

The Oregonian

Portland-based consultants teach white-men-only diversity training, gain popularity with Fortune 500 corporations

*By Melissa Binder
July 21, 2014*

The City of Portland drew unexpected attention this month when 16 white male officials attended a three-and-a-half-day diversity training retreat at a Mt. Hood resort.

But the response was nothing new for leaders at the consulting company, called White Men as Full Diversity Partners. They're used to raising eyebrows.

The Portland-based consultants have been training white men at Fortune 500 companies to recognize their own bias and privilege for 14 years.

"Using my privilege honorably is a really different mindset than feeling bad," said the company's CEO, Bill Proudman. "I think a lot of white Portland feels guilty."

It might seem puzzling how, in predominantly white Portland and predominantly white male corporate board rooms nationally, gathering an exclusively white male group to talk could produce any novel thinking about race or gender. But the White Men firm's unique approach has found resonance among some experts on diversity who are neither white nor male.

Jilma Meneses, chief diversity officer at Portland State University, said she knows two associates in the diversity training firm and has great respect for the work they do.

"As a woman of color, if they're going to feel safer acknowledging their biases if I am not in the room, I don't want to be in the room," she said. "You have to acknowledge what those biases are, and those are uncomfortable conversations."

From trust falls to trusted facilitator

Proudman was raised in eastern Pennsylvania – "There were like five kids of color in my high school class" – and said he graduated from an outdoor recreation program at Pennsylvania State University.

He moved to Portland in 1987 after several years of leading corporate teams through ropes courses and trust falls in the east. He started his own consulting firm, called Inclusivity. More importantly, he met Harrison Simms.

Simms, a diversity consultant, was a speaker at an Association for Experiential Education conference in Portland that year. Proudman said he "entered into a parallel universe" during the talk.

"I'd never really fully realized, being a straight white guy, what I took for granted about my membership in those groups," he said. "That started a long-term mentor relationship."

Simms died of a heart attack in 1990 -- just days after Proudman had committed to apprenticing with his mentor in the San Francisco area. "It was really from his passing that I said, 'I am going to follow my heart for a change and do some work I am personally passionate about,'" he said.

And he did. Proudman started slowly working his way into the diversity training industry. He noticed white men rarely participated, and in 1997 hosted his first three-and-a-half-day retreat exclusively for white men.

"The reaction was the same then as it is now: 'You're going to do what with white guys?'" he said, laughing. "We got, in the early days, what I consider mild death threats."

In 2000, Shell called. The oil giant provided a ticket to consulting in the corporate world, and Proudman incorporated White Men as Full Diversity Partners with co-founders Michael Welp and Jo Ann Morris.

Today, the consulting company's list of clients looks like the S&P 500: Coca Cola, Pepsi, the Kellogg Company. Proudman said White Men has also provided training for NASA, the National Security Agency and special operations troops.

The company offers two "Learning Labs," which are formal three-and-a-half-day retreats. "White Men Caucus" is exclusively for white men, while "White Men and Allies" is open to any gender and race.

Proudman said the company's "provocative" name – his term – is an asset. It helps consultants cut to the chase in conversations about their work and weeds out clients who aren't genuinely looking for the frank conversations that the White Men consulting group facilitates.

"I always joke with people: I say, 'Which of the two words are you reacting to right now?'" he said. "It's always the 'white men' part."

Walking on eggshells

This month Portland became the second municipal government nationwide to participate in the company's White Men Caucus. The training made headlines -- "Portland Mayor Charlie Hales, Police Chief Mike Reese attending \$56,000 diversity training for white male managers" – and drew scrutiny from the public.

The mayor's office didn't foresee trouble in selecting a ski and golf resort for a white-men-only diversity training, said spokesperson Sara Hottman.

"We joked about the fact that it was going to be four dudes in a Prius, but we honestly didn't see the blowback," she said. (In the end it was only three white men riding together from City Hall: Mayor Hales and two staff members. The city budget director was supposed to ride along, but had to leave at a different time.)

Proudman said the company went through the same location selection process with the City of Portland as it does with major corporations. The Resort at the Mountain in Welches offered the best deal.

Proudman said it's essential for participants to be comfortable and separated -- by mentality and mileage -- from distractions at home and at work.

Getting a bunch of white men together to talk about diversity might seem counter-intuitive, he said. But the White Men's Caucus is designed to help a group traditionally "blamed and shamed" to open up without fear of offending women or minorities in the room.

