

CLOSED MEETINGS COVER SHEET

The following matter, Police Complaint Review Committee Applications, is closed pursuant to the Utah Public and Open Meetings Act (UCA 52-4-205), which allows for closed meetings of any of the following:

(Check all that apply)

- ☒ Discussion of the character, professional competence or physical or mental health of an individual, excluding when the meeting is for interviewing a person applying to fill an elected position, discussing to fill a midterm vacancy or temporary absence, or discussing the character professional competence, or physical or mental health of the person whose name was submitted to fill a midterm vacancy or temporary absence. Recording not mandatory if the Mayor provides a sworn statement affirming that the sole purpose for closing the meeting was to discuss the character, professional competence or physical or mental health of an individual
- ☐ Strategy session to discuss collective bargaining
- ☐ Strategy session to discuss reasonably imminent or pending litigation
- ☐ Strategy session to discuss the exchange, purchase, or lease of real property including any form of water rights or water shares if public discussion of the transaction would either (i) disclose the appraised or estimated value of the property under consideration; or, (ii) prevent the City from completing the transaction on the best possible terms
- ☐ Strategy session to discuss the sale of real property, including any form of water rights or water shares, where:(i) public discussion would disclose the appraised or estimated value of the property under consideration or prevent the City from completing the transaction on the best possible terms; AND(ii) Council has already given Public Notice that the property would be offered for sale on **[insert date]**; AND (iii) the Terms of the Sale are already public before the Council approves the sale
- ☐ Discussion regarding deployment of security personnel, devices, or systems. Recording not mandatory if the Mayor provides a sworn statement affirming that the sole purpose for closing the meeting was to discuss the deployment of security personnel, devices, or systems
- ☐ Investigative proceedings regarding allegations of criminal misconduct
- ☐ Deliberations of procurement appeals during the process of deciding a procurement appeal, OR
- ☐ Consideration of information that is designated as a trade secret if the consideration of the information is necessary to properly conduct a procurement OR
- ☐ Discussion of information provided to the City during the procurement process if at the time of the meeting (i) the information cannot be disclosed under the state's procurement statutes to a member of the public or a participant in the procurement process, AND (ii) the City needs to review or discuss the information to properly fulfill its role and responsibilities in the procurement process

Limit on actions at a closed meeting: No ordinance, resolution, rule, regulation, contract or appointment may be approved at a closed meeting. However, discussion of these items in a closed session is allowed if they fall under one of the reasons for a closed session listed above. Approval of the item must occur in an open meeting. The City may not take the following actions in a closed meeting: (i)interview a person applying to fill an elected position; (ii)discuss filling a midterm vacancy or temporary absence for an elected office; or discuss the character, professional competence, or physical or mental health of the person whose name was submitted to fill a midterm vacancy or temporary absence for an elected office

Police Complaint Review Committee 2020
Interview Questions

1. What made you interested in serving on the Police Complaint Review Committee?
2. What experience or background influences the way you view law enforcement?
3. What specific skills will you bring to enhance the effectiveness of Police Complaint Review Committee?
4. What is your opinion regarding the recent concerns towards law enforcement practices and procedures?
5. If selected, you would be presented with information including police reports, community complaints, audio and visual recordings and possibly public opinion. Please explain your philosophy of how to formulate findings and recommendations.



Police Complaint Review Committee Applications

Date: July 29, 2020

3:00- Discuss the committee purpose and structure
3:20- Amir Vonsover
3:30- James (Jim) Bedell
3:40- Michael Collins
3:50- Nicole Nelmark
4:00- David Greenholtz
4:10- Rich Weinman
4:20- Cassidy Schindler
4:30- Break
4:40- Kara Bard
4:50- Beth Armstrong
5:00- Stanley Rodman
5:10- Andrew Hecht
5:20- Austin Lau
5:30- Mary Christa Smith
5:40- Closed session for discussion of appointments



POLICE COMPLAINT REVIEW COMMITTEE CITIZEN MEMBER APPLICATION FORM

The Mayor and City Council are looking for citizen members to serve on the Police Complaint Review Committee.

The Police Complaint Review Committee is an advisory body, which reviews proposed complaint dispositions of complaints filed against police personnel and/or police procedures and to provide recommendations to the Chief of Police on those complaints reviewed.

