



# APPLICATION

## For Appointment to Fill Vacancy SAN LEANDRO CITY COUNCIL, DISTRICT 1

This application will be forwarded to the City Council for consideration to fill the vacancy in District 1, term ending December 31, 2024.

For Official Use	
Resident of San Leandro	Yes ___ No ___
District 1 Residency Met	Yes ___ No ___
Registered Voter	Yes ___ No ___

Please type or print

Name Walton Sbeydeh V  
Last First Middle Initial

Home Address [REDACTED]  
Address City Zip

Primary Phone [REDACTED] Alternate Phone (\_\_\_\_) \_\_\_\_\_ (optional)

Email [REDACTED]

Birthdate (for voter registration verification purposes only) [REDACTED]

How long have you lived at your present address in San Leandro? 9 years

### Current Employment Information

Employer Public Advocates

Address [REDACTED]

Position Director of Higher Education Dates of Employment Feb 2021- Current

Responsibilities See Attached for Questionnaire and Supplemental Questions.

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\_\_\_\_\_

\_\_\_\_\_

### Questionnaire

(A separate sheet may be attached)

Please describe your education, training, and/or any special certifications:

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Please explain why you want to be appointed to the City Council:

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Please list any previous City of San Leandro Board, Commission, or Committee on which you have served:

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Please list any community organizations to which you belong or have belonged:

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Please provide any additional information you wish which covers your qualifications, interests, or training related to this appointment:

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I have sufficient time to devote to this responsibility and will attend the required meeting(s) if I am appointed. I am also aware that this application is a public document. If appointed, I will file the necessary disclosure documents as required under the Political Reform Act.

Signature Sbeydeh Viveros Walton Digitally signed by Sbeydeh Viveros Walton  
DN: C=US, E=sbeydehforst@gmail.com,  
CN=Sbeydeh Viveros Walton  
Date: 2024.01.27 18:54:20-08'00' Date 1/27/2024

Please return your application in person or by mail to:

**Office of the City Clerk  
City of San Leandro  
835 East 14<sup>th</sup> Street  
San Leandro, CA 94577**

You may also submit your application by email to: [clerk@sanleandro.org](mailto:clerk@sanleandro.org)  
Applications will not be accepted after 5:00 p.m. on January 29, 2024. Postmarks not accepted.

# City Council District 1 Appointment Application

Sbeydeh Viveros Walton  
Preferred Name: Sbeydeh Viveros-Walton  
January 27, 2024

## Application

Employer: Public Advocates

Address: [REDACTED]

Position: Director of Higher Education

Dates of Employment: February 2021 - Present

## **Responsibilities:**

Public Advocates is a nonprofit law firm and advocacy organization that challenges the systemic causes of poverty and racial discrimination. We strengthen community voices in public policy by achieving tangible legal victories advancing education, housing, transportation equity, and climate justice. I serve as the founding director of the higher education team where I lead the legal, policy, and advocacy strategy.

## **Describe your education, training, and/or any special certifications:**

I'm a proud graduate of California's three public higher education institutions, and I regularly complete management training as ongoing professional development to ensure I'm up to date on best practices.

## Academic Education

- Chabot College: Associate's degree in liberal arts
- UC Berkeley: Bachelor's degree, double major in ethnic studies and rhetoric; minor in public discourse
- San Francisco State University: Master's in public administration, emphasis in urban administration and management

## Professional Development & Specialized Trainings

- California Office of Emergency Services: Public Information Officer Training
- The Management Center: Managing to Change the World
- The Management Center: Equitable Hiring

**Please explain why you want to be appointed to the City Council**

When my spouse and I decided to raise our family, the decision was obvious. In 2015, we moved to San Leandro, a place where his family has called home since 1950. The city's deep cultural heritage paired with a diverse and active community further solidified our decision.

I want to serve on the City Council and be a link between our community and our legislative body that has a deep day-to-day impact on the lives of San Leandro residents. I want to have an active role in addressing the pressing issues impacting San Leandro and strengthening our long-term stability and resiliency.

I am committed to working collaboratively with the Council to improve the lives of San Leandrans by focusing on community centered public safety, sustaining safety net services, affordable housing, homelessness, and supporting small businesses. My unique personal, professional, and service leadership positions over the last 17 years have prepared me to represent District 1 and serve the City at large.

**Please list any previous City of San Leandro Board, Commission, or Committee on which you've served:**

San Leandro Library-Historical Commission, Chair (2019 - 2022)  
San Leandro Library Director Interview Committee, Community Representative (2021)  
Cherry Festival Planning Committee (2015-2017)  
Cinco de Mayo Planning Committee (2015-2017)  
Volunteer, Groceries for San Leandro Families (2019-2020)  
Speaker, San Leandro High School Career Day (2015-2023)

**Please list any community organizations to which you belong or have belonged:**

I'm active in organizations and nonprofits in leadership positions that focus on civic engagement, equity, education and public service.

- KQED Community Advisory Board, Co-Chair (2019 - Present)
- East Bay Women's Political Alliance, Vice Chair (2019- Present)
- UC Berkeley Latinx Legacy Committee, Gala Chair (2015-Present)
- Peralta Colleges Foundation, President (2015-2020)
- Leadership San Leandro, Class of 2017
- Municipal Management Association of Northern California
  - Opening Plenary Keynote Speaker: "Interconnectedness Excellence: Inclusive Innovation, Urgency, and Hope (2019)
  - Women's Leadership Summit: Equity and Allyship Roundtable Panelist (2019)

**Please provide any additional information you wish which covers your qualifications, interests or training related to this appointment:**

I bring my experience in hands-on community relations, and I have dedicated my career to public service. I served as Deputy Chief of Staff in the Berkeley Mayor's Office from 2008 - 2015 where I was responsible for implementing the Mayor's policy agenda and advised him on police, community, and intergovernmental relations.

I also served as San Leandro's Communications & Community Relations Manager/PIO from 2015-2017 where I implemented multilingual communication efforts and served as the point person for interdepartmental constituent services.

- California Cradle to Career Data System's Community Engagement Advisory Board (2022- Current)
- Peter E. Haas Public Service Award Nominee- Community Service (2022)
- Women@Google Speaker: Civic and Community Leadership (2020)
- Guest Lecturer, Berkeley City College, Mass Media: "Communicating City Initiatives to Diverse Constituencies (Fall 2013, Fall 2014)
- UC Berkeley Latinx Student Development, Guest Lecture: "Politics, Community Accountability, and Leadership" (2020)
- National League of Cities, Policy Advisors Network (2010-2013)
- City of Berkeley Housing Advisory Commission, Chair (2008-2010)
- City of Berkeley Medical Cannabis Commission, Vice Chair (2013-2015)

**Supplemental Questions**

**1. How often do you volunteer in our community?**

Since moving to San Leandro in 2015, I have been an active part of our community while being involved in regional boards and nonprofits. I was elected as Chair of the San Leandro Library-Historical Commission and was also the community representative for the recruitment of the library director. Additionally, I served on the planning committees for the Cherry Festival and Cinco de Mayo celebration. Since 2015, I've spoken to high school students at their annual Career Day about public service, policymaking, and my personal academic journey. During the peak of the pandemic, I helped bag groceries for needy families in the Senior Community Center.

