



KAREN BASS
MAYOR

March 21, 2023

Honorable Members of the City Council
c/o City Clerk
City Hall, Room 395

Honorable Members:

Subject to your confirmation, I have appointed Ms. Cindy Panuco to the Civil and Human Rights Commission for the term ending June 30, 2023. Ms. Panuco will fill the vacancy created by Marissa Montes, whom I removed effective May 5, 2023 or at the time Ms. Montes' successor is confirmed by the City Council.

I certify that in my opinion Ms. Panuco is qualified for the work that will devolve upon her, and that I make the appointment solely in the interest of the City.

Sincerely,

A handwritten signature in black ink that reads 'Karen Bass'. The signature is written in a cursive, flowing style.

KAREN BASS
Mayor

KB:tga

Attachment

COMMISSION APPOINTMENT FORM

Name: Cindy Panuco
Commission: Civil and Human Rights Commission
End of Term: 6/30/2023

Appointee Information

1. **Race:** Latinx
2. **Gender:** Female
3. **Council district and neighborhood of residence:** 1 - East LA
4. **Are you a registered voter?** Yes
5. **Prior commission experience:**
6. **Highest level of education completed:** JD, Loyola Law School, Loyola Marymount University
7. **Occupation/profession:** Vice President & Chief Programs Officer, Public Counsel
8. **Experience(s) that qualifies person for appointment:** See attached resume/bio
9. **Purpose of this appointment:** Appointment
10. **Current composition of the commission (excluding appointee):**

CINDY PÁNUCO

BAR ADMISSIONS: California (2009); U.S. Court of Appeals for the Ninth Circuit (2011); U.S. Court of Appeals for the District of Columbia Circuit (2011); United States District Court for the Central, Southern, Eastern, and Northern Districts of California; United States District Court, District of Columbia

WORK EXPERIENCE:

PUBLIC COUNSEL-the nation's largest pro bono law firm

LOS ANGELES, CA

Vice President & Chief Programs Officer

March 2019 – Present

- Performed CEO duties in 2021, before new CEO and President transitioned to the agency;
- Simultaneously performed roles of Chief Operations Officer, General Counsel, and Director of Human Resources while also serving as Chief Program Officer during several months of transition (2021-2022);
- Oversee substantive legal practice in more than 25 different areas of law across Public Counsel's programs;
- Drive legal services programming that results in approximately 3,000 volunteers providing free direct legal assistance to nearly 13,000 people and 450 nonprofit organizations each year;
- Develop and lead strategies to transform systems of oppression through impact litigation, coalition-building and community empowerment;
- Create, write, maintain, and update all agency policies related to the delivery of pro bono legal services.

HADSELL STORMER & RENICK LLP

PASADENA, CA

Partner

Jan. 2016 – March 2019 (*Associate 2009-2015*)

- Managed a private, public interest boutique firm of trial lawyers with expertise in civil rights, constitutional law, and international human rights;
- Oversaw, trained, and supervised staff of approximately 30, including attorneys, paralegals, and law clerks;
- Handled cases from intake through trial, and appeals resulting in filings in the U.S. Supreme Court, U.S. Court of Appeals for the Ninth Circuit, U.S. Court of Appeals for the D.C. Circuit, California Court of Appeals, and United Nations Commission on Human Rights - Working Group on Arbitrary Detention;
- Argued two matters before the U.S. Court of Appeals for the Ninth Circuit;
- Noteworthy cases: *Obaydullah v. Obama* (habeas petition of Guantanamo Bay prisoner); *Rodriguez v. City of Los Angeles* (class action challenging constitutionality of gang injunctions, resulting in creation of \$30 million jobs program); *Pearce v. County of Orange* (unconstitutional jail conditions class action); *Steffens v. Regus* (whistleblower case wherein the jury returned a verdict of \$4,646,252); *Puente v. Arpaio* (challenge to the constitutionality of Arizona measures targeting undocumented workers for workplace raids by Sheriff); *Puente v. City of Phoenix* (First Amendment excessive force protester class action); *Saycon v. City of Long Beach* (wrongful death – police killing); multiple civil rights cases against police departments and county jails throughout the state of California involving persons with mental health disabilities.

OFFICE OF CONGRESSMAN XAVIER BECERRA (CA – 31)

WASHINGTON, DC

Legislative Assistant/Deputy Press Secretary

July 2003 – July 2006

- Drove all press and messaging in Washington, DC office and was additionally responsible for advising, formulating and recommending policy positions in assigned issue portfolio: judiciary, homeland security, defense, international relations, intelligence, telecommunications, media, and technology.

