



BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

Los Angeles County Ethics Commission

Background

In 2024, Los Angeles County voters passed Measure G, which requires the creation of an independent Ethics Commission and Office of Ethics Compliance to promote ethical, transparent, and accountable County government.

The Los Angeles County Ethics Commission is expected to serve as an independent ethics oversight body for the County. The Commission's role includes overseeing and enforcing laws related to campaign financing, lobbying, conflicts of interest, governmental ethics, and related matters; providing strategic oversight of the Office of Ethics Compliance; adopting rules, regulations, policies, complaint procedures, and penalty guidelines; issuing formal opinions; and adjudicating enforcement matters, including making final decisions following administrative hearings and imposing penalties where authorized.

The Office of Ethics Compliance will carry out the Commission's day-to-day work, which includes education and training, advice and guidance, public transparency and disclosure administration, investigations, audits, referrals to other enforcement agencies, and public reporting.

Ethics Commissioners may be asked to review sensitive or complex matters and must exercise independent judgment, fairness, impartiality, and discretion. Commissioners shall not act as representatives of any nominating authority, elected official, organization, or interest group.

The Commission will meet at least six times per calendar year, and meetings will be subject to the Ralph M. Brown Act. Commissioners will need to prepare for meetings, review materials, participate in hearings or other Commission activities, complete required trainings or disclosures, and comply with applicable ethics and service restrictions.

The time commitment is subject to change and may vary based on the Commission's meeting schedule, agenda items, enforcement matters, hearings, subcommittee meetings, preparation time, and other Commission business. Commissioners should expect to spend approximately 5 to 20 hours per month on Commission-related work. During start-up, the time required initially may be greater. Commissioners are expected to receive \$250 per meeting and reimbursement for reasonable expenses incurred in the performance of their official duties, in accordance with applicable County Code and policies.

Structure of the Ethics Commission

The Los Angeles County Ethics Commission will have seven members. Applications submitted through this process may be reviewed for consideration by the applicable nominating authority and/or the initial Ethics Commission, subject to the final ordinance and formal appointment by the Board of Supervisors.

The appointment structure includes the following nominating authorities:

- **Governance Reform Task Force (GRTF) initial nomination / County Executive seat beginning in 2029-** One member will initially be nominated through the GRTF process following a public recruitment and application process. Beginning January 1, 2029, this member will instead be nominated by the elected County Executive. This nominee must have a background in public information and public meetings, community outreach and engagement, or using technology as it relates to open government. The initial term for this seat will expire on June 30, 2029.
- **Chair of the Board of Supervisors nomination-** One member will be nominated by the Chair of the Board of Supervisors. This nominee must have a background in public policy or public law. The initial term for this seat will expire on June 30, 2030.
- **Assessor nomination-** One member will be nominated by the Assessor. This nominee must have a background in campaign finance, accounting, auditing, and compliance with ethics laws in the public or private sector, or protection of whistleblowers. The initial term for this seat will expire on June 30, 2027.
- **Commission-nominated public applicant pool-** Once the first three nominees are appointed, the Commission will nominate the remaining four members at a public meeting following a public recruitment and application process, which should include outreach to communities that are underrepresented in the County's political process. These nominees should be broadly representative of the general public, and at least one Commission-nominated member must reside in an unincorporated area of Los Angeles County. The initial terms for two Commission-nominated seats will expire on June 30, 2028, and the initial terms for the remaining two Commission-nominated seats will expire on June 30, 2031.

After the initial staggered terms, Commissioners will serve five-year terms beginning July 1 and ending June 30. A member who has served a complete five-year term is not eligible for reappointment. If a replacement has not been appointed by the end of a member's term, the member may continue serving in a holdover capacity until a new member is appointed, for a period not to exceed one year.

Nominating authorities shall value lived experience, community leadership, traditional and non-traditional expertise, and working-class accessibility. Nominating authorities and the Board shall consider relevant analytical skills, ability to be impartial, and appreciation for the County's diverse demographics, to the extent feasible and permissible by law.

Commissioners may also be subject to attendance requirements, including possible vacancy provisions for missed meetings, ceasing to be a county resident, removal, or other circumstances specified by ordinance.

Application Overview

The County of Los Angeles is accepting applications for individuals interested in serving on the Los Angeles County Ethics Commission.

The application period will be open from July 6, 2026, through July 26, 2026.

