

The Oregonian

Portland will pay its HR chief \$195K to step down

By Jessica Floum

November 3

The city of Portland agreed to pay human resources director Anna Kanwit \$195,000 to step down.

Kanwit announced last week that she had resigned effective Nov. 30 after 5 1/2 years in the post.

The Oregonian/OregonLive obtained the terms of her severance agreement Friday under a public records.

Mayor Ted Wheeler's chief administrative officer, Tom Rinehart, said in a statement issued the day after Kanwit announced her departure plans that he had intentionally recruited and selected the human resources bureau's new assistant director, Serilda Summers-McGee, to replace Kanwit over the long haul. Summers-McGee, 35, was tapped for the assistant director's job in July.

35-year-old Serilda Summers-McGee's elevation to the top HR job in the city of Portland was planned long before Anna Kanwit announced she will step down next month.

"We intentionally recruited Serilda Summers-McGee to become the next director of human resources; this was part of our succession planning," Rinehart's statement said. "She has a successful record building diverse and inclusive organizations and is also a leader in workplace excellence."

The city's decision to pay Kanwit almost \$200,000 does not come as a surprise. Under a policy the City Council passed in 2001, the city typically offers bureau directors a year's pay when the city commissioner in charge of the bureau or another powerful figure wants them to leave.

Anna Kanwit, director of human resources for the city of Portland for the past 5 1/2 years, announced Wednesday that she is resigning effective Nov. 30. Her departure was unexpected.

Kanwit's severance package consists of a year's salary, \$186,600, plus \$8,500 that she can use toward medical costs.

Kanwit is the sixth city of Portland bureau director to announce departure plans in the past year. The heads of the office of neighborhood involvement, government relations, the police department, the bureau of emergency communications and the development services bureau already have stepped down.

Most of those directors were forced out and most were paid six-figure severances.

In a January 2015 interview, Kanwit told The Oregonian/OregonLive that paying ousted directors a full year's salary as a golden parachute is a smart strategy.

Such severances offer, she said, are an effective way to encourage employees to resign or force top-level management changes without prompting lawsuits.

"It provides flexibility," she said. "A one-time expense that can avoid an ongoing cost to the city, or protracted litigation."

Portland's year of protests: Did they matter?

By Shane Dixon Kavanaugh

November 5, 2017

They spilled into downtown last November, to grieve, to vent, to rage. Thousands would gather and march in the streets of Portland over the next several days in a collective outpouring after Donald Trump's presidential victory.

Then the trouble began. Some demonstrators smashed windows, threw bottles and set fires, prompting police to declare a riot. A protester was shot and wounded by a car passenger on another night as crowds blocked the Morrison Bridge. More than 100 people were arrested in a week.

Portland's convulsive protests thrust the city into the national spotlight as they often descended into violence and chaos even as most demonstrators remained peaceful.

In the 12 months since, the churn of marches, demonstrations and rallies has become enduring fiber in the fabric of the city.

The protests spanned issues – immigrant rights, homelessness, racism, police accountability, free speech. They drew students, parents, anarchists and Trump supporters.

The demonstrations mostly moved through downtown, disrupting commutes and local businesses. But they also brought hundreds to the U.S. Immigration and Customs Enforcement office, Portland International Airport and suburban parks. The city's largest event, the Women's March in January, unfolded without incident.

The year also saw the rise of two rival protest factions whose modest contingents left an outside imprint.

Rallies organized by the Vancouver-based group Patriot Prayer brought a hodgepodge of right-wing demonstrators, some of them avowed white nationalists, to Portland. Black-clad counter-demonstrators, known as anti-fascists or antifa, vowed to confront them wherever they appeared.

All the while, Portlanders witnessed a ramped-up police presence dispatched to maintain order. Dressed in military gear, the officers sometimes fired tear gas, pepper spray and flash-bang canisters into crowds.

Often, the troubling spectacles eclipsed the many reasons why so many people protested in the first place.

The Oregonian/OregonLive sat down with 14 people to talk about Portland's year in protests, many of them at the center of the storm. Here's what they had to say. The text represents slightly edited excerpts. They provide additional commentary in the videos.

KAREN PAGE, 47

OWNER, URBAN PANTRY

The Pearl District deli and take-out spot was among a handful of businesses damaged by vandals during a series of anti-Trump protests.

"It wasn't the protesters in general, it was a handful of specific people that decided to smash everything. They kind of came down Lovejoy and hit every place along the way. They tried to pull apart the breaker boxes and the electrical stuff and smashed all the glass windows. So our

storefront was smashed and it was more scary than anything else, you know. Just like an explosion of glass. I think that we got smashed up because we're between a bunch of gigantic businesses. FedEx. And Starbucks. And there's a bank across a street. And there's a bank on every corner right here.

"It shut us down for a couple of days. The windows were boarded up, which was difficult because people couldn't tell if we were open or not. But since we're such a very small business it was hard to recover from.

"People around here, I think, are very afraid to leave their apartments whenever there's a protest. That's a little over-reactive, but at the same time I can't blame them. Sometimes it becomes like a ghost town for us. It could mean two days of no business. Just because there's a big protest happening over the weekend or one on Saturday, one on Sunday. That kind of thing kind of ruins your whole entire weekend's worth of business. That's a huge deal. That's like a third of my rent.

"I think it's something we're going to have to get used to, you know. People are very divided right now."

KAT STEVENS, 25

CO-FOUNDER, PORTLAND'S RESISTANCE

The group emerged in the days following Donald Trump's victory and is now one of the most prominent activist organizations in the city.

"Portland is a welcome place for all. I want people in the streets to show individuals from marginalized communities that we're going to stand up for you if something goes wrong. If there's another airport ban, if there's ICE knocking at your door. Your community is going to rise up and do whatever they can to defend you.

"There's so many oppressive policies rolling out right now and I think it's very important to come together as a community and just being in the streets is empowering and sends this very strong message that we're here for you.

"I want to see those same people running for office. I want to see those people working as city officials. I want to see those people making change at the city and state level. I want to see us getting more involved and actually getting our boots on the ground and getting involved with policy change and getting involved with the Legislature and becoming the people that make the difference."

