



APPLICATION FOR APPOINTMENT TO THE BART POLICE CITIZEN REVIEW BOARD

The BART Board of Directors established the BART Police Citizen Review Board (BPCRB) to increase visibility for the public into the delivery of BART Police services, to provide community participation in the review and establishment of BART Police Department policies, procedures, practices and initiatives, and to receive citizen complaints and allegations of misconduct by BART Police Department (BPD) employees. The BPCRB is an advisory committee that reports to the BART Board of Directors. Meetings are generally held once per month, and service on the BPCRB is voluntary.

BPCRB Committee Public Member Requirements

As a volunteer member of this board you will:

- Receive citizen allegations of on-duty police misconduct
- Participate in recommending appropriate disciplinary action
- Advise Board of Directors, Independent Police Auditor and Police Chief
- Review, recommend and monitor implementation of changes to police policies, procedures & practices
- Meet periodically with representatives of the BART Police associations
- Participate in community outreach
- **Terms of Service:** All appointments or re-appointments to the BART Police Citizen Review Board shall be for two-year terms.

All BPCRB members must reside in one of the following counties: Alameda, Contra Costa, San Francisco, or San Mateo. BPCRB members must be fair-minded and objective with a demonstrated commitment to community service. No person currently employed in a law enforcement capacity, either sworn or non-sworn, shall be eligible for appointment to the BPCRB. No current or former or relative of BART Police Department personnel may serve on the BPCRB. Appointees to the BPCRB are subject to a background check and must not have any felony convictions. Members serving on the BPCRB are not required to be U.S. citizens.

The BPCRB Committee is a legislative body for the purposes of the Brown Act. Accordingly, committee meetings are open public meetings subject to the noticing and meeting requirements under this law except in those proceedings where a closed session may be appropriate and required.

It is important that you complete all parts of the application. If your application is incomplete or does not clearly show the experience and/or training required, your application may not be accepted.

The application process will include two phases:
PHASE 1 – Application and Recommendation Review
<i>All applications will be reviewed for all Membership Representation requirements and qualifications, letters of recommendation, resume, and any supplemental documents.</i>
PHASE 2 – BART Board of Directors Appointment
<i>Selected candidates will be invited to appear before the Board of Directors to briefly explain their interest in serving on the committee, followed by a Board vote.</i>

Personal Information

First Name: Cephus Last Name: Johnson

Home/Mailing Address: [REDACTED] City: [REDACTED] Zip: [REDACTED]

Daytime Phone: [REDACTED] Alternate Phone: _____

Email: [REDACTED]

Occupation/Profession: Community Advocate & Nonprofit Organizer with experience serving in advisory roles on statewide p

General Information/Qualifications

In what county do you reside? Alameda County

Are you currently employed in a law enforcement capacity, either sworn or non-sworn?
___ Yes X No

Are you a current or former BPD employee? ___ Yes X No

Are you a relative¹ of a current or former BPD employee? ___ Yes X No

Have you ever been convicted of a felony? ___ Yes X No

References: Please provide the names and contact information of three (3) references who are qualified to discuss your candidacy for service on the BPCRB:

Name: John Burris

Address: Law Offices Of John [REDACTED] [REDACTED]

Name: Adante Pointer

Address: Adante D. Pointer - Pointer & Buelna LLP [REDACTED] [REDACTED] [REDACTED] Phone: [REDACTED]

Name: Dr Tony Jackson

Address: [REDACTED] Phone: [REDACTED]

List any organizations or groups that you belong to or are involved with that you believe bear relevance to your candidacy for service on the BPCRB:

Community-based nonprofit organizations focused on public accountability, community safety, and civic engagement; statewide advisory efforts related to police accountability and professional standards (SB 2); and local community outreach initiatives supporting transparency, due process, and public trust in public institutions.

¹Relatives include spouse, domestic partner, child, parent, brother, sister, grandparent, step-parent, step-child, legal guardian, father-in-law and mother-in-law.