"White men in leadership roles walk on eggshells around this topic," Proudman said. His goal is to help participants recognize their own prejudices and privileges.

Josh Alpert, a policy director in the mayor's office who attended the training, said he was able to speak openly at the training without thinking through what he said.

"I've been through a lot of trainings in my career," he said. "This was by far the best one."

Alpert said he and the other men – including 11 police officers – spent most of the time in small groups or one-on-one discussions. Facilitators provided cards with discussion-provoking statements, such as: "When I cut myself, I don't have to worry about finding a Band-Aid that matches my skin color."

Supporters of the approach

Two national experts on diversity training said they were unaware of a training company focused on white men, but both were supportive when told about Proudman's work.

The "caucusing" approach is a common strategy for diversity consultants, said Western States Center Executive Director Kelley Weigel. The nonprofit provides equity training for social justice organizations.

Helping white men understand their own biases – and how they are perceived by other groups – is "a great goal," Weigel said.

"Our culture is not one that promotes that kind of open discussion about difference, whether it's based on gender or race," she said, and grouping similar people for discussion can ease tensions.

Chris Cartwright, the director of intercultural assessment at the Intercultural Communications Institute, said he was pleased to hear the city dedicated time and money to the training.

"People don't often volunteer for diversity training," he said. "It's not fun. It's hard work."

Catalyst, a nonprofit focused on expanding opportunities for women, studied one of the company's Learning Lab trainings and concluded it had "a transformative effect on the individuals... shifting both their mindsets and behaviors."

The study also found the training resulted in noticeable improvements in the workplace. Colleagues said the participants grew more interested in other perspectives and became better critical thinkers. Participants reported taking more responsibility for being inclusive and listening patiently, a finding consistent with Alpert's experience.

"We spent a lot of time practicing how to listen better rather than immediately trying to fix things," the mayoral staffer said. "It's already paying dividends. My attitude is a little bit different in some of the projects that I'm working on, and I feel like I have a little more patience."

Airbnb, acting as Portland's lodging tax collector, won't hand over users' names or addresses

*By Elliot Njus
July 21, 2014*

Even though Airbnb has agreed to collect lodging taxes on behalf of users who rent rooms in their Portland homes, the city won't get those user's names and addresses. Instead, it will just get a single return, as though Airbnb were a single 1,600-room hotel.

As the city moves to legalize and regulate Airbnb-style short term rentals, the arrangement reached with the city's revenue bureau takes away one tool to enforce the new regulations it's putting in place.

Without identifying information on lodging tax returns, the city won't be able to use the tax receipts to determine which users are renting out rooms without a permit.

Some of those users might simply be unaware of the new laws around short-term rentals. Others could ignore them because their rental wouldn't be allowed even under the new city rules. That could include whole-home rentals, banned because of their potential impact on the long-term rental supply, or because a rental doesn't meet safety requirements.

The agreement was released to The Oregonian on Friday under a public records request. It's the first such agreement Airbnb has reached with a U.S. city, although Airbnb is working on a similar pact with San Francisco.

The agreement specifies that Airbnb won't release identifying information on users as a matter of course — only for audits and specific complaints.

Airbnb's website lists hundreds of "entire place" rentals that, even under the city's proposal, wouldn't be allowed. City code enforcement officials have said that there are listings on the site that appear in promotional photos to violate even basic safety rules, like adequate fire escape routes.

Under the current system, some operators of short-term rentals pay the lodging taxes the city says they owe, but many don't. The city has had little recourse for pursuing those who don't pay the taxes because Airbnb's website — in an understandable nod to privacy concerns — obscures full names and exact addresses.

It also hasn't actively pursued those who paid taxes but haven't gone through the costly and time consuming process of obtaining a conditional use permit for their miniature bed-and-breakfast. Although most such operations operate in violation of city code, the Bureau of Development Services has only pursued cases instigated by a complaint. It has occasionally sent out warning letters or leveled fines.

Automatic tax collections would have given the city a comprehensive look at who's using Airbnb, only one of several online room-rental facilitators, but one with more than 1,600 registered hosts in Portland.

"If we were given a list, we could on some level make sure everyone was complying with the requirement to pull a permit," said Mike Liefeld, enforcement program manager for city.

But Terry Williams, the city's tax division manager, said getting identifying information as though the operators were remitting the taxes themselves was never part of discussions with Airbnb. She said she didn't know why.