GREG MCKELVEY, 24

CO-FOUNDER, PORTLAND'S RESISTANCE

"I want to be the Tea Party of the left. We're bringing a knife to a gunfight on the left and I think we need to stop doing that and take lessons from what the right was able to do. If we want to build a movement, it's going to take the people that voted for Hillary Clinton. It's going to take the people who maybe hated Hillary Clinton. It's going to take Jill Stein supporters. It's going to take Bernie Sanders supporters. It's going to take anarchists that wear black masks. It's going to take communists. It's going to take socialists. It's going to take even Republicans that are Never-Trumpers.

"We want to harness the anti-Trump energy that exists in a city that definitely did not vote for Trump and continues to not support Trump, and harness that energy to look inward to insulate ourselves — not with borders and walls, but with policies of our own, with policies that protect

us from the rhetoric and racist, bigoted policies of Donald Trump. As we continue to do that and grow, which we've consistently grown in the last year, we will become a powerful force in local politics and serve as a model to other cities for how you can resist this federal administration locally."

JUNIOR LOPEZ, 19

College student, not involved in protests; interviewed for general reaction as he was heading home to Beaverton on a MAX train from Pioneer Courthouse Square.

"It was pretty traumatic when all that stuff was happening because you don't want to see your town go down like that, you know. I feel like, personally, politics should bring people together and make them feel united. Like, you know, when Obama did his victory speech. Everyone felt united at that time. When someone new comes into office we shouldn't feel scared.

"You just have to watch yourself all the time now. Your timing and your place. People are scared now to just be in big crowds 'cause if something is said wrong or somebody comes across somewhere wrong things can just go downhill from there. Being in big crowds is just not the best thing to do. What can you trust and who can you trust? And what events do you feel comfortable to go to? There are some people out here who are trying to peacefully protest or protest in general, but then there are groups that are just coming out here to be reckless and do whatever they want.

"I have not attended any protests because I eventually want to become a police officer and I didn't want to become involved in something like that or be at the wrong place at the wrong time."

TERESSA RAIFORD, 47

FOUNDER, DON'T SHOOT PORTLAND

Raiford founded the organization in 2014 to push for police accountability and community outreach. She remains one of the city's most outspoken social justice advocates.

"We hated Trump and we hated Trumpism and we hated white supremacy before he was elected. And if people understood the message that we were out there putting our lives on the line before then they would have understood that as well. They would have already known it was coming. I knew. I don't know too many black Americans who didn't know.

"I think people new to the protest movement are hustling, I think that they feel like if they go out with their brands and their logos and they do that then they can basically get money to say, 'That's community engagement.' That's to the detriment of those most marginalized communities who are actually looking for that engagement. Going to an activist meeting and protesting white supremacy and not protesting it in your community or annoying your neighbors, that's not. There's a big difference. If activism doesn't lead to advocacy — and I mean direct advocacy and engagement with community — then it's just actually exploitation on another level.

"To me, nothing's changed. It's all for the worst. All the opportunists are at the top of the chain, and being black is like being a benefit now even though those same black people that are utilizing that position of influence to further their agendas — they still haven't connected with the communities that are most marginalized that actually need their leadership. We actually had power before Trump came because people were listening to our human rights message. After that, we became less human. Because our message wasn't the right message."

TED WHEELER, 55

MAYOR OF PORTLAND, SERVES AS CITY'S POLICE COMMISSIONER

"To be honest, the Trump administration has very diametrically opposed values from the majority of the people in this community. And it's made people angry and it's made them upset and they need an outlet to express that anger and frustration. And they need a safe space to be able to stand up and say that they disagree with the administration's perspective. As mayor, it is my job to help give them that safe space and, yes, to give people who oppose that point of view a safe space and make sure everyone exercises their First Amendment rights safely and non-violently.

"More than just expressing our own opinions, I hope that collectively we can learn to listen to other people's opinions and have conversations. We're not interacting as a community the way I think a healthy community used to act. This is not just Portland, I think it's society generally. I think we need to have spaces where people can come together and amicably disagree and seek to understand each other and my guess at the end of the day, while there's always people on the fringe who are not going to find common ground, but there's a lot of people in the middle who all want the same things.

"I hope in the future, while people are still expressing themselves, I hope we're not just shouting at each other and shouting around each other. I hope we are actually trying to understand each other a little bit and working to build a community. That's, after all, what we are."

DAVID, MID-30s

MEMBER, ROSE CITY ANTIFA

Portland's oldest and most prominent antifascist group has attracted attention for its use of violence and militant tactics at demonstrations. Members typically cover their faces and shield their identities.

"We are people who work here, who live here in Portland. We have family members who come from the sorts of at-risk communities that are targeted by white supremacists and targeted by fascists. We engage in community self-defense against these groups, and that includes disrupting their activities whenever we can. So, if white supremacists and fascists are going to be organizing a march or rally in downtown Portland, we're going to do what we can to make sure that that rally does not take place.

"What we see happening with Patriot Prayer and Joey Gibson events over the past year is that we see a variety of fascist and white supremacist groups coming into his events. And despite the overwhelming evidence that's been presented to Joey Gibson that this is happening, he refuses to address the problem. He's defended white supremacist groups like Identity Evropa. He's invited speakers like Tim Gionet – aka "Baked Alaska" – who is an anti-Semite. Joey Gibson spends a lot of time trying to argue that he himself is not racist. But, in fact, what's important to us is not what Joey Gibson says but what he does.

"We're saying we have zero tolerance for these people coming in and threatening our friends and family members in our community. And we're going to do what it takes in order to stop that in ways that are effective, in ways that go right to the sources of the problem and in ways that we can do and are prepared to do as members of the community."

JOEY GIBSON, 33

FOUNDER, PATRIOT PRAYER

The conservative group counts free speech advocates and activist Donald Trump supporters among its ranks. It has received criticism for drawing some white nationalists and street brawlers to its rallies and marches in Portland. Gibson lives in Vancouver.

"Far right. Alt-right. Racist. White supremacist. Anti-gay. All these things, they try to put these labels on us. I think part of problem is I don't put a label on myself.

