

PROCESS FOR 2022 CITY OF BOULDER POLICE OVERSIGHT PANEL SELECTION

Application Period

Applications were available to community members via the City of Boulder website beginning Saturday, 24 September 2022. Application period closed on Friday, 14 October 2022. Paper applications were also made available at the Independent Police Monitor's office.

Number of Applications: 57 (fifty-seven, including one return applicant from 2021)

Application Review by Selection Committee

Applications and supporting materials were provided to the Selection Committee on Tuesday, 18 October 2022 via email as a single PDF of 100 pages.

Candidate review sheets were made available as a Google Form, sent to each member's email.

To facilitate review, applications were grouped in tens on each Google Form, with the exception of the last group of seven, for a total of six (6) groups.

Committee Members scored each candidate on three categories: Must-Have Criteria, Contribution of Lived Experience, Overall Candidacy. Their overall score did not have to be a mathematical average of the other two scores. Committee Members could also enter comments for each application or leave the comment section blank.

The application review criteria outlined below were based, in part, on the "must-have criteria" from the 2021 panelist selection process as well as Ordinance 8430, *Section 1, 2-11-6, (a) Qualifications*. Selection Committee Members contributed additional language and differentiation for the 2022 process.

Must-Have Criteria

Possible Scores:

5 - Possesses All Criteria

4 - Possesses Most Criteria

3 - Possesses Some Criteria

2 - Possesses Few Criteria

1 - Possesses No Criteria

■ Candidate possesses the following knowledge:

- History of policing and how it affects policing in the 2020's
- History of local and national structures of sentencing, law enforcement, and criminal justice
- Awareness of how the Police Oversight Panel came to be formed in Boulder (*i.e., knowledge of Zayd Atkinson catalyzing event*)
- Awareness of the covert and overt racism in the context of policing or overpolicing (*Boulder and nationwide*)
- Understanding of current events that may inform the conversation around policing and police

oversight

- Awareness that the mission of community-led police oversight is police accountability (*e.g., if police were reliably accountable and transparent, there would be no need for community-led police oversight groups across the country*)
- Candidate has a tangible connection to Boulder
- Candidate demonstrates being respectful of difference
- Candidate understands the need for
 - Fully attentive communication within a group setting
 - Active participation in the decision-making process that may include challenging conversations and differing opinions
 - Being able to take a stance with integrity
 - Building trusting relationships with other panel members, including the need to have conversations offline
 - Accountability to one another
- Candidate, should they not possess lived experience (*as described in the section above*), shows affinity for or engagement in
 - grassroots organizing
 - social justice work
 - anti-racism practices
- Candidate would be willing to engage in regular training and meet on a regular basis.

Contribution of Lived Experience

Possible Scores:

5 - *Would contribute strongly*

4 - *Would contribute well*

3 - *Would contribute moderately*

2 - *Would contribute somewhat*

1 - *Would not contribute strongly*

- Candidate holds membership in or represents one of the following communities or demographics:
 - Black, Indigenous, Latinx, Asian, Pacific Islander, Person of Color
 - Current or former experience of homelessness
 - 2SLGBTQQIA+
 - Differing abilities (*e.g., neurodiverse, physical challenges*)
 - Low socioeconomic status (*relative to majority population*)
 - Former experience of incarceration

- Candidate represents multiple communities via intersectionality

Overall Candidacy

Possible Scores:

5 - Fully Support

4 - Mostly Support

3 - Moderately Support

2 - Support with Reservation

1 - No Support

Selection of Interviewees

The candidacies of all 57 applications were discussed during a Zoom meeting on Sunday, 30 October 2022.

Selection Committee Members thoroughly reviewed the selection guidelines (must-haves, lived experience) before discussion commenced.

Selection Committee agreed to dismiss the bottom half of the applicant pool. For the 57 applicants, 2.75 out of 5.0 was set as the Overall cutoff score. Candidates with Overall scores of 2.74 and below would not be considered for an interview; they were, however, held in reserve if necessary.

