



**CITY OF BOULDER  
CITY COUNCIL AGENDA ITEM**

**MEETING DATE: January 19, 2023**

**AGENDA TITLE**

Consideration of a motion to approve Selection Committee recommendations for members of the Police Oversight Panel, as outlined in Title 2, Chapter 11, “Police Oversight,” B.R.C. 1981, pertaining to the composition, duties and powers of the city organization related to civilian oversight of the police and setting forth related details.

**PRESENTER(S)**

Nuria Rivera-Vandermyde, City Manager  
Teresa Taylor Tate, City Attorney  
Aimee Kane, Equity Officer  
City of Boulder Police Oversight Selection Committee

**EXECUTIVE SUMMARY**

The purpose of this item is to request City Council approval of the Police Oversight Panel members and alternates selected by the City of Boulder’s Police Oversight Selection Committee. On November 10, 2020, Council passed a motion to adopt Ordinance 8430 amending Title 2, Chapter 11, “Police Oversight,” B.R.C. 1981, pertaining to the composition, duties and powers of the city organization related to civilian oversight of the police, and setting forth related details. Additionally, on July 21, 2022 Council passed a motion to adopt Ordinance 8543 amended section 2-11-6 “Police Oversight Panel – Qualifications and Appointments,” B.R.C. 1981, Increasing the number of Panel members to eleven and alternates to four; and setting forth related details.

The ordinances call for the formation of a Selection Committee to interview and select six new panel members and four alternates. Consistent with the ordinances, the Selection

Committee consisted of two current members of the Police Oversight Panel along with a representative from two non-profit organizations that serve the Boulder community. El Centro Amistad and the NAACP of Boulder County were the two non-profits selected by the Police Oversight Panel to serve on the Selection Committee.

### **Process**

Applications to serve on the Police Oversight Panel were accepted from September 24<sup>th</sup>, 2022 to October 14<sup>th</sup>, 2022. A total of 57 individuals applied. The Selection Committee members reviewed all application materials and selected 19 applicants to interview and interviewed 18 applicants. Interviews occurred from November 9-20, 2022. The Selection Committee then met on November 20, 2022 to discuss the interviewed applicants and select the six panel members and four alternates.

At the December 15<sup>th</sup>, council meeting, council members passed the following motion language: *To refer Consent Agenda Item 3E back to the Selection Committee to relook at all applicants or all recommended panelists under code criteria that are required to be appointed and eligible for this panel with guidance from the City Attorney's Office and with explanations or certifications explaining the steps that were taken, in writing.*

On December 19<sup>th</sup> the selection reconvened with City Manager Nuria Rivera-Vandermyde and City Attorney Teresa Taylor Tate to discuss council's ask and next steps. Also, on December 19<sup>th</sup>, the selection committee received a package of public comment materials that were sent to council referencing the candidate slate for the police oversight panel.

A written detail of the selection process, including demographics can be found as Attachment B.

The selection committee is reaffirming their selections of panelists and alternates as listed below.

### **Recommendations**

The six applicants chosen by the Selection Committee are:

1. Danielle Aguilar
2. Maria Soledad-Diaz
3. Madelyn Strong Woodley
4. Sam Zhang
5. Lisa Sweeney-Miran
6. Mylene Vialard

The four alternates chosen by the Selection Committee are:

1. Kristen Drybread
2. Lizzie Friend

3. Jason Savela
4. Arlette “AB” Barlow

### **STAFF RECOMMENDATION**

**Suggested Motion Language:**

Staff requests council consideration of this matter and action in the form of the following motion:

Motion to approve Selection Committee recommendations for members of the Police Oversight Panel, as outlined in Title 2, Chapter 11, “Police Oversight,” B.R.C. 1981, pertaining to the composition, duties and powers of the city organization related to civilian oversight of the police and setting forth related details.

