

The Oregonian

Portland Mayor Charlie Hales, Police Chief Mike Reese attending \$56,000 diversity training for white male managers

*By Andrew Theen
July 08, 2014*

The city of Portland is sending 16 white male employees and managers, including Mayor Charlie Hales and Police Chief Mike Reese, to a three-day diversity training conference at a Mt. Hood area resort this week.

The training, put on by the company White Men as Full Diversity Partners, costs \$56,000 and will be funded in part by Hales' office and the Portland Police Bureau.

According to Hales' office, the training, which kicked off at 5 p.m. on Monday, focuses on eliminating racism, sexism and homophobia in organizations. The 16 staffers will be at the conference through Thursday at 2:30 p.m.

The Portland-based White Men as Full Diversity Partners (WMFDP) chose to host the training at The Resort at the Mountain in Welches at the foot of Mt. Hood.

"Most of the city's top administration is white and male," a Hales' spokesperson said in an email. "In order to address inequities in the city, the white male leadership needs a deep understanding of the Portland community in its wholeness and complexity."

The company's website says it has 15 years of experience in the industry. "With a vast majority of American corporations led by white men, diversity and inclusion efforts cannot simply be relegated to people of color, white women, and other frequently marginalized groups," the website says.

Hales is an active supporter of the LGBTQ community and married off one male couple in mid-May once Oregon's same-sex marriage law was overturned. In a statement, his office also noted his push for equality for female employees by supporting the sick leave ordinance.

Why attend this training? The idea -- through the training, which includes readings and discussion, the city leadership can build on existing successes and break down barriers, both seen and unseen, between city employees. Here's an excerpt from a potential reading and discussion authored by WMFDP cofounder Michael Welp.

"Heaviest is the pain I feel when I recognize my unconscious contributions to oppression. It is the pain of ignorance; of swallowing unchallenged cultural assumptions and realizing I am living on shaky untested ground. Being open to the possibility that I have caused additional unrecognized hurt and pain leaves me feeling exposed and raw, putting me in touch with my own incompetence and humility."

Here's a list of the 16 staff members at the conference and their city bureaus

*Mayor Charlie Hales
Josh Alpert, mayor's office
Chad Stover, mayor's office
Andrew Scott, Office of Management & Finance
Matt Grumm, Commissioner Dan Saltzman's office
Police Chief Mike Reese
Mike Crebs, PPB
Larry O'Dea, PPB
Mike Leloff, PPB
Robert Day, PPB
Mike Marshman, PPB
Chris Davis, PPB
Pat Walsh, PPB
Jeff Kaer, PPB
John Scruggs, PPB
George Burke, PPB*

Portland police draft written policy for officers' return to work after using deadly force

*By Maxine Bernstein
July 08, 2014*

Portland police who use deadly force are not to return to work until at least one week after a grand jury issues a ruling that clears them of any criminal wrongdoing.

Before returning to work, an officer must meet with a psychologist and have additional counseling sessions with the psychologist at three months, six months and one year after using deadly force.

Once officers return to work, they'll be eased back into full duty.

These steps have been in place for a couple of years, but only now are being written into a formal police directive.

The Police Bureau posted the proposed directive on its website last week along with requests for community feedback through July 30.

"It's been in practice for quite some time but needed to be memorialized into the policy," said Sgt. Pete Simpson, Portland police spokesman.

"Officers are always ready to come back to work," said Portland police Officer Daryl Turner, president of the Portland Police Association. "This is to make sure they can ease their way back into the routine instead of just getting thrown back in."

The first day back will include the return of the officer's duty firearm and equipment, a visit to the firing range if desired, or a visit to the scene of the incident.

For the first week back, the bureau will pair the officer with another officer to take non-priority calls.

The procedure recognizes the benefit of the officer "being back with his or her peers as well as being able to step back into the demands of the job in a progressive manner," the directive says.

At the end of the first week, the officer, the officer's supervisor and the bureau's employee assistance coordinator will determine if the officer is ready to return to unrestricted duty or remain paired with a partner.

The chief reserves the authority to have an officer remain on administrative leave beyond the one week after a grand jury ruling or assign the officer to a job that does not include responding to emergency calls.