The information submitted in this application will be used to determine eligibility, qualifications, and suitability for consideration for the Los Angeles County Ethics Commission and for review, nomination, and appointment purposes.

Applications and related materials may be public records subject to disclosure under the California Public

Records Act, except as otherwise protected by law. Application materials may also be reviewed, discussed, displayed, posted, recorded, or otherwise made available as part of a public screening, interview, nomination, or appointment process, including at a public meeting or in materials provided to the GRTF, the Ethics Commission, the Executive Office of the Board of Supervisors, the Board of Supervisors, or other applicable nominating or appointing authority. Interviews may be recorded for review by applicable nominating or appointing authority.

The review and selection process may include initial screening or narrowing by an ad hoc committee, subcommittee, staff, or other reviewing body. The process may also include use of publicly discussed or approved screening criteria, a rubric, or a narrowing process. Not all applicants will be interviewed or selected as finalists.

Applicants selected as finalists may have their names, application materials, responses, qualifications, and related information released publicly, posted with meeting materials, discussed at a public meeting, and considered during public comment, public interviews, deliberations, nomination, and appointment proceedings.

Finalists may be asked to participate in a public interview before the GRTF or another nominating or appointing authority. Public interviews may be livestreamed, recorded, posted, or otherwise made available to the public. Deliberations regarding applicants, finalists, nominees, rankings, alternates, or recommendations may occur in closed session to the extent permitted by law, and any final recommendation, nomination, or appointment action may be reported or acted upon publicly.

Do not submit Social Security numbers, driver's license numbers, financial account numbers, or other personal identifying information that is not requested in this application.

Submitting an application does not guarantee nomination or appointment. Information provided in the application may be used to determine which nominating authority or background requirement may be applicable.

Section 1 - Minimum Requirements

Fields marked with a red asterisk must be completed.

First Name Gregory

Last Name Gorman

Email Address

Primary Phone Number

Home Address

Is your mailing address different from your home address? ☐

Are you currently a resident of Los Angeles County? ☒ Yes

In which Supervisorial District do you reside? If you are not sure, please click [here](#) to help determine your supervisorial district in Los Angeles County.

Note: Staff may verify district information as part of the application review process.

Do you reside in an unincorporated area of Los Angeles County? If you are not sure, please click [here](#) to help determine whether your home address is located in an unincorporated area of Los Angeles County.

☒ Yes

Note: At least one Commission-nominated member of the Ethics Commission must reside in an unincorporated area of Los Angeles County. Staff may verify this information as part of the application review process.

If appointed, are you willing and able to attend Commission meetings, required trainings/orientations, hearings, and related activities, including matters involving ethics, transparency, accountability, compliance, and enforcement? ☒ Yes

When are you generally available for Commission meetings? ☒ Either

Do you need accommodation or assistance to participate in the application, interview, orientation, or appointment process? ☐

Form 700 Statement of Economic Interests: Ethics Commissioners will be required to file a Form 700,

Statement of Economic Interests, disclosing financial interests as required by law.

**Are you willing to complete and file a
Form 700, Statement of Economic
Interests?**

Yes

Section 2 - Disqualifying Interests

Appointment to the Ethics Commission is subject to eligibility requirements and restrictions involving current, planned, or prior activities, roles, or relationships. The following questions are used to help confirm eligibility and identify any issues that may require additional review. A “Yes” or “Not sure” response does not automatically disqualify you, but additional information may be requested.

Are you currently running, or planning to run, for elected office in Los Angeles County or for any other elected office in a jurisdiction that intersects/overlaps with Los Angeles County?

No

In the last two years, have you served as a County elected official?

No

In the last two years, have you been a candidate for County elected office?

No

In the last two years, have you been an immediate family member of a County elected official?

No

Note: For this application, immediate family means spouse, registered domestic partner, parent, sibling, or child of a County elected official.

In the last two years, have you served as an employee or paid consultant to a County elected official?

No

In the last two years, have you served as an employee or paid consultant to a candidate for County elected office, or to a campaign committee controlled by a County elected official?

No

In the last two years, have you served as an officer or paid employee of a political party?

No

In the last two years, have you been registered as a County lobbyist?

No

In the last two years, have you qualified as a “[major donor](#)” under the Political Reform Act, generally meaning that you made contributions totaling \$10,000 or more in a calendar year?