"I don't know if I have a good answer for that," Williams said.

Airbnb would turn over some information — possibly names and addresses but potentially anonymized ID numbers — during a tax division audit, which Williams says it conducts for most hotels every three years. For Airbnb, the equivalent of a hotel more than twice the size of Portland's largest, those audits would be more frequent.

But the city uses sampling, so only a small amount of data would be turned over — one day's worth, perhaps.

Airbnb has worked closely with the city as Portland has shaped its policies on short-term rentals, meeting with members of the city planning commission and the city council.

And in the middle of the debate, it also announced it would open a customer service center in Portland's Old Town, a highlight of Mayor Charlie Hales' State of the City address. Shortly thereafter, it declared Portland its first "Shared City," another initiative on which the company worked closely with Hales.

"Over the past few months, we had productive discussions with Portland officials and reached an agreement to voluntarily collect city and county taxes from guests on behalf of hosts," a statement from the company said. "This agreement strives to make the process simple and keep personal taxpayer information confidential."

Parts of the tax agreement provided to The Oregonian are heavily redacted. Abby Coppock, spokeswoman for the city's Office of Management and Finance, said the redactions were made under an exemption to public records law that protects trade secrets.

Portland Mayor Charlie Hales takes meeting with developer that proposed 'terrible' JumpTown district

*By Brad Schmidt
July 21, 2014*

The last word that many Portlanders may remember about The Cordish Companies wasn't flattering.

"Terrible."

That's what then-Mayor Sam Adams had to say about early drawings for a proposed Rose Quarter entertainment district from the Trail Blazers and Baltimore-based Cordish.

"The most un-Portland-like, significantly un-Portland like, renderings of what it would be," Adams said of the so-called JumpTown proposal in 2010.

On that note, guess who is back in town?

Portland Mayor Charlie Hales had a one-hour "check in" with Cordish representatives last Thursday.

Asked about the purpose of the meeting, Dana Haynes, a spokesman for Hales, said this in an email:

"I'm told it was an introductory meeting with a company the mayor didn't know much about," Haynes said. "Meet-and-greet."

While Cordish is known for its entertainment districts around sports venues, that's not all the company does.

"Many of The Cordish Company's districts involve a blending of entertainment, retail, office, hotel and residential uses," the company says on its website.

Can you think of anyplace in Portland looking for a little of that -- the Zidell property in the South Waterfront, Conway property in Northwest Portland, Centennial Mills along with Willamette River or, of course, the Rose Quarter?

Haynes and Shawn Uhlman, a spokesman for Portland's urban renewal agency, didn't immediately respond Monday to follow up questions about whether the city or Cordish is pursuing a development deal or project in Portland.

Four years ago, Adams was trying to broker a deal to redevelop the Rose Quarter in partnership with the Trail Blazers. But every aspect of those efforts fell apart – and the city's backup plan, to invest public money to repair the Veterans Memorial Coliseum, stalled too.

Hales has not announced a vision for the Rose Quarter or specifics for the \$20 million included in the city's redevelopment budget for the coliseum.

At one point in 2010, the Cordish-led JumpTown proposal included an interactive Nike museum with a hotel and lots of clubs and restaurants. But the company's historic reliance on big chains prompted at least one city leader to scoff.

"It's the Walmart of entertainment," then-Commissioner Randy Leonard said at the time.

Right 2 Dream Too: Homeless activist Ibrahim Mubarak to appeal trespassing conviction

*By Sara DiNatale
July 18, 2014*

Ibrahim Mubarak, co-founder of homeless camp Right 2 Dream Too, plans to appeal his convictions of trespassing and interfering with a police officer.

Mubarak announced his intentions in a news release Friday.

The homeless activist was sentenced Wednesday after a two-day trial regarding his confrontation with Officer Jennifer Thompson, who arrested him under the Burnside Bridge in February. Mubarak refused to step off a private parking lot and onto a public sidewalk, according to Thompson's testimony. He was checking on people sleeping under the bridge.

"I feel the verdict issued by the people is not well versed about the brutality and the unjust laws imposed on houseless people," Mubarak said Wednesday, after his sentencing. "The police manipulate their authority to people who have no where to go, people who have no voice and assistance."

Mubarak's lawyer, Kenneth Kreuzer, argued Mubarak was not trespassing and that the parking lot – located between the University of Oregon's White Stag Building and the Mercy Corps headquarters – was accessible to the general public.