**2. What are your passions or what is your drive in life?**

My passion is ensuring that young people see in themselves the potential that my mentors saw in me. I am fortunate to have been mentored by dedicated individuals who built upon my passion for equity, public service, and education. I've dedicated my career and my adult life to giving back and speaking on the impact of public service. Because of this, I've

invested over 17 years of service in local government and nonprofits focused on K-12 public education, higher education access and success, and civic engagement.

My commitment to these values has deepened since I became a parent. I consider the wellbeing of our community -especially children- as our collective responsibility to care for and uplift each other.

**3. What do you think is the biggest issue facing San Leandro residents and what actions do you think the city can take immediately, in the midterm (3-5 years) and the long term (10-20 years)?**

I believe that residents need to feel safe in their homes and their community.

**Short Term**

- Fully staffed, responsive, and visible police force
- Clean and accessible public facilities
- Knowing their neighbors and community
- Attending events that bring diverse communities together.

**Midterm**

- Maintain safety net services
- Re-invest in city infrastructure
  - Continue to strengthen the PULL Plan to shore up unfunded liabilities
  - Continue to move forward and fund the Capital Improvement Plan

**Long term**

- Attracting social enterprises & supporting small businesses
  - Research and develop relationships with foundations with this type of funding portfolio

**4. How would you balance the needs and interests of different neighborhoods and communities in San Leandro and that with the City? Include any opportunities or constraints that you would take into consideration.**

To balance the needs of neighborhoods and the city, we must go beyond already engaged citizens and reach constituents where they are to make it easier for the community to voice their opinions. We can do this by leveraging existing technologies and strategies but deploying them innovatively.

**Opportunities:**

- Utilize existing virtual communities such as Facebook groups, Nextdoor, Whatsapp groups, Buy Nothing groups, San Leandro Moms, etc.
- Mobile 311
- Work with the City Boards and Commissions who have citywide representation to learn about needs in their neighborhoods

- There are exciting projects like the Bay Fair TOD and the Shoreline development that have unique place-based needs and can improve San Leandro. These projects should honor the needs of the local community and add value to the whole city.

#### Constraints

- Fully addressing all of the needs of diverse communities will require significant investments and we will need to balance priorities such as infrastructure and an underfunded Capital Improvement Plan.
- Conflicting views on solutions to social problems like housing

**5. What specific skills and abilities do you bring that will enable you to work effectively with both the diverse members and perspectives of our community and the diverse members and perspectives on this City Council?**

In my years of managing constituent services in local government, I've learned that good ideas can come from unexpected sources. During my tenure as San Leandro's Community Relations Manager, I led the City's multi-lingual outreach. In 2016, a mandarin-speaking community member pointed out that the phonetic translation of San Leandro was incongruous. He felt that it didn't reflect our city in a positive light and he was even a bit embarrassed when he had to say our City's name. Ultimately, the City Council voted on the phonetic translation of 聖利安住 "San Li An Chew" which translates to "Great/prestigious comfortable/safe place to live".

My aim is to move from perception to perspective. My perception is based on my lived experience but my goal as council member would be to make decisions and shape policy with the various perspectives of our communities. Listening and engaging with intersecting communities will help me understand the perspective of their priorities and experience living in San Leandro. I will continue to bridge my experience with those of intersecting communities to ensure that our interactions and communications are multi-dimensional.

**6. What is the most important role that the City Council plays and how would you ensure success in that role?**

The City Council is a link between the community and City Hall. Councilmembers are the voice of the community but also the conduit between constituents and their government. The City Council has a direct impact in the lives of our community. For me, success would be measured by community involvement and respectful dialogue amongst the city council.

**7. How will you create and engage in policy and propose/implement hands-on approaches to end homelessness in San Leandro?**

Homelessness is a regional challenge. San Leandro must continue to partner and advocate for county and state resources to solve for our unhoused population. In the short term, the City has already adopted a plan to reduce homelessness such as the Navigation Center and rapid rehousing programs. I would make data-driven decisions with the needs of our local unhoused community. I would work with staff to set these programs up for success, evaluate the data as it becomes available, and work with regional and state agencies to secure the funds to make improvements.

**8. How will you create and engage in policy and propose/implement hands-on approaches to create a safer community from policing to community involvement in San Leandro?**

To create a safer community, we need to provide opportunity and foster our sense of belonging to our city. We should attract social enterprises that align with our Human Services department's strategies and hire local residents that have barriers to employment. I would foster social connectedness by supporting resilient communities through established and emerging social networks. A community with local systems of communication and relationships is resilient to disasters and fosters our sense of belonging and safety.

**9. What is your vision for the city, i.e., what should the City of San Leandro focus on during the next 3-5 years, and how to plan to help realize that?**

My vision for San Leandro is a place where we build our sense of belonging and pride. A "people first" city where everyone sees themselves reflected in their government, public, and community spaces.

Working collaboratively with the City Council and with City staff, I will continue to build on our community relations and engagement, find opportunities to bring communities together so that we can meet and engage on issues facing our community. Finally, work across various government entities to strategize and secure funding and programs that build on this vision.

**10. What types of organizations (e.g., businesses, non-profits, etc.) should San Leandro seek to attract to our city? Why these organizations? How would you support those efforts?**

I believe that inclusive innovation fosters the creative talents of communities working in partnership with various sectors of the community such as: government, education, technology, and the arts.

- Public and nonprofit higher education - extension campus: Our demographics, our central location Bay Area, and our public transportation (BART, Bus Rapid Transit) makes us uniquely positioned to advocate for an extension campus for professional programs such as Master's degrees and professional certificates (i.e. AI, Medicine & Health, Energy and Sustainability, Project Management, Executive Leadership programs, etc.) By securing an extension campus, San Leandro emerges as a place where adult learners go to acquire new skills and pivot into new sectors.
- Life Science Industry - Research and development laboratories and pharmaceutical facilities. Our two freeways and our public transportation also make us uniquely positioned to attract more life science organizations.
- Arts and culture organizations are also an important way to build and evolve our community identity and improve our cultural climate.