No

In the last two years, have you contributed more than \$1,000 total to one or more candidates for Los Angeles County elected office?

No

Are there any other facts or circumstances that may raise a question about your eligibility or ability to be impartial on the Ethics Commission?

No

Section 3: Required Acknowledgements

If appointed, Ethics Commissioners may be subject to restrictions during service and, in some cases, for one or two years after your service ends, unless preempted or prohibited by law. Please carefully review each statement below and indicate your acknowledgment at the end of this section.

- I understand that, if appointed, I may be restricted from seeking County elected office during my service and for two years after my service ends, and from seeking other elected office in a jurisdiction that overlaps with Los Angeles County during my service, subject to the final ordinance and applicable law.
- I understand that, if appointed, I may be restricted from serving as an officer or employee of a political party during my service.
- I understand that, if appointed, I may be restricted from employing, or being employed as, a person required to register as a county lobbyist during my service and for one year after my service ends.
- I understand that, if appointed, I may be restricted from employment, contractual relationships, gifts, or compensation from County elected officials during my service and for one year after my service ends.
- I understand that, if appointed, Ethics Commissioners may be restricted during their service from endorsing, supporting, opposing, contributing to, volunteering for, or working on behalf of any candidate or ballot measure in a County election, or any County elected official running for any elected office, subject to the final ordinance and applicable law.
- I understand that, if appointed, I may be restricted from receiving a no-bid County contract during my service and for one year after my service ends.
- I understand that Ethics Commissioners must exercise independent judgment and not serve as representatives of the person or entity involved in their nomination or appointment.
- I understand that, in connection with Commission-nominated seats, Commission members may be subject to a no-contact rule prohibiting communications with County elected officials or their agents about whom the Commission should nominate, except through public comment at a Commission meeting.

Acknowledgement

Yes, I acknowledge all of the statements above.

Section 4 - Background and Experience

Please keep responses brief and focused. The questions below are intended to help identify whether applicants have background, experience, education, training, or other relevant knowledge in areas identified for the Ethics Commission’s appointment structure. Applicants are not required to select a nominating authority or appointment category.

Why are you interested in serving on the Los Angeles County Ethics Commission?

I am seeking appointment to the inaugural Los Angeles County Ethics Commission because I believe public trust is earned through consistent, transparent, and accountable government. Los Angeles County’s size, diversity, and influence make its public institutions especially consequential in the daily lives of residents. The creation of this Commission is an important opportunity to establish a durable culture in which public service is carried out with independence, fairness, and respect for the public’s confidence.

Throughout my career, I have worked at the intersection of law, governance, community impact, and public decision-making. I have appeared before public bodies, served in appointed county commission roles, and advised organizations and municipal clients confronting consequential legal and governance questions. As Strategic Counsel, I have represented small cities on election-process matters and issues involving donations and outside interests. Those experiences reinforced for me that ethical government requires more than compliance with rules: it requires clear processes, careful judgment, and a sustained commitment to the public interest.

My service as Commissioner and Chair of the Los Angeles County Small Harbor Commission, and previously as Commissioner and Vice-President of the Los Angeles County Consumer Affairs Commission, has shown me both the privilege and responsibility of public appointment. Public bodies function best when members come prepared, listen closely, ask thoughtful questions, and make decisions that can withstand public scrutiny. I would bring that same discipline, collegiality, and independence to the Ethics Commission.

My professional work has also required me to help boards, executives, nonprofit organizations, and community-serving entities identify risk, strengthen governance, and navigate matters where legal, reputational, and stakeholder concerns overlap. I understand the value of practical guidance that enables people to act ethically and responsibly before a problem arises, as well as the importance of fair, evenhanded processes when concerns must be examined. As an educator and presenter on accounting and finance for board leaders, I have also seen how informed oversight and accessible guidance can make governance more effective.

I would be honored to help shape the Commission’s early work and its long-term credibility. My goal would be to support a Commission that is independent, thoughtful, accessible, and trusted by County employees, elected officials, and the public alike. I offer a career grounded in strategic legal judgment, public-service experience, and a genuine belief that ethical governance is essential to a strong and inclusive Los Angeles County.

Open Government, Public Information, and Public Engagement. Please select any areas in which you have experience, education, training, or other relevant knowledge. Select all that apply.

Public meetings

Community outreach and engagement

Please briefly describe the background, experience, education, training, or other relevant knowledge for each area selected above.