"My message has always been about love, truth and freedom. I want to promote freedom. I want freedom to be something that kids understand is one of the most beautiful things in the world. It's also about bringing real tolerance. A lot of people in Portland try to talk about tolerance all the time. But they're talking about in terms of race and sexuality, which is totally fine, that's an important part of tolerance.

"But what about the way that you think? The way that you feel? And what you believe in? In Portland, if you don't conform to the group, the protest group, you'll be outcast. You'll be called a Nazi and you'll be yelled at. You'll be cussed at.

"While I'm trying to promote positive energy and love, I'm also trying to expose the hatred at the same time. We bring these people out of the woodwork. They say they're coming to fight hate. But then they're just yelling and screaming and cussing, you know, and you can see the hate inside them. Just manifest itself and come out."

KATE FRICKE, 38

SOUTHEAST PORTLAND RESIDENT

Fricke is one of the thousands of people who attended their first political demonstration following last year's presidential election.

"I suddenly felt like I was living in a fascist state. Everything just felt gloomy and dark and scary. The night after the election was the first real protest any of us had been to. I was driving my daughter to dance class and she had a friend in the car and we heard on the radio that there was a protest downtown. They were like, 'Mom, can we go?' and I was like, 'Absolutely.' I turned the car around and we went downtown and just marched with everybody and screamed obscenities and it was pretty awesome to see the girls get so involved. They felt empowered. So that sort of became our thing.

"We've been to the Science March. We've been to the Women's March. I went to the one in D.C. My kids went to the one here. There was some impeachment march that ended up not being a really big deal, but we went anyway and we had a lovely afternoon downtown. We're not alone. There's a whole bunch of people in this country who are pissed, who are devastated, and they're not just going to sit back and take it. I don't know that it sends much of a message just for me to go and for my kids and I to go. But I think it sends a real big message to my kids that there's – that you should be involved. That you should care about what's going on in your community and in your society.

"I would love to see some changes in the police department and how they deal with the protests. I think it's one of the major issues in Portland that makes it kind of a bummer to live here.

"I think that they treat people really unfairly and violently unnecessarily."

JO ANN HARDESTY, 60

PRESIDENT, NAACP PORTLAND

Hardesty is a former state representative and a lifelong activist. She has organized and participated in multiple demonstrations in the last year.

"I know that since November there have been like hundreds of protests in Portland. But I think what frightens me is that they've become much more aggressive on the police side and it also depends on who's marching how the police show up. I've certainly observed as of late that there's been a tendency, especially among Portland police, to protect white nationalist and white supremacists who are marching, making sure that their rights are protected at the expense of quite frankly everybody else. I saw that play out on 82nd Avenue when Jeremy Christian and his group showed up. Jeremy showed up with a baseball bat. Police actually let him go. Actually asked him for his bat. He gave it to them. They marched. Police escorted them down 82nd Avenue and TriMet gave them free transportation out of my neighborhood so they could be safe.

"As a black woman, I can tell you that I've never been fearful living in any community, walking the streets at any time of the day and night. But I am fearful of living in Portland right now because, again, white nationalists are being protected by police, not grassroots community advocates, and so if a car pulls up on me all of sudden I'm scared. And I've never been scared. I've never been scared of anything. But today I don't know."

LT. RYAN LEE

RAPID RESPONSE TEAM, PORTLAND POLICE BUREAU

Lee has spent the last 15 years working with the bureau's riot control team, which is tasked with overseeing large public protests and gatherings.

"There are times out there that I have been asked to stand up and ensure somebody can exercise their First Amendment rights where, at a personal level, the message I hear might be abhorrent to me. I don't always like what I have to hear. But that isn't what the First Amendment is about. That isn't what my role as a police officer in society is about.

"I would hope that when people look at a police response and they have an emotional reaction to the level of force that they see that they would stop and ask, 'What precipitated that? What was the deliberation that occurred?' That often isn't captured by those who have some reservation about why a particular response occurred. They may not understand the entire picture. They may not have factual information about what some other individual did in the crowd, as to why they became arrested or why there was force directed toward somebody. So I would encourage people to take a moment and find out as much information as you can before you pass judgment. What gets lost here in Portland is that the Portland Police Bureau and their response to protest activity, the level to which we train people is actually – it's looked at nationally as a standard to try and get to.

"The sad reality is that there are members of society who see the uniform and they see only the uniform and they can become distracted by that and they can forget that under the uniform I'm a human being. That I'm a husband, I'm a father. That I have feelings. There are those who become emotional. They see us only as symbols of the government and they forget that we're people. That's easily the most challenging thing of any of these events."

CAL QUINN-WARD, 17

GRANT HIGH SCHOOL SENIOR

Quinn-Ward organized student walkouts and a handful of other youth-led demonstrations following the election.

"The biggest thing for me is just youth empowerment. After Trump was elected it was just like a call to action for so many young people. Even though a lot of the issues surrounding Trump and

bigotry aren't new, it was the first time that a lot of people were faced with it and felt this need to do something. Students felt like they could take more initiative.

"After Quance Hayes's death — a member of group had been close friends with him — our group organized around that and held like one of the first protests, I think, a week after he had been killed. This was a protest all led by high school students, attended by high school students, college students, all very young people, with the consent of the family and by people who knew him personally. A lot of it was grieving — candles and very solemn — like no violence. But the cops showed up in complete riot gear, even more decked out than usual, like this military grade stuff and, you know, with their batons, holding a line like they were about to charge. We sat down in the streets. This was peaceful. People were crying and a group of all high school students pretty much. That contrast, you know, peaceful innocent youth and these like militarized police officers about to enact violence, was, I think, very impactful to me and that was sort of a theme throughout the year. Many of us were pepper sprayed, tear gassed, pushed, arrested."

MARK KNUSTON, 65

PASTOR, AUGUSTANA LUTHERAN CHURCH

The Northeast Portland church is known for its longstanding involvement in an array of social justice issues. It also provides shelter for undocumented immigrants fearful of being detained.

