



CITY OF SPOKANE
808 W. SPOKANE FALLS BLVD.
SPOKANE, WASHINGTON 99201-3327
509.625.6250

RECEIVED

JUN 24 2015

OFFICE OF THE CITY ATTORNEY

June 23, 2015

Mr. Troy Bruner
Chair, City of Spokane Ethics Commission
808 W. Spokane Falls Blvd
Spokane, WA 99201

Mr. Bruner,

We are writing to inform the Ethics Commission that the City Council took action by unanimous vote on June 18, 2015 to remove Ms. Rachel Dolezal from the Police Ombudsman Commission. Therefore, we respectfully withdraw our June 15, 2015 request that the Ethics Commission open an inquiry. The matter of whether Ms. Dolezal misrepresented herself on her application and, if in doing so, violated the City Code of Ethics is now moot.

Thank you for the time and consideration you have already put into our initial request. Please let us know if we can provide you with additional information.

Sincerely,

David A. Condon
Mayor

Ben Stuckart
City Council President



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June 15, 2015

Mr. Troy Bruner
Chair, City of Spokane Ethics Commission
808 W. Spokane Falls Blvd
Spokane, WA 99201

Mr. Bruner,

Over the past few days, serious questions have been raised about the truthfulness of responses provided by Ms. Rachel Dolezal on her application the volunteer position of commissioner on the independent citizen Police Ombudsman Commission. As such, we are requesting that the Ethics Commission open an inquiry to determine if Ms. Dolezal misrepresented herself and, if in doing so, violated the City Code of Ethics.

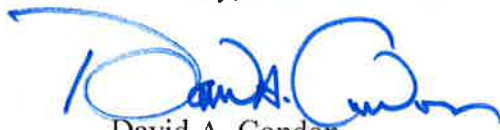
This inquiry is being filed with the Ethics Commission pursuant to SMC 1.04A.110.B which states, "Any person may file an official written complaint or inquiry with the Ethics Commission asking whether a current City officer... has failed to comply with this Code of Ethics."

We are specially asking that the Ethics Commission review the application attached herein for any violations of Section 1.04A.030, subsection N, which states in part that, "No City officer... shall commit any act of moral turpitude or dishonesty relating to his or her duties or position as a City officer... or arising from business with the City." Numerous local, national and international media outlets have reported assertions by Ms. Dolezal's family that she is African American are false. Those family members include Ms. Dolezal's parents and adopted brothers.

In signing the application, Ms. Dolezal certified that the statements made "are true and correct to the best of my knowledge and belief." Furthermore, Ms. Dolezal agreed to be "subject to the City's Code of Ethics set forth in Chapter 1.04 of the Spokane Municipal Code."

Thank you for your consideration of this matter. Please let us know if we can provide you with additional information so that you may conduct this inquiry in a timely manner.

Sincerely,



David A. Condon
Mayor



Ben Stuckart
City Council President

Enclosures



Mayor's Office, City Hall, 7th Floor
808 W. Spokane Falls Blvd, Spokane, WA 99201
509-625-6250

Date Stamp

Application For OPO Commission – SMC 4.32.010 et. seq.

(SMC 4.32.010 is available at www.SpokaneCity.org or from the City Clerk)

The information provided on this questionnaire will be used by the Mayor and City Council in considering your appointment.

Please complete each section, if applicable.

Please attach additional materials (Resume, Letters of Reference) that you would like considered as part of your Application.

Applicant's Name: Rachel Dolezal
Residence Address: [REDACTED]
Mailing Address: same
Email: rdolezal@ewu.edu Home Phone: [REDACTED] Cell Phone: same
Have you ever used or been known by any other name? Rachel Dolezal Moore 2000-2004
How long have you been a continuous resident of the City of Spokane? 1 year
If less than seven years, please list all addresses within last seven years. [REDACTED]
Which council district do you currently reside? 6211/#2
Are you a citizen of the United States? yes
Are you registered to vote in the City of Spokane? yes
Do you meet all of the eligibility requirements as defined in the Spokane Municipal Code Chapter 04.32.150? yes

EDUCATIONAL HISTORY

High School: Christian Liberty Academy Diploma Earned: H.S., 5.00 GPA
Address: Arlington Heights, IL
College/University: Howard University Degree Earned: MFA, 4.00 Summa Cum Laude
Address: Washington, DC
Any other training or education that you believe is relevant? Licensed Intercultural/Diversity Trainer