### **ATTACHMENT**

- A – Nominated Panel Members’ Bios and Video Interview Links
- B – Police Oversight Panel Selection Panel + Demographics

## Attachment A

Selected Panel Member	Bio	Interview Date & Time of Interview
Danielle Aguilar	<p>Danielle identifies as a Chicana Woman who is a PhD student in education policy at CU Boulder. Originally from Southern California, she moved to Boulder in May of 2021, she witnessed various interactions between family/friends and police and incarceration.</p> <p>Within her academics, Danielle wants to focus on how girls of color intersect and are intersected by carcerality, but first wants to get to know the reality of her own community.</p> <p>Because she uses community informed and participatory action processes for her research, she is also looking to build more ties with Boulder personally and academically. The transition to Boulder as a Chicana has been unique. Although Danielle has predominantly lived in white spaces such as Burlington VT, she has found her experience in Boulder to be quite different from experiences in the northeast.</p> <p>Danielle is interested in being more civically engaged and feels her participation and experiences will contribute to the panel in a meaningful way.</p>	<p>November 9, 2022 – morning interview Video Link: <a href="https://youtu.be/1rMljhPTb4">https://youtu.be/1rMljhPTb4</a></p> <p>Starts – 40.00 Ends – 58:00</p>
Maria Soledad-Diaz	Maria identifies as a Hispanic Woman who is bi-lingual in Spanish and English.	<p>November 9, 2022 – morning interview Video Link: <a href="https://youtu.be/1rMljhPTb4">https://youtu.be/1rMljhPTb4</a></p>

Attachment A

	<p>A member of the Gunbarrel Community, Maria works as the Shelter Program Director for SPAN and serves as the Chair for the Community Advisory Board for the Downtown Boulder Partnership.</p> <p>She has three daughters who attend CU Boulder and work for CU, Brewing Market Café Downtown and SPAN as a Youth Advisor. Her youngest son is a student at Fairview High School.</p> <p>Highlights of her education and training include a Certificate in Business Administration and Management from Universidad del Pacifico, Santiago de Chile and a BS School of Law from Universidad Catolica de Chile.</p> <p>She is personally committed to Racial Equity, Justice, Diversity and Inclusion and is eager to offer her expertise and support to the community through her participation on the Police Oversight Panel.</p>	<p>Start – 1:13:19 End – 1:33:02</p>
<p>Madelyn Strong Woodley</p>	<p>Madelyn identifies as an African American/Black woman, and she served as one of the original members of the Boulder Police Oversight Task Force as well as the Implementation Team. Her participation allowed for contribution to the ordinance which governs the monitor and panel’s work.</p> <p>She is a longtime resident of Longmont and an active member of Second Baptist Church,</p>	<p>November 10, 2022 – morning interview Video Link: <a href="https://youtu.be/SAzi2suyBdY">https://youtu.be/SAzi2suyBdY</a></p> <p>Start – 45:01 End – 1:07:32</p>

Attachment A

	<p>Boulder as well as a Lifetime Member of the NAACP Boulder County. Her advocacy work extends throughout the Boulder Community.</p>	
<p>Sam Zhang</p>	<p>Sam identifies as an Asian-American Man who is bi-lingual speaking English and Mandarin.</p> <p>Sam is a PhD student in Applied Mathematics at the University of Colorado, Boulder where he studies social inequality in different social systems such as academia and faculty hiring.</p> <p>He is an elected leader of the University of Colorado’s employee union, United Campus Workers as well as an elected officer (Treasurer of the Local, Communications Workers of America 7799), which includes other unions such as the public defender’s union and Denver Public Library workers.</p> <p>Sam founded the Boulder Data for Democracy meetup, where they consulted with the city’s previous Innovation and Technology Officer around the open data available around police stops and racial bias, which helped inform recommendations the team put to Boulder City Council. Currently, Sam is a Human Rights and Data Science Fellow with the Human Rights Data Analysis Group, which does statistical research on human rights violations including from police in the U.S.</p>	<p>November 10, 2022 – morning interview Video Link: <a href="https://youtu.be/SAzi2suyBdY">https://youtu.be/SAzi2suyBdY</a></p> <p>Start – 1:46:24 End – 2:06:12</p>