EDUCATION:

LOYOLA LAW SCHOOL, LOYOLA MARYMOUNT UNIVERSITY

Juris Doctor

May 2009

Publications: *Assessing the Rights of Undocumented Workers – Rejecting Federal Preemption of State Labor Protections* Los Angeles Public Interest Law Journal, Inaugural Edition, (April, 2009)

UNIVERSITY OF SOUTHERN CALIFORNIA

Bachelor of Science, Public Policy and Management, Minor in Business

May 2003

SKILLS: Fluent in Spanish

HONORS: Super Lawyers Top 50 Women Rising Stars in Southern California, 2016-2019; Top 100 Rising Stars in Southern California, 2017-2018; California Lawyer Attorneys of the Year Award 2017

PROFESSIONAL AFFILIATIONS: Mexican American Bar Association, (President-2015); California Rural Legal Assistance (Executive Secretary-present); Ninth Circuit Court of Appeals, Lawyer Representative (*ex-officio*); United States District Court – Merit Selection Panel Appointee (current); National Lawyers Guild (member); National Police Accountability Project (member), I have also spoken and presented at numerous legal conferences for employment, civil rights, and human rights organizations.



KAREN BASS
MAYOR

March 21, 2023

Dear Ms. Panuco:

I am pleased to inform you that I hereby appoint you to the Civil and Human Rights Commission for the term ending June 30, 2023. In order to complete the process as quickly as possible, there are several steps that must be taken, many of which require visiting City Hall. If you require parking during these procedures, please contact my Commissions team by email at myr-commissions@lacity.org, to make arrangements for you.

To begin the appointment process, please review, sign, and return the enclosed Remuneration Form and Undated Separation Letters **within one week** of receiving this letter. These documents are necessary to ensuring the most efficient, open, and accountable City government possible. Further, Mayor's Office policy requires all potential commissioners to be fingerprinted as part of the background check. The Commissions Team will assist in connecting you with the Personnel Background Unit so that you may schedule an appointment to have this done. You must schedule the appointment **within one week** of receiving this letter.

Should this apply to your Commission, you will be receiving a packet from the City Ethics Commission containing information about the City's conflict of interest laws, and a copy of the State Form 700/Statement of Economic Interests. You are required to complete and return this form **within 21 days** of your nomination to the City Ethics Commission at 200 North Spring Street, City Hall, 24th Floor, Los Angeles, California 90012. Any inquiries regarding this form should be directed to Nicole Enriquez at the Ethics Commission by email at nicole.enriquez@lacity.org.

Ms. Cindy Panuco
March 21, 2023
Page 2

As part of the City Council confirmation process, meetings will be offered to Eunisses Hernandez, your Councilmember, and Councilmember Hugo Soto-Martinez, the Chair of the Civil Rights, Equity, Immigration, Aging, and Disability Committee, to answer any questions they may have. You will be hearing from a City Council committee clerk who will let you know when your appointment will be considered by the Civil Rights, Equity, Immigration, Aging, and Disability Committee. Sometime thereafter, you will be notified by the committee clerk when your appointment will be presented to the full City Council for confirmation. Once you are confirmed, you will be required to take the oath of office in the City Clerk's Office in Room 395 of City Hall.

Commissioners must be residents of the City of Los Angeles. If you move at any point during your term, have any changes in your telephone numbers, or in the future plan to resign (resignation must be put in writing), please contact my office immediately.

Congratulations and thank you for agreeing to serve the people of Los Angeles.

Sincerely,

A handwritten signature in black ink that reads "Karen Bass". The signature is written in a cursive, flowing style.

KAREN BASS
Mayor

KB:tga

Attachment I
Ms. Cindy Panuco
March 21, 2023

Nominee Check List

I. Within 7 days:

_____ Schedule an appointment to get fingerprinted to complete a background check. The Commissions team will assist in connecting you with the Personnel Background Unit.

_____ Email the completed forms, found on the last three pages of this letter, to: myr-commissions@lacity.org OR mail them to: Commissions Team, Office of the Mayor, City Hall – Room 303, 200 N. Spring Street, Los Angeles, CA 90012.

- Remuneration Form
- Undated Separation Letters

II. Within 21 days:

_____ File the following forms with the City Ethics Commission. *If you are required to file, you will receive these forms via email from that office.*

- **Statement of Economic Interest (“Form 700”)**
IMPORTANT: The City Council will not consider your nomination until your completed form is reviewed by the Ethics Commission.
- **CEC Form 60**

III. The Mayor’s Office will notify the below Councilmembers of your nomination, so that they may reach out to schedule a meeting with you should they wish.

_____ Your City Councilmember Eunisses Hernandez

_____ Councilmember Hugo Soto-Martinez, Chair of the Council Committee considering your nomination