

# Application to Serve on the County of San Diego Independent Redistricting Commission

*This is your application to serve as a Commissioner on the County of San Diego's 2020-2021 Independent Redistricting Commission.*

Read the tips below to  
make sure your  
application is complete.

Paul

First Name

Yang

Last Name

**Make sure you have all the pages.**

There are nine (9) total pages that make up this application, including this page. The pages are numbered in the bottom right corners.

**Initial the top right corner of pages 2-9 in the "Initial Here" box.** This will make sure your application stays together.

**Print clearly and legibly or type your application.** Doing so will speed up processing time. Unclear handwriting may cause delays.

**Don't know if you're eligible to serve on the County's Redistricting Commission?** Among other requirements, you must be a registered voter in San Diego County to serve on the Commission. See page 3 for more details.

**Questions?** Learn more at [www.sandiegocounty.gov/redistricting](http://www.sandiegocounty.gov/redistricting) or [redistricting@sdcounty.ca.gov](mailto:redistricting@sdcounty.ca.gov).

**This application must be received no later than Friday, July 31, 2020, at 5 p.m.** See page 9 for submittal instructions.



### Application Timeline

July 31, 2020	Applications must be received by the San Diego County Clerk of the Board of Supervisors no later than 5 p.m.
August 26, 2020	From the pool of qualified applicants, the Clerk of the Board of Supervisors will post the names of the 60 most qualified applicants. The names will be posted online for at least 30 days.
October 13, 2020	The Clerk of the Board of Supervisors will conduct a random drawing of the qualified applicants at the Board of Supervisors meeting to select eight Commissioners.
October 22 and November 5, 2020	The selected eight Commissioners will meet to choose the remaining six Commissioners from the remaining pool of qualified applicants.

### Important Things to Know

- The questions in this application ensure you are eligible to serve on the Commission.
- Answer the questions to the best of your ability.

### A. Tell us About Yourself

First Name: Paul Last Name: Yang

#### Address (where you are registered to vote)

Street Address: [REDACTED]

City: [REDACTED]

State: [REDACTED] Zip Code: [REDACTED]

#### Mailing Address (if different than the address listed above)

Street Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

#### Contact Information

Phone 1: [REDACTED] Type: cell

Phone 2: \_\_\_\_\_ Type: \_\_\_\_\_

E-mail: [REDACTED]

## B. How This Application Will Be Used

I understand the contents of this application may be made available to the public.

☒ Yes, I  
understand

I understand that while this application is a public document, my personal e-mail address, street address, and phone number(s) will be kept confidential to the extent authorized by law.

☒ Yes, I  
understand

## C. Questions to Determine Eligibility

Government Code section 21550 sets forth certain qualifications to serve on this Commission. Please check the appropriate box for each question. Applicants may be asked to verify and update information at various points in the process.

1. Are you a resident of the County of San Diego? ☒ Yes ☐ No

2. Which supervisorial district do you live in? ☐ 1  
*If you're not sure, visit [www.sandiegocounty.gov](http://www.sandiegocounty.gov), click on "Find My District" under the Board of Supervisors, and enter your address in the top right of the web page.* ☐ 2  
☐ 3  
☐ 4  
☒ 5

3. Which political party are you currently registered?  
☒ Democratic ☐ Republican ☐ American Independent ☐ Green ☐ Libertarian  
☐ Peace and Freedom ☐ Other: \_\_\_\_\_  
☐ I am not registered with a political party (non-partisan)

4. Have you been continuously registered to vote in the County of San Diego with the same political party preference or with no political party preference and have not changed your political party preference for at least five years? ☒ Yes ☐ No  
*If you're not sure, you can check your voter registration at [www.sdvote.com](http://www.sdvote.com).*

5. Have you voted in at least one of the last three statewide elections immediately preceding your application to be a member of the Commission? ☒ Yes ☐ No

**Explanatory Notes:** If necessary, you may further explain answers to the questions above.

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6. Within the 10 years immediately preceding the date of this application to the Commission, have either you, or an immediate family member, done any of the following? For purposes of these questions, immediate family members means a spouse, child, in-law, parent, or sibling.