**11. How would you handle criticism from constituents or the media?**

Criticism from the community members and the media is part of the job of being in a decision-making body, especially one that has such a direct impact on the lives and well-being of the community. Engaged constituents who express their disapproval are needed to improve policy making and my hope is to continue to engage with them in respectful dialogue. My goal is to focus on long-term positive change, make decisions with transparency, and set the record straight with facts.

**12. What strategies would you use to promote civic engagement and participation in local government?**

Government works for the people who understand the system and have the time to engage. We should ask ourselves: Are we listening to the senior who needs their rest and goes to bed early, or the single working parent who doesn't have the bandwidth to engage?

Keeping this in mind, suggested strategies include:

- Meet constituents where they are- utilize existing online platforms and deploy them using the latest trends in engagement
- When we ask for the input of people, I believe it is important to be clear about how we will use their feedback, close the loop on the issue, and be explicit about how their input was integrated into the decision
- Direct service providers have a unique relationship with their clients and we can leverage those connections to facilitate partnerships and conversations \

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# APPLICATION

For Appointment to Fill Vacancy  
SAN LEANDRO CITY COUNCIL, DISTRICT 1

This application will be forwarded to the City Council for consideration to fill the vacancy in District 1, term ending December 31, 2024.

For Official Use	
Resident of San Leandro	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Resident of District 1	<u>21</u> Years
Registered Voter	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

Please type or print

Name Cassidy Stephen H  
Last First Middle Initial

Home Address [REDACTED]  
Address City Zip

Primary Phone [REDACTED] Alternate Phone (\_\_\_\_) \_\_\_\_\_ (optional)

Email [REDACTED]

Birthdate (for voter registration verification purposes only) [REDACTED]

### Current Employment Information

Employer Cassidy Law Office

Address [REDACTED]

Position Attorney/Owner Dates of Employment 2023-present (& earlier)

Responsibilities Own law office representing clients in legal, political consulting, marketing, and government affairs. Skill set and experience includes government relations, public policy advocacy, organizational leadership, public finance and budgeting, municipal planning, media relations, commercial transactions, and civil litigation.

### Questionnaire

(A separate sheet may be attached)

Please describe your education, training, and/or any special certifications:

University of California, College of the Law, San Francisco (formerly UC Hastings), J.D., Magna Cum Laude.

Georgetown University, School of Foreign Service, BSFS.

Have attended numerous training courses from U.S. Mayors Conference and California

School Board Association in public sector governance & leadership.

Please explain why you want to be appointed to the City Council:

My daughter loves San Leandro and intends to live here after college. She wishes to work in the local school district as a teacher like her mother. I am seeking the appointment so that she and the next generation of San Leandrans live in a sustainable, thriving and safe city that celebrates its diversity and advances equity. I will work with the Council in adopting policies that will have a significant, positive impact on the city over the next 20 years and longer.

Please list any previous City of San Leandro Board, Commission, or Committee on which you have served:

Commissioner on the Arts, Culture and Library Commission (current)

Mayor, City of San Leandro, 2010-2014

School Board Trustee, San Leandro Unified School District, 2004-2008

Please list any community organizations to which you belong or have belonged:

San Leandro Education Foundation, Board member, 2015-2017

Building Futures with Women and Children, Board member, 2009-2011

Please provide any additional information you wish which covers your qualifications, interests, or training related to this appointment:

I am proud to have played a leading role in generating nearly \$20 million annually for the City general fund by spearheading the passage of Measures HH (2014) and VV (2020). I care deeply for the children of San Leandro, helping pass bond measures in excess of \$400 million.

I have sufficient time to devote to this responsibility and will attend the required meeting(s) if I am appointed. I am also aware that this application is a public document. If appointed, I will file the necessary disclosure documents as required under the Political Reform Act.

Signature \_\_\_\_\_ Date 1-27-24

Please return your application in person or by mail to:

**Office of the City Clerk  
City of San Leandro  
835 East 14<sup>th</sup> Street  
San Leandro, CA 94577**

You may also submit your application by email to: [clerk@sanleandro.org](mailto:clerk@sanleandro.org)  
Applications will not be accepted after 5:00 p.m. on February 2, 2024. Postmarks not accepted.



# SUPPLEMENTAL QUESTIONS

## For Appointment to Fill Vacancy SAN LEANDRO CITY COUNCIL, DISTRICT 1

NAME: Stephen Cassidy DATE: 1-28-24

This supplemental will be used to determine your eligibility and will be considered part of your application. *If you do not return the supplemental questionnaire, your application may be deemed ineligible.* Please use more sheets if necessary.

1. How often do you volunteer in our community?

I have lived in San Leandro and District 1 for 21 years. Every year I have given of my time for in support of San Leandro civic, school and non profit organizations. My wife and I regularly donate to several local nonprofits. As a Commissioner on the City Arts, Culture & Library Commission, I served as volunteer at the successful 2023 Comedy at the Library event. During the COVID lockdown, along with my wife and daughters, I prepared meals for unhoused persons.

2. What are your passions or what is your drive in Life?

I strongly believe in the value of public service, particularly at the local level. It has always amazed me that many people know what is happening in Washington, D.C. or around the globe, but know nothing of what is happening at City Hall. The decisions made by the City Council can be life and death decisions for members of the community. I am passionate about serving in leadership roles that help people reach their full potential. That to me is the overriding purpose of government. On a more personal level, I have a love for the arts, photography in particular, bicycle riding, nature, hiking and walking along our sea shore.

3. What do you think is the biggest issue facing San Leandro residents, and what actions do you think the City can take immediately, in the midterm (3-5 years), and the long term (10-20 years)?

The severe understaffing of the sworn officers in the San Leandro police department is the number one, immediate issue facing San Leandro. Without timely and sufficient response times by our police officers, criminal activity and blight increase, San Leandro residents feel unsafe and businesses will look to other communities to invest and create new jobs. We must reverse the understaffing through new and lateral hires and sustained promotional/marketing initiatives. Then we must set in place programs and goals to ensure new officers are recruited and hired to account for the next wave of officers reaching retirement age. The second, pressing issue facing our city is the Bay Area housing crisis. We need to create more affordable and market rate housing in San Leandro.

4. How would you balance the needs and interests of different neighborhoods and communities in San Leandro with that of the City? Include any opportunities and constraints that you would take into consideration.

San Leandro's city charter is unique. Even though they must reside in specific districts, all Council members are elected by the entire community. The duty of a Council member is to all San Leandrans. While I will always be responsive the questions and comments of District 1 residents and convey their concerns to the Council and City Manager, I will never seek to place the interests of District 1 residents ahead of the interests of residents of other Districts. The City Council must work together to advance the interests of San Leandro as a whole.