EMPLOYMENT HISTORY

Current or Last Employer: Eastern Wash Univ. Position: professor Dates: 2007-2014
Address: Cheney, WA Phone: 509 359 6150
Previous Employer: North Idaho College Position: adjunct faculty Dates: 2005-2013
Address: Coeur d'Alene, ID Phone: 208 769 3276



Mayor's Office, City Hall, 7th Floor
808 W. Spokane Falls Blvd, Spokane, WA 99201
509-625-6250

SUPPLEMENTAL QUESTIONS

(please use an additional page to answer the following)

See attached paper

1. Describe your civic involvement in the Spokane community.
2. Why you are interested in serving on the OPO Commission?
3. How does your specific experience make you qualified for the OPO Commission?
4. Describe any involvement or interaction that you have had with the Spokane Police Department.
5. Describe any involvement or interaction that you have had with law enforcement.
6. Is there any other information that you believe should be considered? If so, please set forth.

REFERENCES

The following individuals are qualified to comment on my capabilities. Please identify one personal and two professional references.

Name: <u>Bayyina Jeffries, PhD</u>	Relationship: <u>Boss, EWM</u>	Phone: <u>509 359-6150</u>
Name: <u>Ben Cabido</u>	Relationship: <u>Colleague</u>	Phone: <u>509 838-1881</u>
Name: <u>Bob Bartlett, PhD</u>	Relationship: <u>Colleague</u>	Phone: <u>509 710-4937</u>

UNDERSTANDING OF APPLICATION

I, Fuchel Dobial, certify that I have read and understand all questions and statements contained in this application, further, that all statements I have made herein are true and correct to the best of my knowledge and belief.

I certify that I have read and understand the Spokane Municipal Code Chapter 04.32.150 regarding the qualifications and responsibilities of the OPO Commission and that I will be required to attend all scheduled meetings

I understand that if selected for a position to serve, that I will be subject to the City's Code of Ethics set forth in Chapter 1.04 of the Spokane Municipal Code.

I understand that if selected for a position to serve, that I will abide by the City's confidentiality requirement under Spokane Municipal Code Chapter 04.32.150.

I understand that applications are subject to the Washington State Public Records Act, which provides an exemption from public inspection and copying of certain personal information as set forth in the Act.

I understand this application authorizes a reference check and hereby authorizes any individual, company, or institution with whom I have been associated to furnish the City of Spokane any pertinent information concerning my application which they may have on record or otherwise. I do hereby release the individual, company, or institution and all individuals connected therewith from all liability for any damages whatsoever incurred in furnishing such information.

NOTE: Information contrary to State laws against discrimination is not sought or utilized.

SIGNATURE OF APPLICANT: _____

DATE: _____

06/12/14

**PLEASE RETURN A HARD COPY OF THIS FORM TO THE
MAYOR'S OFFICE - CITY HALL, 7TH FLOOR**



Mayor's Office, City Hall, 7th Floor
808 W. Spokane Falls Blvd, Spokane, WA 99201
509-625-6250

EQUAL EMPLOYMENT OPPORTUNITY INFORMATION

(This information is voluntary and in no way affects the outcome of your application.)

POSITION APPLYING FOR: OPO Commission

Applicant's Name: Rachel Dolezal

Sex: ☒ Female ☐ Male Date of Birth: 11-12-1977

Ethnic Origin (please select one of the following):

- ☐ Hispanic / Latino (Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race)
- ☒ White (having origins in any of the original peoples of Europe, the Middle East, or North Africa)
- ☒ Black / African American (having origins in any of the black racial groups of Africa)
- ☐ Native Hawaiian / Other Pacific Islander (having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands)
- ☐ Asian (having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam)
- ☒ American Indian / Alaska Native (having origins in any of the original peoples of North, Central, and South America, and who maintain tribal affiliation or community attachment)
- ☒ Two or More Races (all persons who identify with more than one of the above)

Veteran Status:

- ☒ Not a veteran ☐ Vietnam-era veteran
- ☐ Disabled veteran ☐ Any other veteran

Disability Status:

- ☐ Disabled ☒ Non-Disabled

APPLICATION FOR OPO COMMISSION – SMC 4.32.010 – RACHEL DOLEZAL

SUPPLEMENTAL QUESTIONS:

1. Describe your civic involvement in the Spokane community:

I have been involved within the Inland Northwest in a civic capacity for the past 8 years. My involvement has stretched from Moscow, Idaho to Cheney, WA and includes extensive work within Spokane and Coeur d'Alene communities. I have developed and led a Young Advocates for Human Rights summer camp for middle school students, addressing racial and social justice advocacy issues. I planned and produced the Juneteenth event in Spokane in 2012 and established a subsequent scholarship fund attached to the broader annual event at Liberty Park. I have participated in panel discussions such as the police reform event that brought Norm Stamper to the Bing Crosby Theater and discussed justice and equity in law enforcement. I have contributed to organizations such as the YWCA, NAACP, PJALS, and many local colleges and universities in the capacity of speaker, Board member, advisor, or advocate. I have consistently represented issues of racial and social justice in blogs and columns as well as lectures and community programs that I have developed for education and outreach in and around the Spokane community.

