

### Profile

Tadeu \_\_\_\_\_ F \_\_\_\_\_ Velloso \_\_\_\_\_  
 First Name Middle Initial Last Name

Email Address \_\_\_\_\_

Home Address \_\_\_\_\_ Suite or Apt \_\_\_\_\_

Olympia \_\_\_\_\_ WA \_\_\_\_\_ 98501 \_\_\_\_\_  
 City State Postal Code

Mobile: \_\_\_\_\_ Business: \_\_\_\_\_  
 Primary Phone Alternate Phone

Attorney \_\_\_\_\_  
 Occupation

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

Community Representatives for Police Use of Force Events Board : Submitted

### Select Your Neighborhood (you must live within Olympia City limits to serve on a board or commission) \*

Eastside

If you choose "other" please write in your neighborhood here:

### Interests & Experiences

Question applies to multiple boards

**1. Briefly describe why you wish to serve on this advisory committee.**

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As a person of color, I've always had a vested interest in the relationship between law enforcement and the communities they commit to protect and serve. Personally, I understand the distrust, hesitation, and tension that often exists in these relationships - I've lived it, my family lived it, and my neighbors lived it. I also empathize with the dangers, fear, and stress resulting from law enforcement work and how these factors may impact real-time decision-making. My long-standing interest in the relationship between communities and law enforcement manifested in two relevant undergraduate capstone projects: one analyzing the effects of the systemic dearth of mental health resources for law enforcement officers and the other analyzing the reentry experience of formerly incarcerated people. Consequently, I understand both personally and academically the need and call from the community for transparent investigative processes following incidents of police use of deadly force. As an attorney, I'm interested in ensuring that everyone abides by our rules. However, I also believe attorneys are obligated to ensuring that justice is achieved equitably. That requires considering how decisions impact and are perceived by Black, Indigenous, People of Color (BIPOC); women; LGBTQIA+ identified people; and cash poor and/or working class people. I attended law school in the aftermath of the death of Michael Brown in Ferguson, MO. This context informed how I learned about the law and led me to obtaining a J.D. from the University of Washington School of Law with a focus in criminal law. I learned about the responsibilities and limits of law enforcement officers and the criminal legal system as a whole. As a result, I came to understand the law specifically in the context of how it is (or isn't) enforced and how those decisions ultimately effect, not only the people immediately involved, but our society at large. Ultimately, as an attorney, as a father, and as a person of color residing in Olympia I feel a sense of obligation to ensure that our community members and public servants are accountable to one another.

Question applies to multiple boards

**2. Describe your experience, qualifications, and/or skills which would benefit this advisory committee.**

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As an attorney, I'm an advocate for my clients but I'm required to look at the facts objectively to determine the strength of my clients' case and/or defenses. Sometimes this leads to either satisfying or disappointment outcomes and requires having nuanced conversations with those clients. As a judicial clerk for Justice Steve Gonzalez at the Washington State Supreme Court, I also had to look at every case impartially to determine the merits and make recommendations and/or draft opinions accordingly. My work as an attorney requires high-level analysis and comprehension of complicated, conflicting, and overlapping regulatory and statutory provisions. These skills allow me to analyze new sets of facts and determine how they interplay with applicable laws given the unique context before me. I understand, and have a deep appreciation for, the law and its limits. I have also had extensive training and academic experience concerning issues of equity and race. As such, I'm comfortable having difficult conversations in a reasoned manner to ensure that all parties understand the gravity of the discussion but also leave feeling as though it was productive. For example, as a law student, I was a founding member of the Law Students Working Against Institutionalized Racism. Through this organization, we led equity and anti-racism workshops for students, faculty, staff, and administration. We also helped with administrative changes including advising on new hiring practices and formulating new curriculum through an equity lens. Finally, I treat each task before me with attention and seriousness. I don't take any responsibility lightly and will treat any case or task assigned to me as a member of this Board with the upmost attention.

Question applies to multiple boards

**3. Describe your involvement in the Olympia community.**

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I am a local land use and real estate attorney, so I often attend community meetings and programming focused on development and environmental issues within Olympia. I am on the Board of Directors of Big Brothers Big Sisters of Southwest Washington. I am also a graduate of Leadership Thurston County. I am involved with a variety of local groups including, but not limited to, the Olympia Master Builders, Olympia Downtown Alliance, and Thurston County Chamber.