5. What specific skills and abilities do you bring that will enable you to work effectively with both the diverse members and perspectives of our community and the diverse members and perspectives on this City Council?

San Leandro is proudly one of the most diverse cities in the nation and California. I welcome and celebrate our diversity. This was one of the reasons why my wife and I raised our family in Sa Leandro. I possess a 20+ year successful track record in the public and private sectors in working with, and in certain cases leading, highly diverse teams in reaching strategic goals. As Mayor, I held townhalls for Spanish and Chinese speaking residents, restored the City's annual MLK Day (which was eliminated due to budget cuts by my predecessor), participated in Unity in the Community meetings and workshops, raised the Pride Flag at City Hall for the first time, attended the SF Pride Parade as Mayor and advocated for marriage equality and LGBTQ rights.



# SUPPLEMENTAL QUESTIONS

## For Appointment to Fill Vacancy SAN LEANDRO CITY COUNCIL, DISTRICT 1

NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

6. What is the most important role that the City Council plays and how would you ensure success in that role?

The City Council sets the goal and priorities for the City Manager and, in turn, the City organization. Within this function, the City Council approves the City budget which should reflect the goals and priorities the City Council set and the values of the City. Goal setting and budget approval are the most important roles of the City Council. Listening intently, embracing diversity, seeking to advance shared interests, working collaboratively and respecting the different opinions and perspectives by the members of the City Council are the pathways to successfully adopting City goals and the budget.

7. How will you create and engage in policy and propose/implement hands on approaches to end homelessness in San Leandro?

California has the largest homeless population in the nation yet builds only a fraction of the housing necessary for its residents. I support the development and operation of the navigation center at the former Nimitz Motel. The City further should support the construction of new affordable housing by leveraging funds and resources from the state, the county, and other public agencies (including BART) to permanently reduce the number of persons without stable, functional housing. The City should also enhance its partnership with Building Futures and other nonprofits that provide housing, meals and support services to homeless individuals.

8. How will you create and engage in policy and propose/implement hands on approaches create a safer community from policing to community involvement in San Leandro ?

We first must recognize the importance of reversing the severe understaffing of the San Leandro Police Department. But that is one of many steps the City must take. Our City is only safe to the extent the public believes our police officers will respond in a timely and appropriate manner when called upon. Trust and collaboration between the community and police department are critical to keeping San Leandro safe. Continuous outreach through community meetings and townhalls as well as foot patrols can lead to greater trust. Regular training in de-escalation skills for our officers is also an important factor in handling tense encounters with minimal use of force. Finally, we must support the work of the policy oversight commission.

9. What is your vision for the city, i.e., what should the City of San Leandro focus on during the next 3-5 years, and how to plan to help realize that?

I want San Leandro to be a sustainable, thriving and safe city that celebrates its diversity, advances equity and supports each resident in reaching their full potential. In terms of how the City can achieve this, we should eliminate the understaffing in the police department, examine the staffing levels in other city departments, promote and construct new affordable housing, invest in the city infrastructure, commence the development of the Marina project, partner with our schools, safeguard our environment including protecting the shoreline from erosion, implement specific steps to address climate change on the local level, expand public art and protected bike lanes, and examine measures to generate greater revenue for City Hall.

10. What types of organizations (e.g., businesses, non-profits, etc.) should San Leandro seek to attract to our city? Why these organizations? How would you support those efforts?

We should build on our traditional strengths in the areas of advanced manufacturing, software development, food and beverage processing, distribution, and healthcare, bringing new businesses in these fields to San Leandro while promoting the City as a center of innovation in the SF Bay Area. This will generate high quality jobs for residents and provide greater revenue for City Hall to invest back into the community. We also need to support solo and small businesses by keeping business license fees and other charges to a minimum. If we do this, some of the major employers in San Leandro in 10-20 years will be the small businesses that started here today. I would like to see educational opportunities for our residents expand by working with the school districts to partner with Chabot College and Cal State East Bay to offer college level courses and programs in San Leandro.



# SUPPLEMENTAL QUESTIONS

For Appointment to Fill Vacancy

## SAN LEANDRO CITY COUNCIL, DISTRICT 1

NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

11. How would you handle criticism from constituents or the media?

I have experience in this area. The bottomline is you have to have a thick skin when serving in public office. At the same time, you should assume the good faith of those making criticisms and always respond in timely and appropriate manner. You must focus on the issue at hand and not the person making the criticism. You should also reflect on criticisms. If they have merit, you should acknowledge them and change your behavior.

12. What strategies would you use to promote civic engagement and participation in local government?

The City has made great progress in this area through its online surveys of residents, active production and distribution of videos, newsletters and website and social media updates. The City should strive to make key data (budget, major projects and initiatives) as accessible as possible and in easily understood formats. One example of this work already is the budget in brief produced by the Finance Department. Further work, particularly in multilingual formats, is necessary. Traditional means of encouraging civic engagement should not be overlooked. These include public meetings and town halls across the city as well as booths by city employees at the Cherry Festival and other events. Actively listening and responding in person to residents' concerns is invaluable in addressing issues before they become major problems and building community trust. Recognizing good deeds and celebrating the contributions to our City by residents is another way to foster good will and civic engagement. Finally, the City should ensure its commissions and advisory boards are at full membership and facilitate periodic updates/reports to the City Council from the chairpersons of the commissions and boards. There is much the City Council can learn and such interactions would also be appreciated by the commissioners.



# APPLICATION

## For Appointment to Fill Vacancy SAN LEANDRO CITY COUNCIL, DISTRICT 1

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For Official Use	
Resident of San Leandro	Yes ___ No ___
District 1 Residency Met	Yes ___ No ___
Registered Voter	Yes ___ No ___

Please type or print

Name Adams Evan W  
Last First Middle Initial

Home Address [REDACTED]  
Address City Zip

Primary Phone [REDACTED] Alternate Phone (\_\_\_\_) \_\_\_\_\_ (optional)

Email [REDACTED]

Birthdate (for voter registration verification purposes only) [REDACTED]

How long have you lived at your present address in San Leandro? 37 years

### Current Employment Information

Employer Google Inc.

Address [REDACTED]

Position Software Engineering Manager Dates of Employment 17 Oct 2005 to now

Responsibilities For years, I was an individual contributor as a software engineer. For the past four years, I've held a management position, managing 6-8 software engineers.

\_\_\_\_\_

\_\_\_\_\_

### Questionnaire

(A separate sheet may be attached)

Please describe your education, training, and/or any special certifications:

Bachelor's Degree in Computer Science from Oregon State University.