The jury disagreed and Mubarak was sentenced to 80 hours of community service to be done outside of helping the homeless.

Mubarak, 57, is a leader in the homeless community. His Right 2 Dream Too encampment has occupied the vacant lot on Northwest Fourth Avenue and West Burnside Street since 2011.

City leaders have been working to find a new site for the campers with \$846,000 chipped in by private developers earlier this year.

Portland woman files negligence lawsuit against city, accusing police of failing to alert her when her stolen car was found

*By Maxine Bernstein
July 18, 2014*

A woman who reported her car stolen to Portland police last fall but was never told when the car was located and towed to a dealership filed a negligence lawsuit against the city of Portland on Friday.

Erica Battles is seeking to recover \$10,000 in damages from the city.

"The City negligently breached its duty to Battles by failing to timely notify her after it learned her car had been located," her attorney Michael Fuller wrote in the lawsuit filed in Multnomah County Circuit Court.

Battles said she never got her vehicle back.

"Unfortunately I had to sue the city of Portland for the value of my car," Battles said Friday. "It's unfortunate because I feel like it's almost wasting taxpayers' dollars. It didn't have to go this far. I could have gotten my car back."

Battles, of Southeast Portland had loaned her 2005 Dodge Magnum to her boyfriend last October.

The boyfriend, Jazman Moore, according to a police report, took the car to hang out with a friend at Sam's Hideaway Lounge on Southeast 162nd Avenue. He picked up his cousin on the way there.

The cousin told Moore once they arrived that she didn't have her identification and wouldn't be able to get in. Moore parked the car in the club's parking lot and ran inside to tell a friend he couldn't stay. Moore left the keys in the ignition and the engine on as his cousin waited inside the car.

When Moore came out of the bar a few minutes later, the car and his cousin were gone, according to a police report.

Battles reported the car stolen on Oct. 30, and Officer Sterling R. Farrar wrote up an incident report that day. Farrar also tried to locate Moore's cousin at two different addresses, but had no luck.

The car was found Nov. 6, the suit said, but no one in the city notified Battles.

Sergeant's Towing picked up the car on Nov. 6 from private property in the 12400 block of Southeast Caruthers Street after a homeowner's association called the tow company to report it as abandoned. The tow company towed it to its lot on McLoughlin Boulevard.

The tow company impounded it and reported the car's license and VIN to Portland police auto records within an hour of taking it, said Steve Preston, president of Sergeant's Towing. Sergeants left the car alone for five or six days, and then filed a lien on it. The company obtained the owner's name and address from the state DMV, and sent a certified letter to her home, which came back as undeliverable, Preston said.

What should have happened, Preston said, was if police had the vehicle reported stolen in October, police should have contacted Sergeant's Towing and placed a hold on the vehicle, Preston said.

"That didn't happen. They never contacted us to report it had been stolen," Preston said.

Battles said she discovered her car's location more than six months later during a call to state Driver and Motor Vehicle Services. It had been towed to Oregon Wholesale LLC on Southeast McLoughlin Boulevard, which Preston runs, and advertised for sale on Craigslist.

Although she had the title to the car, she wasn't able to retrieve it, Battles said. She tried to get an officer to go with her to get the car, but was told by police that the matter was a "civil" issue, she said.

"The City failed to notify Battles that her car had been located and failed to place a hold on the car with Sergeant's Towing," the lawsuit said.

Battles issued a written demand to the city on May 28 for payment on her claim. The city rejected it, the suit said.

Portland can cash in on Airbnb's 'sharing economy,' but city should prevent explosion of mini-hotels: Editorial

*By The Oregonian Editorial Board
July 19, 2014*

Trying to keep Portland residents from renting out their spare bedrooms to tourists via the Internet is as futile as forbidding them from selling old gear on Craigslist. They're doing it, they like the extra cash, and there's no going back.

But Mayor Charlie Hales and the Portland City Council should be cautious about endorsing short-term rental practices that let apartments function as hotels -- or that let residential neighborhoods devolve into quasi-commercial zones. A city that goes into full swoon over the magic of the "sharing economy" might face some of the unintended consequences of oversharing.

On July 23, the City Council is expected to approve short-term rentals in private homes, a practice facilitated by peer-to-peer online sites such as Airbnb, a San Francisco-based company that operates worldwide and is adding customer-service jobs in Portland. These rentals tend to be illegal under city code, but many hundreds of Portlanders do it anyway, using their homes, apartments or condominiums to rake in some extra cash.

