**Application for Membership on the New**

**Ann Arbor Independent Community Police Oversight Commission**

The City of Ann Arbor has established a new commission, the Independent Civilian Police Oversight Commission (ICPOC), that will serve to:

1) Receive complaints and commendations from civilians about their interactions and experience with the AAPD

2) Review investigations conducted by the AAPD of complaints made by civilians

3) Make recommendations to the AAPD about its policy, procedures and training based on information received from civilian interactions with the AAPD

PLEASE FILL OUT THIS APPLICATION FORM if you would like to be considered for volunteer service as a member on this Commission for a three year term.

The first eleven members selected for this new commission will be instrumental in making it the effective, fair-minded, neutral and independent body that is needed to serve all the members of this community, including the AAPD. These new commissioners will engage with the AAPD to learn about its policies, procedures and training. At the same time, they will engage with members of the community to learn about their encounters with the Ann Arbor police. Persons appointed to the Commission will be those who, insofar as possible, represent the City’s diverse population and are committed to improving police and community relations.

When answering the questions on this application, please feel free to provide additional information you think will be helpful in the review of your application. **If you choose not to answer a question, you will not be disqualified from consideration.** Please note that completed applications can be shared if requested under the Freedom of Information Act (FOIA) and may be discussed publicly.

**About the Commission and the Expectations of Membership**

**The Independent Community Police Oversight Commission (ICPOC) will:**

* work to improve and strengthen police-community relations;
* provide a process for outside review/investigation of particular incidents brought by the community;
* recommend changes in police policies or practices;
* provide oversight of the Ann Arbor Police Department (AAPD) with regard to how police services are provided with the goal that all community members experience equitable treatment in any and all interactions with the police;
* work with the AAPD to encourage the respectful treatment of all persons with respect to segments of the community that are most vulnerable and have been marginalized; and
* give the community a voice in influencing the selection of leadership for the AAPD.

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**The Commission’s responsibility will be:**

* to interact with community members and the AAPD to improve and strengthen police-community communication and relations;
* to go out and educate the community about the function of the ICPOC;
* to be a place for civilians to bring complaints about the AAPD as well as commendations (reports of positive experiences);
* to review and evaluate objectively the response and investigation of incidents by the AAPD for the benefit of the community, the Chief, City Administrator and City Council;
* to make recommendations to the AAPD, with community input and on behalf of the community, when changes in police policies and practices are needed;
* to recommend ideas to the AAPD on how to be respectful and avoid undue use of force, especially toward persons more vulnerable and marginalized in this community; and
* to provide constructive oversight of the AAPD to achieve safety and equitable treatment for everyone who lives, works, visits, and studies in Ann Arbor.

**The Commissioners’ commitment will be:**

* to read and understand the ordinance and the by-laws for the ICPOC;
* to volunteer time and service for three years;
* to be part of an eleven-member team, respecting the views of other team members and speaking your true views and beliefs;
* to attend a monthly meeting (televised and recorded) and also give additional time for subcommittee work;
* to be sensitive to the experiences of persons who have been negatively impacted by policing;
* to know the history and challenges of policing and help bring about culture shift;
* to receive training and learn about trauma-informed care, policing, policies & practices (e.g. de-escalation, use of force), implicit bias, mental health crises, power analysis, restorative practices, etc.;
* to represent the ICPOC out in the community: educating about its function, listening to concerns of civilians, finding community advisors and partners;
* to receive both complaints and commendations (reports of positive experiences) about the AAPD;
* to review AAPD incident reports, relevant data, discipline, training, recruitment, etc.;
* to produce an annual report for the community that shows what the commission did and recommended, and includes data on complaints, compliance, improvements;
* to create special reports as needed about AAPD policy around a specific incident;
* to create an annual budget and strategic plan;
* to review and give input to the AAPD’s strategic plan; and
* to promise to keep personal information confidential.

