



FILE NO. 1128-2022

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City of Cleveland  
Justin M. Bibb, Mayor

Office of the Mayor  
Cleveland City Hall  
601 Lakeside Avenue, Room 202  
Cleveland, Ohio 44114  
216/664-3990 • Fax 216/420-8766  
www.cleveland-oh.gov

**October 21, 2022**

The Honorable Blaine Griffin  
President, Cleveland City Council  
601 Lakeside Avenue  
Cleveland, OH 44114

The Honorable Joseph Jones  
Chair, Mayor's Appointment Committee  
601 Lakeside Avenue  
Cleveland, OH 44114

Dear Council President Griffin & Chair Jones:

Included below are the names of the Mayor's nominations for the newly established Community Police Commission (CPC) to be considered at an upcoming meeting of Cleveland City Council's Mayor's Appointment Committee.

**Community Police Commission (CPC)**

- 1) Alana Garret-Ferguson
- 2) Cait Kennedy
- 3) Charles Donaldson, Jr.
- 4) Gregory Reaves
- 5) James Chura
- 6) Jan Ridgeway
- 7) Sharena Zayed
- 8) Kyle Earley
- 9) Piet Van Lier
- 10) Teri Wang

Additionally, resumes and/or biographies are attached for each candidate. Any questions can be directed to Ryan Puente, Chief Government Affairs Officer, at (216) 664-3544 or via email at [rpunkte@clevelandohio.gov](mailto:rpunkte@clevelandohio.gov).

Sincerely,

**Justin M. Bibb**  
Mayor | City of Cleveland

**From:** [Alana Garrett-Ferguson](#)  
**To:** [CPC Applications](#)  
**Subject:** Cleveland Community Police Commission Application  
**Date:** Monday, May 9, 2022 10:39:51 PM

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Submitted on Mon, 05/09/2022 - 22:39

Submitted by: Anonymous

Submitted values are:

**First Name**

Alana

**Last Name**

Garrett-Ferguson

**Are you a resident of Cleveland?**

Yes

**Home Address**

[REDACTED]

**City**

Cleveland

**State**

Ohio

**Zip Code**

44103

**Home Phone**

[REDACTED]

**Cell Phone**

[REDACTED]

**Email Address**

[REDACTED]

**Are you over 18 years of age?**

Yes

**What is your gender identity?**

Female

**What do you consider your race?**

Black

**What do you consider your ethnicity?**

African American

**Most recent place of work, job title, and address**

Center for Community Solutions, Policy Associate

AECOM Building, 1300 E 9th St Cleveland, OH 44114

**Selection Criteria**

The above criteria applies to me as a Black woman who resides in the city of Cleveland and a community organizer. I am currently a member of the Cleveland Branch of the NAACP, serve with New Voices for Reproductive Justice, and am apart of the greater faith community, as a member of St. Agnes-Our Lady of Fatima and Purpose Community Church. I also serve with Vessels for Vote.

**Have you been employed as a law enforcement officer during the past five (5) years?**

No

**Have you ever been employed by the Cleveland Division of Police in any capacity?**

No

**Have you ever been employed by the Cleveland Department of Public Safety?**

No

**Do you understand the role of the Commission and the responsibilities of its members?**

Yes

**Do you acknowledge the potentially significant time commitment expected of each member?**

Yes

**Do you understand that applications for the Commission are public records, subject to disclosure upon request?**

Yes

**Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?**

Yes

**Do you speak any other languages?**

No

**Please state your reasons for desiring to serve on the Commission.**

I desire to serve on the commission, because not only am I a concerned citizen that is directly impacted by the effectiveness of our police force, but I also was and continue to be a strong

supporter of the legislative changes that resulted in this commission. Public Safety has become one of the most important issues in Cleveland. In order for the safety of the public to be ensured, there has to be a transparent, accountable collaboration between the community and officers. I know that I possess the skillset to be a part of that goal.

**Please describe any skills, life experiences, and expertise that would qualify you for an appointment.**

Previously, I was a part of the Community Police Commission CPOP Workgroup (Community Problem Oriented-Policing). I have extensive experience working with at youth and young adults with mental health disorders.

I have served as a subject matter expert on reproductive justice, intersectional feminism/womanism, and abolition. As a subject matter expert, I have done extensive research on policing, juvenile justice bail reform, and its impacts on communities of color especially Black women, Femmes, and youth. Alternatively, I have also been trained on the tenets of abolitionism and restorative justice, both of which are proven strategies for the reduction of crime and incarceration.

Furthermore, I have the personal experience of being impacted by police violence and misconduct during my time in high school. I understand the difficulties and complexities of the job of law enforcement in the juxtaposition with the safety of the community especially women and youth. It is a delicate balance, however, through the reimagining of policing and community involvement this can be accomplished.

**Please describe how you see the oversight role of the new Community Police Commission impacting policing in Cleveland.**

I see the role of the new Community Police Commission to serve as a vehicle for change and accountability. To review incidents of police misconduct and recommend fair and appropriate disciplinary actions.

**Please provide other information you consider pertinent: (i.e., civic and community group, memberships, related work experiences and professional groups).**

I am a member of the Cleveland NAACP and serve on two committees WIN & Criminal Justice. I serve on the board of Women Have Options-Ohio. Formerly, I was a member of the CPOP committee for the Cleveland Police Commission in 2017-2018.

**From:** [Cait Kennedy](#)  
**To:** [CPC Applications](#)  
**Subject:** Cleveland Community Police Commission Application  
**Date:** Friday, May 6, 2022 10:50:03 AM

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Submitted on Fri, 05/06/2022 - 10:49

Submitted by: Anonymous

Submitted values are:

**First Name**

Cait

**Last Name**

Kennedy

**Are you a resident of Cleveland?**

Yes

**Home Address**

[REDACTED]

**City**

Cleveland

**State**

Ohio

**Zip Code**

44113

**Home Phone**

[REDACTED]

**Cell Phone**

[REDACTED]

**Email Address**

[REDACTED]

**Are you over 18 years of age?**

Yes

**What is your gender identity?**

Woman

**What do you consider your race?**

White

**What do you consider your ethnicity?**

Not Hispanic or Latino

**Most recent place of work, job title, and address**

unBail, Executive Director & Co-Founder  
1814 E 40th St, Cleveland, OH 44103  
<https://www.unbail.org>

**Selection Criteria**

Self-identify: I identify as a woman navigating recent disability diagnosis

unBail Summary:

The criminal legal system is confusing and disorienting, lacking transparency and accountability. That's why the team at unBail, in collaboration with leaders in the criminal justice reform movement, created an intuitive and comprehensive mobile application that delivers valuable and relevant legal and case information to users in plain language.

unBail is a free mobile app that allows defendants to access information about their specific case and how it relates to the broader system they are navigating whenever they need it. unBail breaks the legal system down into easily digestible parts and provides engaging content, making it easy for defendants to stay informed. Defendants also have the opportunity to connect to resources within the app if necessary.

By increasing defendant engagement and improving the transparency of the legal system, unBail aims to increase court appearance rates and encourage more equitable case outcomes for defendants. As defendants engage with the system and share their experiences, we hope to learn about where the system fails defendants and how to address these failures.

**Have you been employed as a law enforcement officer during the past five (5) years?**

No

**Have you ever been employed by the Cleveland Division of Police in any capacity?**

No

**Have you ever been employed by the Cleveland Department of Public Safety?**

No

**Do you understand the role of the Commission and the responsibilities of its members?**

Yes

**Do you acknowledge the potentially significant time commitment expected of each member?**

Yes

**Do you understand that applications for the Commission are public records, subject to**

**disclosure upon request?**

Yes

**Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?**

Yes

**Do you speak any other languages?**

Yes

**Language details**

Intermediate Spanish

**Please state your reasons for desiring to serve on the Commission.**

I envision a more just, sustainable, and equitable policing system that serves all people, created using the voices and experiences of those who are most impacted. I hope to do my part in democratizing information about a complex and overwhelming legal system, where equal protection is not guaranteed.