2. Why you are interested in serving on the OPO Commission?

I am interested in serving on the OPO Commission because I am concerned for equity and inclusion within law enforcement policies and procedures. I believe in promoting accountability in law enforcement and all public sectors and have been asked by several colleagues and peers to submit an application for this position. I believe that my experience with diverse populations combines with formal education and community connection to provide a unique opportunity for growth and development within the Commission with my participation.

3. How does your specific experience make you qualified for the OPO Commission?

As a community developer, mentor, educator and concerned citizen, I have consistently modeled standards of honesty, integrity and equity. I have lived all over the country and have experience in a variety of socio-economic and ethnic communities. I have seen police brutality and lack of respect for law enforcement as dually damaging realities and have worked for individual and community justice in a variety of ways for the past sixteen years. My involvement in Mississippi community development informs some of my civic participation in Spokane, because both communities experienced high levels of division, poverty and equity challenge. I worked to enhance drug and alcohol rehab programs, housing and GED programs, after school tutoring and community gardening as well as curriculum development in Jackson, Mississippi. In the Spokane area, I have also been involved in tutoring and mentoring as well as housing and

education advocacy and speaking out for those who have less power/privilege or are experiencing a degree of marginalization within the dominant community structure.

4. Describe any involvement or interaction that you have had with the Spokane Police Department.

I have represented community groups on panel discussions with the City Council and the Sheriff, but have not yet had the pleasure of serving the Police Department in Spokane. I look forward to working in a closer capacity through the OPO Commission with the Spokane Police.

5. Describe any involvement or interaction that you have had with law enforcement.

I have had mostly social/community involvement with law enforcement at events and activities where law enforcement officers were present for protection or security. I also had several hate crimes levied against my family during my work in human rights in North Idaho and had an ongoing relationship with both the police department there and the FBI to crack down on the perpetrators of violence and intimidation.

6. Is there any other information that you believe should be considered? If so, please set forth.

Members of the NAACP, PJALS and faculty/administration at Eastern Washington University have all urged me to apply for this position. My colleagues know that I am a thoughtful voice on matters of justice and equity and that I will pay attention to the needs of all community members with specific attention to historically marginalized groups.



RECEIVED

MAY 28 2014

Application for Committee/Boards/Commissions

The information you provide on this questionnaire will be used by the Mayor and City Council in considering your appointment. Please complete each blank, if applicable.

Office of the Mayor

7th Floor, City Hall, 808 W. Spokane Falls Blvd.
Spokane, WA 99201-3315, Phone: (509) 625-6250

FOR OFFICIAL USE ONLY

Position _____

Experience _____ Signature _____

Driver's Lic. No. _____

By: _____ Date: _____

PLEASE TYPE OR USE BLACK INK ONLY AND ATTACH ADDITIONAL SHEETS IF NECESSARY.

PERSONAL INFORMATION

Committee applied for: Office of Police Ombudsman ^{Commission} New Appointment: ☒ Reappointment ☐Position: CommissionerName: Rachel Dolezal Email: _____Business Name: EWU - Africana Studies Business Address: Cheney, WA 99004City: Cheney State: WA Zip: 99004 Phone: (509) 359 6286Residence Address: _____ City: SpokaneState: WA Zip: 99203 Phone: _____ Years at Current residence: 1How long have you been a continuous resident of the city of Spokane? 1 yearAre you a citizen of the United States? Y Are you registered to vote in the city of Spokane? ☒ Yes ☐ NoHave you ever used or been known by any other name (aside from maiden name)? NO

EDUCATION

Highest grade completed Graduation Date

(High) Christian Liberty Academy, GPA 5.00 9 10 11 12 06/1996(College) Belhaven University - Magna Cum Laude 13 14 15 16 BA, 06/2000Major (Graduate) Howard University - Summa Cum Laude Degree: MFA, 06/2002

Other Schools Attended: _____ Degree: _____

Answer all of the following by placing "X" in the proper column. If an answer to any question is "yes", explain in detail on a separate piece of paper.