The "top half" of the applicant pool was retained for discussion: 27 of 57 applicants (47.3%).

Every candidate was discussed in committee; no assumptions were made about automatically inviting a candidate to interview (even with 4.00+ Overall score).

Votes were tabulated as follows: YES to interview, MAYBE to interview, NO to interview. Majority votes carried decision, and notes were made for any split or dissenting votes (in case of further discussion or consideration).

Selection Committee Members decided upon a target number of interview invites based upon need and attrition. They settled upon 18-20 potential interviewees.

Interview Development and Coordination

Prior to the interview sessions, Selection Committee Members developed a set of questions that were based, in part, on the interview questionnaire from the 2021 panelist selection process.

Selection Committee Members determined that additional language would need to be added to the 2022 question set in order to evaluate potential bias, prejudice, or conflict of interest of interviewees. This mindfulness affirmed qualification criteria outlined in Ordinance 8430, *Section 1, 2-11-6, (a) Qualifications, (9), (B)*.

The revised question set (five questions) was finalized prior to the invitation of interviewees.

The list of 19 (nineteen) interviewees were sent to City of Boulder employees. Invitations were sent to the interviewees, who selected their ideal date and time.

Candidate Interviews

Interviews took place via Zoom meeting on Wednesday, 09 November and Thursday, 10 November. Due to a family emergency, one interview was rescheduled for Sunday, 20 November.

Each interview lasted 20 minutes and was recorded for City of Boulder archival purposes. [Recordings available [here](#).] Candidates were asked five questions, as determined by Selection Committee Members. Each set of interview questions were identical to assure consistency.

Selection of Panelists and Alternates

Final selection of panelists and alternates was conducted via Zoom meetings on Thursday, 10 November and Sunday, 20 November 2022.

Selection Committee Members strived to choose individual panelists from amongst the 17 interviewees who:

- Confirmed, in their interview, the must-have and lived experience criteria present in their application
- Presented no bias or conflict of interest that would disqualify them from selection
- Would potentially provide balance in terms of strengths and areas of growth (to each other and to current panelists)
- Would keep the well-being of the community of the city of Boulder at the forefront of their work

In round-robin fashion, each Committee Member offered their “top choice” panelist to the group. The remaining Members affirmed or declined the choice with the same YES/Maybe/NO voting as during interviewee selection. First round voting yielded four panelists with unanimous YES votes.

Once all Committee Members offered their top choice, a second round of offerings and voting occurred, and two additional panelists were confirmed with unanimous YES votes. Second round voting concluded with the discussion of possible alternates.

The final round of voting consisted of the discussion of interviewees who had little support among the Committee Members.

From the 17 interviews conducted on 9 and 10 November, the Selection Committee identified 6 (six) Panelists and 4 (four) Alternates.

After the final candidate interview took place on 20 November (*rescheduled from 10 November*), the Selection Committee reconvened via Zoom meeting to discuss the entire roster of 18 interviewees and to confirm the identification of Panelists and Alternates.

When one Alternate withdrew their candidacy, another Alternate with favorable support was selected.

Final Considerations

Per the request from City Council on 15 December 2022, Selection Committee Members revisited the suggested slate of candidates to ensure that each candidate was evaluated against all criteria outlined within Ordinance 8430.

Selection Committee reconvened on 19 December via Zoom meeting to discuss the request. The City Manager and a representative from the City Attorney’s Office were present.

The week of 19 December, each Selection Committee Member reviewed the public comments that were submitted to Council prior to their 15 December session.

After thorough review, the Selection Committee reaffirmed the original, final selection of six Panelists and four Alternates for the City of Boulder Police Oversight Panel.