One of this county's attempts made toward repentance for the sin of slavery was the ratification of the Equal Protection clause in the wake of the Civil War. It promised equal protection and due process for the first time in our country's history. We were finally turning a new page and acknowledging that all our people should be protected from unfair treatment under the law. But, 153 years later, we're still fighting to realize that promise.

It would be my honor to work on behalf of the Community Police Commission so I can better do my part in delivering the promise that was made to you, to me, and to all of us.

**Please describe any skills, life experiences, and expertise that would qualify you for an appointment.**

Personal Story:

When I was a kid, two of my family members faced similar charges at a similar time. One of them had money, connections, and experience navigating the legal system and the other didn't. The one with money and connections went to a weekend rehab program and swiftly resolved his criminal case. The other attended what he thought was a routine court appearance and didn't come home that day. He was handcuffed, taken to jail, and served a seven-month sentence. After his release, he came to live with my family and me because he lost his housing, job, and transportation, and had no support in his substance abuse recovery. There was little difference between these two men and their charges, so I learned early on how painful the inconsistencies of the legal system can be.

My passion and commitment to this cause stem from far more than just personal experience. Through my work as an organizer, I've shared stories and bore witness to the inequalities in the legal system and the effect on both the accused and their families. The toxic stress of navigating police and community violence. The over-representation of Black folks in the system - they make up 13% of the U.S. population but 40% of the prison population. That's unacceptable.

I wanted to do something about this, so I attended HackCleveland's #Fix216: Criminal Justice

Reform Scope-a-thon in 2018. I was randomly assigned to a group with 5 other people based on diverse skill sets and perspectives. Our team won first place in the competition, and unBail was born.

**Please describe how you see the oversight role of the new Community Police Commission impacting policing in Cleveland.**

In Cleveland, the legacy of policing is painful for many. Not long after the Hough uprising, police were at the center of the events in Glenville that left ten dead, dozens wounded, and waning support for newly elected Mayor Stokes (ECH, 2022). Policing today is faced with the same challenges; the cases of white police officers killing unarmed Black civilians have “brought the issues of race, suspicion, the presumption of guilt, and the freedom of movement of people of color in public space” to the forefront of discourse in the United States and across the world (Dunn, 2016). The police killings of Malissa Williams, Timothy Russell, Tanisha Anderson, and Tamir Rice puts Cleveland at the center of this discourse and highlights the urgent need for solutions.

Legacy cities made national waves with their 2021 election results and provide examples of policy proposals popular among voters that address long-standing challenges between police and communities. In Detroit, voters passed Proposal R: Reparations Task Force with sweeping margins, which creates a task force to make recommendations to address historic housing and economic disparities endured by African-Americans (WDET, 2021). In Cleveland, Issue 24, which gives the mayor the power to appointment members of a community commission that has more control over police oversight and discipline, passed by a wide margin. These are examples of policies that speak to the deep wounds caused by racism and unchecked policing. Both of these proposals offer a beginning; a way to move forward.

**Please provide other information you consider pertinent: (i.e., civic and community group, memberships, related work experiences and professional groups).**

unBail, Executive Director & Co-Founder, 2018-Present

- Manage development, implementation fundraising, and external affairs of startup organization for mobile app creating user-centric wayfinding platform to guide defendants through criminal legal system.
- Successfully pitched app concept @ HACK CLE scope-a-thon and was awarded 1st prize & seed grant from Cleveland Foundation
- Cultivate relationships with key local and national organizations and leaders, including policymakers, lawyers, judges, law enforcement, and activists to gather information, garner support, and secure funding
- Created & co-instructed a practicum at CSU’s Cleveland-Marshall College of Law that successfully mapped the experience of defendants navigating criminal legal system
- Selected as participant in the MIT Unbundle Policing Accelerator, Clinton Global Initiative University, Product & Ideation Track of The Lab at Cuyahoga County’s Office of Innovation & Performance, and Verizon Wireless Forward for Good Challenge

Maxine Goodman Levin College of Urban Affairs, Cleveland State University  
Ph.D. Student, Urban Studies & Public Affairs, Public Administration (in progress)

Excellent Achievement Award for Engagement and Social Advocacy; Cleveland State University, 2022

SPARK: From Grit to Great Fresh Innovator Award; CLE Leadership Center, WKYC,



Freshwater Cleveland, 2020

Do-Gooders Making a Difference; Cleveland Magazine, 2020

FIX216: Criminal Justice Reform Hack-a-thon, 1st Place; HackCLE, 2018

Stokes Civic Leadership Institute; Cleveland Leadership Center, 2017-2018

**From:** [Charles Donaldson, Jr.](#)  
**To:** [CPC Applications](#)  
**Subject:** Cleveland Community Police Commission Application  
**Date:** Friday, April 29, 2022 8:31:37 PM

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Submitted on Fri, 04/29/2022 - 20:31

Submitted by: Anonymous

Submitted values are:

**First Name**

Charles

**Last Name**

Donaldson, Jr.

**Are you a resident of Cleveland?**

Yes

**Home Address**

[REDACTED]

**City**

Cleveland

**State**

Ohio

**Zip Code**

44109

**Home Phone**

[REDACTED]

**Cell Phone**

[REDACTED]

**Email Address**

[REDACTED]

**Are you over 18 years of age?**

Yes

**What is your gender identity?**

Male

**What do you consider your race?**

Black

**What do you consider your ethnicity?**

Not Hispanic or Latino

**Most recent place of work, job title, and address**

Sherwin-Williams

Talent Acquisition Specialist

101 West Prospect Ave., 300 Midland

Cleveland, OH 44115

**Selection Criteria**

The selection criteria for the Community Police Commission members applies to me because I am Black and a member of LGBTQ+ community. I am also a veteran of the United States Coast Guard.

**Have you been employed as a law enforcement officer during the past five (5) years?**

No

**Have you ever been employed by the Cleveland Division of Police in any capacity?**

No

**Have you ever been employed by the Cleveland Department of Public Safety?**

No

**Do you understand the role of the Commission and the responsibilities of its members?**

Yes

**Do you acknowledge the potentially significant time commitment expected of each member?**

Yes

**Do you understand that applications for the Commission are public records, subject to disclosure upon request?**

Yes

**Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?**

Yes

**Do you speak any other languages?**

No

**Please state your reasons for desiring to serve on the Commission.**

The Community Police Commission is a critical aspect of Cleveland's future. It is my belief that members of the Commission should be levelheaded individuals who understand the significance of police reform and have experiences that will contribute to their ability to make sound decisions. That said, I am submitting an application to be a member of the Commission.

After reading the duties and authority of the Commission, I believe that I possess both the skills and temperament required to be an impactful member of the Commission. It is imperative that the Commission upholds the expectations of Cleveland residents and ensures that the path to police reform is both collaborative and impartial.

**Please describe any skills, life experiences, and expertise that would qualify you for an appointment.**

I served as an active-duty officer of the U.S. Coast Guard for 5 years. During my first assignment, I responded to marine incidents and/or collisions that involved gathering witness statements, incident evidence, and other relevant information. The investigative process taught me the importance of following federal regulations and guidelines while also fostering working relationships with members of the marine community. Although I sometimes worked long and/or overnight shifts, I understood the significance of my work and the impact of my decisions.

My life experiences have also given me the opportunity to collaborate with and gain insight to the needs of various population groups. As a graduate student at Indiana University, I worked as a Graduate Supervisor for Residential Life in a building of 400+ students. In this role, I responded to emergency situations including alcohol/drug related misconduct and mental health crises. Those situations often required prompt responses from campus police officers, who offered much needed assistance and de-escalation techniques. At Indiana University, I also served as a designee of the Dean of Students office. In that role, my responsibilities included hearing student conduct cases and making decisions related to student-development based sanctioning and referrals. Furthermore, as a member of Indiana University's Anti-Harassment Team, I supported students who were harassed and/or targeted because of their personal identities.