I bring extensive experience in community outreach and engagement through my work with municipalities, nonprofit and community-serving organizations, developers, and community-development entities. I have advised on governance, regulatory compliance, stakeholder concerns, and public-facing decision-making; supported affordable-housing and community-development initiatives; worked with community relations and government stakeholders on policy matters; and provided board training and nonprofit consulting

focused on accountable governance. My appointed service as Commissioner and Chair of the Los Angeles County Small Harbor Commission, and previously as Commissioner and Vice-President of the Los Angeles County Consumer Affairs Commission, has reinforced the importance of listening to diverse perspectives, communicating complex issues clearly, and ensuring public institutions remain accessible and responsive to the communities they serve. I have also presented on accounting and finance for board leaders through the African American Board Leadership Institute.

I also have substantial experience participating in and appearing before public bodies. My County commission service has required preparation, deliberation, thoughtful questioning, and public-facing decision-making, and has given me a practical appreciation for transparency, respectful process, and decisions that can withstand public scrutiny. In my legal practice, I have represented small cities on election-process matters and issues involving donations and outside interests; advised municipalities on development initiatives; represented stakeholders in environmental-review processes; and presented to governmental agencies nationwide while addressing community concerns. I would bring to public meetings legal judgment, preparation, independence, and a commitment to listening carefully to County residents and stakeholders.

Public Policy and Public Law. Please select any areas in which you have experience, education, training, or other relevant knowledge. Select all that apply.

Public policy

Public law

Please briefly describe the background, experience, education, training, or other relevant knowledge for each area selected above.

I bring substantial experience at the intersection of public policy, public law, governance, and community impact. As Strategic Counsel, I have advised small cities on election-process matters and issues involving donations and outside interests; counseled municipalities on development initiatives; and represented developers and other stakeholders in environmental-review processes. My work also includes supporting affordable-housing and community-development policy, advising nonprofit and community-serving organizations, and helping boards and executives address regulatory compliance, stakeholder concerns, and public-facing decisions. Through these roles, I have developed a practical understanding of how legal requirements, policy objectives, and community interests must be considered together.

My public-law knowledge is also informed by extensive public service, executive leadership, and formal education. I currently serve as an appointed Commissioner and Chair of the Los Angeles County Small Harbor Commission and previously served as an appointed Commissioner and Vice-President of the Los Angeles County Consumer Affairs Commission. These roles have provided direct experience with public deliberation, transparency, accountability, and the responsibilities of public bodies. I hold a Juris Doctor from Northwestern Pritzker School of Law, a Doctor of Humane Letters in Organizational Development, and completed the Entrepreneurial Management Program at UCLA Anderson School of Management. Together with my experience advising on regulatory compliance, governance, and policy affecting communities, this background has equipped me to assess public issues thoughtfully, independently, and with attention to practical implementation.

Campaign Finance, Accounting, Auditing, Ethics Compliance, and Whistleblower Protection. Please select any areas in which you have experience, education, training, or other relevant knowledge. Select all that apply.

Accounting

Auditing

Ethics compliance in the public or private sector

Protection of whistleblowers

Please briefly describe the background, experience, education, training, or other relevant knowledge for each area selected above.

For the past ten years, I have taught accounting and finance for board leaders through the African American Board Leadership Institute (AABLI). That work has strengthened my ability to explain financial

oversight, fiduciary responsibility, internal accountability, and sound governance in practical terms for organizational leaders. My executive and general-counsel experience has also involved budget oversight, financial and operational compliance, board relations, and the development of policies and processes designed to identify and manage risk.

For more than 30 years, my law practice has involved corporate and real-estate fraud matters. I advise organizations confronting whistleblower concerns, including how to respond appropriately, assess reported conduct, protect confidentiality, and reinforce ethical and compliant practices. I also currently represent whistleblowers. This experience provides perspective from both the organizational and reporting-party sides of a whistleblower matter, and it has deepened my commitment to fair processes, non-retaliation, independent review, and protections that enable individuals to raise concerns in good faith.