***You are not eligible to serve on the Commission if you answer "Yes" to any of the following:***

- a. Been appointed to, elected to, or have been a candidate for office at the local, state, or federal level representing the County of San Diego, including as a member of the Board of Supervisors. ☐ Yes ☒ No
- b. Served as an employee of, or paid consultant for, an elected representative at the local, state, or federal level representing the County of San Diego. ☐ Yes ☒ No
- c. Served as an employee of, or paid consultant for, a candidate for office at the local, state, or federal level representing the County of San Diego. ☐ Yes ☒ No
- d. Served as an officer, employee, or paid consultant of a political party or as an appointed member of a political party central committee. ☐ Yes ☒ No
- e. Been a registered federal, state, or local lobbyist ☐ Yes ☒ No

**Explanatory Notes:** If necessary, you may further explain answers to the questions above.



## D. Experience Qualifications

State law requires candidates demonstrate experience in areas related to redistricting. Please provide responses to the following questions.

1. What experience do you possess that demonstrates analytical skills relevant to the redistricting process and voting rights, and demonstrates your ability to comprehend and apply the applicable state and federal legal requirements?

A strong Commissioner must be able to conduct research, analyze data, and plan accordingly. The first criteria, I believe, to improve analytical skills is education; the more we learn, and the more knowledge we gain, our ability to critically analyze information transcends those of others without the needed education. Also, education broadens our ability to think and consider factors outside our worldview. As a public servant, I felt it was essential to not only talk the talk but also walk the talk. While employed full-time and raising a family, I enrolled in college to continue my education journey. I earned my bachelor's degree in criminal justice and then went on to earn my graduate degree from the University of San Diego in Organizational Leadership; I am currently pursuing my Doctorate in Philosophy at the University of the Cumberland in Williamsburg, Kentucky. As a lifelong student, education provides a foundation for critical thinking and helps keep our unconscious biases in check.

A second criterion is practical experience; real-life practical experience from everyday practitioners is salient to getting the job done correctly and timely. In my current role as a San Diego Police Lieutenant, I conduct policy research on best practices to comply with evolving federal and state statutes. Additionally, I am responsible for conducting the department's inspections and audits on an annual basis and providing feedback to ensure compliance with policy and municipal administration regulations. Outside of my employment, I network with law enforcement agencies across the country in developing policies and procedures; I am a certified state instructor for FEMA on the subject of Strategic, Tactical, and Resiliency of Interdiction to Violent Extremism. This is a holistic approach to addressing some of our nation's active shooter incidents by infusing a community policing approach with violent extremist interdiction tactics. To this end, I believe that having practical experience in combination with higher education helps improve my ability to conduct research, analyze and comprehend historical data, and make impartial and informed decisions. Also, having served the City of San Diego and being a resident of this county for the last 25 years, I have witnessed the changing landscape and understand the needs of the constituents.

You are encouraged to limit your response to one page, however if more space is needed, you may attach an additional page.

**2. What experience do you possess that demonstrates an ability to be impartial?**

Impartiality is having the ability to make objective decisions or treat others equally, with dignity and respect. I have always been an advocate of procedural justice; I believe in treating people fairly by allowing them to have a voice in the decision-making process. Impartiality cannot be a one-way process; I believe by listening to people's concerns, I am more informed, thus improves my ability to be impartial. My early childhood was spent searching for salvation and evading the communist regime in Laos. My teenage years in the United States, I found racial tension and rejection. Ironically, in pursuit of peace and equality, I became a public servant, serving as a police officer.

Twenty-five years later, I still have a burning passion for promoting peace and advocating for equality. As a young minority police officer, I encountered tremendous challenges and resistance from the minority community; I was pressured to "take-care of our own" by ignoring certain rules, guidelines, and statutes. I was encouraged to look the other way when it comes to enforcing the laws within a close-knit community.

However, I realized early on that to improve a community and repair the relationships between minorities and law enforcement mutual trust must exist. Rather than look the other way, I enforced the letter of the law; I was firm but fair, and I was strict but had empathy. I explained my actions and how it benefited the entire community, but more importantly, I listened. Today, we refer to this practice as Community Policing—the community and police, working together to achieve a common purpose. My ethics, values, and beliefs have served me well in public service. My vast knowledge of public service, life experience, community-oriented policing experience, and academic knowledge will provide me with a broad perspective as a commissioner. Impartiality is being able to analyze evidence, review best practices, conduct research, and make informed decisions that benefit the greater society, and I will be impartial in all my decisions.