"As a faith leader we're taught, 'Where do you go when there's trouble?' You go right to the heart of it. We have 12 million people in this country today who are afraid for their future because they are undocumented. A million Dreamers afraid. I can't imagine going to bed at night being afraid of a knock at midnight, ICE breaking my door down. Every Portlander, every person in this country needs to ask themselves the question, 'What would it be like to live with that kind of fear?' It's time for people to take it to the streets and stand up and then do that work in between of calling, advocating, working together. As a pastor, I have to be out there. If I stay home, I'm not doing my job.

"People ask the question, 'Where was the church in the civil rights movement?' The black church was highly engaged. Many white churches were not. I don't want to come out of this era of life and say, 'Where was the church?' I want us to be present, not just the pastor but the members. We have 6-year-olds who march for peace, 8-year-olds down at ICE hoping to demonstrate. It's a collective effort."

ALEX RODRIGUEZ, 33

MEMBER, BUDDHIST PEACE FELLOWSHIP; CO-ORGANIZER, "THAWING ICE"

Thawing ICE is a silent demonstration held on the second Thursday of each month outside of Portland's Immigration and Customs Enforcement office.

"Right now in Portland we're saying we're a 'sanctuary city' and we're really proud of how we're leading that conversation. But what does it really mean to be a sanctuary city? Can we really be a sanctuary city if we have the administrative headquarters for the state's Immigration and Customs Enforcement sitting on this prime piece of real estate in Southwest Portland? I don't think that we can.

"The Thawing ICE walk is a monthly event where we gather, we engage in this mindfulness practice of paying attention to our movements as we walk around the building and generate compassion for the situation. We're coming to this spot because it's a spot that's collected a lot of suffering and, you know, not just the people who are being detained and sent who knows

where, but also the people who have to do this on a daily basis because that's their job and that's how they put food on the table. I mean, that's not easy either.

"I don't think we're at a point yet where any of these protest movements can, like, plant their flag in outcomes and say we're changing the world yet. I think it really remains to be seen but I am really optimistic because I've felt just this really deep sense of human possibility from participating in these actions."

SHARE YOUR PROTEST EXPERIENCE, THOUGHTS WITH US

Did you attend any of Portland's protests in the last year, or have thoughts on how they've impacted the city?

Was your day or commute disrupted by demonstrations?

We'd love for you to share your experience or opinion with us. Feel free to leave a comment. Or email skavanaugh@oregonian.com.

Former Portland Mayor Sam Adams' ex-staffer accuses him of sexual harassment; Adams welcomes investigation

*By Jessica Floum
November 4, 2017*

The executive assistant of former Portland Mayor Sam Adams on Thursday accused Adams of unwanted sexual behavior and comments and frequent attempts at drunk driving.

In a letter emailed just before midnight to Portland's city commissioners, the mayor and other top officials, Adams' former executive assistant Cevero Gonzalez alleged Adams made sexually charged comments in the workplace and behaved erratically. Willamette Week first reported the accusations.

Adams denied the allegations in a text to The Oregonian/OregonLive. He said he will "gladly participate" in an investigation and that he looks "forward to its findings."

"Sexual harassment is a real problem in the workplace," Adams said. "I did not sexually harass Mr. Gonzalez, but I think allegations like his should be thoroughly investigated."

Gonzalez said in his letter he was frequently charged with driving the former mayor home from the airport after long trips. During one of these drives, Gonzalez wrote, Adams asked him when the last time was when he "got laid" and then asked his preferred position during sex.

"When I demurred, he persisted," Gonzalez wrote. "'Come on. What type of guys do you like? Do you like 'em cut or uncut?'" Asking me the last question while looking directly at my crotch."

Gonzalez wrote the former mayor then told "details of his sexual exploits" on the trip. He said Adams had asked him to prepare a secret document before the trip that included locations of gay clubs, bathhouses and gay bars for him to visit while traveling abroad.

Gonzalez said that when he reported the encounter to then mayoral chief of staff Tom Miller, Miller dismissed his unease, saying "that's just the way he is" and that Gonzalez could find another job if he did not want to tolerate that behavior.

Miller denied Gonzalez's account. "The conversation Cevero alleges never took place," Miller said. "It is a fabrication."

Gonzalez said city staffers shielded Adams from complaints. "I've always wondered why the city of Portland wasn't more aggressive in ensuring appropriate sexual harassment training for elected officials and enhanced reporting opportunities for City Hall staff," Gonzalez wrote. "A code of silence and complicity should never be allowed to stand."

Gonzalez said he was often summoned to drive the former mayor home from bars when he was too drunk to drive himself, noting that Adams would often try to drive himself home "regardless of how many alcoholic beverages he'd consumed."

Gonzalez said the former mayor would often forget to pay his bar tab or leave his wallet behind and that Gonzalez would have to pay his bills and get reimbursed when that happened.

He told The Oregonian/OregonLive Friday that he quit drinking for the four plus years that he worked for Adams just in case he needed to retrieve the mayor. Gonzalez said he joked that he "woke Sam up and put him to bed." He said he also was asked to clean Adams' house.

"We all defaulted to protecting Sam," Gonzalez said.

Gonzalez wrote in his letter to the city about a time he felt that protection crossed a line. Adams had received an email from someone thanking the former mayor for a "wonderful evening" and implying that he would go public about the night if Adams did not reach out to him. Gonzalez managed Adams' emails as executive assistant. When he saw that note, he said, he contacted his then-supervisor, Jennifer Yocom, to draw her attention to what he saw as a "veiled threat."

Gonzalez said Yocom told him to delete the email. When he refused, he said she told him to turn away so she could do it.

"When that email was discarded it was good opportunity we all missed," Gonzalez told The Oregonian/OregonLive.

Yocom said she was justified in deleting the email because it "did not pertain to city business."

"I have followed public records laws," Yocom said. "I'm happy to participate in any official investigation of my conduct."

Gonzalez, choking up, said he hoped the email would force Adams' staff to confront and put a stop to Adams' inappropriate behavior. Gonzalez said he had conversations with other staffers about the "odd" behavior but everyone reacted differently. Mostly, they ignored it, he said, to protect the then mayor.