What expertise, analytical skills, community leadership or involvement, lived experiences, traditional or non-traditional expertise, or other perspectives would you bring to the Ethics Commission? In your response, please discuss any experience you have with ethics, campaign finance, lobbying, transparency, accountability, or government oversight laws, as well as how your professional, volunteer, educational, community, or life experiences would help you effectively serve as a Commissioner. (Desirable qualifications)

I would bring to the Ethics Commission a combination of public-service experience, legal analysis, governance judgment, and practical familiarity with the issues that affect public trust. I have represented small cities on election-process matters and issues involving donations and outside interests—experience directly relevant to campaign-finance, lobbying, transparency, and accountability concerns. I have also advised municipalities on development initiatives; represented stakeholders in environmental-review processes; and counseled nonprofit, community-serving, and economic-development organizations on governance, regulatory compliance, and public-facing decision-making. These assignments require close analysis of facts, legal obligations, conflicts of interest, reputational risks, and the practical consequences of decisions for affected communities.

My service as Commissioner and Chair of the Los Angeles County Small Harbor Commission, and previously as Commissioner and Vice-President of the Los Angeles County Consumer Affairs Commission, has provided direct experience with public deliberation, oversight responsibilities, transparency, and accountable decision-making. I understand the importance of being well prepared, listening to diverse viewpoints, asking clear and respectful questions, and making decisions that can withstand public scrutiny. I also bring extensive community leadership through work with boards, nonprofit and community-development organizations, affordable-housing initiatives, and the African American Board Leadership Institute, where I have taught accounting and finance for board leaders for ten years. That work has strengthened my ability to translate financial, governance, and compliance issues into practical guidance and to support informed oversight.

For more than 30 years, my practice has involved corporate and real-estate fraud. I advise organizations confronted with whistleblower concerns and represent both plaintiffs and defendants in whistleblower claims. This dual perspective has given me a grounded understanding of how to assess allegations fairly, protect confidentiality, recognize the risks of retaliation, and distinguish between a process that is merely procedural and one that is genuinely independent and credible. I would bring to the Commission independence, sound analytical judgment, a commitment to fair process, and a strong belief that effective government oversight must be accessible, evenhanded, and worthy of public confidence.

As a Commissioner, you may be required to evaluate evidence, determine whether a person violated an ethics or campaign finance law, and, if so, decide whether a monetary penalty should be imposed. Please describe your ability to exercise independent judgment and act impartially and fairly when evaluating information and making decisions. If applicable, provide examples from your professional, volunteer, community, or personal experiences. (Desirable qualifications)

I would evaluate an alleged ethics or campaign-finance violation through a disciplined, evidence-based process. I would begin by identifying the applicable law, regulation, or Commission standard and the elements that must be established. I would then assess the reliability, relevance, and consistency of the evidence, including documents, financial and campaign records, communications, witness testimony, timelines, and any corroborating or contradictory information. I would distinguish substantiated facts and

reasonable inferences from assumption, speculation, or conjecture, and would ensure that the person accused has a meaningful opportunity to respond to the allegations and evidence. A finding of a violation should rest on the governing standard and a complete, fair record—not on public pressure, the identity of the parties, or the seriousness of an allegation standing alone.

As a trial lawyer, I have substantial experience developing, testing, and presenting evidence. My practice has involved corporate and real-estate fraud for more than 30 years, and I have represented both plaintiffs and defendants in whistleblower and fraud matters. I have also conducted whistleblower investigations. These experiences require careful attention to documentary evidence, witness credibility, motive, corroboration, gaps in the record, and competing explanations. Representing both sides has reinforced the need to approach each matter without pre-judgment, to test the strength of all positions, and to give fair consideration to evidence that may support or undermine an allegation.

If I found a violation, I would consider a monetary penalty only after evaluating the authority for a sanction and the circumstances of the particular matter. Relevant considerations would include the nature and seriousness of the conduct, whether it was intentional or inadvertent, the scope and duration of the violation, any benefit obtained or harm caused, prior history, cooperation, corrective action, and the need for a proportional and consistent result. My service as Commissioner and Chair of the Los Angeles County Small Harbor Commission, and formerly as Commissioner and Vice-President of the Los Angeles County Consumer Affairs Commission, has further strengthened my ability to deliberate independently, listen respectfully to competing views, and make accountable decisions in a public setting. I would bring to the Ethics Commission a commitment to impartiality, due process, confidentiality where required, and decisions grounded in evidence and the law.

