

Police Civilian Internal Affairs Review Commission Proposed Appointments – August 2017

Daria Caldwell

Ethnicity: African American
Employer: Saint Paul Public Schools
Occupation: Teacher

Why are you interested in serving on a board or committee?

I am interested in serving with the Police Civilian Review Commission for various reasons, specifically to serve the community in which I live and work in and offer my expertise while learning from others. Much like any other civic duty, being an active member of my community and a positive representative is an important part of my daily life. As an educator I encourage my students to have a voice and be active members of society. I aim to lead by example and take on any opportunity I can to better my community.

What skills/training or experience do you possess for the committee(s) for which you seek appointment?

I am an effective communicator and my teaching experience has provided me with various real life on the spot opportunities for action, teaching and learning in regards to decisions, evidence and mediation.

Kristen Clark

Ethnicity: Other
Employer: Hamre, Schumann, Mueller & Larson
Occupation: Patent Attorney

Why are you interested in serving on a board or committee?

I am interested in serving as a PCIARC Commissioner because I am a St. Paul resident who wishes to engage in helping our community. At this time, relations between the police and residents appear to be strained and the changes to the PCIARC may be a promising step toward mending the relationship. I feel that I lack the biases on either side which may hinder repairing the relationship between police and residents. As such, I would like to offer my time and skills in the effort to help, with the goal being that the St. Paul community benefits.

Prior to purchasing a house and living in St. Paul, I lived in Tennessee. I was very active and volunteered on boards/organizations that sought to benefit the local community in Tennessee. After taking a break from volunteering to earn my law degree and start work as a patent attorney in Minnesota, I have the desire to get involved and help the St. Paul community where I may be of assistance.

What skills/training or experience do you possess for the committee(s) for which you seek appointment?

After law school, I began working as a patent attorney. As a patent attorney, I have regular discussions with Examiners regarding patent applications where disagreement occurs on a regular basis. I believe that I can discuss difficult issues,

work well with others, and have professional disagreements with others.

In addition to completing law school, in the past I have served on various boards and organizations that dealt with highly sensitive subjects, such as sexual assault and providing healthcare in low-income areas. For example, I was the vice-chair of the Women's Coordinating Council and organizer of "Take Back the Night" at my university, which focuses on the issue of sexual assault. In the course of organizing the event, I had to meet with various sexual assault crisis centers, victims of sexual violence, and members of the police. Appropriate education and safety measures were implemented across the campus.

I believe that my experience of serving on previous boards/organizations that dealt with serious and sensitive subjects may benefit the committee. I believe that I can handle reviewing complaints and discussing serious allegations that may have consequences in people's lives. I understand the responsibility that comes with the position.

Sasha Cotton

Ethnicity: African American

Employer: City of Minneapolis

Occupation: Senior Public Health Specialist/Youth Violence Prevention Coordinator

Why are you interested in serving on a board or committee?

As a life long resident of Saint Paul and the Vice Chair of the African American Leadership Council (AALC) I am very interested in increasing trust between the Saint Paul Police Department and the community. Public Safety relies heavily on public trust. Police officers and communities are best served when they are able to work together. I believe that the Police Civilian Internal Affairs Review Commission, being made up of residents and police officers offers a unique opportunity for increased community/police trust by reviewing cases together. I would be honored to be a part of that process.

What skills/training or experience do you possess for the committee(s) for which you seek appointment?

My academic training includes a Bachelors degree with a double major in Criminal Justice and Ethnic Studies. This background has been very useful in analyzing the relationship between communities of color and criminal justice systems including but not limited to the police. I have also worked in community corrections in both Ramsey and Hennepin Counties. In my current role, I work closely with law enforcement agencies and the community on violence reduction strategies in Minneapolis. In addition, I work with the St. Paul Community Ambassadors Initiative, a unique outreach strategy focused on youth outreach and working with the St. Paul and Metro Transit Police to engage youth. My experience has given me the opportunity to see police and community relations from both sides of the equation, I believe this experience and exposure could be very useful in the work of the PCIARC.

Eric Forstrom

Ethnicity: Caucasian/Non-Hispanic
Employer: US Bank
Occupation: Group Product Manager

Why are you interested in serving on a board or committee?