Want a South Tabor mini-cottage? That's \$70 per night, according to Airbnb's Web site last week. How about an Authentic Alberta Arts Abode? That will set you back \$99 per night. Portlanders advertise private rooms, basement suites and whole apartments, often touting Portlandia-style amenities such as bicycles, coffee, transit access and general urban fabulousness.

If the council votes as expected, Portland would be among the nation's first cities to deliberately adopt Airbnb-friendly regulations. In fact, Airbnb is already collecting lodging taxes from its Portland-based transactions in anticipation of the city's blessing; the company is also in the middle of a massive lobbying and rebranding effort to win favor elsewhere. Hales, an Airbnb supporter, argues that it's better for cities to deal with the reality of the sharing economy than ignore it and let it continue unregulated.

"The Internet is changing everything in ways that we weren't necessarily ready for or aren't even necessarily happy about," Hales told The Oregonian editorial board last week. "We ought to figure out how to run apace with this rapid change when we can."

Overall, Portland's proposed zoning changes strike a fair balance between individual property rights and neighborhood concerns. The city would allow residents of homes or duplexes to rent out one or two bedrooms to overnight guests. The city's regulatory hand would be fairly light, requiring just a \$180 permit and an initial inspection, along with some minor red tape for permit renewal. This approach seems appropriate: Generally speaking, when someone in Portland wants to work out of a home office, rent a spare room, or otherwise engage in a low-profile business, that individual choice has little impact on the community and should be allowed to flourish.

However, the city has also incorporated a few modest safeguards to protect livability. For one thing, residents couldn't live elsewhere while renting out their entire houses year-round to tourists and other short-timers: They would need to live onsite for at least nine months out of the year.

And notably, the City Council hasn't decided whether to legalize short-term rentals in apartments or condominiums, despite heavy lobbying from Airbnb supporters with lots of loaded language about equal access to the sharing economy. Commissioners have put off that decision until fall, concluding they need more time to weigh the potential impact on affordable housing and the rental market.

Their caution is warranted. Though apartments and condominiums are ideal candidates for peer-to-peer rentals, the potential for negative community impact is greater. For example, Portland landlords could drop their longer-term tenants with one-year leases and turn their fourplex or 20-plex into a quasi-hotel. This would squeeze the rental market further, undermine the city's workforce-housing goals and hand over to tourists the living space that was zoned and intended for Portlanders.

As the cost of living rises and urban density grows, it's only natural that many Portland residents and property owners would try to monetize that increasingly precious commodity of square footage. This burst of entrepreneurship evident on Airbnb is both inevitable and admirable.

But it would be absurdly short-sighted for Portland, celebrated for its smart urban planning and neighborhood livability, to gouge its own zoning laws by accidentally turning the whole city into a rooms-for-rent zone. Hales and the Portland City Council can avoid this mistake, but only by doing more public vetting and framing the question in a more responsible, less faddish way.

Not, "Should we endorse the sharing economy?"

But, "Where, exactly, should Portland allow a lot of little hotel rooms?"

-The Oregonian editorial board

Portland Mayor Charlie Hales on Airbnb

Mayor Charlie Hales talked with The Oregonian editorial board last week about the city's role in allowing peer-to-peer rentals such as those facilitated by Airbnb, an online business that is becoming the Craigslist of the short-term rental market. Here are excerpts from his remarks, which are also available via video:

"We're not talking about a city ordinance to regulate short-term rentals. We're talking about our zoning code. The zoning code says what you can and cannot do on your property. It doesn't mean you're going to do it; it doesn't mean your landlord is going to let you do it. The question that arises for us is, should we allow it?"

"We have this conversation to have with the multifamily industry and with the homeowners associations about whether they want us to include them or not, and we'll complete that conversation over the next couple months before we act on the new zoning code and provisions."

"This is a thicket. Remember why we have zoning in the first place. ... If I live in a single-family neighborhood, I have a reasonable right to expect that I live in a single-family neighborhood, and that there's not, you know, the next block or the next lot is not going to become a commercial use. And yet, this has already caused an erosion of that simple idea. It has caused it, again, without the city being involved at all."

"This is happening, there are 1,500 of those (short-term rentals listed on Airbnb) already in the city. We better figure it out in our zoning code. And ready or not, here comes the future."