Los Angeles County is one of the most diverse counties in the nation. Please describe your appreciation for the County's diverse demographics and how that appreciation would inform your service as a Commissioner. You may include examples from your professional, volunteer, educational, community, or life experiences, including any experience serving, engaging with, or working alongside diverse communities in Los Angeles County. (Desirable qualifications)

I appreciate that Los Angeles County's diversity is not an abstraction; it is reflected in the cultures, languages, faiths, histories, neighborhoods, and lived experiences of the people County government serves. My professional work has consistently required me to engage across those differences with humility, curiosity, and respect. I have worked with municipalities, nonprofit and community-serving organizations, developers, and public bodies on matters affecting communities throughout Los Angeles County. I am currently involved in developing a behavioral treatment center for the Korean community in downtown Los Angeles. That work reinforces the importance of listening to the community involved, understanding the context in which services will be delivered, and ensuring that institutions respond in ways that are both culturally informed and practically effective.

I also teach about diversity, including why many diversity programs have only a short-term effect. My view is that diversity must be treated not simply as a compliance objective, but as a source of innovation, better problem-solving, and durable institutional strength. As an educator, board adviser, and public commissioner, I have worked to communicate complex matters in ways that invite participation and encourage people with different experiences to be heard. My appointed service on the Los Angeles County Small Harbor Commission and the Los Angeles County Consumer Affairs Commission has further taught me the responsibility of public bodies to consider how policies and decisions affect communities differently and to make processes accessible, respectful, and worthy of trust.

My appreciation for diversity is also personal. Although I am not Jewish, I required my children to attend Shabbat Morning Service (Shabbat Shacharit) before they could go to the party so that they would better understand the faith and significance of the occasion. I also welcomed my Mongolian goddaughter into my home and worked to create reciprocal experiences for her and her family to engage with meaningful African American experiences, while learning from their culture and experiences in return. In addition, I participated on numerous panels discussing the outcome of the O.J. Simpson trial with predominantly White audiences, helping facilitate conversations about differing perspectives on race, justice, and public confidence. As a Commissioner, these experiences would inform a practice of listening before concluding, recognizing that people may experience government differently, and applying ethics rules impartially while ensuring that the Commission's work is understandable and accessible to all County communities.

List any County, city, state, nonprofit, community, civic, advisory, professional, or other boards, commissions, committees, or organizations on which you currently serve or previously served. Include offices held, if any. If none, write "N/A."

* **Los Angeles County Small Harbor Commission** – Appointed Commissioner / Chair (2021–Present)

* **Los Angeles County Consumer Affairs Commission** – Appointed Commissioner / Vice-President (2017–2021)

* **California Black Caucus Foundation** – Vice President (2008–2011)

* **African American Board Leadership Institute (AABLI)** – Accounting and Finance Presenter (2015–Present)

Have you ever been employed by the County of Los Angeles?

Please provide up to three professional, civic, community, or personal references who can speak to your experience, qualifications, community leadership, judgment, impartiality, or other background relevant to service on the Ethics Commission.

Name	Relationship to Applicant	Organization (if applicable)	Phone	Email
Virgil Roberts	Civic	numerous		
Thomas Small	Civic	culver city government		
Mary Brown	Civic	Sickle Cell Disease Foundation		

You may upload a resume, cover letter, or personal statement using the upload button below. Uploading a document is optional and is not required for your application to be considered. Uploaded documents will be considered part of your application materials and may be subject to the public records and public process disclosures described in this application.

Section 5 - Optional Voluntary Information

The County of Los Angeles seeks broad, inclusive, and diverse participation on its commissions and public bodies. The following information is voluntary. It will be used only to help understand the overall diversity and representativeness of the applicant pool and Commission composition, consistent with applicable law. You may select "Prefer not to say" for any question.

How did you hear about this opportunity?

Race / Ethnicity

Gender Identity

Disability Status

Section 6 - Certification and Signature

Certification

By signing below, I certify and acknowledge that:

- I have read and understand the application instructions.
- I certify that the information I provided is true and correct to the best of my knowledge.
- I understand that incomplete applications may not be considered.
- I understand that submission of an application does not guarantee nomination or appointment.
- I understand that the County may verify the information I provided and may contact other entities or persons to confirm information relevant to my application.
- I understand that my application, reference information, uploaded documents, interview materials, and related materials may be public records subject to disclosure under the California Public Records Act, except as otherwise protected by law. I also understand that, if I am selected as a finalist, my name, application materials, responses, qualifications, interview, and related information may be released publicly, posted with meeting materials, discussed at a public meeting, considered during public comment, livestreamed, recorded, or otherwise made available as part of a screening, interview, deliberation, nomination, or appointment process.
- I understand that, if nominated or appointed, I may be required to complete additional forms, disclosures, ethics training, onboarding requirements, or conflict-of-interest review.
- I understand that, if appointed, I must comply with all applicable laws, rules, ordinances, and service restrictions governing Ethics Commissioners.

