

**Application Form****Profile**

Ryan

First Name

T

Middle Initial

Shands

Last Name

Email Address

Home Address

Suite or Apt

Salem

City

OR

State

97304

Postal Code

**What Ward do you live in? \***☒ Ward 8

Primary Phone

Alternate Phone

American Institute for Research

Employer

Program Compliance Consultant

Job Title

Juvenile Justice and  
Delinquency Prevention

Occupation

**Which Boards would you like to apply for?**

Community Police Review Board: Submitted

**Which of the following City of Salem Board or Commission meetings have you attended? \***☒ None**Interests & Experiences****What do you feel you can contribute as a board or commission member?**

I am a natural problem solver. In my current role as a national consultant, I break down complex federal requirements and contrast them with local laws to assist states in improving their juvenile and criminal justice systems. I believe that improving public safety, as well as the relationship between the public and its law enforcement officers, is a matter of strategic effort.

Upload a Resume

**What prompted your interest in applying to serve as a board or commission member?**

Wanting to contribute and seeing the opportunity posted.

**Please explain how your education, professional, personal, or volunteer experience and knowledge qualify you to serve on the board(s) or commission(s) for which you are applying.**

I have a background in military intelligence and operations, and have since worked in juvenile and criminal justice reform for more than ten years at both the state and federal levels.

**List any experience you have with volunteering for the City of Salem or other organizations.**

None to date. I have resided in Salem since 2011 and this would be my first time volunteering.

**Briefly explain any experience you have working with your neighborhood association or other public bodies or committees.**

At the state level I've commonly attended subcommittee's under the departments of Human Services, Education, and the Criminal Justice Commission as it relates to dependency and neglect, school resource officers, and public safety, respectively. Additionally I have attended several meetings on the board for the Criminal Justice Information System (CJIS) housed under OSP. I have stopped participating in such committees upon shifting to national work this past year.

**Can you commit to attending a minimum of 75 percent of scheduled meetings? (Please refer to the City's website for the meeting schedule. Failure to meet the attendance requirement may result in removal from office.)**

☒ Yes ☐ No

**Please list up to three (3) references whom we could contact to learn more about your qualifications (name/email address or phone number/relationship).**

Anya Sekino (Oregon State juvenile justice specialist) [REDACTED] Katie Penkoff (Deputy Director for the Center for Coordinated Assistance to States) [REDACTED] John Teague (Chief of Police for Keizer city) [REDACTED]

Question applies to Community Police Review Board

**What is your experience with ethnic and cultural diversity, including demonstrated life experiences or training in cultural or ethnic diversity?**

I have worked in the states office housing the national racial/ethnic disparities program under Title II for ten years. For ten years, we hosted statewide racial and ethnic disparity conferences, workshops, etc. I have training in this area and can support the work through this experience.

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**Demographics**

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

**Ethnicity**

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☒ Caucasian/Non-Hispanic

**Gender**

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☒ Male