A. Have you ever been rejected for city employment? _____

B. Have you ever been discharged (fired) or resigned (quit) in lieu of discharge, except for lay off because of lack of work? _____

C. Have you been convicted by a court of law within the last 7 years, including forfeiture of collateral? _____
A conviction will not necessarily bar you from serving in volunteer position. _____

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>

MILITARY HISTORY

Are You or have you been a member of the Armed Forces of the United States? NO

Dates of services _____ Branch of Service _____ Date & Type of Discharge _____

CURRENT EMPLOYMENT:

Name/Location Eastern Washington University
 Nature of Business Academic Position Professor From/To 2007-present
 Phone (509) 359-6286

PREVIOUS EMPLOYMENT:

Name/Location North Idaho College
 Nature of Business academic Position Professor From/To 2005-2013
 Phone (208) 769-3276

Have you ever been employed by or held a position or office with any federal, foreign, Washington or other state, or local governmental entity or agency? If yes, please list.

Position professor Name of Entity/Agency Eastern WA Univ. From/To 2007-2014

Position speaker/contract Name of Entity/Agency Spokane Comm. College From/To various

Position _____ Name of Entity/Agency _____ From/To _____

ORGANIZATIONS AND CIVIC EXPERIENCE

List any community, civic, trade or professional organization in which you have been active.

Organization/Project Black Student Union City/State Coeur d'Alene, ID From/To 2008-2013

Organization/Project Human Rights City/State Coeur d'Alene, ID From/To 2008-2011

Organization/Project NAACP City/State Spokane, WA From/To 2008-2010

Have you ever been elected or appointed to any public office, board or commission in Washington State? If so, please list. NO

Title/Position _____ Office/Board/Commission _____ Election/Appt. Date _____ Term Length _____

Title/Position _____ Office/Board/Commission _____ Election/Appt. Date _____ Term Length _____

Title/Position _____ Office/Board/Commission _____ Election/Appt. Date _____ Term Length _____

REFERENCES

The following individuals are qualified to comment on my capabilities.

Name Regina Malveaux Relationship colleague Address YWCA, CEO, Spokane Phone 509-326-1190

Name Jim Mohr Relationship colleague Address Olympic College, WA Phone 509-475-7535

Name Bayyannah Jeffries Relationship supervisor Address E. Wil, Cheney WA Phone 509 359-6150

OATH OF APPLICATION

I CERTIFY UNDER OATH that I have read and understand all questions and statements contained in this application, further, that all statements I have made herein are true and correct to the best of my knowledge and belief.

AUTHORIZATION FOR REFERENCE CHECK. I hereby authorize any individual, company or institution with whom I have been associated to furnish the City of Spokane any pertinent information concerning my employability which they may have on record or otherwise. I do hereby release the individual, company, or institution and all individuals connected therewith from all liability for any damages whatsoever incurred in furnishing such information.

(Initials Here)

NOTE: Information contrary to State laws against discrimination is not sought or utilized.

SIGNATURE OF APPLICANT [Signature] DATE 05/24/2014

PLEASE RETURN A HARD COPY OF THIS FORM, ALONG WITH (IF REQUIRED) ALL CURRENT PUBLIC DISCLOSURE REPORTS FILED PURSUANT TO RCW 42.17

RETURN TO: OFFICE OF THE MAYOR

Form 190 1/11

Print Form



CITY OF SPOKANE
CODE OF ETHICS AGREEMENT

I understand that as a member of the City of Spokane Office of Police Ombudsman Commission, I am subject to the City's Code of Ethics set forth in Chapter 1.04 of the Spokane Municipal Code. I understand that the Code of Ethics prohibits specific conduct set forth in SMC 1.04.030 A through M and that violation of the Code of Ethics may lead to a complaint before the City's Ethics Committee.

I also understand that a violation of the Code of Ethics may result in a penalty including a civil penalty and payment to the City of damages sustained by the City that are caused by the conduct constituting the violation.

I further understand that SMC 4.32.150, regarding the Office of Police Ombudsman Commission, requires under subsection G that members of the Commission shall agree in writing that they are subject to the City of Spokane Code of Ethics.

I acknowledge that I have read and understand the Code of Ethics.

Rachel Doležal
Name

[Signature]
Signature

OPO Commissioner
Position

18-17-14
Date