Applications may be submitted by email to Michelle Downard, mdownard@parkcity.org or in hard copy, to Michelle Downard, City Hall Building, Building Department, 3rd Floor, 445 Marsac Ave, Park City, UT 84060.

Citizen appointment to the Police Complaint Review Committee shall be made by the City Council of Park City. Applicants will be notified of the interview schedule when available.

NAME: Amir Vonsover

E-MAIL ADDRESS: avonsover@gmail.com

STREET ADDRESS: 3239 American Saddler Dr., Park City, UT 84060

MAILING ADDRESS (IF DIFFERENT): same

PHONE: (HOME) N/A (CELL) 908-208-9381

1. How long have you lived within Park City limits? Almost 6 years

2. Are you at least 21 years old? ☒ YES ☐ NO

3. Are you a police officer or a current Park City staff member? ☐ YES ☒ NO

4. If selected, are you willing to submit to a background investigation? ☒ YES ☐ NO

5. Why are you interested in serving on the Police Complaint Review Committee?

(please see attached)

6. Please describe your personal and/or professional involvement within the Park City community.

(please see attached)

7. Are you able to be unbiased towards law enforcement? If not, why?

☒

YES

☐

NO

8. If you were not appointed to this committee, would you be interested in serving on any other boards or commissions?

☒

YES

☐

NO

Selected applicants will be required to provide a background check and Confidentiality and disclosure agreement.

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June 9, 2020

Amir Vonsover
Police Complaint Review Committee
Citizen Member Application Form

Supplement

5. Why are you interested in serving on the Police Complaint Review Committee?

I am interested in serving on the Police Complaint Review Committee because I have a vested interest in Park City and the Police Department, and my long-time professional experience with law enforcement, criminal law, and labor / employment law would make me a valuable addition to the Committee.

After graduating from law school in 2005, I worked as an Assistant District Attorney at the Manhattan District Attorney's Office in New York City for more than 5 years. In that time, I prosecuted thousands of criminal cases, beginning with street crime, theft, and DWI, and continuing on to violent crime and murder. I also was a member of the Sex Crimes Unit, investigating and prosecuting adult sex crimes, and the Rackets Bureau, investigating and prosecuting organized crime, financial crimes, and classic organized crime from Italian and Eastern European criminal organizations.

In the course of my time at the DA's office, I worked very closely with the NYPD (as well as numerous other state law enforcement agencies in NY). I prepared police officers for testimony and cross examinations in the grand jury, hearings before judges, and trials before juries. I developed a deep understanding of law enforcement, including the difficulties they face every day. But I also came to understand some of the things the police can do better, and how those improvement areas could affect citizens every day.

In late 2010, I left the DA's Office to be an employment lawyer at Morgan Lewis, the large law firm in New York. I worked on union/traditional labor matters, as well as employee discipline issues, both of which are directly relevant to a community's relationship with a unionized entity like law enforcement.

In 2014, we moved to Park City, where I currently lead the Global Employment & Ethics Legal team at eBay, based out of Salt Lake City. Working closely with the eBay work force, and addressing the ethics and employee relations matters that affect the Company, is also directly relevant to the work I could do on this Committee.

I appreciate being considered for the Committee.

6. Please describe your personal and/or professional involvement within the Park City community.

I have a few types of involvement with the Park City Community. Two of my children attend McPolin Elementary School, and the third attends Alpine Adventures Day Care. My wife is a small business consultant, doing financial-type consulting for a range of local PC businesses, including Hugo Coffee and Park City Bike Demos. And I have close relationships/ friendships with a number of PC businesses as well, including providing employment legal advice to Cole Sport as needed.

But more than anything – Park City is my home, it is where I am raising my family, and it is important that our Police Department can do their jobs while engaging with and being a part of the community. That is the best thing for the town, and for my family.



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NAME: James M Bedell

E-MAIL ADDRESS: jimbedell@gmail.com

STREET ADDRESS: 3366 Crestline Dr, Park City, UT 84060

MAILING ADDRESS (IF DIFFERENT): _____

PHONE: (HOME) (435) 731-8606 (CELL) (347) 267-4444

1. How long have you lived within Park City limits? 3 1/2 years

2. Are you at least 21 years old? ☒ YES ☐ NO

3. Are you a police officer or a current Park City staff member? ☐ YES ☒ NO

4. If selected, are you willing to submit to a background investigation? ☒ YES ☐ NO

5. Why are you interested in serving on the Police Complaint Review Committee?

I believe that residents of a community should participate in local governance

where and when they can. I have years of experience working on both

business and not-for-profit boards and committees and believe that I can use
that experience to help our community address any situations that come
before this committee.