Gonzalez said he has not received a response from any city official since sending the letter. He emphasized that his only intent in sending the letter was "to heal" and to encourage the city to help anyone else who may have had a similar experience.

"My intent was to have a conversation with them to see what can be done in the future," Gonzalez said.

In 2015, Gonzalez also sued the city and former Mayor Charlie Hales' chief of staff Gail Shibley, accusing them of discriminating against him because of a disability.

The Portland Tribune

City authority to investigate Adams' allegations unclear

By Jim Redden

November 6, 2017

Commissioner Nick Fish says the City Council needs to fully understand the current policies against sexual harassment.

It is unclear whether the City of Portland can investigate allegations of sexual harassment against former Mayor Sam Adams.

The allegations were made by former Adams' employee Cevero Gonzalez in a six-page statement sent to the City Council and other city employees late Thursday. Among other things, Gonzalez alleged that Adams talked about his sex life and demanded details of Gonzalez's sexual preference when the two worked together in the Mayor's Office more than five years ago. Both men are gay.

Adams has denied the allegations and says he welcomes an investigation into them. He is now the director of the World Resources Institute.

But city policies prohibiting sexual harassment appear to apply to current Portland officials and employees, or outsiders doing business with the city. They provide a process for investigation such complaints, but not specifically for investigating allegations against a former official by a former employee.

"This is a very important matter and we need to be sure we understand how the policies apply before we comment on it," Commissioner Nick Fish told the Portland Tribune on Sunday.

Fish says he pushed to update the city's former anti-harassment policies when he was in charge of Portland Parks & Recreation six or seven years ago. At the time, a complaint of inappropriate behavior filed by a female employee was dismissed by a hearings officer because the policies were not clear enough.

"Prohibiting discrimination is very important to me and I wanted to make sure nothing like that happened again," said Fish, who was out of the office when news of Gonzalez's allegations broke on Friday. Fish says he plans to meet with the city attorney on Monday to better understand whether a complaint has been filed under the current policies and, if so, what process the city should follow to investigate it.

In his letter, Gonzalez said he complained about Adams' behavior to other people in the office, but was told if he continued complaining, he could lose his job. Gonzales did not say whether he used any of the other options available to him at the time, such as complaining to the Human Resources Department.

Gonzales did file a civil rights complaint while working for Adams' successor, however. After Charlie Hales became mayor and hired former Oregon legislator and state administrator Gail Shibley as his chief of staff, Gonzales filed a complaint with the state Bureau of Labor and Industries in 2014. It alleged that Shibley pressured Gonzalez into saying he is HIV-positive and then verbally harassed him because of his illness.

Gonzalez subsequently withdrew the complaint and sued Shibley in U.S. District Court over the matter. Court records show the suit was settled in April 2016.

You can read the city's administrative rules against harassment at

tinyurl.com/y9vaqvxs.

KOIN News 6 is a news partner of the Portland Tribune. You can read its story and Gonzalez's letter at tinyurl.com/ya4w346c.

Memorial Coliseum upgrades revealed

*By Joseph Gallivan
November 5, 2017*

Two year, \$5 million project improves concession stands, lighting, exterior and more of historic city-owned facility

The Veterans Memorial Coliseum marked the end of a two-year, \$5 million refresh on Friday.

The venerable arena, scene of the Portland Trail Blazers' 1977 Championship win, has been spruced up for the hockey and music fans who regularly use it, in the hope of attracting more convention business.

Outside of the arena, the old concession stands have new electronic signage for menus and the capacity for more food and drink.

Other changes attempt to restore the VMC to its original Modernist architecture glory. Large cylindrical lights, shaped like wagon wheels, have been rehung, although there are not as many of them as originally. They are designed to shine up as well as down, to illuminate the underside of the concrete bowl that makes up the seating arena.

Customers can now make use of free Wi-Fi during and after events, instead of having to use their own cellular data.

The design was intended to show off the look of a bowl, supported by just four columns, suspended in a glass box. Outside, the curving canopy, intended to contrast with the building's rigid box, has had the paint removed from its glulam wooden supports, even though the original architectural firm SOM was not a fan of the look of timber structures during that era.

Mayor Ted Wheeler cut the ribbon on the refresh during a Nov. 3 press conference, accompanied by Blazers and Winterhawks mascots. The VMC is owned by the city and leased to the Rose Quarter.

Wheeler said there was much to do to develop the Rose Quarter where the coliseum and Moda Center, the current home of the Trail Blazers, are located. He cited a 2015 study that said Portland needs a 3,000 to 8,000 person capacity venue, like VMC, and that reinvesting in it would be far more economical than building a new building.

"We have much to do in the northeast quadrant of the city... which feels like a series of islands," Wheeler said. "Redevelopment is a chance to address past actions that destroyed the heart of Portland's African American community. We have to be honest and mindful of that history."

Wheeler also mentioned that the City Council is considering Central City 2035 Plan, which includes the I-5 Rose Quarter Improvement Plan, which is underway. Bike paths and a new pedestrian bridge over I-5 will help connect those "islands."

Profits

Rose Quarter general manager Amanda Mann came to Portland from Houston a year ago, where she ran the Toyota Center used by the Rockets. Her purview includes the Moda Center, the

parking garages and the flat area outside the VMC called the Commons. Mann said the VMC has been turning a profit for the last three years.

Two years ago, the VMC received a new center hung video screen and scoreboard. Last year it got a new roof. Does Mann feel the arena is safer from the wrecking ball than it was then?

"The city are showing their commitment," she said. "We could do more sporting events."

In late November, to coincide with Nike founder Phil Knight's 80th birthday, the VMC will host the Phil Knight Invitational, with 16 college hoops teams.

"And more concerts and conferences. We're working with the city and Travel Portland to try to bring in more work. We went for Outdoor Retailer but Denver got it." Another pitch, for Interbike, missed too. The show is going to Reno, Nevada. "We're not competing with the Oregon Convention Center, we're trying to work with them," said Mann.

Rebooting Albina

Architect Stuart Emmons, who is co-chair of the Friends of Memorial Coliseum, said this refresh was a step in the right direction to a full remodel of the building that would save it.