A career in the tech industry

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Please explain why you want to be appointed to the City Council:

City government affects the lives of many people. It's important to have council members  
dedicated to the task of having San Leandro run smoothly. I want to see all citizens of San  
Leandro treated fairly and with respect. I will bring an analytical quality to the Council. My  
goal is to see San Leandro at its best.

Please list any previous City of San Leandro Board, Commission, or Committee on which you have served:

Part of a committee put together by Fran and run by Tom Liao regarding the 1388 Bancroft  
project.

Please list any community organizations to which you belong or have belonged:

Please provide any additional information you wish which covers your qualifications, interests, or training related to this appointment:

See the email.

I have sufficient time to devote to this responsibility and will attend the required meeting(s) if I am appointed. I am also aware that this application is a public document. If appointed, I will file the necessary disclosure documents as required under the Political Reform Act.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Please return your application in person or by mail to:

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San Leandro, CA 94577**

You may also submit your application by email to: [clerk@sanleandro.org](mailto:clerk@sanleandro.org)  
Applications will not be accepted after 5:00 p.m. on January 29, 2024. Postmarks not accepted.

image.png

### Supplemental questions

#### **1. How often do you volunteer in our community?**

I was actively involved in the 1388 Bancroft project. I went door-to-door collecting signatures, helped organize and run town hall meetings (with more than 100 members of the community), researched topics, met with City Council members, and regularly communicated via email with nearly 500 members of the community.

#### **2. What are your passions or what is your drive in life?**

I like sports, both participating and watching. I like spending time with my extended family as our two daughters and their families both live in San Leandro. I like understanding how things work. Fundamentally, I like solving problems.

#### **3. What do you think is the biggest issue facing San Leandro residents, and what actions do you think the city can take immediately, in the midterm (3-5 years), and the long-term (10-20 years)?**

Some of my top items are education, the unhoused, and rents. These are problems that all cities face and have faced for many years. There are no easy solutions. Some issues are budgetary. The City has a limited budget and it must be spent wisely. The City Council has to make hard trade-offs.

Some issues contain more of a philosophy, for example, what are our goals for San Leandro schools? Establish those and then identify the impediments and work towards removing them. We should have goals for things like test scores from San Leandro students. By the way, both of our children went to public school in San Leandro and one of our granddaughters attends McKinley, the same elementary school her mother attended.

It's sad that some people are unhoused, but it's a reality. We need humane ways of dealing with the situation. Navigation centers are a good start. This issue has many root causes so there are no one-size-fits-all solutions. Mentally ill people living on the streets is cruel. People with jobs who can't afford rent have different needs.

Regarding rents and rent stabilization, there's a balance between pricing out renters and enabling rental properties to be a viable business. People should not be forced from their homes by rental increases. Meanwhile, too many restrictions can cause the rental supply to go down which harms the very people they were intended to help.

#### **4. How would you balance the needs and interests of different neighborhoods and communities in San Leandro with that of the City? Include any opportunities and**

**constraints that you would take into consideration.**

Assuming the interests of different neighborhoods and communities are not in direct conflict with each, this becomes a question of prioritization. It depends on the topic of course, but often we need to compare the (usually negative) impact of an issue, look at how many people are affected and by how much, and at the cost to address the situation. We should not take into account which neighborhood or community is making the largest political contributions.

**5. What specific skills and abilities do you bring that will enable you to work effectively with both diverse members and perspectives of our community and the diverse members and perspectives on this City Council.**

I like information and data and like to make data-driven decisions whenever possible. I like to listen to diverse positions to better understand the big picture. I'm happy to talk to people with all perspectives.

**6. What is the most important role that the City Council plays and how would you ensure success in that role?**

The Council sets the direction for the city. As a Council member I would listen to constituents, do research, engage with other Council members, and vote towards the direction I support. All while recognizing that I have just one vote out of seven. I need to find common ground to get four votes in order to pass anything.

**7. How will you create and engage in policy and propose/implement hands-on approaches to end homelessness in San Leandro?**

I want to learn more before proposing solutions as I don't claim to have the answers. The needs of the mentally ill unhoused differ from others and we need to take that into account. Simply shipping people off to another community is not a solution. A navigation center is a good start.

**8. How will you create and engage in policy and propose/implement hands-on approaches to create a safer community from policing to community involvement in San Leandro?**

Policing has several aspects including solving crimes that have been committed, preventing crimes from occurring in the first place, and oversight of the process. Policing is an area where there is often lots of data with the number of crimes committed, locations, demographics, etc. This is good.

I believe we should have a program similar to [CAHOOTS in Eugene](#) Oregon to "respond to 911 and non-emergency calls involving people in behavioral health crisis".

I'm pleased to see things like the Community Police Review Board as I see it as a way to enhance the relationship between the police and the community.

**9. What is your vision for the city, i.e., what should the City of San Leandro focus on during the next 3-5 years, and how to plan to help realize that?**

My vision is simple: San Leandro should be an attractive place for people to live and raise their families. We have lived here for 37 years and our two daughters and their families now live in District 1 as well. San Leandro should continue to focus on ensuring we have very good public schools. As mentioned elsewhere, in addition to education, my top issues are solutions for the unhoused, and rents. These all influence the quality of life for San Leandro residents.

**10. What types of organizations (e.g. businesses, non-profits, etc.) should San Leandro see to attract to our city? Why these organizations? How would you support these efforts?**

Businesses run the gamut from store fronts, to restaurants, to Bay Fair mall, to industry, etc. San Leandro is diverse in this way and that's an advantage. While I'll admit this is not my strongest area, we need to understand the vacancies and opportunities to decide how to position San Leandro as being more attractive than other cities.

**11. How would you handle criticism from the constituents or the media?**

Criticism is to be expected as a City Council member can't please everyone. I encourage open discussions and will happily explain the rationale behind my votes. I will ignore vitriolic criticism.

**12. What strategies would you use to promote civic engagement and participation in local government?**

Communication is key. As city leaders we need to actively communicate with constituents. This can be proactive reporting on progress or reactively responding to questions, emails, etc and meeting with people or groups of people. I have always appreciated the City Council members who responded to my requests to chat. Sadly, that has not been all of them.



# APPLICATION

## For Appointment to Fill Vacancy SAN LEANDRO CITY COUNCIL, DISTRICT 1

This application will be forwarded to the City Council for consideration to fill the vacancy in District 1, term ending December 31, 2024.

