

Profile

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Which Boards would you like to apply for?

Police Civilian Internal Affairs Review Commission: Submitted
Planning Commission: Submitted
Cultural Star Board: Submitted
Neighborhood Star Program: Submitted

Erin _____ M _____ Hayes _____
First Name Middle Initial Last Name

Email Address

Select Your Ward

Ward 2

Select Your District

District 16 - Summit Hill

Street Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Interests & Experiences

Ecolab _____
Employer

Analytical Planner _____
Job Title

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

I have been educated in St. Paul (Maxfield Elementary, Hamline University – twice!), I live in St. Paul (North End for five years and now Summit Hill), and I work in St. Paul (Ecolab, downtown). I live and breathe St. Paul, and I care about this city and its future. I am passionate about building community – but most importantly about building an equitable community for all. We have some pretty big opportunities in our city to move the needle on inclusivity, and I think that I can be that person that can provide a spark. I can ask the uncomfortable questions, and hear the uncomfortable answers. Together, we can prosper, but it should never come at the expense of the overall good of our community, and I want to be part of finding the solution that moves us all forward.

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

I recently completed the Wilder Foundation's Neighborhood Leadership Program, and it was a life-changing experience for me. I learned about myself as a leader and what my passions are relating to community work. Combined with my work experience, I feel that I can bring a unique perspective to city commissions. I'm a natural leader, but I lead through others, and listening and seeking to understand are cornerstones of who I am as a leader. That is an important part of being on a commission that is dedicated to hearing concerns and making pragmatic decisions.

[Upload a Resume](#)

Question applies to Police Civilian Internal Affairs Review Commission

Describe any personal attitudes, life experiences, and prior examples that demonstrate you can make objective, impartial, evidence - based decisions about complaints against the police.

My son, now 11, is a fifth grader at JJ Hill Montessori. He knew Philando Castile, aka, Mr. Phil. In fact, they had an amazing relationship, which made Mr. Phil's death so difficult to work through with a then-9-year-old. During the initial events and extending into the trial and acquittal, I made every effort that I could to be impartial when explaining the intricacies of this unfortunate instance to my son. It would have been so very easy to fall into the trap of seeing the situation as one-sided, but my son deserved more than that. We talked about issues of race and policing, but we also talked about the training and split second decisions required of the police. We walked to the protest at the Governor's Mansion and talked with protestors, but also talked with the police that were keeping the protestors safe. I chose not to bring my son to any of the post-acquittal protests, instead choosing to focus on the fact that the judicial process played out, and that everyone involved did their best to ensure the truth came out and all sides were treated fairly.

Question applies to Police Civilian Internal Affairs Review Commission

Have you, a close friend, or a family member ever worked or volunteered in the criminal justice system? If yes, please describe.

My father was a part time police officer for the City of Cottage Grove when I was a teenager. In addition, I have several friends that raise funds for the Shop for Cops program in St. Paul.

Describe your perceptions of the police and how you came to hold those perceptions.

I believe that the police need to be properly trained and judged not only by their actions, but by the processes that informed their actions. There should be more emphasis placed on implicit bias training, mental health responsiveness, and community engagement. I truly believe that the SPPD has our community's best interests at heart, and that over the past few years have fostered a culture in our community that is safe for protest and free speech, even when that speech is negative toward the police in general. For the past several years, I lived off of Rice Street, in a neighborhood that is struggling with poverty and an uptick in crime. The SPPD was visible and several times approached my son to play catch or to reward him for wearing a bike helmet. These small efforts go a long way in forging positive relationships with our neighbors. However, along with the great actions of the department, I was, as a Rice Streeter, disappointed in the slow response time to drug deals happening in front of my house and the many times that I called in gun shots with seemingly no decrease in the number of shots fired calls in my community. There's a fine balance to walk, and I understand that, but at the end of the day, the goal for a police department should be to improve safety and security for all residents.

Have you or a family member ever participated in an organization that advocates a position regarding the police or the criminal justice system? If yes, please describe.

I have not been engaged in any organization that advocates for a certain position regarding the criminal justice system.

Describe your comfort level disagreeing with a community member who thinks an officer engaged in misconduct, but the evidence does not support the allegation?

I am a fairly level headed person, and feel that would serve me well in this position. The policies and procedures in place are there to guide courses of action. Though the policies may eventually be revisited, if there has been no transgression, then that needs to be what is communicated in the most clear terms possible. I am also empathetic – emotions run high in scenarios like the commission sees, and it's important to be open and receptive to others' perspectives. As a white woman, I can't begin to put myself in the place of a person of color and their experiences with the police, but I can listen with an open mind and respond with honesty and compassion.

Demographics

Ethnicity

Caucasian/Non-Hispanic

Gender

Female

10/16/1981

Date of Birth