Although I was not born in Ohio and have lived and worked in various states throughout the U.S., I have been a resident of Cleveland for over 10 years. Throughout my life, I have witnessed both effective and ineffective examples of policing. It is my belief that proper civilian oversight of Cleveland's police force is necessary to unite and maintain safety/security in our community. Although the Commission's work will be challenging, I am prepared and qualified to be a member.

**Please describe how you see the oversight role of the new Community Police Commission impacting policing in Cleveland.**

In my opinion, the oversight role of the new Community Police Commission will impact policing in Cleveland by giving a voice to those who have felt unheard. Since the Commission will include both police association representatives and members of the community, I am hopeful that Commission members will gain an understanding of each other's viewpoints. I am also hopeful that the Commission's most pertinent impact will be the establishment and/or strengthening of policing trust and integrity within Cleveland. The passage of Issue 24 put a spotlight on Clevelanders' desire for change and the Community Police Commission must produce meaningful results.

**Please provide other information you consider pertinent: (i.e., civic and community group, memberships, related work experiences and professional groups).**

- Member of the Society for Human Resource Management (SHRM); earned SHRM Certified Professional (SHRM-CP) certification in 2021
- Completed numerous diversity and inclusion courses throughout military and civilian career
- Earned Bachelor's degree from Xavier University of Louisiana
- Earned Master's degree from Indiana University



**From:** [Gregory Reaves](#)  
**To:** [CPC Applications](#)  
**Subject:** Cleveland Community Police Commission Application  
**Date:** Wednesday, April 6, 2022 3:20:53 PM

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Submitted on Wed, 04/06/2022 - 15:20

Submitted by: Anonymous

Submitted values are:

**First Name**

Gregory

**Last Name**

Reaves

**Are you a resident of Cleveland?**

Yes

**Home Address**

[REDACTED]

**City**

Cleveland

**State**

Ohio

**Zip Code**

44120

**Home Phone**

[REDACTED]

**Cell Phone**

[REDACTED]

**Email Address**

[REDACTED]

**Are you over 18 years of age?**

Yes

**What is your gender identity?**

Male

**What do you consider your race?**

African American

**What do you consider your ethnicity?**

Black

**Most recent place of work, job title, and address**

Towards Employment

Career Coach

1255 Euclid Avenue Suite 300

Cleveland, Ohio 44115

**Selection Criteria**

I am a born and raised Clevelander. I have been homeless and I've been incarcerated for 5 years. I worked two years as a case manager with Recovery Resources, working with people with mental health issues. I've worked four years at LEAP working with people with disabilities. I currently work with people with criminal backgrounds as a Career Coach at Towards Employment.

**Have you been employed as a law enforcement officer during the past five (5) years?**

No

**Have you ever been employed by the Cleveland Division of Police in any capacity?**

No

**Have you ever been employed by the Cleveland Department of Public Safety?**

No

**Do you understand the role of the Commission and the responsibilities of its members?**

Yes

**Do you acknowledge the potentially significant time commitment expected of each member?**

Yes

**Do you understand that applications for the Commission are public records, subject to disclosure upon request?**

Yes

**Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?**

Yes

**Do you speak any other languages?**

No

**Please state your reasons for desiring to serve on the Commission.**

I am very passionate about fairness in the criminal justice system.

**Please describe any skills, life experiences, and expertise that would qualify you for an appointment.**

I am a very good communicator, a good listener, and I never rush to judgement. I was incarcerated for 5 years and worked in the law library for two of those years. I was homeless for a period of time as I worked for NEOCH's Bridging the Gap program, where I assisted homeless people in finding permanent housing.

**Please describe how you see the oversight role of the new Community Police Commission impacting policing in Cleveland.**

I think it would have a huge impact on the public trust in the police department. People in neighborhoods like mine are very skeptical of the police department and have never trusted them to police themselves. I think people would have more confidence in the Commission and feel they are being represented.

**Please provide other information you consider pertinent: (i.e., civic and community group, memberships, related work experiences and professional groups).**

I am currently involved in the Neighborhood Leadership Institute and graduate June 8, 2022. I have spoken to at-risk-youth at my alma mater John F. Kennedy Senior High School, and plan to do more speaking engagements.



**From:** [James M. Chura](#)  
**To:** [CPC Applications](#)  
**Subject:** Cleveland Community Police Commission Application  
**Date:** Monday, May 9, 2022 11:17:10 PM

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Submitted on Mon, 05/09/2022 - 23:16

Submitted by: Anonymous

Submitted values are:

**First Name**

James M.

**Last Name**

Chura

**Are you a resident of Cleveland?**

Yes

**Home Address**

[REDACTED]

**City**

Cleveland

**State**

Ohio

**Zip Code**

44111

**Home Phone**

[REDACTED]

**Cell Phone**

[REDACTED]

**Email Address**

[REDACTED]

**Are you over 18 years of age?**

Yes

**What is your gender identity?**

Male

**What do you consider your race?**

Caucasian

**What do you consider your ethnicity?**

Slovak/Austrian

**Most recent place of work, job title, and address**

Re-Sources LLC

Installation Technician

26801 Miles Road, Suite 101

Warrensville Heights, Ohio, 44128

**Selection Criteria**

Section 115-5, (c) v.

"The Mayor may appoint no more than three representatives of police associations, including racial-or-ethnic-minority police-labor associations, or these associations' successors recognized by the City. These police-association representatives must have a background relevant to police community relations and demonstrated connection to their respective associations' membership, and no representative may have a record of police misconduct..."

If selected to the new Community Police Commission I would represent the Fraternal Order of Police, Lodge #8.

**Have you been employed as a law enforcement officer during the past five (5) years?**

Yes

**Dates of Service**

Monday, February 9th, 1987 to Monday, February 17th, 2020.

**Employer**

City of Cleveland, Division of Public Safety, Division of Police.

**Have you ever been employed by the Cleveland Division of Police in any capacity?**

Yes

**Have you ever been employed by the Cleveland Department of Public Safety?**

Yes

**Do you understand the role of the Commission and the responsibilities of its members?**

Yes

**Do you acknowledge the potentially significant time commitment expected of each member?**

Yes

**Do you understand that applications for the Commission are public records, subject to disclosure upon request?**

Yes

**Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?**

Yes

**Do you speak any other languages?**

No

**Please state your reasons for desiring to serve on the Commission.**

To provide the Commission with the perspective of a "reasonable officer" and to explain how and why an officer may react to various scenarios he or she may encounter during the performance of their police duties.

To develop a disciplinary framework/matrix that ensures the completion of fair and impartial investigations in to allegations of police misconduct.

**Please describe any skills, life experiences, and expertise that would qualify you for an appointment.**

I have over 33 years of experience in police patrol and investigative operations including assignment as the officer in charge of the Integrity Control Section which included the Internal Affairs Unit, the Inspection Unit, and the Overtime Review Unit.

Ranks Held-Assignments-Professional Experience

Captain, Second District Patrol Section/Support Section

Commander of the Bureau of Special Investigations

Captain O.I.C. of the Bureau of Integrity Control'  
Fifth District Patrol Section, "C" Platoon

Lieutenant Second District Detective Bureau  
Second District Patrol Section "B" Platoon

Sergeant Second District Strike Force Unit  
Second District Foot & Bicycle Patrol Unit  
Traffic Enforcement Unit  
Police Academy  
Sixth District Patrol Section, "A" and "B" Platoons

Detective Sex Crimes and Child Abuse Unit

Patrolman Fourth District Patrol Section "C" and "4th" Platoons

Police Academy 97th Recruit Class. Blue Coats Award. Ranked number one in the class in academics, physical fitness, and marksmanship.

Education

FBI/National Academy 221 Session April 3rd to June 10th, 2005

Police Executive Leadership College November 15th, 2002 (life member)  
Kent State University Bachelor of Science in Criminal Justice  
Cuyahoga Community College Attended. Studied law enforcement and basic requirements.  
Numerous specialized training courses attended pertaining to law enforcement and police operations.