Printed Name Gregory Gorman

Signature

Date Sunday, July 26, 2026



Gregory Gorman

July 26, 2026

Los Angeles County Board of Supervisors

Re: Appointment to the Inaugural Los Angeles County Ethics Commission

Dear Members of the Board:

I write to seek appointment to the inaugural Los Angeles County Ethics Commission. This Commission has the opportunity to do more than enforce rules: it can help build and protect the public confidence on which effective County government depends. I have spent my career at the intersection of law, governance, public accountability, and community impact. I would be honored to bring the judgment of a trial lawyer, the perspective of a public commissioner, and a lasting commitment to fair and transparent government to this foundational work.

I have served as an appointed Commissioner and Chair of the Los Angeles County Small Harbor Commission and previously as an appointed Commissioner and Vice-President of the Los Angeles County Consumer Affairs Commission. Those roles have taught me that public service is a privilege that demands preparation, respectful deliberation, independence, and decisions that can withstand public scrutiny. As Strategic Counsel, I have represented small cities on election-process matters and issues involving donations and outside interests. I have also advised municipalities, nonprofit and community-serving organizations, boards, and executive teams on governance, regulatory compliance, stakeholder concerns, and public-facing decisions. These experiences have shown me that ethical government requires both clear rules and the discipline to apply them fairly.

For more than 30 years, my legal practice has included corporate and real-estate fraud matters. I have represented both plaintiffs and defendants in whistleblower and fraud claims, advised organizations confronting whistleblower concerns, and conducted whistleblower investigations. That work requires evaluating documents, financial information, witness accounts, motive, corroboration, and competing explanations. It has reinforced a principle I would bring to the Commission: findings should rest on reliable evidence and the governing law—not assumption, speculation, public pressure, or the identity of the person involved. When a violation is established, any sanction should be lawful, proportionate, and consistent with the facts and the Commission's responsibility to treat every person fairly.

My work as an educator and executive leader also informs my approach. For ten years, I have taught accounting and finance for board leaders through the African American Board Leadership Institute. I have advised boards and organizations on financial oversight, risk, compliance, and accountability. I understand the importance of giving public servants practical guidance that promotes ethical conduct before a problem occurs, while preserving a credible, independent process when serious concerns must be examined.

Los Angeles County's diversity is one of its greatest strengths, and it must inform how public institutions listen, communicate, and make decisions. My work with community-serving organizations, affordable-housing initiatives, and the development of a behavioral treatment center for the Korean community in downtown Los Angeles has reinforced the importance of cultural understanding and meaningful engagement. I also teach that diversity is not merely a compliance goal; it is essential to innovation, better problem-solving, and lasting institutional strength. I would approach this role with humility, an openness to different perspectives, and a commitment to ensuring that the Commission's work is accessible and understandable to all communities it serves. I would be deeply honored to help establish an Ethics Commission that is independent, thoughtful, fair, and worthy of the public's trust. I offer a record of public service, legal rigor, community engagement, and principled decision-making. Most importantly, I offer a genuine belief that transparent and accountable government is indispensable to a strong and inclusive Los Angeles County. Thank you for your consideration.

Respectfully,

Gregory Gorman



GREGORY GORMAN

Public Governance, Ethics & Regulatory Compliance

Los Angeles, California |

PROFESSIONAL PROFILE

Strategic legal and public-governance leader with senior counsel, executive, commissioner, and board-advisory experience. Advises municipalities, nonprofit and community-serving organizations, boards, and executive teams on regulatory compliance, governance, risk management, public-facing decision-making, and stakeholder engagement. Counsel with experience in representing small cities on election-process matters and issues involving donations and outside interests and appearing before varied public bodies. Brings demonstrated experience before public bodies, with a record of balancing legal rigor, transparency, community impact, and practical implementation.