For Official Use	
Resident of San Leandro	Yes ___ No ___
District 1 Residency Met	Yes ___ No ___
Registered Voter	Yes ___ No ___

Please type or print

Name McCarthy Ellen M  
Last First Middle Initial

Home Address [REDACTED]  
City Zip

Primary Phone [REDACTED] Alternate Phone (\_\_\_\_) \_\_\_\_\_ (optional)

Email [REDACTED]

Birthdate (for voter registration verification purposes only) [REDACTED]

How long have you lived at your present address in San Leandro? 27 years

### Current Employment Information

Employer Retired from Judicial Council of California 2006

Address 455 Golden Gate Ave, San Francisco, CA

Position Acting Communications Manager Dates of Employment 1987-2006

Responsibilities Oversee communications with news media, court employees, and the public

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### Questionnaire

(A separate sheet may be attached)

Please describe your education, training, and/or any special certifications:

I hold a BA in International Relations from San Francisco State University (1976) Following grad  
My Public Relations career continued with Sun Oil, Inc, Bechtel, Inc, and Judicial Council of CA.  
In retirement, I served as a volunteer mentor to disadvantaged youth with Be A Mentor, Inc, and

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Please explain why you want to be appointed to the City Council:

As a retiree, I miss being part of a team working toward a common goal.

I also want to remain useful to my community. Lastly, as a resident of San Leandro,

I care deeply about the city's well being and would like to help preserve and improve it.

Please list any previous City of San Leandro Board, Commission, or Committee on which you have served:

Please list any community organizations to which you belong or have belonged:

Be A Mentor, Inc.

Chair Space and Science Center

San Francisco Bay Area Tutor Operations--Reading Partners

Please provide any additional information you wish which covers your qualifications, interests, or training related to this appointment:

I have sufficient time to devote to this responsibility and will attend the required meeting(s) if I am appointed. I am also aware that this application is a public document. If appointed, I will file the necessary disclosure documents as required under the Political Reform Act.

Signature \_\_\_\_\_ Date [jan 29, 2024](#)

Please return your application in person or by mail to:

**Office of the City Clerk  
City of San Leandro  
835 East 14<sup>th</sup> Street  
San Leandro, CA 94577**

You may also submit your application by email to: [clerk@sanleandro.org](mailto:clerk@sanleandro.org)  
Applications will not be accepted after 5:00 p.m. on January 29, 2024. Postmarks not accepted.



# SUPPLEMENTAL QUESTIONS

For Appointment to Fill Vacancy  
**SAN LEANDRO CITY COUNCIL, DISTRICT 1**

NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

This supplemental will be used to determine your eligibility and will be considered part of your application. *If you do not return the supplemental questionnaire, your application may be deemed ineligible.* Please use more sheets if necessary.

1. How often do you volunteer in our community?  
Before covid, I was a mentor for disadvantaged youth and in that capacity, I worked with my mentees at least 4 hours per week but often twice that.  
  
Currently, I volunteer at Chabot Space and Science Center about 4 hours/week
2. What are your passions or what is your drive in Life?  
One of my biggest interests is helping to make life better for children, especially those from disadvantaged backgrounds, and their families.  
  
I am a writer and poet and have published in journals and also self-published several poetry chapbooks. In the past, I held writing workshops for the City of San Leandro and have submitted ideas to the Recreation Department for more such classes.
3. What do you think is the biggest issue facing San Leandro residents, and what actions do you think the City can take immediately, in the midterm (3-5 years), and the long term (10-20 years)?  
For many of us, crime is a concern as well as the many other problems caused by poverty. I would like to explore how government and private partnerships could produce jobs and job training as well help to expand health care and housing.
4. How would you balance the needs and interests of different neighborhoods and communities in San Leandro with that of the City? Include any opportunities and constraints that you would take into consideration.  
I would need to spend significant time to better understand this situation. I understand that there are budget constraints and would therefore explore how to partner with private industry in San Leandro.
5. What specific skills and abilities do you bring that will enable you to work effectively with both the diverse members and perspectives of our community and the diverse members and perspectives on this City Council?  
During my career as a communications manager, I developed communication and outreach skills and tools that enabled many successful collaborations with diverse communities.



# SUPPLEMENTAL QUESTIONS

## For Appointment to Fill Vacancy SAN LEANDRO CITY COUNCIL, DISTRICT 1

NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

6. What is the most important role that the City Council plays and how would you ensure success in that role?

The City Council is the policy-making body of local government and must decide on services and laws that benefit the entire community. This requires constant communication with community members who must feel heard and respected and I would make this my top priority.

7. How will you create and engage in policy and propose/implement hands on approaches to end homelessness in San Leandro?

This first requires a solid understanding of the amount and causes of homelessness in our particular city. I would explore opportunities with private sector, including faith organizations, to create temporary and permanent living spaces as well as ordinances and laws that would facilitate this development.

8. How will you create and engage in policy and propose/implement hands on approaches create a safer community from policing to community involvement in San Leandro ?

This also requires a thorough understanding of the problem from all perspectives. Local law enforcement has challenges that must be weighed against the fears and concerns of residents. This requires bringing police and citizen groups together. It is a community problem and requires a community solution.

9. What is your vision for the city, i.e., what should the City of San Leandro focus on during the next 3-5 years, and how to plan to help realize that?

This city is located in one of the most beautiful parts of the Bay Area. We have a gorgeous Marina and easy access to Lake Chabot and the redwoods of the Oakland Hills not to mention the best weather on the continent. This should make it easy to attract many more businesses to our city. With business, come jobs, and revenue for San Leandro to meet its goals.

10. What types of organizations (e.g., businesses, non-profits, etc.) should San Leandro seek to attract to our city? Why these organizations? How would you support those efforts?

San Leandro would benefit greatly from businesses that provide livable salaries and non-profits that support our youth and working people in their desire for affordable housing, health care, jobs, education and overall well being.



# SUPPLEMENTAL QUESTIONS

For Appointment to Fill Vacancy

**SAN LEANDRO CITY COUNCIL, DISTRICT 1**

NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

11. How would you handle criticism from constituents or the media?

I would first make sure I understand the criticism and then I would gather the information and experts needed to address it.

12. What strategies would you use to promote civic engagement and participation in local government?

I would make sure I understood the diverse community's needs and desires through the use of group meetings/hearings/surveys and then design or expand projects accordingly, using all the communication tools available.



# APPLICATION

## For Appointment to Fill Vacancy SAN LEANDRO CITY COUNCIL, DISTRICT 1

This application will be forwarded to the City Council for consideration to fill the vacancy in District 1, term ending December 31, 2024.