Serving on this Commission will require a significant time commitment. There will be monthly Commission meetings as well as subcommittee work and other activities with the AAPD and in the community. To learn more about the Commission and what is expected from its Commissioners, please read the actual ordinance creating this Commission which can be found online at [www.a2gov.org/humanrights](http://www.a2gov.org/humanrights).

**About Submitting Your Application**

Review of applications will begin on February 1, 2019. To submit your application, either

1) email it [HRC@a2gov.org](mailto:HRC@a2gov.org); or

2) mail it to the Ann Arbor Human Rights Commission, 301 E. Huron Street, P.O. Box 8647, Ann Arbor, MI 48107-8647; or

3) place it in the bin on the door marked “City Administrator’s Office,” third floor, Guy C. Larcom City Hall, 301 E. Huron Street, Ann Arbor.

All applications that are received will be sent for review by the City Council Liaisons to the Human Rights Commission and Independent Community Police Oversight Commission.

**Your Name:**

**Your Email Address:**

**Your Phone Number:**

**Your Mailing Address:**

**Your Occupation and Employer:**

**1. How did you learn about the Ann Arbor Independent Community Police Oversight Commission? What role do you see the Commission playing in the community?**

**2. What interests you most about this Commission and what issues do you think it needs to address? What contributions to the Commission do you see yourself making?**

**3. What experience, skills, and perspectives would you bring to this police oversight commission? When answering this question, include your personal experiences, skills, and perspectives as well as what you have gained through education, organizations, volunteering, and/or work.**

**4. Based on what you know and what you have heard, what do you think the greatest challenges will be for the Commission in its first year?**

**5. Do you identify with or work closely with any community that would inform your work on this Commission (e.g. racial or ethnic affiliation, LGBTQIA+ affiliation, mental health worker, school teacher, etc.)?   Please explain how you think this background would contribute to the work of the Commission.**

**6. Do you speak any language in addition to English? Which languages can you speak and**

**how well do you speak them?**

**7. Commissioners will be appointed for staggered three-year terms. They will meet regularly once (or more) each month and will need to devote time before meetings for preparation and after them for follow up. In addition, commissioners will need to be able to spend some time on Commission projects and for training especially during their first year. It is critical that commissioners have the time needed for this work. Would you be able to devote the necessary time? Yes \_\_\_ No\_\_\_ Please provide some idea of how much time you would be willing and able to provide to this effort.**

**8. Have you ever worked in law enforcement? Yes\_\_\_ No\_\_\_\_**

**Please describe where and when you served, what kind of experience you have had, and how you think your law enforcement background would contribute to the work of this Commission***. Please note that if you are currently employed by the City of Ann Arbor (including as a police officer) or have been employed by the City in any capacity within five years of the due date of this application, you will not be eligible for appointment.*

**9. How many years have you lived or worked in the city of Ann Arbor?** \_\_\_\_\_\_\_ **Do you**

**vote in the city of Ann Arbor? \_\_\_\_\_** **In which Ward do you live? \_\_\_\_\_**

**10.** **Have you ever had a work or contractual relationship with the City of Ann Arbor or the Ann Arbor Police Department? Yes\_\_\_ No\_\_\_ If so, when?**

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**11.** **Are you involved in any legal action with the City of Ann Arbor or the Ann Arbor**

**Police Department? Yes\_\_\_ No\_\_\_ If yes, please explain:**

**12. Do you know of anything that might constitute a conflict of interest for you in working on this Commission? Yes \_\_\_ No\_\_\_ If yes, please explain:**

**13. Is there someone else whom you would like to recommend to serve on the Commission? Please supply their name and whatever contact information you have and we will reach out to them.**

**14. Should your application for membership not be selected, your experience, skills, and perspectives may still be valuable as a potential resource for the Commission. Would you be willing to provide some assistance to the Commission, should such help be needed and requested? Yes \_\_\_ No\_\_\_**