The chief is to consider officers' concerns, threats to officers, media coverage, community concerns, a grand jury indictment or belief that officers may be fired for their use of force, the directive says.

If officers need more time off work, they can use vacation or sick leave. If officers feel "unable to return to work," they can file a claim through the city's Fire and Police Disability and Retirement Fund, according to the directive.

An officer who witnesses another officer's use of deadly force may be put on administrative leave or returned to a different assignment initially, based on a decision by the officer's branch chief, in consultation with the bureau's employee assistance coordinator and the witness officer. Decisions on witness officers will be made on a case-by-case basis, the directive says.

"This procedure recognizes that witnessing such an event, though not being directly involved in the use of deadly force, can still have a significant impact on members," the directive says.

City planners host public open house on Central Eastside's future: Portland City Hall Roundup

*By Andrew Theen
July 08, 2014*

Portland's city planners are hosting an open house Tuesday night focusing on the future of one of the Rose City's most important neighborhoods: The Central Eastside.

The neighborhood is of obvious importance to city leaders. Beyond being a job hub, the Central Eastside is also home to a streetcar line as well as the newest light rail spur, which will include two stations in the neighborhood.

City bureaucrats are deep in the weeds of planning for a long-awaited update to Portland's comprehensive zoning and neighborhood plans.

Mayor Charlie Hales designated the area as a key study area through a fellowship with the Urban Land Institute.

The Central Eastside, the vibrant and diverse area of industrial warehouse, niche new-age manufactures and bars and restaurants, is south of Interstate 84 and runs between the Willamette River and 12th Avenue. The district goes as far south as Powell Boulevard.

The Central Eastside is part of the Southeast Quadrant in the city's Central City 2035 plans. (Read Anna Griffin's stories about the history of the downtown plan here)

"This planning effort will focus on ways to enhance and strengthen the area's role as a major employment center, building on its current job base and considering options for increased employment opportunities," according to a release.

That could mean new police, zoning changes, and public investment in the district.

City employees from the development commission, parks, transportation, environmental services and planning bureaus will be on hand to answer questions

The three hour public meeting is at the Oregon Rail Heritage Center, stretching from 4 - 7 p.m. The address is 2250 S.E. Water Avenue.

The Portland Tribune

City open house focuses on SE Quadrant plans

*By Stefanie Donahue
July 7, 2014*

The city of Portland will host an open house Tuesday, July 8, to discuss plans for the Southeast Quadrant, which will develop an employment center in the Central Eastside Industrial District.

The meeting is from 4 to 7 p.m. at the Oregon Rail Heritage Center, 2250 S.E. Water Ave. It will cover topics ranging from the state of the district to business and ideas relating to the land, river, open space and transportation. City officials say they expect the development to spur potential changes in urban design and zoning.

Staff representing the city's bureau of Planning and Sustainability, the Portland Bureau of Transportation, the Portland Development Commission, Environmental Services and Parks and Recreation will answer questions about the project. Members of the Southeast Quadrant Stakeholder Advisory Committee will share their progress toward draft land-use concepts to clarify goals and strategies for the district.

Snacks and refreshments will be available. Oregon Rail Heritage Foundation volunteers will lead free tours.

Willamette Week

Mayor Charlie Hales Goes on Diversity Retreat for White Men

By Aaron Mesh

July 7, 2014

Portland Mayor Charlie Hales will be away from City Hall for the next three days, attending a diversity seminar for white men only.

WW first reported last month that Hales decided to spend \$56,000 on a 3 1/2-day training seminar run by a Portland company, White Men as Full Diversity Partners.

That decision followed a series of high-profile setbacks for City Hall's equity efforts—including the city's former financial chief, Jack D. Graham, describing a pervasive atmosphere of racism throughout Portland's bureaucracy.

"This just in: Much of the big leadership in this city is white guys," Hales spokesman Dana Haynes told WW then. "And the change needs to start at the top."

Hales and three staffers will attend the "innovative white male-only" sessions today through Thursday. The mayor's absence is one reason the City Council meeting this Wednesday has been cancelled.

But the seminar isn't likely to have much affect on how much work the mayor's office gets done this week. All eight staff hires Hales has made since his inauguration have been women.