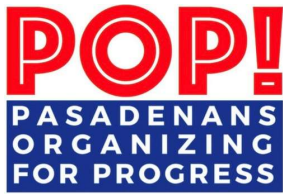


Flores, Valerie

Subject:

FW: Police Oversight Commission Nomination Process



October 7, 2020

Council Member John J. Kennedy, Public Safety Committee Chair
Mayor Terry Tornek, Committee Member
Council member Tyron Hampton, Committee Member
Council member Steve Madison, Committee Member

Re: Agenda Item 1 - DISCUSSION OF POTENTIAL PROCESS FOR APPOINTMENT OF MEMBERS OF COMMUNITY POLICE OVERSIGHT COMMISSION

The Coalition for Increased Civilian Oversight (CICOPP) and Pasadenans Organizing for Progress (POP) affirms our previous demands that the selection of Community Police Oversight Commission members must be a transparent process that involves individuals most impacted by police violence.

To ensure active engagement by members of the most impacted members of our community, we propose the creation of a panel composed of representatives from community-based organizations who will interview and nominate the applicants for three community appointed commission members.

We also propose that the candidates nominated to fill the community positions as well as the candidates nominated by the Mayor and City Council should go through a City Council confirmation process that is entirely transparent and includes a public meeting.

Nomination and Selectionm Criteria

The following criteria should be considered when assessing applicants for all eleven commissioner positions. Though individual candidates might not possess all of these qualities, the goal is to ensure the Community Police Oversight Commission, as a whole, adequately represents and possesses each of these qualities.

Demonstrated Qualification or Experience

1. Represents or demonstrates knowledge of the experiences of limited-English speakers, persons experiencing homelessness/those of us without homes, and/or people living with mental illness and/or substance use disorders.
2. Represents one or more of the following communities: Black, Indigenous, Persons of Color, immigrant, refugee, LGBTQ, youth, faith, business, and other communities reflecting the overall demographics of Pasadena residents
3. Experience in law enforcement oversight; police accountability; human resources; community engagement and/or organizing; organizational change; constitution, criminal or labor law; social justice; training; and/or other disciplines important to the Pasadena Oversight Commission and community.
4. Demonstrates experience working effectively with diverse populations
5. Demonstrates the ability to develop consensus and create positive change in organizations
6. Demonstrates knowledge of policing policies and procedures, including those related to searches and seizures, collection and release of information, use of force, and professional accountability
7. Demonstrates experience in dealing with different aspects of the criminal justice system
8. Demonstrates experience in creating--and the ability to articulate--firm ideas for creating a culture of policing that is community-based, effective, and constitutional
9. Understands local government and how City departments function in relation to one another
10. Understands how police officer associations impact policing, from a legal, management or employee's perspective
11. Articulates the vision and role of the Community Police Oversight Commission and describes how its work might positively impact all of Pasadena's residents
12. Demonstrates program evaluation and outcomes measurement experience
13. Demonstrates leadership in the community

Individuals who have a felony or misdemeanor record should not be excluded from applying to serve on the Community Police Oversight Commission.

In addition to training prescribed in the ordinance, we recommend the following training

1. Crossroads Anti Racism - www.crossroadsantiracism.org _
2. Live Above The Hype (Trauma Informed Training). www.crackgeneration.com

Sincerely,

Kristen Ockershauser for
Coalition for Increased Civilian Oversight of Pasadena Police (CICOPP)

Ed Washatka for
Pasadenans Organizing for Progress (POP)