**Please describe how you see the oversight role of the new Community Police Commission impacting policing in Cleveland.**

One would hope that the Commissions impact would be to provide and fair and impartial investigations in to allegations of police misconduct free from police bias as well as political bias. This would result in a new level of trust between the officers of the Cleveland Division of Police and the multifaceted community they protect and serve.

**Please provide other information you consider pertinent: (i.e., civic and community group, memberships, related work experiences and professional groups).**

I am a life long resident of the City of Cleveland as are my wife and son, my parents and the majority of my siblings.

I am a life long member of St. Wendelin Catholic Church and was in the last graduating class of St. Wendelin Elementary School.

I attended high school at Cleveland Central Catholic which had campuses at St. Stan's Church, St. Micheal's, Church, and St. John Cansius Church.

I served in the United States Marine Corps Reserve, 3/25 Weapons Company, which at that time was based on East 9th Street.

I have extensive experience at each level of supervision within the Division and a proven record of leadership, integrity, and professional knowledge.

Respectfully,

James M. Chura



City of Cleveland  
Justin M. Bibb, Mayor

New Cleveland Community Police Commission Application

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## APPLICATION FORM

### **New Cleveland Community Police Commission**

The Office of Mayor Justin M. Bibb is now seeking applications for the new Cleveland Community Police Commission (new Commission) as outlined in Charter Section 115-5. Applications are due April 30, 2022. The new Commission will have independent oversight and review of police misconduct.

Apply today to be one of the 13 members to be appointed to the new Commission with Council approval to make Cleveland a national model for police accountability and reform.

### **Application Process**

Please note that all new Commission applications are considered a public record, and the applications are subject to disclosure as a public record upon request. Applications for the new Community Police Commission position must be submitted and received by April 30, 2022 or be placed in the regular U.S. mail and postmarked on or before April 30, 2022. Every application received will be reviewed and considered by the City.

Deliver your completed application:

- **Hand delivery:** Hand deliver a completed application on or before April 30, 2022 to one of the drop-off boxes that are located at the security desks at the two entrances to Cleveland City Hall (601 Lakeside Avenue, Cleveland, OH 44114), between 8 a.m. and 4:30 p.m.
- **U.S. Mail:** Mail a completed application, with the envelope and postmark date of on or before April 30, 2022 to:  
Attn: Commission Advisory Group  
Office of the Mayor, Room 202  
Cleveland City Hall  
601 Lakeside Avenue Cleveland, Ohio 44114

### **Role of the new Commission**

For more information about eligibility criteria to serve on the new Commission, applicants are encouraged to review Charter Section 115-5, which outlines power, duties and responsibilities of the new Commission.

**Learn More:** [mayor.clevelandohio.gov/police-reform](http://mayor.clevelandohio.gov/police-reform)

**Contact Information**

First Name Janice (Jan) Last Name Ridgeway

Are you a resident of Cleveland?

Yes  No

Home Address [REDACTED]

City Cleveland State OH Zip Code 44106

Home Phone — Cell Phone [REDACTED]

Email Address [REDACTED]

Are you over 18 years of age?

Yes  No

What is your gender identity? Female

What do you consider your race? Black

What do you consider your ethnicity? African American

**Employment History**

Most recent place of work, job title, and address

Garden Valley Neighborhood House  
Volunteer Director / Board President  
7100 Kinsman Road  
Cleveland, Ohio 44104

**Selection Criteria**

The Commission will consist of 13 persons broadly representative of the racial, social, economic, and cultural interests of the community, including those of the racial-minority, immigrant/refugee, LGBTQ+, youth, faith, business, and other communities, to reflect the overall demographics of Cleveland residents. At least two Commission members must represent community organizations focused on civil-rights issues. At least one Commission member must be, represent, or be knowledgeable of, as applicable, the issues of those who are limited-English speakers, homeless, or who have mental-illness and substance-abuse disorders; those who have been directly impacted by police violence, or be a family member of a person who has been killed by police; those who have been incarcerated and exonerated where police were involved in the wrongful conviction or incarceration; gun-violence survivors or be a family member of a person killed by gun violence; an attorney with experience representing victims of police misconduct or criminally prosecuting police misconduct.

**After reviewing the selection criteria established in Charter Section 115-5 for the new Community Police Commission members, please describe how any of these criteria apply to you.**

African American; in previous experience, (employment, civic, community), have worked directly with practically every demographic in the City. Know residents impacted by gun violence. Have listened to the narratives on both sides of the issue of gun violence and continue to work to ease tension between police and residents.

**Background Information**

Have you been employed as a law enforcement officer during the past five (5) years?  
If yes, please specify.

Yes  No

If yes: N/A

Dates of service N/A

Employer N/A





Please state your reasons for desiring to serve on the Commission. (200 words)

I believe that I can make a difference. I have attended a previous Commission meeting, listened and observed. In my work, I have met with families of victims, had discussions with police, and worked to ease neighborhood tensions, eradicate misleading preconceived ideas about both sides. Have researched other Police Commissions + their work across the country. I am an effective communicator and can work in a committee environment.

Please describe any skills, life experiences, and expertise that would qualify you for an appointment. (200 words)

Can bring strong critical assessment skills and objectivity to situations and issues; open to listening and exploring the full scope of issues; comfortable with controversial and well researched decisions; able to coherently articulate opinions; can work to seek compromise when needed. Have created opportunities for police (cadets) and residents to come together and discuss concerns in non-threatening environments. Established with food pantry manager police engagement (5 Cleveland districts, Shaker, East Cleveland) in community, delivering food to at home seniors. Police also volunteer distributing food to clients in line.

Please describe how you see the oversight role of the new Community Police Commission impacting policing in Cleveland. (200 words)

The greatest role of the new Police Commission is to create trust and credibility in the oversight process — on both sides, residents and police; to present well researched, objective and clearly articulated decisions; and, to be willing to put in the time and work to make Cleveland a stronger, better city.

Additional Information (200 words)

Please provide other information you consider pertinent to your application.

I am a community supporter. I believe that change happens through engagement, and that there will be times that participants must subjugate their personal opinions to seek truth and render just and fair decisions.

# JANICE McCULLOUGH RIDGEWAY

Cleveland, OH 44106

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**Visionary leader** with ability to build and sustain strategic community partnerships and collaborations; earn the trust of a loyal follow-ship and a high degree of community support; identify and develop potential in others to accomplish shared goals.

**Continuous learner and a skilled public speaker**, presenting at the local, state, and national levels; a strong advocate for diversity, historic preservation, literacy and youth, HIV/AIDS, seniors, and hunger initiatives. Invited participant on citywide initiatives that support urban issues.

**Competent and proven administrator**, revitalizing operations; a faltering regional/municipal library construction project; lagging branch library services; inadequate programs and services for youth and teens; and currently the Garden Valley Neighborhood House. Committed and responsive to the needs of an urban environment.

**High energy and high performance professional**, implementing new initiatives, developing innovative ideas and providing ongoing support for others to succeed. Ability to think outside the box, develop effective teams, and seek collaborative solutions.

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## CORE QUALIFICATIONS

- Training needs assessment
- Management of multiple facilities
- Policy development and implementation
- Fiscal management
- Staff relations
- Collection development
- Space planning and utilization
- Strategic planning
- Creating partnerships
- Trained facilitator
- Hiring, interviewing and performance management
- Volunteer management
- Public speaking
  - Grant writing
- Technical writing
- Library levy campaigns
- Creative problem solving
- Analytical skills
- Consensus building
- Prejudice reduction
- Community relations
- Project management
- Managing change
- New library construction and renovation

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## CAREER SUMMARY

GARDEN VALLEY NEIGHBORHOOD HOUSE – Cleveland, Ohio

2010 to Present

### **Board President & Volunteer Director**

Responsible for reestablishing credibility and public confidence in an historic neighborhood agency, which serves a demographic with some of the highest poverty indicators in the City of Cleveland. Through strategic collaborations and a strong and committed community volunteer base, have provided a free food pantry; a senior hot meal program and senior a cappella choir; construction, culinary, sewing skills and Home Health Care training programs; an out-of-school tutorial program and hot meal; student math tutorial and building training; cooking classes for youth and adults; a Sewing Lab; a Theater Arts program; etc.