6. Please describe your personal and/or professional involvement within the Park City community.

I am currently a self-employed finance professional. I am also a coach for the
Park City HS lacrosse team.

7. Are you able to be unbiased towards law enforcement? If not, why?

☒ YES ☐ NO

I believe that I can be completely unbiased in my approach to any issue coming
before this committee.

8. If you were not appointed to this committee, would you be interested in serving on any other boards or commissions?

☒ YES ☐ NO

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NAME: Michael J. Collins

E-MAIL ADDRESS: mike.collins@lawfirmra.com

STREET ADDRESS: 1525 Park Avenue, Unit 101, Park City, Utah 84060

MAILING ADDRESS (IF DIFFERENT): PO Box 1472, Park City, Utah 84060

PHONE: (HOME) none (CELL) (614) 306-0806

1. How long have you lived within Park City limits? Almost 7 years

2. Are you at least 21 years old? ☒ YES ☐ NO

3. Are you a police officer or a current Park City staff member? ☐ YES ☒ NO

4. If selected, are you willing to submit to a background investigation? ☒ YES ☐ NO

5. Why are you interested in serving on the Police Complaint Review Committee?

I am looking for a second term on the committee. I have enjoyed my time and becoming more involved in the community. Fortunately, we have not had muc

work to do which is a credit to the Police Department

6. Please describe your personal and/or professional involvement within the Park City community.

I am an attorney. I have served on this committee and also worked with a group of restaurants to work with the legislature on liquor law issues.

7. Are you able to be unbiased towards law enforcement? If not, why?

☒

YES

☐

NO

8. If you were not appointed to this committee, would you be interested in serving on any other boards or commissions?

☒

YES

☐

NO

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NAME: Nicole Nelmark

E-MAIL ADDRESS: nikkinorton23@hotmail.com

STREET ADDRESS: 245 Park Ave #4

MAILING ADDRESS (IF DIFFERENT): PO Box 3476

PHONE: (HOME) 435-513-2606 (CELL) Same

1. How long have you lived within Park City limits? since 1986

2. Are you at least 21 years old? ☒ YES ☐ NO

3. Are you a police officer or a current Park City staff member? ☐ YES ☒ NO

4. If selected, are you willing to submit to a background investigation? ☒ YES ☐ NO

5. Why are you interested in serving on the Police Complaint Review Committee?

I've been a member of this community for a long time, but am inspired by
recent events to get involved at this level. I'm biracial and hope to add diversity

to the board.

6. Please describe your personal and/or professional involvement within the Park City community.

I work from home for a software company, which keeps me busy, in addition to having a child in elementary school.

7. Are you able to be unbiased towards law enforcement? If not, why?

☒

YES

☐

NO

I have never had a poor experience with PCPD, personally, but would like to be vigilant about others' experiences and interactions.

8. If you were not appointed to this committee, would you be interested in serving on any other boards or commissions?

☒

YES

☐

NO

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NAME: David Greenholtz

E-MAIL ADDRESS: davidgreenholtz@gmail.com

STREET ADDRESS: 1450 Park Ave Unit C, Park City, UT. 84060

MAILING ADDRESS (IF DIFFERENT): P O Box 680634, PC, UT, 84068

PHONE: (HOME) _____ (CELL) 310-508-5176

1. How long have you lived within Park City limits? 14 years

2. Are you at least 21 years old? ☒ YES ☐ NO

3. Are you a police officer or a current Park City staff member? ☐ YES ☒ NO

4. If selected, are you willing to submit to a background investigation? ☒ YES ☐ NO

5. Why are you interested in serving on the Police Complaint Review Committee?

I feel that I am a neutral person and not one to rush to a judgement, and have
a good understanding of looking at all sides of a problem before making

decisions. I also value our community and feel that with very uncertain times,
it is important to have a level and calm approach to potentially delicate
situaitons.

6. Please describe your personal and/or professional involvement within the Park City community.

I started a non-profit for teens with diabetes that is now run at the NAC. Last
year I was part of PC Leadership 24 and also now own a business on Main St
and have been more involved with issue surrounding the city and of course no
the major changes we are all faced with these times.