ETHICS COMMISSION—RELEVANT QUALIFICATIONS

- Public governance, ethics, and regulatory compliance
- Municipal election-process and outside-interest counsel
- Appointed county commissioner and commission chair experience
- Board governance, training, and fiduciary-risk counseling
- Public-body presentations and government-agency engagement
- Nonprofit, community-development, and affordable-housing oversight
- Conflict-sensitive risk assessment, investigations, and crisis management
- Public policy, stakeholder relations, and transparent decision-making

SELECTED PUBLIC SERVICE & COMMUNITY LEADERSHIP

Los Angeles County Small Harbor Commission — *Appointed Commissioner / Chair* | 2021–Present

Los Angeles County Consumer Affairs Commission — *Appointed Commissioner / Vice-President* | 2017–2021

African American Board Leadership Institute — *Accounting and Finance Presenter* | 2015–Present

PROFESSIONAL EXPERIENCE

THE GORMAN GROUP — Los Angeles, California

President / Fractional General Counsel and Business Advising | 2017–Present

Provide general counsel and strategic advisory services to organizations across multiple industries, including municipalities, nonprofit entities, developers, and community-development organizations.

- Represented small cities on election-process matters and matters involving donations and outside interests, advising on legally sound and accountable decision-making.
- Advise municipalities on real-estate development initiatives and represent developers and stakeholders in environmental-review processes, helping secure approvals while identifying and mitigating regulatory risk.
- Serve as general counsel to an economic-development corporation; helped establish foundational legal and governance structures for a community-development financial institution.
- Provide executive coaching and nonprofit consulting, including board training, operational-efficiency guidance, contract standardization, and legal-process development.
- Direct litigation, contract-negotiation, regulatory-compliance, and crisis-management strategies for high-visibility and reputationally sensitive matters.
- Resolved more than 50 matters for a public-relations-sensitive company during 2023–2024 and obtained two favorable trial outcomes in 2024.

SOLA IMPACT — Los Angeles, California

Vice President, Legal & Operations / Chief Legal Officer | 2022–2024

Led legal operations, strategic planning, governance support, and risk management for \$1B+ in real-estate fund investments and community-oriented nonprofit projects.

- Oversaw legal matters affecting affordable-housing and community-development initiatives, integrating regulatory compliance, stakeholder considerations, and organizational risk management.
- Developed and implemented a risk-mitigation plan that substantially reduced litigation exposure.
- Used community relations and government engagement to support policy development affecting affordable housing.
- Advised leadership and human-resources teams on policies, procedures, employment risk, and organizational compliance.
- Managed public-relations-sensitive disputes and crisis response, protecting organizational credibility and institutional interests.

PHILLIPS GRADUATE UNIVERSITY — Chatsworth, California

President | 2016–2017

General Counsel | 2009–2017

Chief Operating Officer | 2015–2016

Provided executive, legal, and governance leadership for a nonprofit educational institution.

- Advised on board relations, nonprofit governance, financial oversight, real estate, employment, litigation, and mergers and acquisitions.
- Led legal, academic, financial, and operational functions while maintaining compliance with Department of Education financial, operational, and data standards.
- Guided the institution through complex accreditation and sustainability challenges; the executive team was commended by its regional accrediting body for the institution's turnaround.
- Managed a \$12M budget and a workforce of 60; implemented mission-focused, zero-based budgeting and helped strengthen institutional financial health.
- Developed and negotiated an innovative business model between the nonprofit university and a for-profit venture-capital investor.

YUM! BRANDS — Irvine, California

Managing Counsel, Domestic Development | 2007–2010

Directed legal support for domestic real-estate development, facilities, and expansion initiatives for a Fortune 500 company with more than 2,000 company locations.

- Presented to governmental agencies nationwide and addressed community concerns related to development initiatives.
- Provided strategic legal guidance that informed business and public-facing development decisions across geographically dispersed teams.
- Managed and improved high-volume transaction and project-management processes, processing more than 800 transactions annually while operating below budget.
- Designed training for staff and franchisees on finance, development, benchmarking, and real estate.
- Led development work for a \$120M behavioral-services center in Downtown Los Angeles.

EDUCATION

Doctor of Humane Letters / Organizational Development — Phillips Graduate University, 2016

Entrepreneurial Management Program — UCLA Anderson School of Management, 2009

Juris Doctor — Northwestern Pritzker School of Law, 1987

Bachelor of Science in Journalism — Medill School of Journalism, Northwestern Un