Earned the designation as Greater Cleveland Food Bank's first Food Resource Center in Cuyahoga County  
Named Cuyahoga County 2014 Food Program of the Year.

Visited by Feeding America to discuss program model for other food pantries.

Visited by five international Fulbright Scholars to discuss success of our model.

Responding to the pandemic, spearheaded a 700 client a month food delivery program to high-risk and disabled seniors.

In partnership with Rainbow Children's Hospital, launched The Baby Box Program to address high infant mortality in Cleveland.

In partnership with Prince Hall Masonic Lodge Ecclesiastes #120, established a food delivery program for local widows.

## JANICE McCULLOUGH RIDGEWAY

In partnership with We Think 4 A Change, established a food delivery program for positive HIV clients.  
Began an entrepreneurial culinary program for teens, including opening a youth-operated restaurant, EATS.

DURHAM CONSTRUCTION TRAINING INSTITUTE – Cleveland, Ohio 2008 to Present  
**Project Manager & Co-Developer**

Helped to create the free construction training program for adult students, located at the Garden Valley Neighborhood House.

CLEVELAND PUBLIC LIBRARY · Cleveland, Ohio 2000 to 2010  
**Administrator, Community Outreach & Public Affairs**

Member of the administrative team and responsible for strategic community partnerships and collaborations. Member of key library and community committees and taskforces.

- Responsible for the development and sustainability of community partnerships; corporate, non-profit, academic, civic, neighborhood, faith-based, and political
- Oversight of state-wide library services for the blind and physically disabled; youth services for the system; and, mobile services delivery to the residents of Cleveland
- Administered all library programs for Main Library, 28 branches and three departments
- Political liaison for the Library system

### **Administrator, Branches & Outreach Services**

Recruited to the Library to revitalize branch services and to reestablish mobile library service. Provided direction and administrative support for 28 neighborhood branches, three major departments, outreach programs and activities, substitute staff. Member of the administrative team and responsible for strategic community partnerships and collaborations. Oversight of over 600+ employees: professionals, clerical, computer assistants and pages. Member of key library and community committees and taskforces.

- Relocation and expansion of Garden Valley Branch
- Reestablishment of Mobile Services after a 20 year absence
- Revitalization of Youth Services, creating age level specialists in Early Childhood, School Age and Teen Services
- Initiated the grant-funded Y? Read (an interactive website for teens); *The Voice* (a teen newsletter); an Annual Teen Summit; and, Imagine! A Puppetry Initiative
- Expansion of daily and Saturday service hours in branches
- Development and implementation of the Neighborhood Team Manager concept
- Successful program partnerships: Rock My Soul and Freedom: An Exhibition
- Program initiatives for new Americans; Lunar New Year and Hispanic Heritage Celebrations; Older Adult Month Celebration; Women's History Month; and, Adult Summer Reading Club

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CLEVELAND HEIGHTS-UNIVERSITY HEIGHTS PUBLIC LIBRARY (CHUHPL) · Cleveland Heights, Ohio

**Deputy Director, Public Services** 1999 to 2000

Recruited to enhance library services to a changing demographic and to assist with Main Library renovation and expansion planning. Responsible for delivery of public services to the Cleveland Heights and the University Heights communities.

- Chaired Steering Committee for Strategic Planning Process
- Member of the Intergovernmental Youth Task Force and Joint Councils and Boards
- Provided expertise to planning process of an expanded and renovated Main Library and space utilization of the YMCA facility and Dobama Theater

CUYAHOGA COUNTY PUBLIC LIBRARY (CCPL) · Beachwood, Ohio

1990 to 1999

### **Branch Manager, Beachwood Branch**

Responsible for the delivery of public library services to the Beachwood community. Facilitated branch's renovation program. Created a Young Adult area, featured in *VOYA Magazine*, October, 1999.

## JANICE McCULLOUGH RIDGEWAY

- Management's representative on Labor contract negotiation team
- Member of the Labor/Management Committee
- Co-chair of Five-Year Facilities Plan
- Chair of taskforce that planned and implemented system-wide programming
- Co-edited Cleveland Metropolitan Library System's *Diversity Manual*

ANCHORAGE MUNICIPAL LIBRARIES · Anchorage, Alaska

1972 to 1987

### **Headquarters Library Project Manager**

Turned around faltering building project to complete a 3-year, \$43 million, 140,000 sf municipal/regional library. Planned, controlled and monitored project activities; implemented systems; developed operational policies and procedures; and, hired staff for operations. Interfaced with staff, library board, relevant municipal, state and federal officials, and the public. Responsible for budget preparation and administration.

### **Assistant Municipal Librarian, Public Services**

Responsible for delivery of public services to the communities within the Municipality of Anchorage and to south central Alaska as part of the Statewide Library Plan, including interlibrary loans and library service to bush areas.

### **Assistant Municipal Librarian, Main Library**

Responsible for the delivery of main library services. Secured selected government depository status.

### **Head of Reference, Main Library**

Increased reference service by 800%. Developed reputable research collections in business, genealogy and Alaskan maps and history, including early gold mining maps and a significant collection of resources by and about author and poet Robert Service.

BIBLIOSEARCH/RIDGEWAY RESEARCH · Anchorage, Alaska

1974 to 1984

### **Partner/Owner**

Library consultant. Developed prototype for indexing Environmental Impact Statements on Alaskan offshore oil development for the U.S. Department of Interior. Set up new libraries. Conducted marketing research for businesses desiring to locate to Alaska. Performed subject specific research for clients in public and private sectors.

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### EDUCATION/TRAINING

- Cleveland Foundation/Neighborhood Connections, Non-profit Management Training
  - EMORY UNIVERSITY, Master of Librarianship
  - ALBANY STATE UNIVERSITY, Bachelor of Arts, English major, Black Studies minor
  - STATE UNIVERSITY OF NEW YORK – ALBANY CAMPUS, Library Service to the Business Community (Certificate)
  - CASE WESTERN RESERVE UNIVERSITY, Construction Management (Certificate)
  - CLEVELAND AREA METROPOLITAN LIBRARY SYSTEM (CAMLS), Transforming Libraries (Certificate)
  - CLEVELAND AREA METROPOLITAN LIBRARY SYSTEM (CAMLS), Diversity Training (Certificate)
  - AMERICAN MANAGEMENT ASSOCIATION, Project Management (Certificate)
  - AMERICAN LIBRARY ASSOCIATION, Spectrum Initiative Recruiter Training (Certificate)
  - HARVARD AND YALE UNIVERSITIES ACCELERATED STUDIES PROGRAM, Carnegie and Ford Foundation Awards
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# JANICE McCULLOUGH RIDGEWAY

## COMMUNITY AND PROFESSIONAL ENGAGEMENT

- Community Activist & Organizer, led successful campaign to save two historic houses in Wade Park/University Circle Federal Historic District and have neighborhood designated a City of Cleveland Historic District
- Member, We Think 4 A Change Board (HIV/AIDs Non-Profit for Women 55 and Older)
- Member, City of Cleveland Planning Commission Eastside Design Review Team
- Member, Board of Dancing Wheels
- Member, Greater Cleveland Food Bank: Agency Advisory Committee and Political Advocacy Committee
- Member, Opportunity Corridor Oversight and Inclusion Advisory Committee
- Advisor for the implementation of a centralized distribution warehouse for hygiene and safety products for Cuyahoga County's non-profit and faith-based communities
- Past Board member, Kent State University, School of Continuing Education's Virginia Hamilton Multicultural Literature Conference
- Board President/Interim Director Garden Valley Neighborhood House
- Past Literature Juror (two terms), Cleveland Arts Prize
- Past President, Board of Project: LEARN: An Adult Literacy Organization
- Past President, Hillcrest League of Women Voters
- Past President, Anchorage Library Association
  