For Official Use	
Resident of San Leandro	Yes ___ No ___
District 1 Residency Met	Yes ___ No ___
Registered Voter	Yes ___ No ___

Please type or print

Name Rubin Jessie N  
Last First Middle Initial

Home Address [REDACTED]  
Address City Zip

Primary Phone ( [REDACTED] ) Alternate Phone (      )      (optional)

Email [REDACTED]

Birthdate (for voter registration verification purposes only) [REDACTED]

How long have you lived at your present address in San Leandro? Since August 2017 (~6.5 years)

### Current Employment Information

Employer San Francisco Bay Area Rapid Transit District (BART)

Address [REDACTED]

Position Sr Mgr Performance & Innovation Dates of Employment March 2022-present

Responsibilities I run BART's small-but-mighty Performance & Innovation team. We exist to eliminate pain points and drive continuous improvement across BART. We do so by training employees in process improvement and change management and coaching cross-functional teams to solve complex problems and create impactful solutions that last.

### Questionnaire

(A separate sheet may be attached)

Please describe your education, training, and/or any special certifications:

See attached

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Please explain why you want to be appointed to the City Council:

[See attached](#)

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Please list any previous City of San Leandro Board, Commission, or Committee on which you have served:

[See attached](#)

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Please list any community organizations to which you belong or have belonged:

[See attached](#)

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Please provide any additional information you wish which covers your qualifications, interests, or training related to this appointment:

[See attached](#)

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I have sufficient time to devote to this responsibility and will attend the required meeting(s) if I am appointed. I am also aware that this application is a public document. If appointed, I will file the necessary disclosure documents as required under the Political Reform Act.

Signature \_\_\_\_\_ Date 1/22/2024

Please return your application in person or by mail to:

**Office of the City Clerk  
City of San Leandro  
835 East 14<sup>th</sup> Street  
San Leandro, CA 94577**

You may also submit your application by email to: [clerk@sanleandro.org](mailto:clerk@sanleandro.org)  
Applications will not be accepted after 5:00 p.m. on January 29, 2024. Postmarks not accepted.



# SUPPLEMENTAL QUESTIONS

## For Appointment to Fill Vacancy SAN LEANDRO CITY COUNCIL, DISTRICT 1

NAME: Jessie Rubin

DATE: 1/29/24

This supplemental will be used to determine your eligibility and will be considered part of your application. *If you do not return the supplemental questionnaire, your application may be deemed ineligible.* Please use more sheets if necessary.

1. How often do you volunteer in our community?

I am currently an active member of the Tikkun Olam Committee at Temple Beth Shalom. The committee regularly partners with the City and other community groups to plan and rally fellow temple members to participate in volunteer service opportunities (such as planting trees in underserved areas, preparing welcome baskets for newly-arrived refugees, etc). We strive to organize and participate in such service opportunities every 1 to 2 months

2. What are your passions or what is your drive in Life?

I find immense satisfaction and pride in successfully supporting organizations and communities to achieve their goals. I love the feeling of hard work paying off, especially when that hard work benefits others. I am also passionate about raising my son to be humble, empathetic, ethical, family-oriented, self-sufficient, and happy.

3. What do you think is the biggest issue facing San Leandro residents, and what actions do you think the City can take immediately, in the midterm (3-5 years), and the long term (10-20 years)?

I do not feel qualified to answer this question right now. For the moment, I only know about the issues and ideas that I have heard from my immediate neighbors and what I have seen in the local papers. Before waging an opinion, I would like to review data, research, and analysis and hear what staff thinks, what other Council members think, and -- of course -- what residents themselves think. I do know, however, that many of trickiest challenges we face as a community can be overcome by a relentless focus on process improvement, data-driven problem solving, staff empowerment, and interest-based conflict resolution. I am excited about potentially using my expertise in each of these areas to lead San Leandro into a better future.

4. How would you balance the needs and interests of different neighborhoods and communities in San Leandro with that of the City? Include any opportunities and constraints that you would take into consideration.

In graduate school, I was trained by world-renowned experts in the art of interest-based negotiation and conflict resolution. My skills in this area have only grown since I developed a successful career facilitating process improvements and managing change within public agencies. As a council member, I would bring these skills to bear by working towards developing a common understanding among all key stakeholders of 1) the problems that need solving, 2) what data we can all agree on, 3) root causes of the problems, and 4) potential viable solutions. I would prioritize advocating for those solutions that will directly address root causes and require fewest resources to accomplish.

5. What specific skills and abilities do you bring that will enable you to work effectively with both the diverse members and perspectives of our community and the diverse members and perspectives on this City Council?

I am highly skilled in convening groups of people with divergent perspectives and leading them to consensus agreement. One of the ways I prepare to facilitate these conversations is by spending time listening to as many voices as I can on what the problem is and how people want to solve it. I also review and analyze data and research best practices. Such preparation arms me with knowledge AND it helps me to gain the trust and confidence of the stakeholders involved. I aim to inspire similar trust and confidence as a council member. I am also fluent in Spanish and spent 3.5 years living and working in Central America; I trust this skill and experience will allow me to connect more deeply with certain members of our community.



# SUPPLEMENTAL QUESTIONS

For Appointment to Fill Vacancy

## SAN LEANDRO CITY COUNCIL, DISTRICT 1

NAME: Jessie Rubin

DATE: 1/29/24

6. What is the most important role that the City Council plays and how would you ensure success in that role?

City Council is responsible for representing the interests of the people of San Leandro and ensuring that the City is either meeting those interests or making meaningful progress in the right direction. City Council is responsible for inspiring faith in San Leandro leadership among its constituents. I would strive to perform this role effectively by working to ensure that I have a good grasp on the wide array of interests represented by the District in which I live at all times and that that I know what staff is doing to meet those interests. I would want to know staff's goals, the strategies being deployed, and how progress is being monitored and measured. I would also strive to be known as reliable, consistent, persistent, and trustworthy.

7. How will you create and engage in policy and propose/implement hands on approaches to end homelessness in San Leandro?

I do not feel qualified to answer this question right now. For the moment, I only know what I have heard from my immediate neighbors, what I have seen in the local papers, and what I have learned from my friends and colleagues in local government that work directly on ending homelessness. Before waging an opinion, I would like to review data, research, and analysis and hear what staff thinks, what other Council members think, what residents think, what local businesses think, what those currently working to serve the homeless think, and -- let's not forget -- what those who are or have been homeless think.

8. How will you create and engage in policy and propose/implement hands on approaches create a safer community from policing to community involvement in San Leandro ?

I do not feel qualified to answer this question right now. For the moment, I only know what I have heard from my immediate neighbors, what I have seen in the local papers, and what I have learned from my friends and colleagues in local government that work directly on issues related to policing and safety. Before waging an opinion, I would like to review data, research, and analysis and hear what staff thinks, what other Council members think, what local businesses think, what justice-involved groups think, and what residents think.

9. What is your vision for the city, i.e., what should the City of San Leandro focus on during the next 3-5 years, and how to plan to help realize that?