As a long time (20+ years) Saint Paul resident, it has come time for me to become more than just civic minded and engage in a meaningful civic activity. Our current, politically charged climate requires all of it's members to be more open minded and to critically examine empirical data, rather than rushing to judgement or opinions. I am interested in this position because it will enable me to participate in the process and contribute to the community as a whole by making a difference in a highly sensitive, highly scrutinized and highly criticized area of law enforcement.

What skills/training or experience do you possess for the committee(s) for which you seek appointment?

My role in the financial services industry has afforded me to become intimately familiar with a number of rules and regulations that both define and govern issues such as discrimination and ethics. Coupled with a great deal of experience in making decisions based upon data (quantitative, qualitative, empirical and anecdotal), I believe that I offer a valuable skill set that will allow me to make an immediate contribution to the board, to the community and to law enforcement.

Kaohly Her

Ethnicity: Asian or Pacific Islander
Employer: Saint Paul Public Schools
Occupation: Administrator, Board of Education

Why are you interested in serving on a board or committee?

I am an invested member of my community. I choose to live in St. Paul because I love what this city has to offer and I believe in its potential. Furthermore, I have immediate family members who are police officers yet have family members who have not had positive experience with law enforcement. As such, with the complexities of the recent tension between police and communities of color, I want to be part of the solution. I think it is vital to have members who know this process and are able to defend it publicly but that those members are willing to help find solutions where there is opportunity to make the process better. I believe I am this person.

What skills/training or experience do you possess for the committee(s) for which you seek appointment?

- I served as a Commissioner of the Saint Paul Department of Human Rights & Equal Economic Opportunity for 3 years.
- I am working on my Doctorate in Education Leadership
- I have connections with communities of color in my Ward/District as a result of the organizing I have done over the last 10 years.
- I have also worked with many organizations located in my Ward/District through my professional work.
- I have experience in the private sector, public sector, nonprofit sector, and foundation sector.

Richard Heydinger

Ethnicity: Caucasian/Non-Hispanic

Employer: Retired

Why are you interested in serving on a board or committee?

City boards and commissions are an essential part of effective democracy. The PCIARC has special attraction for me because of its importance, the complexity of the issues before it, and the need for seasoned careful judgment going into its recommendations. An effective PCIARC can do much to bridge the gaps and enhance our never-ending path to a just, effective community.

What skills/training or experience do you possess for the committee(s) for which you seek appointment?

Across my life, I have held a number of positions in which I have learned skills and had experiences which are aligned with the background needed to be an effective member of the PCAIRC.

For example:

- Participated in numerous cross-cultural training workshops, meetings, and group travel focused on our country's history with culture and race.
- Taught mathematics for the summer of 1967 in a historically black college - Bishop College, Dallas, TX. It opened my eyes in ways that influenced me ever since.
- Senior Advisor to the the President of the University of Minnesota in 1984-87 and was given the role of facilitating the change in admission standards and the reorganization of select colleges. This required working with a wide diversity of people and organizations.
- VP of External Relations at the University of Minnesota for 5 years which included working directly with the media, the State Legislature and a wide variety of city officials. These experiences have given me the confidence and courage to work with public bodies in making independent judgments and recommendations that take into account the facts, the context, and community input.
- Senior Partner in the Public Strategies Group (PSG) which had a major contract with the Department of Justice in establishing the Office of Community-based Policing Services (COPS). I participated in workshops with COPS and learned a good deal about community policing.
- Board member of the Central Corridor Funders Collaborative (CCFC) which developed and followed through on a dashboard that looks across the broad range of housing, jobs, business enterprises and equity in assessing the impact of the Green Line.
- Member of a working group for The St. Paul Foundation charged with developing a "racial equity framework" for the foundation. This diverse ten-person work team, co-chaired by MayKao Hang and Chris Hilger, met for nine months in a series of deeply personal conversations that led to the development, adoption, and implementation of the Promoting Racial Equity framework.
- In 2015 helped organize a diverse group of seventy St. Paul leaders (Selma70) to come together in conversations about race, travel to Selma to commemorate the 50th anniversary of Bloody Sunday, and host on-going, follow-up conversations. A majority of this group is people of color, both youth and elders; four members of St. Paul PD have participated in this group.
- Over the past eight years, helped launch Ujamaa Place and Frogtown Farm, both of which have significantly broadened my friendships across cultural and economic groups in St. Paul and gave me direct experience working with St. Paul City Departments (i.e., Parks and Rec, PED).