- Past Juror, The Sugarman Children's Biography Award, Cleveland Public Library
- Past Board Member, Past Vice Chair, Sankofa Fine Arts Plus
- Past Member, Cleveland Metropolitan School District's MC<sup>2</sup> STEM High Schools Initiative – Public Partners Committee
- Past Member, Advisory Steering Committee for The Literacy Cooperative
- Past Member, Board of RSVP
- Past Member, Cleveland Chautauqua Committee, Cleveland State University
- Past Member, Karamu's Theater Advisory Group
- Past Member, Fairfax Renaissance Committee
- Past member, Board of Ohio Library Council
- Past Member, Ohio Library Council's Diversity Awareness and Resources Committee (a founding member)
- Past Member, Advisory Board State Library of Ohio Library Services and Technology Act

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## AWARDS AND RECOGNITION

- Selected for and included in The History Center of Cleveland, Ohio's Giving Back – The Soul of Philanthropy Reframed and Exhibited 2019, in recognition of commitment to giving back to the community
- Cleveland State University National Association of Social Workers Ohio Chapter Region III – Public Citizen of the Year, 2015
- The Plain Dealer, November 26, 2014 “Good News Giving...”
- Belt Magazine (<http://beltmag.com/foodpoverty>) “Long lines at the pantry Hunger and Need on the Rise in Ohio”
- Outstanding Service Award (National Association of Negro Women)
- Who's Who of Emerging Leaders in America
- Who's Who of American Women
- Who's Who in Black Cleveland 2012
- Community Hero, The Plain Dealer 2011
- Employee Recognition Award: STAR Employee (Cuyahoga County Public Library)
- Magna Cum Laude graduate, 1970
- Alpha Kappa Nu National Honor Society (Albany State College)
- Beta Phi Mu National Honor Society (Emory University)

**From:** [Sharena Zayed](#)  
**To:** [CPC Applications](#)  
**Subject:** Cleveland Community Police Commission Application  
**Date:** Monday, May 9, 2022 10:14:26 PM

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Submitted on Mon, 05/09/2022 - 22:14

Submitted by: Anonymous

Submitted values are:

**First Name**

Sharena

**Last Name**

Zayed

**Are you a resident of Cleveland?**

Yes

**Home Address**

[REDACTED]

**City**

Cleveland

**State**

Ohio

**Zip Code**

44127

**Home Phone**

[REDACTED]

**Cell Phone**

[REDACTED]

**Email Address**

[REDACTED]

**Are you over 18 years of age?**

Yes

**What is your gender identity?**

Female

**What do you consider your race?**

Black

**What do you consider your ethnicity?**

Non Hispanic

**Most recent place of work, job title, and address**

University Settlement

North Broadway Network Weaver

4909 Mead Ave

Cleveland ohio 44127

**Selection Criteria**

I have been treated for trauma related mental health issues. I lost my 15 year old son to gun violence in March of 2020.

**Have you been employed as a law enforcement officer during the past five (5) years?**

No

**Have you ever been employed by the Cleveland Division of Police in any capacity?**

No

**Have you ever been employed by the Cleveland Department of Public Safety?**

No

**Do you understand the role of the Commission and the responsibilities of its members?**

Yes

**Do you acknowledge the potentially significant time commitment expected of each member?**

Yes

**Do you understand that applications for the Commission are public records, subject to disclosure upon request?**

Yes

**Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?**

Yes

**Do you speak any other languages?**

No

**Please state your reasons for desiring to serve on the Commission.**

I was born and raised in Cleveland. This is the city I love, my city of choice. I've been hurt by her, but I refuse to give up on her. As Cleveland residents it is up to us to create the positive change we want seen in policing, violence and community policy/engagement. It's going to take a lot of blood sweat and tears to ensure justice, improved quality of lives, and make wrongs right. It's going to take an "all hands in" approach to accomplish this major task. I'm



up for the challenge.

**Please describe any skills, life experiences, and expertise that would qualify you for an appointment.**

I have lived life experiences. Experience in community outreach and engagement. Great with working in teams, on planning projects and in stressful situations.

**Please describe how you see the oversight role of the new Community Police Commission impacting policing in Cleveland.**

I think it will promote personal and departmental accountability within the police force. As well as helping to establish positive relationships between police and residents. The potential positive impact is limitless.

**Please provide other information you consider pertinent: (i.e., civic and community group, memberships, related work experiences and professional groups).**

- Board chair of Stop the Pain Inc
- Board member of Chagrin arts
- Member of Citizens to Bring Back North Broadway

**From:** [Kyle Earley](#)  
**To:** [CPC Applications](#)  
**Subject:** Cleveland Community Police Commission Application  
**Date:** Monday, May 2, 2022 11:24:12 AM

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Submitted on Mon, 05/02/2022 - 11:24

Submitted by: Anonymous

Submitted values are:

**First Name**

Kyle

**Last Name**

Earley

**Are you a resident of Cleveland?**

Yes

**Home Address**

[REDACTED]

**City**

Cleveland

**State**

Ohio

**Zip Code**

44119

**Home Phone**

[REDACTED]

**Cell Phone**

[REDACTED]

**Email Address**

[REDACTED]

**Are you over 18 years of age?**

Yes

**What is your gender identity?**

Male

**What do you consider your race?**

Black

**What do you consider your ethnicity?**

African American

**Most recent place of work, job title, and address**

City of God Cleveland

Senior Pastor

742 East 152nd Street

Cleveland, Ohio

**Selection Criteria**

I believe that the community should have more input and provide more recommendations when it comes to our police department. Working with the Mayor and Police Chief, this commission helps when it comes to fair treatment of our citizens, the discipline for officers who violate the law and community trust and creates transparency when it comes to police policies and procedures.

I believe the criteria of proposing legislation to city and state officials, engaging in community outreach, and providing independent judgment critical analysis of the duties of the Cleveland Police Department are all criteria that apply to me.

**Have you been employed as a law enforcement officer during the past five (5) years?**

No

**Have you ever been employed by the Cleveland Division of Police in any capacity?**

No

**Have you ever been employed by the Cleveland Department of Public Safety?**

No

**Do you understand the role of the Commission and the responsibilities of its members?**

Yes

**Do you acknowledge the potentially significant time commitment expected of each member?**

Yes

**Do you understand that applications for the Commission are public records, subject to disclosure upon request?**

Yes

**Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?**

Yes

**Do you speak any other languages?**

No

**Please state your reasons for desiring to serve on the Commission.**

I desire to serve on the commission because of my experience in being a convener, community organizer and bridge builder. The opportunity to serve on this commission gives us all the opportunity to bring accountability to our police department and community. Serving on this commission creates the opportunity for real reform within our police department and I would like to play a role in that reform. It is also exciting to be in a position to be a part of model that has the potential to improve our city and region but may be able to help other cities across this country.

**Please describe any skills, life experiences, and expertise that would qualify you for an appointment.**

With over 15 years of activism, organizing and community building in the Cleveland area, I have had the opportunity to work with elected officials, residents, constituency groups, businesses and faith leaders; as a bridge builder and convener to bring Cleveland together; to ensure a better quality of life for all residents.

I am an effective communicator, organizer, collaborator and team player, who is passionate about seeing Cleveland move in a new direction. I have a proven track record of being able to collaborate and partner with others and I value the ability to build and maintain healthy relationships. In addition, I am a hard worker who is loyal, responsible and I display integrity in my professional and personal life.