Portland City Council, searching for credibility, should kill the arts tax on its own: Editorial Agenda 2014

*By The Oregonian Editorial Board
July 17, 2014*

Portland Mayor Charlie Hales visited The Oregonian's editorial board Monday and answered questions on a range of subjects including, inevitably, street maintenance funding and the arts tax. The latter is a policy millstone that will make securing the former exceptionally difficult. So, we asked the mayor, why not put the tax, which voters approved in November 2012, back on the ballot for a revote? Commissioner Amanda Fritz, for one, told us recently she'd be fine with that.

In responding, the mayor offered an interesting alternative. Dismissing our occasional calls for a revote as a "passive aggressive" attempt to arrange a death sentence for the tax, he asked the following question: If you want City Council to repeal the tax, why not say so? Council could pull the plug on the thing if it wanted.

What a great idea. Council would accomplish three things by killing the arts tax outright: It would clean up its own mess; its members would demonstrate leadership in the pursuit of good government and lower taxes; and by distinguishing themselves in this fashion they'd earn some of the credibility they'll need to raise street revenue.

First, the mess. The arts tax, a priority of former Mayor Sam Adams, originated as a mechanism to raise money for arts groups in the Portland area. When polling revealed tepid support for this, advocates turned it into a tax for art and music teachers in public schools that would, incidentally, send some money to arts groups as well. Whether this strikes you as cynical or clever, it worked. Voters supported the tax, which appeared on the ballot during a particularly difficult period for public schools.

When Portlanders discovered that the \$35 tax, to be paid by income earners in households above the poverty line, would apply even to someone whose income was a mere \$10, they recoiled. Responding quickly, City Council tried to make the extremely regressive tax a little less punitive by raising the income floor to \$1,000. But this change, for complicated reasons, exempted many people with public pensions. Portlanders must now pay a tax that is highly regressive, grossly inequitable and substantially changed from the one they approved in 2012. If that isn't a public policy mess, what is?

Second, leadership. Hales and Commissioner Steve Novick have been reluctant to place a street maintenance fee on the ballot, reasoning that they're elected to make tough choices like this. That's what leaders do, right? City Council should ask voters to approve any street funding mechanism, as it is effectively a tax hike. But a good case can be made for commissioners to exercise some leadership in dispatching the arts tax.

City Council put it on the ballot in the first place, then made a bigger mess by "fixing" it. Arts organizations, for whose benefit the effort began, have received comparatively little arts tax revenue – \$425,000 to date with another \$350,000 pending. Local school districts have received roughly \$7 million as of April and would, presumably, prefer to keep the tax. But they have their own mechanism for raising money. It's called a local option levy.

A move to kill the arts tax will meet with some resistance, but surely commissioners who consider imposing new fees without a public vote an act of leadership can summon the backbone to kill a bad tax that they and their predecessors played a central role in creating.

Finally, credibility. City Council should forget about imposing a street fee without a public vote. In fact, asking taxpayers to approve a series of temporary funding measures - bond issues, for instance - makes better sense. Like Portland Public Schools, Portland City Council allowed core infrastructure to fall into disrepair by short-changing maintenance. Following the failure of a massive bond request in 2011, Portland schools got the message and made a credible commitment to maintaining district facilities. Voters approved a \$482 million bond in 2012 and will be asked for additional funding in short order.

There's a lesson for Portland City Council here. Convince voters to trust you, and ensure accountability by requesting necessary funding through temporary tax increases. Commissioners will buy a lot of "yes" votes by killing the arts tax and, thus, easing the sting of a tax hikes for streets. Hales, Novick and their colleagues should show voters that they're willing to exercise leadership in cutting taxes as well as increasing them.

The Portland Tribune

Novick crashes own recall meeting

*By KOIN 6 News
July 19, 2014*

In a controversial move, embattled Portland City Commissioner Steve Novick attended his own recall campaign planning meeting in what he called an attempt to learn the motives behind a grassroots effort to oust him from office.

Several attendees at the meeting, at Tabor Space in Southeast Portland, were surprised by Novick's attendance at the meeting. It is the campaign's first official meeting since recall petitions were filed by Southeast Portland resident Ray Horton on Friday, July 11. Horton wants to recall Novick and Mayor Charlie Hales over the handling of their proposed street fee.

Roughly 30 people attended the meeting, something Horton said he was impressed with.

Conversation got heated over many civic topics, including the Powell Butte II reservoir, the Portland Street Fee and other contentious issues.

Horton said he held the meeting to gauge support and organize volunteers for the petition recall effort.