Rachel Sullivan-Nightengale

Ethnicity: Caucasian/Non-Hispanic

Employer:

Occupation:

Why are you interested in serving on a board or committee?

As St. Paul has become my long-term home, where I am raising my family in the North End, I want to continue expanding my contributions to strengthen our community, working together in commitment to uphold the integrity and safety of our city for all its diverse members and visitors, both police and civilian. My personal interest and professional background in respectfully working with varied cultures and perspectives, along with my demonstrated commitment to equitable communities and continued personal learning, will serve St. Paul well in achieving these goals.

What skills/training or experience do you possess for the committee(s) for which you seek appointment?

Community Cultural Relevance

- MA in Teaching English as a Second Language (ESL); Adult Basic Education licensure (2001)
- Taught ESL at University of MN-Twin Cities (and Minneapolis's Edison High School via PSEO)
- Taught ESL and math to adults in Hmong Family Literacy Program
- Big Sister in one of Big Brother/Big Sister's first matches in the Hmong community
- Upward Bound lead teacher and tutor
- Provided training, curriculum, and resources for working with ESL clients to Hennepin County Nutrition Education Assistants
- Taught English and US culture to Austrian and refugee college and high school students in Vienna, Austria
- Provided disability services at University of WI-Eau Claire
- Study abroad advisor at University of MN-Twin Cities (including Multicultural Study Abroad Group and Multicultural Concerns Committee, working to increase participation of underrepresented groups)
- Worked and/or studied in 3 locations overseas

Police/Community Interaction

- Regular participant at SPPD Police/Community meetings (2+ years)
- Participant at:
 - PCIARC audit community conversation
 - SPPD Cop Autism Response Education (CARE) meeting
 - SPPD body camera meeting
 - FORCE Unit/neighborhood meeting regarding concerns on my street
 - Community events where a variety of officers talk about their jobs and equipment

Policing and Use of Force

- SPPD Citizen's Police Academy (Fall 2015; graduated with 100% attendance)
- Ramsey County Sheriff's Office Citizen Academy (in progress Jan 2016)
- Violence Dynamics seminar: sessions ranged from conflict communication to high-end force
- Civilian self-defense classes (250+ class hours)
- Civilian firearms training (target shooting; SIRT/blue gun defensive training)

Sensitive Situations/Legally Protected Information

- As an advisor and teacher, maintained current knowledge of and upheld all laws (e.g., FERPA, mandated reporting) while respectfully working with students and colleagues in situations including legal, criminal, trauma, health, academic, and disciplinary concerns
- Aurora Center (Program Against Sexual Violence) Advisory Committee
- Red Cross Disaster Action Team volunteer
- Judicial Board at University of WI-Eau Claire

Personal Characteristics

- St. Paul resident for most of 16 years (in 4 neighborhoods)
- Actively seek to listen to and understand what others think and why, even if I disagree
- Pursue expanded knowledge through formal and informal education (e.g., by reading a variety of perspectives, such as Force Decisions by Rory Miller and The New Jim Crow by Michelle Alexander; by respectfully engaging in dialog with people of diverse backgrounds and perspectives)

Constance Tuck

Ethnicity: African American

Employer: Retired from MN Dept of Human Services (August 2016)

Occupation: Chief Equity and Development Officer

Why are you interested in serving on a board or committee?

I have spent my professional life working for government agencies that help the public. Now that I am recently retired I would like to continue my public service -- but in a less demanding capacity.

What skills/training or experience do you possess for the committee(s) for which you seek appointment?

I am an attorney and a certified neutral under Minnesota Court Rules, meaning I have formal training as a mediator of civil disputes. I also have many years of experience using mediation to resolve disputes, as well as being a trained and experienced employment investigator. Additionally, I am familiar with the Minnesota Government Data Practices Act, having served as Privacy Official for my agency, as well as having supervised that position.