Question applies to multiple boards

**6a. Do you wish to be considered for appointment to another advisory committee?**

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Yes  No

Question applies to multiple boards

**6b. Do you wish to be considered for future appointment to this committee?**

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Yes  No

Question applies to multiple boards

**If you answered yes to 6a, please identify what other Advisory Committees you would be interested in being considered for in order of interest.**

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Question applies to multiple boards

**7. Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?**

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Yes  No

Question applies to multiple boards

**8. Citizens appointed to advisory committees are assigned and required to use a City email address for all advisory committee business.**

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**Do you agree to comply with this expectation?**

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I Agree \*

[VellosoTadeu\\_Resume\\_2020\\_.pdf](#)

Upload a Resume

Question applies to Community Representatives for Police Use of Force Events Board

**17. Please share any experience or training you have had around understanding and recognizing implicit bias and how it works.**

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I've attended several implicit bias and anti-racism trainings throughout my professional and academic career. Implicit bias, as I understand it, works ubiquitously and unconsciously. Implicit bias manifests as stereotyping and discrimination. For example, a young person may experience the effects of implicit bias while attempting to purchase a car as the salesperson may not think that the potential buyer is serious or has the financial means to purchase the vehicle. Another example is a white person crossing the street when they see a Black or Brown person approaching. And while it is important to recognize implicit bias and how it operates, it is also important to expend similar attention to the varying ways the explicit bias manifests.

Question applies to Community Representatives for Police Use of Force Events Board

**18. As a non-law enforcement community representative on an Independent Investigation Team you may be exposed to stark and disturbing crime scene information and/or images that show moments of crisis or violence. How does your background prepare you to process and cope with such information?**

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I am comfortable reviewing crime scene information and/or images depicting moments of crisis or violence. As a law student, I worked for both the Race and Justice Clinic and the Northwest Innocence Project. In both positions, I had to review extensive evidence and information related to murder, gang violence, sexual assault, and child molestation.

**T A D E U F E L I P E V E L L O S O**  
Olympia, WA 98501 | |

## EDUCATION

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### **University of Washington School of Law** | Seattle, WA

Juris Doctor, Public Service Concentration – Criminal Law focus, June 2017

*Select Honors & Activities:*

Stevens Fellowship Grant | King County Bar Association Scholarship | Latina/o Bar Association of Washington Scholarship | Justice Charles Z. Smith Scholarship | Latinx Law Student Association – President | Incarcerated Mothers Advocacy Project – Board Member | Educational Law and Policy Publication – Editorial Board | Law Students Against Institutionalized Racism - Founding Member | Dean’s Diversity, Equity, and Inclusion Committee

- Publication: Velloso, T. (2017). Brown. *America Now: Short Readings from Recent Periodicals (12e)*. Macmillan Learning.
- Publication: Velloso, T. (2017). At Camp Green Lake, I Became a Hero Too. *Washington Education Law & Policy Review*.

### **University of Portland** | Portland, OR

Bachelor of Science, Organizational Communication, minors in Sociology and Social Justice, May 2014

*Select Honors & Activities:*

Kate Johnson Memorial Award for Service and Leadership | Civil Rights Immersion Coordinator | Nicaragua Immersion Participant | Dean of College of Arts & Sciences Student Leadership & Advisory Council I | Feminist Discussion Group

- Publication: Fletcher, V., Gates, A., Goble, L., & Velloso, T. (2014). Transfer, Transformation, and Translocation in Central America: Possibilities and Pitfalls in the Internationalization of U.S. College Students’ Experiences in the Global South. *Journal of Higher Education Outreach and Engagement*.
- Thesis: Velloso, T. (2014). “Trapped”: How Mainstream Rap Affects the Post-Incarceration Reentry Process.
- Thesis: Velloso, T (2013). We Come in Peace: The Incarceration Experience of “Illegal Aliens”

## LEGAL EXPERIENCE

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### **Phillips Burgess PLLC** | Olympia, WA

**Associate Attorney** | September 2018 – Present

Represent and advise business and individuals in state and federal trial courts, mediations, negotiations, and administrative processes. Practice includes land use, environmental law, municipal law, real property, and transactional.

