

**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, I have not participated in an organization that advocates a position regarding the police or criminal justice system nor has any of my family members. The only experience I have is the experience I have gained during my during my volunteer time as a Community member with the Citizen Review Committee.

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

I grew up in a culturally diverse communities, and I say this because, as a youth in Los Angeles and later in Lexington Nebraska, I was immersed in English learning educational programs where many of my classmates were from culturally diverse communities. As an adult, I have experience in working and providing services to a culturally diverse communities. For example, I have worked in providing services here in City of Portland to our Immigrant Communities as well as Communities of Color. I have provided those services in mental health, resources needs, and community outreach.

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

Over the past three years, I have expanded my experience in analyzing, interpreting, explaining and applying relevant laws, regulations, ordinances, and policies. For example, during the review process of a case I always research applicable law for the complaint under investigation. I do the research after reading and analyzing the investigation. If an applicable law was not acknowledge in the investigation, I bring it forward to those in leadership. I have had experience in enforcing laws as a public safety officer, and also applying government regulation and policies as a program

**Describe your perceptions of the police and how you came to hold those perceptions.**

As previously mentioned, I have had to resolve my personal attitude towards the police. However, my current perception towards the police is an individualistic perception. I believe that each officer is it own individual with an array of life experiences and tools how to enforce law. One of the questions I have always proposed to people in our community is, What is our responsibility to our police and what is the police responsibility to our community? This question has opened the door to a more intense conversation about our community's perception towards the police and police

**Describe your comfort level in reviewing complex deadly use of force investigations, some involving force against a community member, and making recommendations to the Police Chief whether an allegation should be sustained?**

I have had the experience to participate in evaluating a used of deadly force case and also provide suggestions on how law enforcement should improve its de-escalation techniques. I also have provided suggestions on how investigator investigating a complaints should further expand on their questions during the interviewing process of the investigations.

**Describe your comfort level disagreeing with a community member who thinks an officer engaged in misconduct, but the evidence does not support the allegation?**

During my volunteer service with the Citizen Review Committee, I have had the opportunity to explain my reasoning in voting on the allegation to community members as well as the attending officers.



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Would you be willing to attend 40 hours of required training?  Yes  No

Would you be willing to take six hours of equity/diversity training as part of the 40 hours training you will be required for the Police Review Board/Citizen Review Committee?  Yes  No

Would you be willing to observe emergency call takers?  Yes  No

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

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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.

Resume: Please include an updated resume with this application.

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

(1) Emilty Berndt, [REDACTED]

(2) Elana Emlen, [REDACTED]

(3) Mike Trehearne [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: Male

Disability:  Yes  No

Dietary restriction  Yes  No

If yes, please specify:

**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 1992, I found myself staring at the skyscrapers of downtown Los Angeles from the back of my parents 1970's Datsun and mesmerized by my present in an immense city. I was also in absolute culture chock, as I had recently immigrated from Usulután, El Salvador where most of my life experiences had been limited by war and farming.

As an immigrant to this Country, The United States, and a citizen, I have developed and resolved many personal attitudes towards law enforcement. For example, in my youth living in Los Angeles, my parents never wanted me to engage with any law enforcement because of my legal status, as I was in transition of obtaining refugee status. As an adult, those feelings of obtaining from dealing with law enforcement have prevailed and sometimes I challenge myself and contact the police more.

My resume illustrates an array of my work experiences in working and providing services to a diverse community in this city. I have been an Oregon resident for over 14 years. After graduating from Lexington High School, in Lexington Nebraska, I moved to Fairbanks, Alaska and spent three years there working as an auto body technician. I then moved to Portland, Oregon to attend Portland Community College and later Concordia University, where I earned a Bachelor's of Science Degree in Healthcare Administration. The reason I pursued this degree was so that I would have professional skills in management in order to competently work with and serve people of all backgrounds and life experiences. I am fluent in both languages Spanish/English, and I have applied those language skills to serve people in this community. Throughout my education, life, and employment I have gained proficient skills and the ability to be objective and asked plenty of questions to full understand complaints and evidences. I also have serve as a Community Volunteer with the Citizen Review Committee for the past three years. I believe and I am certain that my life experience, attitude, and work experience is plentiful in providing an objective, impartial, evidence and unbiased decision towards complaints against the police.

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

I have never volunteer in the criminal justice system, however, over the past three years I have been an active volunteer with the Citizen Review Committee. Over those three years I have gained a lot of recorded experience in how our criminal justice system works. More importantly, I have gained experience on how law enforcement is enforced in our community and what the community expects from the enforcement of law conducted by our city police. I feel that this volunteer experience has giving me the tools to voice community concerns and while at the same time applied my gain understanding of law enforcement.

**Describe your experience in working with culturally diverse communities**

37230

I grew up in a culturally diverse communities, and I say this because, as a youth in Los Angeles and later in Lexington Nebraska, I was immersed in English learning educational programs where many of my classmates were from culturally diverse communities. As an adult, I have experience in working and providing services to a culturally diverse communities. For example, I have worked in providing services here in City of Portland to our Immigrant Communities as well as Communities of Color. I have provided those services in mental health, resources needs, and community outreach.

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**Describe your perceptions of the police and how you came to hold those perceptions.**

As previously mentioned, I have had to resolve my personal attitude towards the police. However, my current perception towards the police is an individualistic perception. I believe that each officer is its own individual with an array of life experiences and tools how to enforce law. One of the questions I have always proposed to people in our community is, What is our responsibility to our police and what is the police responsibility to our community? This question has opened the door to a more intense conversation about our community's perception towards the police and police perception towards our community.

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