"I wouldn't say it's 100 percent safe, but we have a national treasure status, it's a public building, and several million dollars invested in it, and people are coming around to see that this is a key part of the Albina Vision Project."

This plan would build apartments around the Rose Quarter, to try to bring back some of the Albina life that was removed in the 1960s. The neighborhood was razed to make way for these arenas, the Portland Public Schools headquarters, and Legacy Emanuel Hospital.

Emmons says the Albina Vision, which was rolled out in September, would mean, "We could let some of these buildings stay and build a more active work, live, play neighborhood instead."

He would like to see the concrete parking garages torn down.

"Eight years ago we talked about working around them, but the city is growing."

The suburban-looking car dealerships of Broadway should also make way for more housing as Portland grows. The Hennebery Eddy architecture firm has done a design for the Albina neighborhood.

"The natural forces of what's happening on Williams and Division will make it happen, those car dealerships will just sell. Private developers will do this, and city council could catalyze development, like by restoring this building, and building infrastructure. This is also the last remaining great area along the Willamette River where we can do good riverfront development," says Emmons.

Willamette Week

Former Assistant Says Ex-Portland Mayor Sam Adams Routinely Sexually Harassed Him

*By Rachel Monahan
November 3, 2017*

The staffer alleges that Adams made obscene gestures, talked about his own sex life and demanded graphic details about others' sexual experiences.

A former assistant to ex-Portland Mayor Sam Adams has released an explosive six-page account of all the ways that he claims Adams sexually harassed him and otherwise acted inappropriately during Adams' four years as mayor.

Cevero Gonzalez, who worked as an executive assistant to Adams from 2008 to 2012, alleges in a statement that Adams made obscene gestures, talked about his own sex life and demanded graphic details about Gonzalez's sexual experiences during his tenure as mayor. (Both Adams and Gonzalez are gay men.)

Gonzalez says in the statement that Adams expected him to assist in scheduling and procuring sexual experiences for the mayor—and that staff told him to delete a city email that might expose the mayor's personal behavior. Gonzalez says he believed he would lose his job if he didn't comply.

"Sam was a man who held and exerted power and influence as he saw fit and I simply worked to avoid his wrath," Gonzalez writes. "I accepted Sam's behavior and the rationales provided by my supervisors because when I complained I was told to be quiet. When I persisted I was told I could lose my job."

Adams, who is now the director of the World Resources Institute, an environmental think tank in Washington, D.C., did not immediately respond to requests for comment via email and phone.

Update, 7:45 pm: Adams denies the allegations. "I did not sexually harass Mr. Gonzalez," he says, "but I think allegations like his should be thoroughly investigated."

Gonzalez sent a statement to the offices of at least three Portland city commissioners Thursday night. WW obtained a copy and spoke to Gonzalez today.

Gonzalez says he was inspired to list his experiences by the #MeToo social-justice movement, which began in the wake of sexual-assault allegations against Hollywood mogul Harvey Weinstein.

"These were concerns and frustrations I've been holding in for a number of years," Gonzalez tells WW. "I didn't have an outlet for this. [Then] the #MeToo stories started coming out."

Adams, Portland's first gay mayor, saw his term marred by sexual scandal.

Shortly after his inauguration as mayor, WW reported that he'd had a sexual relationship with a young man named Beau Breedlove, who was a 17-year-old Salem legislative intern when the two first met in 2005. WW and other media first reported on the relationship in September 2007, but at that time Adams denied anything other than a platonic relationship with Breedlove.

When in January 2009 Adams admitted he'd lied earlier about the nature of the relationship, he undercut his credibility. (Adams insisted he and Breedlove waited until Breedlove turned 18 to

have sex and there was no proof to the contrary.) Although he survived two recall efforts, Adams' mayoral tenure never recovered and he did not seek a second term.

Gonzalez's statement now alleges that the mayor's behavior in office included repeated sexual harassment.

According to the statement, Adams repeatedly inquired about Gonzalez's sex life and bragged about his own exploits.

In the early days of his employment with Adams office, Gonzalez says he picked Adams up from the airport as part of his duties. During the car ride, an uncomfortable exchange ensued after a period of silence.

"When was the last time you got laid?" Adams asked out of the blue, Gonzalez alleges.

When Gonzalez declined to say, Adams allegedly continued:

"Come on. What type of guys do you like? Do you like 'em cut or uncut?' Asking me the last question while looking directly at my crotch. I tried changing the subject to work-related topics but Sam would have none of it. 'Tell me. Are you a top or a bottom?'"

Gonzalez told then chief of staff Tom Miller about the inappropriate conversation on the same day it happened, the statement says.

"That's just the way he is,' [Miller] offered," according to the statement.

WW called Miller today, and he denied that exchange took place.

"No, certainly not," he tells WW. "That conversation never occurred. I've never heard anything remotely like this from Cevero or anyone else for that matter. It's completely untrue."

As part of his job, Gonzalez says he was asked to create a "secret profile" as part of briefing books for Adams' travel that included "gay clubs, bathhouses and gay bars." The alleged result: Adams regaled Gonzalez with "details of his sexual exploits that he alleged resulted from the secret information."

One of the most compromising allegations involves an email sent to the mayor's work address from an individual Adams met on a trip who wanted "to thank him for a wonderful evening."

"The individual then implied he might disclose their encounter and encouraged Sam to contact him again to discuss the issue further," the statement reads. "Concerned that this communication was a veiled threat, I contacted my then-supervisor, Jennifer Yocom, who was serving as Deputy Chief of Staff, and asked her how best to proceed. To my disbelief, Jennifer thought it best to simply delete the email. When I refused Jennifer asked me to turn away from the computer monitor and keyboard so she herself could complete the required task."

Yocom, now a community relations manager at Portland Parks and Recreation, acknowledges the incident took place, but insists she did nothing wrong.

"I did not consider it a public record," she tells WW.

Other allegations in the statement:

- Gonzalez outlines his responsibilities for collecting a sometimes-drunk boss from nightclubs, which meant settling the tab, making sure Adams didn't drive his city car drunk and, on at least one occasion, declining, at 1:30 a.m., to allow Adams' new acquaintance in his car because of the "optics." (The new companion took a cab to Adams' house, Gonzalez says.)
- "Cleaning the mayor's house while on city payroll."

