



Volunteer Opportunity Member MCSO Community Advisory Board

The ACLU of Arizona is seeking a passionate, highly organized, and self-motivated individual to serve as a volunteer member of the Community Advisory Board (CAB), which supports the engagement of the community in the process of reforming the Maricopa County Sheriff's Office (MCSO) to end discriminatory policing practices.

This is an unpaid position for which we are requesting a commitment of at least two years. Applicants should be representatives of the plaintiff class as defined by the court in the *Melendres v. Arpaio* lawsuit – any Latino person who, since January 2007, has been or might be in the future stopped, detained, questioned, or searched by MCSO agents while driving or sitting in a vehicle on a roadway or in a parking area – and must be willing to devote at least 10-15 hours per month to support activities of the CAB. Given the important role that the CAB plays in gathering concerns from the community about MCSO practices related to its compliance with court orders, applicants should have experience organizing within Latino or other immigrant communities. Individuals who were personally impacted by discriminatory MCSO policing practices in the past are encouraged to apply.

The CAB was created in 2013 by federal district court Judge Murray Snow as part of a ruling in an ACLU class-action lawsuit on behalf of Latinos in Maricopa County. Judge Snow found that former Maricopa County Sheriff Joe Arpaio and the MCSO had engaged in a systematic, agency-wide “policy and practice” of unconstitutionally relying on race for law-enforcement operations in violation of the Fourth and Fourteenth Amendments.

Judge Snow ordered the creation of the CAB to work with members of the court-appointed Monitor team, community members, and attorneys for the plaintiff class, including the ACLU of Arizona, to achieve the court-ordered reforms. Those reforms include racial-profiling training for deputies, mandatory data collection for all traffic stops, and revisions to MCSO complaint and disciplinary procedures, among other things. One of the primary functions of the CAB is to host three meetings per year to gather feedback from the community about the court-ordered reforms.

For nine years, the ACLU has been litigating the *Melendres v. Arpaio* lawsuit. One extensive ruling in this case was issued in 2013; however, the important, resource-intensive, and time-consuming process of actually implementing more than 200 reforms under new Sheriff Paul Penzone is underway and will last for several more years – the court orders specify that the court's oversight will continue for three years beyond the time when MCSO has come into full compliance with the ordered reforms, which it has not yet done. While the CAB does not have direct oversight over MCSO, it plays an important role in ensuring community members learn about and provide input on policing practices that will impact Maricopa County residents for years to come. Since the CAB was created to ensure that reforms were successfully implemented, CAB members must be willing to work collaboratively with a wide variety of stakeholders, including community members, MCSO staff, members of the Monitor team, and ACLU attorneys serving as plaintiffs' representatives.

RESPONSIBILITIES AND EXPECTATIONS FOR CAB MEMBERS:

In general, duties are shared or rotated among members, and require quarterly or as-needed attention.

Attendance

- Attend court hearings, and assist in outreach to the community to publicize scheduled court hearings to increase attendance at the hearings.
- Attend Monitor community meetings, and assist in outreach to the community to publicize scheduled community meetings held by the Monitor team to increase attendance and participation at the meetings.
- Attend Monitor quarterly site visit meetings at MCSO to review progress of MCSO's compliance with court-ordered reforms.
- Attend MCSO community-engagement events, trainings, and other meetings to evaluate MCSO's compliance with the court orders and engagement with the community.
- Become familiar with the governing court orders, particularly community-engagement provisions and reforms required of MCSO, and work with the ACLU of Arizona and the Monitor team to engage the community in the process.

Communication

- Communicate to the Monitor in writing, with copies to the ACLU of Arizona, the concerns gathered from the community at CAB meetings.
- Facilitate regular dialogue between the Monitor and community leaders.
- Communicate with the Monitor team and the ACLU of Arizona at least two weeks in advance of any CAB meetings or other CAB activities regarding necessary administrative support for those meetings and other activities to allow the Monitor team to coordinate meetings, as required by the court orders;
- Assist in disseminating to the public, via social media and in person, the quarterly and annual reports of MCSO's progress produced by the Monitor, which will be provided to CAB members by the ACLU of Arizona.
- Provide specific recommendations, in writing and during formal meetings, to MCSO about its policies and practices to ensure that the court orders are met.
- Consult with the Monitor regarding a program to promote awareness throughout Maricopa County about the process for filing complaints about the conduct of MCSO employees.
- Communicate and collaborate with the ACLU of Arizona and the Monitor team on a regular basis regarding the status of MCSO reforms, the status of court proceedings, CAB activities, and other matters, including participating in regularly scheduled calls and meetings.
- Provide to the Monitor and the ACLU of Arizona an annual end-of-year report regarding the CAB's activities over the preceding year, including its fulfillment of the obligations outlined in the court order.

Community Engagement

- Hold three meetings per year to gather concerns from the community about MCSO practices related to its compliance with the court orders, and at the CAB's option, hear from MCSO personnel at such meetings on matters of concern relating to MCSO compliance with the court orders;
- At the CAB's option, conduct or retain a consultant to conduct a study to identify barriers to the filing of civilian complaints against MCSO personnel.
- Compile, submit, and manage a proposed annual budget, not to exceed \$15,000, that will cover expenses including appropriate research, outreach advertising, and website maintenance, stipends for intern support, professional interpretation and translation, and out-of-pocket costs of CAB members for transportation related to their official responsibilities and other meeting-related expenses. The budget will be approved by the court-ordered Monitor team; however, CAB members are expected to track expenditures and provide explanations for variances.

PREFERRED QUALIFICATIONS:

- An understanding of and a passion for human and civil rights, social justice, and/or police accountability issues, and a genuine commitment to assist with the successful implementation of court-ordered reforms impacting MCSO.
- Excellent leadership skills to facilitate collaboration with a diverse group of stakeholders, including community members, MCSO staff, members of the Monitor team, and ACLU attorneys serving as plaintiffs' representatives.
- Experience organizing in or working with communities impacted by over-policing and racial profiling.
- Experience working with or motivating volunteers.
- Experience with developing budgets and work plans to meet budget and program goals.
- Ability to volunteer up to 10-15 hours per month, including travel throughout Maricopa County, and attend meetings scheduled during weekdays, evenings, and weekends, as necessary.
- Excellent communication skills, both written and oral.
- Ability to speak Spanish is preferred.
- Ability and willingness to work effectively with police, lawyers, and other professional staff and stakeholders and to articulate complex issues and communicate them to a variety of audiences; must be a "quick study" on a dynamic array of policing issues.
- A commitment to diversity and social justice, and an approach that values the individual and respects differences of race, ethnicity, age, gender, sexual orientation, religion, ability, and socio-economic circumstance.
- Ability to convey the voices, experiences, and interests of impacted communities to a variety of stakeholders.

This is an unpaid position. Travel and any costs associated with performing any CAB functions will be reimbursed in a timely manner.

TO APPLY:

Prepare a one-page cover letter describing your interest in this volunteer opportunity, the ways in which you satisfy the qualifications specified above, and the manner in which your experience will allow you to fulfill the duties and responsibilities of a CAB member. Send your cover letter with a resume by email to info@acluaz.org. Please include "CAB Volunteer Opportunity" in the subject line of your email. Please also indicate in your cover letter where you heard of this volunteer opportunity. No phone calls or walk-ins, please.