7. Are you able to be unbiased towards law enforcement? If not, why?

☒ YES ☐ NO

8. If you were not appointed to this committee, would you be interested in serving on any other boards or commissions?

☒ YES ☐ NO

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POLICE COMPLAINT REVIEW COMMITTEE CITIZEN MEMBER APPLICATION FORM

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NAME: Richard Weinman (AKA: Rich Wyman)

E-MAIL ADDRESS: richwyman@live.com

STREET ADDRESS: 1920 Cooke Drive Park City, UT 84060

MAILING ADDRESS (IF DIFFERENT): _____

PHONE: (HOME) _____ (CELL) 435-714-9885

1. How long have you lived within Park City limits? 29 years

2. Are you at least 21 years old? ☒ YES ☐ NO

3. Are you a police officer or a current Park City staff member? ☐ YES ☒ NO

4. If selected, are you willing to submit to a background investigation? ☒ YES ☐ NO

5. Why are you interested in serving on the Police Complaint Review Committee?

I care about this community.

6. Please describe your personal and/or professional involvement within the Park City community.

Full time professional musician based in Park City 29 years

Co-Founded CORR (Coalition of Resident Renters)

Co-Founded CARG (Citizens Responsible for Responsible Growth)

1st Class of Leadership Park City; Co-Founded Park City for Peace

Co-Founded Park City Dog Park Committee leading to Park City's 1st dog park

Member of THINC (Treasure Hill Impacted Neighborhood Coalition)

7. Are you able to be unbiased towards law enforcement? If not, why?

☒

YES

☐

NO

8. If you were not appointed to this committee, would you be interested in serving on any other boards or commissions?

☒

YES

☐

NO

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POLICE COMPLAINT REVIEW COMMITTEE CITIZEN MEMBER APPLICATION FORM

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NAME: Cassidy Schindler

E-MAIL ADDRESS: cassidy.schindler@gmail.com

STREET ADDRESS: 2510 Sidewinder Drive

MAILING ADDRESS (IF DIFFERENT): PO Box 683057 Park City, UT 84068

PHONE: (HOME) _____ (CELL) 4017141566

1. How long have you lived within Park City limits? 7 years

2. Are you at least 21 years old? ☒ YES ☐ NO

3. Are you a police officer or a current Park City staff member? ☐ YES ☒ NO

4. If selected, are you willing to submit to a background investigation? ☒ YES ☐ NO

5. Why are you interested in serving on the Police Complaint Review Committee?

I would like to help support my community.

I believe my background in HR would be a great tool in this role,

always having an objective view on both sides of any story.

6. Please describe your personal and/or professional involvement within the Park City community.

Park City Leadership Class of 24

7. Are you able to be unbiased towards law enforcement? If not, why?

☒

YES

☐

NO

8. If you were not appointed to this committee, would you be interested in serving on any other boards or commissions?

☒

YES

☐

NO

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POLICE COMPLAINT REVIEW COMMITTEE CITIZEN MEMBER APPLICATION FORM

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NAME: _____

E-MAIL ADDRESS: _____

STREET ADDRESS: _____

MAILING ADDRESS (IF DIFFERENT): _____

PHONE: (HOME) _____ (CELL) _____

1. How long have you lived within Park City limits? _____

2. Are you at least 21 years old? YES NO

3. Are you a police officer or a current Park City staff member? YES NO

4. If selected, are you willing to submit to a background investigation? YES NO

5. Why are you interested in serving on the Police Complaint Review Committee?

6. Please describe your personal and/or professional involvement within the Park City community.

7. Are you able to be unbiased towards law enforcement? If not, why?

YES NO

8. If you were not appointed to this committee, would you be interested in serving on any other boards or commissions?

YES NO

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NAME: Beth Armstrong

E-MAIL ADDRESS: beth@phcpc.org

STREET ADDRESS: 2574 Aspen Springs Drive

MAILING ADDRESS (IF DIFFERENT): _____

PHONE: (HOME) _____ (CELL) 4356476831

1. How long have you lived within Park City limits? 15 years

2. Are you at least 21 years old? ☒ YES ☐ NO

3. Are you a police officer or a current Park City staff member? ☐ YES ☒ NO

4. If selected, are you willing to submit to a background investigation? ☒ YES ☐ NO

5. Why are you interested in serving on the Police Complaint Review Committee?

We are at a critical crossroads in our communities and I want to be
part of the solution. I represent a large section of the population through

my work at People's Health Clinic and I'm sensitive to their fears.