Demographics of APPLICANTS

Applicants	57		
Overall 2.75+	27	47.3%	<i>approx top half</i>
Overall 2.50-	30	52.7%	<i>approx bottom half</i>
Must-Have 2.75+	26	45.6%	<i>approx top half</i>
Must-Have 2.50-	31	54.4%	<i>approx bottom half</i>
Lived Exp 2.75+	27	47.3%	<i>approx top half</i>
Lived Exp 2.50-	30	52.7%	<i>approx bottom half</i>
Asian/Pacific Islander	6	10.5%	
Black/African American	6	10.5%	
Latine	3	5.2%	
Multiracial/Biracial	3	5.2%	
Unknown	8	14.0%	<i>("name of city of residence"/"other"/"US Citizen")</i>
White	33	57.9%	<i>("Caucasian")</i>
	<i>59 (count)</i>	<i>(will not equal 100%)</i>	
Women	25	43.9%	<i>("Female"/"F"/"She/Her")</i>
Men	32	56.1%	<i>("Male")</i>
Nonbinary/GNC	0	0.0%	
Multilingual Yes	15	26.3%	
w/ African Language	1		
w/ Asian Language	2		
w/ Other European	1		
w/ Other Romance	4		
w/ Spanish	8		
w/ Unknown	1		
	<i>17 (count)</i>		
Multilingual No	42	73.7%	

Demographics of INTERVIEWEES

Interviewees 19

Interviews Completed 18 94.7%

Interview No-Show 1 5.3%

of interviewees of applicant group (27)

Must-Have 2.75+ 17 89.5% 65.4%

Must-Have 2.50- 2 10.5% 6.5%

of interviewees of applicant group (27)

Lived Exp 2.75+ 14 73.7% 51.2%

Lived Exp 2.50- 5 26.3% 16.7%

of interviewees of applicant group

Asian/Pacific Islander 4 21.1% 66.7%

Black 5 26.3% 83.3%

Latine 2 10.5% 66.7%

Multiracial/Biracial 2 10.5% 66.7%

Unknown 1 5.3% 12.5%

White 6 31.6% 18.2%

20 (count)

(will not equal 100%)

of interviewees of applicant group

Women 14 73.7% 56.0%

Men 5 26.3% 15.6%

Nonbinary/GNC 0 0.0% 0.0%

of interviewees of applicant group

Multilingual Yes 6 31.6% 40.0%

w/ African Language 0

w/ Asian Language 2

w/ Other European 0

w/ Other Romance 2

w/ Spanish 2

w/ Unknown 1

7 (count)

Multilingual No

13

68.4%

31.0%

Demographics of PANELISTS

Panelists	6	
Overall 2.75+	6	
Overall 2.50-	0	
Must-Have 2.75+	6	
Must-Have 2.50-	0	
Lived Exp 2.75+	6	
Lived Exp 2.50-	0	
Persons of Color	5	83.3%
Asian/Pacific Islander	1	
Black	2	
Latine	2	
Multiracial	0	
Unknown	0	
White	1	
Women	5	83.3%
Men	1	
Nonbinary/GNC	0	
2SLGBTQIA+	Unknown	
Multilingual Yes	2	33.3%
Multilingual No	4	

Demographics of ALTERNATES

Alternates

First Selection 4

Overall 2.75+ 4

Overall 2.50- 0

Must-Have 2.75+ 4

Must-Have 2.50- 0

Lived Exp 2.75+ 3

Lived Exp 2.50- 1

Asian/Pacific Islander 1

Black 0

Latine 0

Multiracial 2

Unknown 0

White 2

Women 4

Men 0

Nonbinary/GNC 0

2SLGBTQIA+ Unknown

Multilingual Yes 2

Multilingual No 2

Alternates

Second Selection 4

Overall 2.75+ 4

Overall 2.50- 0

Must-Have 2.75+ 4

Must-Have 2.50- 0

Lived Exp 2.75+ 3

Lived Exp 2.50- 1

Asian/Pacific Islander 0

Black 0

Latine 0

Multiracial 1 (-1)

Unknown 1 (+1)

White 2

Women 3 (-1)

Men 1 (+1)

Nonbinary/GNC 0

2SLGBTQIA+ Unknown

Multilingual Yes 2

Multilingual No 2