Ultimately, my vision is for San Leandro to be known as a desirable community to live and work in for people of all backgrounds and identities. People want to move here, people want to work here, people want to start businesses here, people want to raise families here, people want to shop here, people want to dine here, people want to play here. To achieve this vision, I would like to see the City set strategic priorities and measurable goals with which all services align, and then monitor its performance regularly and test different strategies to see which of them move the needle in the right direction. I believe my background in change management will be particularly helpful in achieving this vision, as it would require management across the City to learn how to manage using data and to adopt the practice sustainably.

10. What types of organizations (e.g., businesses, non-profits, etc.) should San Leandro seek to attract to our city? Why these organizations? How would you support those efforts?

I do not feel qualified to answer this question right now. Before waging an opinion, I would like to review data, research, and analysis and hear what staff thinks, what other Council members think, what local businesses think, and what residents think.



# SUPPLEMENTAL QUESTIONS

For Appointment to Fill Vacancy  
**SAN LEANDRO CITY COUNCIL, DISTRICT 1**

NAME: Jessie Rubin

DATE: 1/29/24

11. How would you handle criticism from constituents or the media?

I would try to not take it personally. I know I will not be able to please everyone. What is most important to me is that I remain true to my personal core values -- authenticity, wellness, and impact. I will stay on solid ground as long as I remain true to who I am while I do the best that I can for my community.

12. What strategies would you use to promote civic engagement and participation in local government?

In graduate school, I learned about more productive ways to design public meetings than the traditional method of taking a few minutes for each public comment without a response from local officials. For example, meetings involving facilitated small group discussions with public officials have been shown to be much more effective. This is because such meetings allow for more satisfying conversation and two-way communication. I would be interested in exploring ways that City Council and other public meetings could be designed to facilitate such dialogue.

**Please describe your education, training, and/or any special certifications:**

Education

- Maxwell School of Citizenship and Public Affairs, Syracuse University, Syracuse, NY
  - Master of Public Administration (MPA)
  - Certificate of Advanced Study in Conflict Resolution
- Smith College, Northampton, MA
  - Bachelor of Arts (BA) in Government

Professional Training, Certifications, and Awards

- Fulbright Scholar, awarded by U.S. Department of State
- Fundamentals of Coaching, trained by Co-Active Training Institute
- Group Facilitation Skills, trained by Community at Work
- Project Management Professional (PMP), certified by Project Management Institute
- Change Management Practitioner, trained and certified by Prosci
- Lean Process Improvement Green Belt, trained and certified by Denver Peak Academy

**Please explain why you want to be appointed to the City Council:**

After over ten years working at public agencies throughout the San Francisco Bay Area – City of Hayward, City and County of San Francisco, Alameda Health System, and now Bay Area Rapid Transit (BART) – I have developed strong expertise in driving successful organizational improvement in local government. I would be honored to have the opportunity to use my unique skillset and connections to benefit the City I call home. I am particularly interested in serving on Council for the following reasons:

**1) I am interested in bridging the common gaps in understanding that exist between Council, staff, residents, and businesses.** I have worked for over ten years as staff and know first-hand what it feels like to be in their shoes. I am also a well-connected resident of District 1 – I am close with many of my neighbors, particularly those with young children like me, and I understand exactly what they are looking for from the City. Finally, my husband and I make a point of frequenting local businesses over shopping online. We have become very friendly with many of the merchants in District 1 and it would be an honor to continue to help them and other local businesses flourish to serve the City's broader economic development goals.

**2) I know what it takes to productively navigate competing priorities.** I am highly skilled in designing effective meetings and facilitating conversations between groups with conflicting agendas to reach resolutions that meet common interests. I have been trained by world-renowned experts in the art of conflict resolution and interest-based negotiation and have gained deep professional experience in its application.

**3) I know what it takes to continuously improve an organization.** I have facilitated countless team efforts that have measurably improved the efficiency and effectiveness of government services. I have found that a crucial ingredient to the success of such efforts is active, consistent, and persistent support from the highest levels of an organization. I have also found that it helps greatly to provide such efforts with information on how comparable municipalities operate, and I am closely connected with hundreds of staff members from local public agencies that can help to quickly track down such information. I would be relentless in bringing my

expertise and connections to bear to ensure that the City of San Leandro makes measurable and meaningful improvements on its goals over time.

4) **I am personally invested in San Leandro's future.** My husband and I intend to make San Leandro our forever home. We bought a house here, we are raising a child here, and we have found community here. I genuinely want to get to know all my neighbors and do what I can to ensure the City serves our collective interests as well as possible. Thus far, I have actively worked to get to know and serve the community in the following ways:

- Active Member, Temple Beth Sholom's Tikkun Olam Committee
  - "Tikkun Olam" means "repairing the world" in Hebrew. The committee regularly partners with the City and other community groups to plan and rally fellow temple members to participate in volunteer service opportunities.
- Active Member, Estudillo Estates Neighborhood Association (EENA)
  - EENA plans regular community social events and opportunities to discuss local issues with Council members and City officials. I participate in these events and conversations as often as possible.
- Active Member, Broadmoor Garden Exchange
  - A group of neighbors and gardeners in San Leandro who exchange produce, seeds, plants, supplies, advice, and tools. I participate religiously in the group's seedling exchange events.
- Past Member and Volunteer, Castro Valley Parents Club
  - The club offers a variety of social and volunteer opportunities for families from Castro Valley and San Leandro. I participated in a variety of events and activities. I also volunteered to plan an event with Evergreen Nursery in San Leandro to teach children how to plant and care for tomato seedlings.
- Past Volunteer, Davis Street
  - I rallied my neighbors and temple to donate to Davis Street's toy drive over the holidays when I found out that the organization did not have enough gifts for all the kids they serve. I also helped to pack gift baskets for children at Davis Street.

**Please list any previous City of San Leandro Board, Commission, or Committee on which you have served:**

I have not served on any yet.

**Please list any community organizations to which you belong or have belonged:**

- Active Member, Temple Beth Sholom's Tikkun Olam Committee
- Active Member, Estudillo Estates Neighborhood Association (EENA)
- Active Member, Broadmoor Garden Exchange
- Past Member and Volunteer, Castro Valley Parents Club (includes members from San Leandro)
- Past Volunteer, Davis Street

Application - District 1 Vacancy

Jessie Rubin

3 of 3

**Please provide any additional information you wish which covers your qualifications, interests, or training related to this appointment:**

I am a fluent Spanish speaker, which comes in handy for getting to know my neighbors and community better.

My husband is also originally from Panama and I have witnessed the infuriating ways in which he has been subjected to prejudice due to his race and ethnicity throughout the course of our relationship. I relate closely to those in San Leandro that have had similar experiences, and I am determined to do what I can to combat instances of injustice and discrimination in the community.