- “Paying Sam’s personal obligations and waiting for him to reimburse me.”
- “Laundering, pressing and mending the mayor’s clothes, including instances when he would come into my office, take off his pants and ask that I make repairs to a seam or button while he waited, often ‘accidentally’ exposing his genitals.”
- “When Sam was late or did not attend a pre-scheduled event or gathering, I was required to secure his location – using the Find My Phone app – then drive in my personal vehicle to said location and physically walk the perimeter until he or his official city vehicle could be located.”

Gonzalez's work for Adams had reverberations in his next job, working for then-Mayor Charlie Hales.

Gonzalez was last in the news in 2014, when he filed a state civil rights complaint alleging that Hales' chief of staff, Gail Shibley, pressured him into revealing that he is HIV-positive and then verbally harassed him because of his illness. (WW, which broke the story, did not use Gonzalez's name, but it was later revealed when he sued the city. He settled out of court.)

Gonzalez says he sent his statement on Adams throughout City Hall last night in hopes that officials will "seek out other victims, internal or external to the city of Portland, who've been approached, accosted and harassed by former Mayor Sam Adams."

"I could have done more," Gonzalez tells WW, "but so could have other people."

Former Portland Mayor Sam Adams Denies Accusation He Sexually Harassed His Assistant

*By Rachel Monahan
November 3, 2017*

Adams: "I've been inspired by all the people who are coming forward to talk about how they have been sexually harassed.... I did not sexually harass Mr. Gonzalez."

Former Portland Mayor Sam Adams on Friday night denied allegations he sexually harassed an assistant who worked for him during his four-year term.

Cevero Gonzalez alleged Thursday in a six-page statement sent to City Hall that Adams shared details of his own sex life, demanded specifics about Gonzalez's sexual preferences and made obscene gestures.

WW first reported the allegations on Friday.

In denying he sexually harassed Gonzalez, Adams praised people who have come forward with allegations, and offered to "gladly participate" in a city or state investigation. His full statement:

"I've been inspired by all the people who are coming forward to talk about how they have been sexually harassed. Sexual harassment is a real problem in the workplace. I did not sexually harass Mr. Gonzalez, but I think allegations like his should be thoroughly investigated. State and city procedures are in place to objectively examine the facts around allegations like these. I will gladly participate in such a process and look forward to its findings."

The Portland Mercury

Police Watchdog Failed to do His Job After the Larry O'Dea Shooting, Investigation Finds

*By Dirk VanderHart
November 6, 2017*

Four Former Assistant Chiefs Are Held Blameless

The Portland police captain formerly in charge of the bureau's internal affairs unit failed to do his job last year, when he learned then-Chief Larry O'Dea had mistakenly shot a friend while camping, an internal inquiry concluded early this year.

Captain Derek Rodrigues should have immediately set an investigation into motion when he learned of the shooting on April 26, 2016, letting the city's Independent Police Review (IPR) know about the incident, and establishing contact with the Harney County authorities investigating the matter.

Instead? Rodrigues did nothing, not mentioning the matter to IPR, or his superiors, or anyone else. And for that, Rodrigues is the lone Portland Police Bureau employee to face potential discipline in the O'Dea shooting.

A lengthy investigatory report [PDF] released this morning shows Rodrigues was found to have broken bureau rules requiring him to report the O'Dea incident. It's not clear what discipline, if any, Rodrigues faced for the breach, which sent shockwaves through the city's police accountability system and raised suspicions of a cover-up when the shooting was unearthed a month after it occurred. Rodrigues is now head of the police bureau's Family Services Division.

"This level of misconduct has had a pronounced negative impact on the professional image of the Police Bureau," PPB Assistant Chief Matt Wagenknecht wrote in a February memo announcing the findings against Rodrigues.

At the same time, Wagenknecht found four assistant police chiefs who'd also learned of the shooting were blameless, because they all believed an internal investigation had been launched. Those assistant chiefs (all since either demoted or departed from the PPB): Bob Day, Mike Crebs, Kevin Modica, and Donna Henderson.

The findings stem from an April 21, 2016 hunting accident in which O'Dea mistakenly shot his friend Robert Dempsey in the back.

On that day, the former chief and several friends were shooting at ground squirrels during a campout in Harney County, when O'Dea's .22-caliber rifle apparently misfired, dealing Dempsey a non-lethal wound. O'Dea at first claimed to authorities his friend had mistakenly shot himself. He told investigators he only came to realize that he was the guilty party days later.

As we reported in August, O'Dea told then-Mayor Charlie Hales, his assistant chiefs, and Rodrigues about the incident days later, on April 25. The city's Bureau of Human Resources found that O'Dea allowed his assistant chiefs to believe that Harney County deputies were investigating his involvement (he'd suggested to them Dempsey shot himself) and that an internal investigation was coming.

But it never occurred to Rodrigues to launch an internal investigation.

"There's nothing for me that caused me any concern," he told investigators. "It was, in my mind, you know, just an off-duty incident. It's a hunting incident. He was sharing something with me that occurred."

Rodrigues says O'Dea never made clear that Harney County deputies were investigating the matter. If he had, Rodrigues told IPR, it "would have gotten me in a different realm."

The report notes: "Asked if he was aware Chief O'Dea was the subject of a criminal investigation... Captain Rodrigues stated, 'Absolutely not.'"

The lapse confounded PPB command staff. "I mean, how could you possibly not notify IPR if there is a criminal investigation?" Commander George Burke told investigators.

As a result of Rodrigues' inaction, IPR didn't learn of the shooting until Willamette Week caught wind of the matter on May 20.

"The City's failure to initiate an immediate administrative investigation after the Mayor and the highest levels of the Police Bureau were made aware of the Chief's negligent discharge represents an organizational failure of the highest order," IPR Director Constantin Severe wrote in a memo to then-Chief Mike Marshman on January 30, 2017. "It has led to decreased faith among members of the Police Bureau and the community at large that alleged misconduct by senior members of the Bureau will be subject to a rigorous administrative investigation."