**Please describe how you see the oversight role of the new Community Police Commission impacting policing in Cleveland.**

I see the oversight role impacting policing in Cleveland in a positive way. To be able to have citizens review police misconduct is the greatest impact I see. We have the ability to change policy and procedures of how our police department is ran. However, the role of commission should not be to just highlight all that is wrong with our police department, but to identify our police departments strengths as well and build upon those strengths while intentionally improving our police department and how it interacts with the citizens of Cleveland.

**Please provide other information you consider pertinent: (i.e., civic and community group, memberships, related work experiences and professional groups).**

I am a proud member of the following organizations:

- 1) Cleveland NAACP
- 2) United Pastors in Mission
- 3) Board Member - Hunger Network of Greater Cleveland
- 4) The Faith Movement - President

**From:** [Piet van Lier](#)  
**To:** [CPC Applications](#)  
**Subject:** Cleveland Community Police Commission Application  
**Date:** Saturday, April 30, 2022 1:38:53 PM

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Submitted on Sat, 04/30/2022 - 13:38

Submitted by: Anonymous

Submitted values are:

**First Name**

Piet

**Last Name**

van Lier

**Are you a resident of Cleveland?**

Yes

**Home Address**

[REDACTED]

**City**

Cleveland

**State**

Ohio

**Zip Code**

44102

**Home Phone**

[REDACTED]

**Cell Phone**

[REDACTED]

**Email Address**

[REDACTED]

**Are you over 18 years of age?**

Yes

**What is your gender identity?**

Male

**What do you consider your race?**

White

**What do you consider your ethnicity?**

Dutch American

**Most recent place of work, job title, and address**

Policy Matters Ohio  
Senior Researcher  
3631 Perkins Ave., Suite 4C-East  
Cleveland, OH 44114

**Selection Criteria**

- One member of my immediate family is a racial minority and one is a member of the LGBTQ+ community.
- Much of my work for Policy Matters Ohio is focused on civil justice and the reform of the criminal legal system.
- In 2007, a close friend was killed by a neighbor with a gun, and other friends have been victims of non-fatal gun violence.
- 

**Have you been employed as a law enforcement officer during the past five (5) years?**

No

**Have you ever been employed by the Cleveland Division of Police in any capacity?**

No

**Have you ever been employed by the Cleveland Department of Public Safety?**

No

**Do you understand the role of the Commission and the responsibilities of its members?**

Yes

**Do you acknowledge the potentially significant time commitment expected of each member?**

Yes

**Do you understand that applications for the Commission are public records, subject to disclosure upon request?**

Yes

**Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?**

Yes

**Do you speak any other languages?**

Yes

**Language details**

Fluent in Spanish, limited Dutch.

**Please state your reasons for desiring to serve on the Commission.**

As a resident of Cleveland, I believe that everyone, no matter what they look like or where they live, has the right to be safe and treated with respect. For too long, this has not been the reality for many residents of Cleveland, especially our Black and brown neighbors and people who are experiencing crises related to mental or behavioral health, housing insecurity, and substance use.

There is an important role for an effective and accountable police force in Cleveland, but for too long efforts at reforming the Cleveland Division of Police have fallen short and the damage to our community is clear. I believe that strong civilian control, as represented by the potential of the new Community Police Commission, is a necessary part of the solution as our community strives to do everything we can to ensure that the CDP is responsive to our city's needs.

I want to serve because the community must be able to exercise more control and oversight over police policies and practices, including discipline, recruitment and training, and the CPC will have the authority to take on this role. I also see the CPC role of making grants for programs on violence prevention, restorative justice and mediation as critical to our community's efforts to ensure the safety of all Clevelanders. The more we can do to keep people out of the pipeline to incarceration, and get them the help they really need, the safer we all will be.

**Please describe any skills, life experiences, and expertise that would qualify you for an appointment.**

I am a researcher with Policy Matters Ohio, the state policy research institute creating a more equitable and inclusive Ohio through research, strategic communications, coalition building and policy advocacy.

My work has involved a focus on sentencing reform, bail reform, decarceration and other issues. More recently, we have been focused on reimagining public safety in Cleveland and Cuyahoga County. I have been collaborating with partners to ensure the voices of people directly impacted by policing are heard, and building a coalition of residents, service providers and others to advocate for non-police response for those experiencing mental or behavioral health crises. I strongly believe we must provide new ways to provide assistance and care for people who need it while freeing up police to respond to the emergencies that need an armed response.

Overall, I see my focus on state and local policy over the course of my professional work in Cleveland as particularly relevant to the CPC.

I spent time working in Central America and Mexico in support of peace and human rights, with an organization called Peace Brigades International. Working with a small team of volunteers, we responded to requests to provide protective accompaniment to local activists threatened by state-sponsored violence. That experience taught me the power of active non-violence, which includes a commitment to justice and smart, strategic advocacy and communications. I also became fluent in Spanish.

More personally, I was born in Cleveland as the child of immigrants, went away to college and came back as a young adult. This city is part of me and I have been involved in efforts to make it a better place for three decades, working on issues as varied as housing, education and criminal legal system reform. I worked for many years as a journalist, a role that allowed me to get to know the city I grew up in, a learning process that continues to deepen.

**Please describe how you see the oversight role of the new Community Police Commission impacting policing in Cleveland.**

The Community Police Commission will have a positive impact on policing and safety. The current CPC published a study that looked at the past 100 years of police reform in our city, and it's clear that strong, independent oversight of the Cleveland Division of Police has been missing. The new CPC as approved by Cleveland voters in November provides an unprecedented opportunity to change that story.

CPC oversight of discipline is key. Too often we've seen inadequate discipline that creates ongoing harm to the community. Through its oversight of investigations and how it works with the Civilian Police Review Board, the CPC will be able to strengthen accountability. I know that most people in law enforcement want to help protect the community, and better accountability will help them make a positive difference.

The new CPC must work as closely and collaboratively with various entities in Cleveland as it can. A big part of that role should be conducting effective public outreach in order to provide community feedback and guidance to the Division of Police, the Office of Professional Standards, the Civilian Police Review Board, Internal Affairs, and other city law-enforcement and police-accountability entities.

The CPC role overseeing police policy around recruitment and training is also hugely important – for the first time, the community will have direct authority over how the police force is shaped and directed. CPC's publication of reports and analysis must continue, and the its ability to access records is very important.

As I mentioned above, the grant-making power of the CPC will help create a safer Cleveland by focusing on new and different ways to respond to the needs of residents and prevent violence before it happens.

In the end, the CPC must use all its powers to improve many aspects of policing, not only accountability and discipline, and must be willing and able to explore new ways to think about and advocate for public safety.

**Please provide other information you consider pertinent: (i.e., civic and community group, memberships, related work experiences and professional groups).**

As a long-time resident of Cleveland, I have been part of a number of different organizations and initiatives over the years. My resume, summarizing my involvement both professionally and as a volunteer, can be found on my LinkedIn profile at [linkedin.com/in/pietvanlier/](https://www.linkedin.com/in/pietvanlier/).

Here is a brief summary of relevant additional information not mentioned above:

- Board member of the Community Land Trust of Greater Cleveland from 2002 to 2011, including board president from 2006 to 2011, at which time the nonprofit, focused on creating permanently affordable housing, merged with Neighborhood Housing Services of Greater Cleveland. I served on the NHS board until 2017.



- Founding parent member of the Committee for Equity and Inclusion at Campus International School in Cleveland, from May 2018 to June 2020.
- Founding parent member of the neighborhood group that created Near West Intergenerational School, a charter school sponsored by the Cleveland Metropolitan School District, 2009-2011.
- Founding coordinator of the parent group at the Near West Intergenerational School, 2011 to 2014.