'He has a valid point of view'

"This is really the start up, the real beginning," Horton said. "The petitions are out in circulation now, so people can watch for them in public places."

Horton said Novick's presence didn't disturb the meeting.

"I think he has a valid point of view, and we have a valid point of view," he said. "I do appreciate Commissioner Novick coming in and he did keep his comments brief."

Others were more focused on the petition to recall Hales.

"My emphasis is on the Mayor, not so much on Steve Novick", said Portland resident Joe Walsh, who donned a custom T-shirt reading "Chuck Hales, schoolyard bully."

"The Mayor and the council, all five of them, have gone along with things that have angered the citizens of Portland to the degree we are calling for a recall," he said.

"The fact that Councilman Novick is here today to listen to what we have to say makes me believe we have their attention."

Novick said he was there because he wanted to know the motives behind the recall effort.

As always, he defended the street fee proposal as the only solution to a broken system inherited in 2012.

"Thank you very much for coming, it showed [nerve]," one attendee said to Novick as he left the speaker's table.

The campaign needs 34,921 valid Portland voters signatures on heach petition in order to force recall elections in October for both Hales and Novick.

See video from the recall meeting at koin.com/2014/07/19/81360/

Willamette Week

It's Not Just Uber Trying to Break Into Portland—Lyft is Lobbying, Too

*By Aaron Mesh
July 18, 2014*

Uber, the San Francisco-based ride-sharing startup that enlists drivers to use their own cars as de facto taxis, today re-ignited its drive to get its service legalized in Portland.

The company's PR blitz includes hiring a truck to deliver ice cream to City Hall—and comes seven months after the city's taxi board rejected Uber's demands to change Portland's rules for town cars. As WW reported this week, Portland remains the only large city on the West Coast to reject Uber's advances.

But Uber isn't the only ride-sharing company now lobbying City Hall. Its biggest competitor has joined in. City sources tell WW that Lyft, another San Francisco-based ride-sharing startup, met two weeks ago with staffers for Mayor Charlie Hales and Commissioner Steve Novick.

Lyft has entered the "sharing economy" market as a warmer, fuzzier alternative to Uber—literally, since it bedecks the grills of its cars with giant pink mustaches. But both companies have multimillion-dollar Silicon Valley investments riding on their success.

"We've seen tech companies engage in bloody, bitter rivalries before," Forbes reported in April, "and this one promises to be especially brutal as Uber and Lyft are headquartered just blocks apart in San Francisco's booming South of Market area and don't care for each other much."

GeekWire reported this morning that Lyft started recruiting Portland drivers on Craigslist last month. In Portland, city officials haven't challenged the grip of taxi companies—especially Radio Cab and Broadway Cab—or labor unions who don't want Uber here. (As WTW reported Wednesday, Oregon AFL-CIO recently secured a driver-owned taxi company, Union Cab, and wants to keep Uber out.)

Hales says he's in no rush to legalize ride-sharing. He wants to wait on the results of lawsuits in other cities—most of them filed by cab companies.

"We are on go-slow mode for Uber," says Hales spokesman Dana Haynes. "There are legal challenges to Uber-style services in several cities. We don't always have to be the first adopters of all technology. Policy should reflect the technology but also case law."

The Mercury

Discipline for Well-Known Cops Revealed in Latest Batch of Police Review Board Reports

*By Denis C. Theriault
July 18, 2014*

The Portland Police Bureau released its latest batch of Police Review Board reports this afternoon, chronicling many of the usual accusations thrust before the advisory body—like harassment, unsavory language, improper force, car crashes, and untruthfulness—along with discipline cases filed against three fairly well-known cops.

Two of those officers—Ed Hamann and Jason Lobaugh—resigned from the police bureau while their cases were pending.

- **Hamann resigned February 4**, a police spokesman tells the Mercury—some three months before a 17-year-old allegation of "unwanted sexual contact" involving another employee went before the PRB.

Hamann, as reported last summer by the Oregonian, was under investigation last summer, shortly after he was assigned as the captain in charge of the bureau's family services unit. The officer he allegedly victimized had questioned his ability to lead that unit, and he was quietly reassigned while the investigation took place.

Today's PRB reports don't identify Hamann, but add a few other details, namely that the contact happened during a party and that it was "corroborated by witnesses." PRB members, in alluding to Hamann's actions, called his conduct "reprehensible" and said they would have recommended discipline up to an including termination if he hadn't resigned first.