Attachment A

	<p>Sam is eager to continue the work he has been doing in the activist and non-profit communities around criminal justice and more specifically looking forward to bringing his scientific and quantitative lens to the discussion on policing in Boulder.</p>	
<p>Lisa Sweeney-Miran</p>	<p>Lisa identifies as a white woman and grew up in Boulder where she attended school from Kindergarten through law school and then left to live overseas (Cambodia, Egypt, Iraq) before returning to Boulder in 2013 to raise her family.</p> <p>She has two children in Boulder schools who are white Jewish/Christian on her side and Iraqi Muslim on their father’s side.</p> <p>Lisa runs a network of unhoused shelters in Boulder – Mother House and The Lodge – that serve unhoused women, trans folks, and their children. As part of Lisa’s work, she is engaged in regular advocacy at the city, county and state level around the needs of the unhoused community.</p> <p>Lisa is the Vice President of the Boulder Valley School Board, where she worked to organize and initiate a movement in 2020 around rethinking school policing that ultimately succeeded in removing SROs from all BVSD schools and replacing them with restorative justice programs and in-house safety programs to minimize the number of students who have contact with police</p>	<p>November 10, 2022 – morning interview Video Link: <a href="https://youtu.be/SAzi2suyBdY">https://youtu.be/SAzi2suyBdY</a></p> <p>Start – 2:27:21 End – 2:46:43</p>

Attachment A

	<p>officers, helping to mitigate &amp; pathways to the school-to-prison pipeline.</p> <p>Lisa is a plaintiff in the ACLU suit against the city that seeks to motivate police reform around encampment enforcement and BPD interactions with the unhoused community.</p> <p>Lisa believes police oversight is a meaningful and important part of creating a Boulder that works for everyone and wants the community to be as strong and vibrant and connected as it possibly can be for herself and children, but also for the clients and families at Mother House and The Lodge as well as for the students and families of BVSD and other folks in the community.</p>	
<p>Mylene Vialard</p>	<p>Mylene identifies as a White Woman who is bi-lingual in French and English.</p> <p>Mylene has been a Boulder resident for the last 15 years where she has also raised her daughter in the BVSD school system.</p> <p>Over the past two years, Mylene has been an active member of the Boulder chapter of Showing Up for Racial Justice (BSURJ) where she has been delving into the intricacies of life, culture and policies in Boulder through the lens of engaged antiracism, conversations about racial justice and building relationships with accountability partners such as NAACP,</p>	<p>November 10, 2022 – morning video Video Link: <a href="https://youtu.be/SAzi2suyBdY">https://youtu.be/SAzi2suyBdY</a></p> <p>Start – 20:53 End – 45:00</p>



**Attachment A**

	<p>Right Relationship Boulder, and other organizations in Boulder County and Denver.</p> <p>As a single mother, a freelance translator, and a concerned member of the community, Mylene feels it is her duty to be more involved in ensuring that all voices in Boulder are heard and included. She has worked for years as a cultural and language ambassador for francophone countries, but also for other countries around the world. Most recently, she has shifted her attention to a deeper level of civic and local engagement and is looking forward to bringing her experience to the panel.</p>	
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<b>Selected Alternate Member</b>	<b>Bio</b>	<b>Interview Date &amp; Time of Interview</b>
<p>1. Kristen Drybread</p>	<p>Kristin identifies as a multi-racial and ethnic, but white presenting woman. She is bi-lingual speaking both English and Portuguese.</p> <p>She studies prisons and policing for a living and teaches a class on the history and practice of policing through the anthropology department at CU Boulder. Kristen holds a PhD in socio-cultural anthropology from Columbia University. Her research looks specifically at the ways local understandings of race, crime, and</p>	<p>November 10, 2022 – morning video                      Video Link: <a href="https://youtu.be/SAzi2suyBdY">https://youtu.be/SAzi2suyBdY</a>                      Start – :04                      End – 20:44</p>