6. Please describe your personal and/or professional involvement within the Park City community.

I have been the Executive Director of People's Health Clinic for the past

4 years. I also serve as the board chair of the Park City Arts Advisory Board,

KPCW, Park City Chamber of Commerce,

Aspen Springs HOA and the Utah Symphony Utah Orchestra.

7. Are you able to be unbiased towards law enforcement? If not, why?

☒

YES

☐

NO

8. If you were not appointed to this committee, would you be interested in serving on any other boards or commissions?

☒

YES

☐

NO

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NAME: Stan Rodman

E-MAIL ADDRESS: stanrodman@mac.com

STREET ADDRESS: 1540 Three Kings Drive #70

MAILING ADDRESS (IF DIFFERENT): PO Box 1016

PHONE: (HOME) 435.649.3469 (CELL) 435.647.6397

1. How long have you lived within Park City limits? 9 years

2. Are you at least 21 years old? ☒ YES ☐ NO

3. Are you a police officer or a current Park City staff member? ☐ YES ☒ NO

4. If selected, are you willing to submit to a background investigation? ☒ YES ☐ NO

5. Why are you interested in serving on the Police Complaint Review Committee?

To participate in the process of defining solutions.

6. Please describe your personal and/or professional involvement within the Park City community.

5 years seasonal Deer Valley employee, Park City Film, USSA Masters, NAC supporter.

7. Are you able to be unbiased towards law enforcement? If not, why?

☒

YES

☐

NO

8. If you were not appointed to this committee, would you be interested in serving on any other boards or commissions?

☒

YES

☐

NO

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NAME: Andrew Hecht

E-MAIL ADDRESS: Hecht.andrew@gmail.com

STREET ADDRESS: 1350 Woodside Unit B PC 84060

MAILING ADDRESS (IF DIFFERENT): PO Box 4656 PC 84060

PHONE: (HOME) 801.674.3286 (CELL) 801.674.3286

1. How long have you lived within Park City limits? 10+ years

2. Are you at least 21 years old? ☒ YES ☐ NO

3. Are you a police officer or a current Park City staff member? ☐ YES ☒ NO

4. If selected, are you willing to submit to a background investigation? ☒ YES ☐ NO

5. Why are you interested in serving on the Police Complaint Review Committee?

It is important to me to be part of a community that is developing and
making every attempt to be better. I see the role of this committee

a way to keep our great police force great. This is a great place for me to
give back to my community. I am excited that Park City has a civilian review
committee.

6. Please describe your personal and/or professional involvement within the Park City community.

I have worked for a major non-profit in the city since 2006. I
recently took ownership of one of the properties the city sold on Woodside

7. Are you able to be unbiased towards law enforcement? If not, why?

☐ YES ☐ NO

I am a grounded supporter of the police. Oversight is needed to guide and
develop the actions/procedures of our officers and department. The commitment
to evidence-based policing must contain a system that utilizes the use
of evaluating events to make recommendations on how to proceed in the
future.

8. If you were not appointed to this committee, would you be interested in serving on any other boards or commissions?

☒ YES ☐ NO

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NAME: Austin Lau

E-MAIL ADDRESS: austinlau@gmail.com

STREET ADDRESS: 470 Woodside Avenue #1, Park City, UT 84060

MAILING ADDRESS (IF DIFFERENT): PO Box 4091, Park City, UT 84060

PHONE: (HOME) 415-236-2266 (CELL) 415-236-2266

1. How long have you lived within Park City limits? 16 months

2. Are you at least 21 years old? ☒ YES ☐ NO

3. Are you a police officer or a current Park City staff member? ☐ YES ☒ NO

4. If selected, are you willing to submit to a background investigation? ☒ YES ☐ NO

5. Why are you interested in serving on the Police Complaint Review Committee?

I've had only positive, albeit "in passing" and social, experiences with our city's Police Department. But I realize that perception and trust of the Park City Police Department can vary widely and I believe citizen oversight is more important than ever these days. I'd very much look forward to partnering with Mayor Beerman and City Council to

provide oversight and recommendations that bridge the Police Department, local Government, and voice of the Park City community – ideally reviewing 100% of dispositions with recommendations for 100%. I think it would be an ideal way to contribute to Park City in a way that is meaningful and very important for me personally, with a tangible benefit of improving the community.