They also implied the police bureau was a far more terrifying place for women nearly 20 years ago—arguing that this kind of incident, if it happened now, would have been dealt with fairly and swiftly. They ordered a letter written up explaining the discipline that might have meted out if the case had been investigated in 1997 vs. today.

"Voting members extensively discussed how to reconcile the differences in rules and organizational culture from 1997 to the present, and expressed significant concern about how the outcome of this case would reflect on the PPB today," the report states, "as well as the message it would send to employees about the safety of the workplace and reporting misconduct."

- **Lobaugh**, as Willamette Week reported this spring, quit the bureau in the midst of multiple domestic violence inquiries—most prominently a case in which he was accused of menacing one of his ex-wives, along with that ex-wife's new husband, during a 2012 custody dispute.

The Citizen Review Committee unanimously disagreed with both the PRB and the bureau, both of which recommended exonerating Lobaugh of those claims. Chief Mike Reese went back and forth on whether to agree with the CRC and reverse that exoneration. And it was reported that Lobaugh resigned just days before Reese finally agreed to side with the CRC.

That, it turns out, wasn't everything. The PRB, according to the reports, had recommended Lobaugh lose his job over two cases filed after that one. He quit weeks after those recommendations came down.

One of those involved the same ex-wife that was the subject of the case that went before the CRC. While that case was being investigated, Lobaugh in June 2013 got into it again with his ex-wife's new husband. He invited the new husband to meet him at a Fred Meyer and dared him to punch him in the face.

Troublingly for Lobaugh, that altercation came after Commander Donna Henderson—spurred by the 2012 complaints—had written him a memo telling him to watch himself. That memo wasn't heeded, and the board decided Lobaugh, based on a whole host of issues going back years, ought to be canned.

Lobaugh also ran afoul of the PRB over a jury-tampering accusation, also reported by Willamette Week. The board figured if he hadn't gotten the message yet, after a series of questionable actions stretching back years, then he never would.

- **As for the third high-profile cop tied to the reports?** It's Captain Mark Kruger—whose discipline four years ago for erecting a shrine to Nazi Germany soldiers in a remote part of a public park was recently wiped away as part a legal settlement. That settlement involved a former subordinate's claims of harassment and retaliation, and a former civilian police official's text messages mocking Kruger's Nazi Germany military fandom

Today's reports deal only with retaliation claim, namely that Kruger, after he was cleared of harassment last year, pasted up the exoneration letter on his office door, with the former subordinate's name written across the top in big red letters.

The PRB was unanimous in agreeing that Kruger engaged in retaliation, and that claim was substantiated by the bureau of human resources. But only one PRB member wanted to suspend Kruger. He was given just a letter of reprimand—which was on file with the bureau until it, too, was cleared as part of the settlement.

- **The reports show two other officers**, who weren't immediately identifiable, deciding to resign in the midst of their discipline cases. One was found to have been a lax driver, for the fourth time, and would have been sent to training. The second was accused of lying about his or her reasons for taking leave—saying he or she wanted to take an educational leave while, instead, trying to pursue outside employment that the bureau had previously denied.
- **Two more officers had been fingered for termination**—but received only suspensions instead.

The PRB unanimously went after an officer accused of several things: some of the biggest involving lying about a late police report to supervisors and committing other sins of truth, some involving the officer's medical condition. The PRB also unanimously agreed the officer got into a scuffle with someone—suffering injuries—because he or she failed to bring along a cover officer. The officer also was found to have improperly used a Taser against someone who'd already been subdued.

PRB members decided the officer wouldn't be allowed to testify in court, because of credibility issues. Reese didn't agree, however, that the cop's "departures from the truth" were "knowing or willful." So he deviated from the board's urgings and new discipline guidelines, giving the cop a two-week suspension and a "last chance agreement."

The second case was less cut and dried. A plurality of the PRB—two members—recommended dismissing a cop accused of taking someone to Hooper Detox who hadn't been handcuffed or searched for weapons or booze (the person had both). The board was split on whether the officer lied when he filed a report saying he'd done all those things. Reese handed down a two-week suspension.

- **The reports have been coming out twice a year since July 2011.** But these are the first reports released under new transparency rules approved by Portland City Council this winter. The reports now include final discipline from the police chief's office, as well as the PRB's recommended discipline. And when the chief's discipline deviates from a new matrix guiding discipline decisions, his office is now required to include a note explaining why.