Briefly explain your interest in serving on the BPCRB:

I seek appointment to the BART Police Civilian Review Board because strong, independent civilian oversight is essential to public trust and accountability. BART is a vital regional lifeline, and its policing practices directly affect riders and surrounding communities. My interest reflects a commitment to community advocacy and transparency, ensuring policing aligns with constitutional standards and human dignity. I am motivated to strengthen public confidence through fair review of misconduct allegations, sound policy, meaningful community engagement, and integrity, discretion, and balance.

What qualifications/assets do you have that make you a strong candidate for service on the BPCRB? Please feel free to attach a resume or an additional page.

I bring community-based experience, policy literacy, and the ability to evaluate complex matters fairly and independently. I have experience reviewing records, weighing perspectives, and separating facts from assumptions—skills essential to assessing misconduct allegations and contributing to sound recommendations. I am familiar with open-meeting and transparency laws, confidentiality, due process, and civilian oversight principles reflected in NACOLE's code of ethics. I am committed to community outreach and ensuring public concerns inform policy and practice improvements.



DocuSigned by:
Signature of Applicant: Cephus Johnson **Date:** 1/26/2026
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Return this form to the District Secretary's Office:
Drop Off/In-Person: 2150 Webster Street, 10th Floor, Oakland, CA 94612

U.S. Mail: San Francisco Bay Area Rapid Transit District
c/o District Secretary's Office
P.O. Box 12688, Oakland, CA 94604-2688

Email: CitizenReviewBoard@bart.gov
Call (510) 464-6083 with any questions.

Thank you for your interest in serving on the BART Police Citizen Review Board.

CEPHUS JOHNSON

Alameda County, California



PROFESSIONAL SUMMARY

Community advocate and nonprofit organizer with extensive experience in public accountability, civilian oversight, and community engagement. Brings strong policy literacy, record-review skills, and the ability to evaluate complex matters fairly and independently. Experienced in transparency law, due process, and ethical standards governing civilian review bodies. Committed to strengthening public trust through objective oversight, sound policy recommendations, and meaningful community participation.

CORE QUALIFICATIONS

- Civilian police oversight & accountability
- Review of misconduct allegations and records
- Policy analysis & advisory work
- Community outreach & public engagement
- Transparency & open-meeting compliance
- Confidentiality, due process & ethics
- Stakeholder collaboration & governance
- Fair-minded, objective decision-making

RELEVANT EXPERIENCE

Community Advocate & Nonprofit Organizer

Alameda County, CA | 2010-Present

- Lead community-based initiatives focused on public accountability, transparency, and institutional trust
 - Engage with impacted families, residents, and stakeholders seeking fair review of public safety practices
 - Review documentation, policies, and records related to government decision-making and accountability
 - Facilitate dialogue between community members and public institutions
 - Provide clear explanations of oversight processes and public rights
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Statewide Advisory Experience – Police Accountability & Professional Standards (SB 2)

California | September 2023 - Present

- Served in an advisory capacity related to statewide police accountability and professional standards
 - Contributed to policy discussions involving disciplinary frameworks, due process, and oversight best practices
 - Gained familiarity with decertification standards, investigative processes, and ethical safeguards
 - Applied a balanced, civilian-oversight lens focused on fairness, legality, and public trust
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EDUCATION

San Francisco State University

Ethnic Studies

- Academic focus on race, law, public institutions, community history, and structural inequities
 - Developed critical analysis skills relevant to policy evaluation, public accountability, and civic governance
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CIVIC & COMMUNITY ENGAGEMENT

- Participation in community outreach and public education initiatives
- Experience engaging in public meetings governed by open-meeting and transparency laws
- Collaboration with advocacy organizations, civic groups, and policy stakeholders

- Commitment to ensuring civilian voices inform policy and practice improvements
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ETHICS & OVERSIGHT FRAMEWORK

- Familiar with **NACOLE Code of Ethics** and civilian oversight principles
 - Strong understanding of confidentiality requirements and sensitive information handling
 - Commitment to impartiality, discretion, and ethical governance
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REFERENCES

Available upon request