6. Please describe your personal and/or professional involvement within the Park City community.

I would call myself an active and engaged citizen of Park City without any concrete business or family ties. I was born and raised in Boulder, Colorado but moved here 16 months ago from San Francisco, California. I work from home for a technology company focused on online publishing (WordPress.com). My community here mostly revolves around swimming, skiing, being outdoors, and my neighbors here on Upper Woodside. All my life I've been passionate about civic engagement – I worked on the Social Impact team at Google focused entirely on civic engagement. But since moving to Park City, this is an area that has been lacking for me personally and I think this Review Committee would be a great way for me to step up and be more formally involved.

7. Are you able to be unbiased towards law enforcement? If not, why?

☒ YES ☐ NO

I have the highest level of respect for the Park City Police Department. While the current movement sweeping across our nation is characterized by demands to “defund” police, I honestly believe additional citizen and resident oversight and community engagement like this Review Committee can prevent those sentiments. I'm looking forward to building a strong partnership in order to help strengthen the position of our Police Department and its ability to perform necessary law enforcement in our community.

8. If you were not appointed to this committee, would you be interested in serving on any other boards or commissions?

☒ YES ☐ NO

Selected applicants will be required to provide a background check and Confidentiality and disclosure agreement.



POLICE COMPLAINT REVIEW COMMITTEE CITIZEN MEMBER APPLICATION FORM

The Mayor and City Council are looking for citizen members to serve on the Police Complaint Review Committee.

The Police Complaint Review Committee is an advisory body, which reviews proposed complaint dispositions of complaints filed against police personnel and/or police procedures and to provide recommendations to the Chief of Police on those complaints reviewed.

Applications may be submitted by email to Michelle Downard, mdownard@parkcity.org or in hard copy, to Michelle Downard, City Hall Building, Building Department, 3rd Floor, 445 Marsac Ave, Park City, UT 84060.

Citizen appointment to the Police Complaint Review Committee shall be made by the City Council of Park City. Applicants will be notified of the interview schedule when available.

NAME: Mary Christa Smith

E-MAIL ADDRESS: marychristasmith@gmail.com

STREET ADDRESS: 1893 Prospector Ave.

MAILING ADDRESS (IF DIFFERENT): PO Box 683666 Park City, Utah 84068

PHONE: (HOME) _____ (CELL) 435-640-9189

1. How long have you lived within Park City limits? 12 of the last 30 years

2. Are you at least 21 years old? ☒ YES ☐ NO

3. Are you a police officer or a current Park City staff member? ☐ YES ☒ NO

4. If selected, are you willing to submit to a background investigation? ☒ YES ☐ NO

5. Why are you interested in serving on the Police Complaint Review Committee?

see attached

6. Please describe your personal and/or professional involvement within the Park City community.

see attached

7. Are you able to be unbiased towards law enforcement? If not, why?

☒ YES ☐ NO

see attached

8. If you were not appointed to this committee, would you be interested in serving on any other boards or commissions?

☒ YES ☐ NO

Selected applicants will be required to provide a background check and Confidentiality and disclosure agreement.

PRINT

SUBMIT

Police Complaint Review Committee Application

Supplemental document for Mary Christa Smith

5. I am interested in serving on the Police Complaint Review Committee because I care about the positive impact community policing has on the health, safety and welfare of our community. This relationship is built on trust and transparency, and I would like to be part of a thoughtful, independent, review process to further the process of building and perpetuating trust and connection with our community and our police.

6. I have lived in Park City from 1991-2000 and 2018 - present. I am the Executive Director for Communities That Care- our community's coalition to prevent youth suicide and substance abuse. I am also on the board of Mountainlands Community Housing Trust. I am a homeowner at Central Park Condos, an affordable housing project. I was deeply involved in the 2020 Vision process. I am the mother of 2 children.

7. I think this is a difficult question to answer. My background in Diversity, Equity and Inclusion as a high school diversity studies teacher, has taught me that it is truly impossible to be unbiased. However, I work continuously to uncover my privilege, blind spots and biases in order to recognize them when they are present in my deliberations and processing. However, I will say, I have a neutral attitude towards our police. I see the police force as an essential component of our society and am supportive of community policing. I think the system of policing has problems when issues are not addressed transparently. I do not hold a negative bias towards law enforcement, nor do I believe individual officers to be infallible. I do believe that law enforcement works best when officers know they will be held accountable by the community.