**From:** [Teri Wang](#)  
**To:** [CPC Applications](#)  
**Subject:** Cleveland Community Police Commission Application  
**Date:** Monday, May 9, 2022 8:43:17 PM

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Submitted on Mon, 05/09/2022 - 20:43

Submitted by: Anonymous

Submitted values are:

**First Name**

Teri

**Last Name**

Wang

**Are you a resident of Cleveland?**

Yes

**Home Address**

[REDACTED]

**City**

Cleveland

**State**

Ohio

**Zip Code**

44113

**Home Phone**

[REDACTED]

**Cell Phone**

[REDACTED]

**Email Address**

[REDACTED]

**Are you over 18 years of age?**

Yes

**What is your gender identity?**

Female

**What do you consider your race?**

Asian American

**What do you consider your ethnicity?**

Chinese

**Most recent place of work, job title, and address**

Teri Wang Writing & Academic Consulting  
1028 Starkweather Ave, Apt 3  
Cleveland, OH 44113

**Selection Criteria**

I am Asian American of Chinese descent. I am also an immigrant. I moved to the United States when I was 6 years old and learned English as a second language.

There are currently over 10,000 Asian Americans living in Cleveland and an estimated 38,417 AAPI living in Cuyahoga County. Although this maps to just 3.1% of the city's population, Asian Americans are a growing demographic in both our city and county.

My life experiences as a Chinese American bolster my capability to support the AAPI population, and also translate to a broader ability to empathize with the needs of other marginalized populations. In my community and social justice work, I have advocated for all people of color, immigrants/refugees, the unhoused, and those affected by mental health struggles. I speak Mandarin Chinese and have additional language skills in Farsi, Uighur, and French.

After closely following the stories of Timothy Russell, Malissa Williams, Tanisha Anderson, and Tamir Rice, I took the initiative to attend and speak at the community meetings for the DOJ consent decree. I was deeply distressed by what happened to young Tamir because I recycled at the Cudell Recreation Center and immediately understood the tragedy that had occurred. I attended the DOJ meetings and interfaced with other community members because I believe our city has the ability to rise up from tragedy and become a city of promise for all.

Unfortunately, even today, few statistics are taken on AAPIs with regards to the criminal justice system, and I hope to add this vital dimension as a member of the Community Police Commission. I was told I was the first Asian American Clevelander to attend the DOJ consent decree meetings. Indeed, I have committed my time and heart to this cause when it was not a popular topic in my community. My life, work, and service experience demonstrate a holistic and sincere understanding of the intersectional issues surrounding police and the criminal justice system in Cleveland.

**Have you been employed as a law enforcement officer during the past five (5) years?**

No

**Have you ever been employed by the Cleveland Division of Police in any capacity?**

No

**Have you ever been employed by the Cleveland Department of Public Safety?**

No

**Do you understand the role of the Commission and the responsibilities of its members?**

Yes

**Do you acknowledge the potentially significant time commitment expected of each member?**

Yes

**Do you understand that applications for the Commission are public records, subject to disclosure upon request?**

Yes

**Do you understand that your social security number may be required to conduct a background check if you are selected as a finalist?**

Yes

**Do you speak any other languages?**

Yes

#### **Language details**

I speak Mandarin Chinese and have additional language skills in Farsi, Uighur, and French.

#### **Please state your reasons for desiring to serve on the Commission.**

I believe that Cleveland has the potential to be exceptional. This is why I have stayed since moving here in 2010. However, for Cleveland to reach its potential, we must address ongoing tensions between the police and the community. To do this, the new Community Police Commission must deeply represent the city—in traditional demographics, and also in less visible criteria like immigrant, mental health, housing, social-economic status, and other identities. Because I have both practical and academic experience within these interrelated realms, I believe I can serve as an effective bridge-builder between the CDP and our diverse communities.

#### **Please describe any skills, life experiences, and expertise that would qualify you for an appointment.**

I grew up in Akron and attended public school. Although my parents were highly skilled physicists, they struggled to maintain jobs because of the vulnerabilities they faced as immigrants. By the time I was 16, my father had passed away from cancer due to inadequate access to healthcare, leaving my mother with only a few thousand dollars. I spent my latter years of high school living in a low-income neighborhood where I observed many encounters with the police.

I then entered Harvard on scholarship and graduated with a degree in Biochemistry and Art History. I was selected for Harvard in part because of my student leadership in the Coming Together Project, a racial relations initiative started by the Akron Beacon Journal, later honored by President Bill Clinton. At Harvard, I served in student government and was elected into writing and arts societies.

I have expertise in scientific and data analysis, as well as implicit bias research. I hope to use

this acumen to illuminate how environmental, individual, and social factors interact to impact crime and policing. Accordingly, I envision my writing skills will be put to good use in any reports the Commission may author. Indeed, because of my dual training in the sciences and the humanities, I am able to link big and small data to develop effective and compassionate communication.

I spend my free time serving and supporting the marginalized—the unhoused, human trafficking survivors, immigrants, and disadvantaged students. I have walked many hours as a canvasser in neighborhoods on both the East and West sides. I have written community and arts grants that have garnered hundreds of thousands of dollars in funding. I have started two profitable businesses. And a dozen of my student mentees have gone on to Ivy Plus colleges. My concrete skill set, and my willingness to learn, make me uniquely qualified for a position on this Commission.

**Please describe how you see the oversight role of the new Community Police Commission impacting policing in Cleveland.**

Every crisis and misstep represent the opportunity to recognize, learn, and improve. I hope the new Community Police Commission serves not just as a practical forum for citizens to receive attentive and fair hearings for their complaints, but also as a pathway for improved trust between the community and the CDP. Without a shared recognition of tangible tensions and issues, change is hard to advance and sustain.

The fact that cameras are now mandated on officers and in police cars speaks to the disconnections that exist between our community, the CDP, and our criminal justice system. The credibility of our police rests on their ability to protect the communities they serve and their ability to treat all Clevelanders as fully human. I therefore envision the role of the new Community Police Commission beyond mere supervision—the new commission can also help guide stakeholders toward collaborative solutions and policies that defy partisan politics or personal ideology. It is only through joint agency and empowerment that we can repair this broken relationship.

I believe this is the deeper possible mission of the Community Police Commission—to mirror the resilience, reconciliation, and kindness that is already here in Cleveland. And to this end, I hope to share my skills and training in Nonviolent Communication (a language model that has been used in many conflict regions) to support the Commission's long-term efforts at bridging the community and the police. We can improve as a city, and I believe the Community Police Commission provides the perfect platform to enact this positive change.

**Please provide other information you consider pertinent: (i.e., civic and community group, memberships, related work experiences and professional groups).**

Chair of Community Partnerships, Asian American Coalition of Ohio (AACO)

International Committee, Cleveland Museum of Art

Social Media Manager, APA Justice Task Force (nationwide think tank on AAPI racial profiling).

Mentor, UC Berkeley Chinese Alumni International Association (BCAIA)

Mentor to low-income and disadvantaged Cleveland students applying to Ivy Plus universities  
Harvard Club of Northeast Ohio

My application is supported by these members of our community and beyond. Please feel free to contact them for more information.

Mr. Benson P. Lee  
CEO, AnyWhere Energy  
Former board member, The Cleveland Foundation



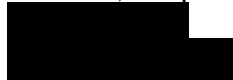
Ms. Deborah W. Yue  
Civil Litigator  
Board Member, OCA of Greater Cleveland



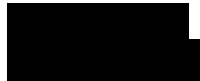
Ms. Latonya Goldsby & Mr. Justin Abdul-Kareem Henton  
Co-founders, Black Lives Matter Cleveland



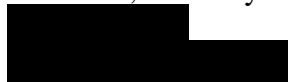
Mr. David Nash  
Partner, McMahon DeGulis  
Founder, Corporate Sustainability Network



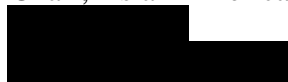
Dr. Malia McAndrew  
Associate Professor of American and Feminist History  
Director, Arrupe Scholars Program  
John Carroll University



Mr. Chuck Ng  
Director of Community Outreach and Development, Civic Leadership USA (CLUSA)  
President, Berkeley Chinese Alumni International Association (BCAIA)



Mr. Vincent Wang  
Chair, Asian American Coalition of Ohio (AACO)



Pastor Tim Rosenberger  
Sola Caritas MCC