You are encouraged to limit your response to one page, however if more space is needed, you may attach an additional page.



**3. What experience do you possess that demonstrates an appreciation for the diverse demographics and geography of the County of San Diego?**

My appreciation for California's diverse demographics is one that sets my candidacy apart from most candidates. Born as a Hmong ("H" is silent) descent in the mountain regions of Laos, escaping the Laotian communist regime and migrating into Thailand as a refugee, and then coming to the United States as a refugee, I have lived among some of the most diverse demographics both foreign and domestic. To say that I appreciate California's diversity is an understatement; I am part of what make's California a diverse state and an ingredient of the melting pot. Outside of my law enforcement role, I volunteer my time and expertise to help new Karen refugees from Burma, work with non-profit organizations (Lao-Hmong Family Association of San Diego, Multi-Cultural Storefront), and East African communities. I also volunteered to speak at the 2017 National Conference of State Legislature and joined a focus group to advocate for procedural justice (Police Executive Research Forum).

As a member of the community, I raise awareness of the Hmong cultural heritage by lobbying the City Council and the Mayor to recognize the long-standing Hmong heritage in San Diego. In 2016, the Mayor of San Diego, along with City Council, formally gave recognition to the indigenous Hmong culture, which has settled in San Diego for the past 40 years. More salient, December 2016, was proclaimed Hmong Heritage month. In addition to the community accomplishment, I was recognized by the Mayor of San Diego, Kevin Faulconer, and Senator Diane Feinstein for my distinguished leadership and service to the Hmong community of San Diego. This is the beginning of a more significant effort to bring awareness to the entire state of California of our rich and diverse heritage. It is through my work and my passion for equality that inspired me to take part in this Redistricting Commission selection process. I believe that through change, inclusiveness, and diversity, we are stronger together. Progress cannot be possible through individuality, but multiculturalism moves the nation forward.

You are encouraged to limit your response to one page, however if more space is needed, you may attach an additional page.

## E. Demographic Information

Providing this information is optional. You may select "decline to state" for each answer. Elections Code section 21550(g)(2) requires six of the 14 appointees, in addition to meeting minimum requirements, be chosen in a way that ensures the Commission reflects the County's diversity, including racial, ethnic, geographic, and gender diversity. However, formulas or specific ratios shall not be applied for this purpose.

**1. Please describe your ethnic origin. Mark one or more boxes.**

- ☐ BLACK/AFRICAN AMERICAN: All persons having origins in any of the original Black racial groups of Africa.
- ☐ HISPANIC/LATINO: All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- ☒ ASIAN: All persons 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.
- ☐ NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER: All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- ☐ AMERICAN INDIAN/ALASKA NATIVE: All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural affiliation or community recognition.
- ☐ WHITE (not of Hispanic Origin): All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- ☐ Prefer to Self-Describe: \_\_\_\_\_
- ☐ Decline to state

**2. What is your date of birth?**                      ☐ Decline to state

**3. Select the gender you identify as:**

- ☐ Female
- ☒ Male
- ☐ Non-binary
- ☐ Decline to state



### F. Signature

By signing below, I declare under penalty of perjury that the answers provided in this application are true to the best of my knowledge.

First Name: Paul

Last Name: Yang

Signature: \_\_\_\_\_

Date: 05/22/2020

### G. Submittal

Completed applications must be received by the Clerk of the Board of Supervisors no later than Friday, July 31, 2020 at 5 p.m. Double check your answers in the application; once submitted, applications cannot be amended. Remember that you must answer all questions on this application to be considered for the Commission. Incomplete applications will not be considered.

**Option 1:** Mail or drop off the signed paper copy of your completed application to:

County of San Diego  
Clerk of the Board of Supervisors  
Redistricting Commission  
1600 Pacific Highway, Room 402  
San Diego, CA 92101-2471  
(619) 531-5434

Postmarks are not accepted. Applications must be received by the Clerk of the Board by the due date.

**Option 2:** E-mail your completed application.

Ensure the application is signed, then e-mail the application to:  
[redistricting@sdcounty.ca.gov](mailto:redistricting@sdcounty.ca.gov).

**Applications must be received by Friday, July 31, 2020, at 5:00 p.m.**