Attachment A

	<p>punishment intersect to direct policing efforts towards some communities rather than others.</p> <p>Kristen has lived and worked in Boulder for seven years and is a mother of two mixed-race children who identify as Black. During part of her time living in Boulder she resided in Boulder Housing Partners’ affordable housing program which has given her a first-hand perspective of living in multi-racial and ethnic community that is visited by the Boulder Police Department on a regular basis.</p> <p>She believes Boulder is an amazing place to live, but also believes that economic inequality and the relative lack of racial and ethnic diversity in the city can impose impediments to equity and inclusion.</p> <p>She is eager to help the city do its best to make all residents feel safe and welcome.</p>	
<p>2. Lizzie Friend</p>	<p>Lizzie identifies as a White/Not Hispanic or Latine Woman.</p> <p>Recently, Lizzie finished serving as the Director of Performance Management &amp; Strategy for the</p>	<p>November 10, 2022 – morning video                  Video Link: <a href="https://youtu.be/SAzi2suyBdY">https://youtu.be/SAzi2suyBdY</a>                   Start – 2:06:27                  End – 2:27:05</p>

Attachment A

	<p>Denver Sheriff Department. A role she held from 2019-July 2022 where she managed all analytics, research, strategic planning, and data reporting for the agency, including monitoring uses of force and crisis incidents within Denver jails and using data to evaluate policies affecting safety and wellbeing of individuals in custody.</p> <p>She worked extensively on implementing, tracking and evaluating reform recommendations, including those recommended by the 2020-2021 Denver Task Force to Reimagine Public Safety and Policing. Recently she has been promoted to a similar role at the Denver Department of Public Health &amp; Environment where she now supports behavioral health programs, Denver Animal Protection, the Office of the Medical Examiner, air and water quality programs, public health investigations and citations, and the epidemiology team.</p> <p>Lizzie lives in Boulder and looks forward to bringing her experience and service to her home community.</p>	
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Attachment A

<p>3. Jason Savela</p>	<p>Jason Savela identifies as a white man and been a criminal defense lawyer in Boulder for 20 years. He stays up to date on newer police tactic trainings and does not feel he sees it deployed regularly enough. He believes that change will take time and effort and wants to be an active part of that change.</p> <p>Jason feels he has a positive relationship with Boulder prosecutors, judges, public defenders, and some officers. He wants to work with the panel and other players to find outcomes that are just and will foster better relationships between officers and community members.</p> <p>Jason’s continued education over the last 10 or so years has primarily been about communication, connection, and empathy. He feels he is better able to work on this type of panel with these skills.</p> <p>Jason has lived and practiced law in the Boulder area for 20 years. Prior to law school in 1993, he lived on the Hill in Boulder for 8 months while working at a restaurant. He has also lived in many parts of the country,</p>	<p>November 10, 2022 – morning video                  Video Link: <a href="https://youtu.be/SAzi2suyBdY">https://youtu.be/SAzi2suyBdY</a></p> <p>Start – 1:29:00                  End – 1:46:18</p>
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**Attachment A**

	<p>including growing up in South Louisiana, early years in Northern Michigan, and law school in Washington, DC. Jason has practiced law all over Colorado, with over 3 years as a Public Defender in Colorado Springs and 2 years in Adams County, including handling and trying cases in Hugo, Durango, Georgetown, Ft. Collins, Holyoke, Meeker, Greeley, Denver.</p>	
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Attachment A

<p>4. Arlette “AB” Barlow</p>	<p>Arlette “AB” is a transformation coach that moved to the area in 2005. Arlette has served on the Board of Directors and the Executive Committee of the Dairy Arts Center since 2019. She has also served on the Board of Trustees for the Watershed School since 2022.</p> <p>Arlette lives in the North Foothills of Boulder with her twin 13-year-old daughters and 2 dogs. She believes that a good way to be a part of her community is to support the underserved.</p>	<p>November 9, 2022-afternoon video                  Video Link:  <a href="https://youtube.com/watch?v=I1rMljhPTb4&amp;si=EnSikalECMiOmarE">https://youtube.com/watch?v=I1rMljhPTb4&amp;si=EnSikalECMiOmarE</a>                  Start-00:00                  End-18:00</p>
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## PROCESS FOR 2022 CITY OF BOULDER POLICE OVERSIGHT PANEL SELECTION

### Application Period

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

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

### Application Review by Selection Committee

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

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

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

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

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

### Must-Have Criteria

Possible Scores:

*5 - Possesses All Criteria*

*4 - Possesses Most Criteria*

*3 - Possesses Some Criteria*

*2 - Possesses Few Criteria*

*1 - Possesses No Criteria*

■ Candidate possesses the following knowledge:

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

oversight

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

### Contribution of Lived Experience

Possible Scores:

- 5 - *Would contribute strongly*
- 4 - *Would contribute well*
- 3 - *Would contribute moderately*
- 2 - *Would contribute somewhat*
- 1 - *Would not contribute strongly*

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



- Candidate represents multiple communities via intersectionality

## Overall Candidacy

Possible Scores:

5 - Fully Support

4 - Mostly Support

3 - Moderately Support

2 - Support with Reservation

1 - No Support

## Selection of Interviewees

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

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

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

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

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

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

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

## Interview Development and Coordination

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

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

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

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

## Candidate Interviews

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

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

### Selection of Panelists and Alternates

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

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

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

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

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

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

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

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

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

### Final Considerations

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

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

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

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

## Demographics of APPLICANTS

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

**Demographics of INTERVIEWEES**

<b>Interviewees</b>	<b>19</b>		
<b>Interviews Completed</b>	<b>18</b>	94.7%	
<b>Interview No-Show</b>	<b>1</b>	5.3%	
		<b>of interviewees</b>	<b>of applicant group (27)</b>
<b>Must-Have 2.75+</b>	<b>17</b>	89.5%	65.4%
<b>Must-Have 2.50-</b>	<b>2</b>	10.5%	6.5%
		<b>of interviewees</b>	<b>of applicant group (27)</b>
<b>Lived Exp 2.75+</b>	<b>14</b>	73.7%	51.2%
<b>Lived Exp 2.50-</b>	<b>5</b>	26.3%	16.7%
		<b>of interviewees</b>	<b>of applicant group</b>
<b>Asian/Pacific Islander</b>	<b>4</b>	21.1%	66.7%
<b>Black</b>	<b>5</b>	26.3%	83.3%
<b>Latine</b>	<b>2</b>	10.5%	66.7%
<b>Multiracial/Biracial</b>	<b>2</b>	10.5%	66.7%
<b>Unknown</b>	<b>1</b>	5.3%	12.5%
<b>White</b>	<b>6</b>	31.6%	18.2%
	<i>20 (count)</i>		<i>(will not equal 100%)</i>
		<b>of interviewees</b>	<b>of applicant group</b>
<b>Women</b>	<b>14</b>	73.7%	56.0%
<b>Men</b>	<b>5</b>	26.3%	15.6%
<b>Nonbinary/GNC</b>	<b>0</b>	0.0%	0.0%
		<b>of interviewees</b>	<b>of applicant group</b>
<b>Multilingual Yes</b>	<b>6</b>	31.6%	40.0%
w/ African Language	0		
w/ Asian Language	2		
w/ Other European	0		
w/ Other Romance	2		
w/ Spanish	2		
w/ Unknown	1		
	<i>7 (count)</i>		

**Multilingual No**

**13**

68.4%

31.0%

## Demographics of PANELISTS

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

**Demographics of ALTERNATES**

Alternates		Alternates	
First Selection	4	Second Selection	4
Overall 2.75+	4	Overall 2.75+	4
Overall 2.50-	0	Overall 2.50-	0
Must-Have 2.75+	4	Must-Have 2.75+	4
Must-Have 2.50-	0	Must-Have 2.50-	0
Lived Exp 2.75+	3	Lived Exp 2.75+	3
Lived Exp 2.50-	1	Lived Exp 2.50-	1
Asian/Pacific Islander	1	Asian/Pacific Islander	0
Black	0	Black	0
Latine	0	Latine	0
Multiracial	2	Multiracial	1 (-1)
Unknown	0	Unknown	1 (+1)
White	2	White	2
Women	4	Women	3 (-1)
Men	0	Men	1 (+1)
Nonbinary/GNC	0	Nonbinary/GNC	0
2SLGBTQQA+	Unknown	2SLGBTQQA+	Unknown
Multilingual Yes	2	Multilingual Yes	2
Multilingual No	2	Multilingual No	2