### **Washington State Supreme Court – Justice Steven C. González** | Olympia, WA

**Judicial Law Clerk** | August 2017 – August 2018

High-level research and writing position involving editing judicial opinions and drafting memoranda to the court with recommendations on pending cases. Assisted with all aspects of the appeals process.

### **Washington Appellate Project** | Seattle, WA

**Rule 9 Extern** | March 2017 – June 2017

Drafted appellate briefing regarding sentencing of incarcerated youth. Compiled research concerning how different jurisdictions are applying current juvenile incarceration and sentencing case law.

### **Catholic Community Services – Legal Action Center (Neighborhood Clinic)** | Seattle, WA

**Legal Intern** | January 2017 – June 2017

Provided free legal assistance related to tenant housing issues, ranging from self-help to issues of habitability, deposit retrieval, and debtor issues related to past tenancies. Duties included client intake, case management, and letter drafting.

### **Oregon Law Center** | Portland, OR

**Court Certified Law Clerk** | June 2016 – August 2016

Specialized in tenants’ rights housing law, including litigating eviction defense cases. Represented individual clients in restraining order petition cases. Assisted in class action suits concerning housing and employment issues.

### **Columbia Legal Services – Institutions Project** | Seattle, WA

**Extern** | March 2016 – May 2016

Researched multiple discrete issues concerning legal financial obligations and the due process rights of pre-trial detainees. Advocated for developmentally disabled inmate who required reasonable accommodations under the ADA and related DOC policies. Advocacy included thorough review of medical records, analysis of case law and other research literature, and communication with DOC's ADA specialist.

# T A D E U F E L I P E V E L L O S O

1322 Fir St. SE, Olympia, WA 98501 | (925) 323-5099 | tadeu.velloso3@gmail.com

## CLINICAL EXPERIENCE

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### **Innocence Project NW – University of Washington School of Law | Seattle, WA**

**Legal Intern** | September 2016 – June 2017

Conducted post-conviction investigation and appellate work focused on exonerating wrongfully convicted individuals. Engaged in factual investigation including interviewing client and witnesses, detailed review of police reports, and analyzing trial transcripts. Worked with expert witnesses in various areas of forensic science. Other responsibilities included drafting motions, negotiating with prosecuting attorneys, and appellate advocacy.

### **Race & Justice Clinic – University of Washington School of Law | Seattle, WA**

**Legal Intern** | September 2015 – June 2016

Focused on the role of lawyers in addressing the over-representation of youth of color in the juvenile and adult criminal justice systems. Represented a client in an early release hearing before the Indeterminate Sentencing Review Board. Tasks included communicating regularly with client, managing client expectations, legal analysis, drafting memoranda to the Board with extensive exhibits in support of the client's early release petition, and presenting before the Board. Developed compelling and novel arguments and analyzing a challenging legal and political landscape.

## OTHER RELEVANT EXPERIENCE

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### **MercyCorps NW's Reentry Transition Center | Portland, OR**

**Intern** | May 2013 – August 2013

Processed new client information. Assisted caseworkers in obtaining client documentation and creating goal sheets with clients. Helped clients navigate public transportation, technology, and employment and housing applications. Represented the organization in community meetings (Partnership for Safety and Justice, Gang Task Force, etc.) and seminars. Attended "Stop and Frisk" hearing in state legislature as an organizational representative. Managed blog about internship and the organization's work.

## COMMUNITY INVOLVEMENT

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### **Big Brothers Big Sisters of Southwest Washington | Olympia, WA**

**Board of Directors** | March 2020 – Present

**Big Impact Group** | March 2019 – Present

**Mentor** | January 2019 – December 2019

### **Leadership Thurston County | Olympia, WA**

**Graduate** | September 2019 – June 2020

### **Thurston County Bar Association Diversity and Inclusion Section | Olympia, WA**

**Member** | March 2020 – Present

### **ACLU of Washington | Seattle, WA**

**Cooperating Attorney** | September 2018 - Present

## LANGUAGES & INTERESTS

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Portuguese | Spanish | De La Salle High School Valedictorian | hip-hop research | intersectional equity | reading