The finding against Rodrigues, but exonerating the four assistant chiefs, isn't all that surprising. We've known for months that O'Dea left his command staff in the dark about what was playing out in regards to the shooting. Each assistant chief interviewed in the IPR report says they believed criminal and internal investigations had been, or would soon be, initiated. That was not the case.

O'Dea told investigators he was surprised an internal inquiry wasn't launched after he told Rodrigues of the shooting. Still, his lies by omission were enough for Mayor Ted Wheeler to send the departed chief a strongly worded letter in July, saying "If you were still employed by the police bureau, I would terminate your employment."

But the IPR investigation also paints a picture of a police bureau in turmoil—and also in disbelief at the lapses of its leader.

"I would have never in a million years believed that this chief would have conducted himself the way he has," former Assistant Chief Donna Henderson, who briefly took over for O'Dea when he was placed on leave, told investigators.

In a written statement to investigators, Henderson wrote: "Up to May 23rd, 2016, I believed Chief Larry O'Dea was an honorable man who acted with integrity... The chief of police misled the mayor, his senior staff and Internal Affairs about the incident."

Bob Day, a former assistant chief who now leads the PPB's Training Division worried about the perception that "this was a cover up and really felt strongly that my integrity was being challenged."

A text exchange between Day and Henderson a couple weeks after the shooting—and apparently about O'Dea—was much more frank.

"I am going to throw him out the window," Henderson texted Day.

"I can help," Day replied.

In another exchange, Henderson texted Day that she wanted to "scream about" an article that suggested O'Dea might have been intoxicated at the time of the shooting. (He has denied that, and there has been no finding he was drinking.)

Beyond internal questions about O'Dea's integrity, the shooting rankled officers within the bureau, the investigation shows. At one meeting, "Day told Chief O'Dea rank and file members were 'upset' about the incident, and believed they would have been treated differently."

They were probably correct. As the Mercury reported at the time, O'Dea appears to be the lone officer who shot a person while off duty and wasn't immediately placed on leave.

There's also a mysterious interaction noted in the investigation. A forensic extraction found that Rodrigues and O'Dea texted on the morning of May 20, 2016—hours before news of the shooting broke. However, investigators couldn't actually retrieve the contents of the text, which Rodrigues says he deleted, as he does all of his texts.

Rodrigues told investigators he didn't remember the exchange, but that it definitely did not have to do with the Dempsey shooting.

"I can tell you it's business because we have a business relationship, but nothing to do with – we've never communicated besides the time what he [O'Dea] told me in our meeting," Rodrigues said. "Nothing at all whatsoever."

Wagenknecht wound up finding allegations that Modica, Day, and Crebs had "failed to take appropriate action" were "unfounded" the documents show, and "exonerated" Henderson of the same allegation. He sustained an allegation Rodrigues "failed to initiate an administrative investigation."

IPR, which conducted the investigation, largely agreed with Wagenknecht's call, though the office's Rachel Mortimer argued the findings against the assistant chiefs should technically be that the allegations were "not sustained." She also raised concerns about the effect on Rodrigues.

"I agree that it should be Sustained, but I am concerned that the Captain will be made to carry the full burden of this case," Mortimer wrote in a memo. "He should have spotted this as a case requiring notification, but he was not served well by the way he was notified or the structure of the current system."

Someone Created a (Now-Defunct) Website to Mock City Commissioner Candidate Spencer Raymond

*By Dirk VanderHart
November 3, 2017*

UPDATE: The site was live this morning, but has apparently been taken down since we published.

PSA: If you're actually looking for information about newbie Portland City Council candidate Spencer Raymond, you'll want spencerforportland.com, not spencer4portland.com.

The former is Raymond's actual campaign site. The latter is a mockup, being used to lampoon the bar owner and former OPB employee. That satire should be apparent via sentences like "I understand the average Portlander. I employ many low-wage workers, I own multiple flannel shirts, and I'm pretty good at carving the slopes (if you know what I mean!!)." But in the age of FAKE NEWS, you can never be too careful.

A first-time candidate, Raymond has been taking heat since announcing in October he'll be running for Commissioner Dan Saltzman's council seat.

His Facebook announcement has 142 comments, many of them disparaging Raymond for choosing to enter a race that currently has three candidates who are women of color: Jo Ann Hardesty, Andrea Valderrama, and Loretta Smith (but NOT officially). The City of Portland has never had a woman of color in an elected position.

Commenters have ridiculed Raymond for being a coach for the Lake Oswego Ski Team, for his inexperience, and more.

The comments have, in turn, spurred others to question why Raymond shouldn't pursue a seat merely because of his competition, and decrying his critics as trying to silence him.

As for Raymond himself, he is bafflingly hard to get ahold of. We asked him to chat via Twitter, and via his personal email address. He in turn sent the Mercury an email saying we had to contact him at his campaign address. We sent that address a question about the site satirizing Raymond's campaign and haven't heard back.

Raymond quit his job at OPB shortly before announcing his candidacy for office. Since 2014, he'd been a newscaster and producer for All Things Considered. Raymond also owns the Civic Taproom and Bottle Shop on SW 19th.

The site includes many of the same critiques that have surfaced on Raymond's Facebook page, including a connection to Lake Oswego and insinuations that he is well off. A "Donate Here" button takes visitors to the web site of the Portland Business Alliance.

Former Mayor Sam Adams Sexually Harassed a Staffer, New Complaint Says

*By Dirk Vander Hart
November 4, 2017*

Adams Denies It

The #metoo movement reached City Hall on Thursday.

In a lengthy missive to city commissioners' offices, former mayoral staffer Cevero Gonzales made a series of shocking allegations against former Mayor Sam Adams. They include accusations that Adams quizzed Gonzales about his sex life, made him scout bathhouses and gay bars when Adams traveled, and once drunkenly tried to force him to go to downtown strip club Silverado.

What's more, Gonzales alleges this behavior was common knowledge among Adam's staff, and that he was told to keep quiet about it.

"I accepted Sam's behavior and the rationales provided by my supervisors because when I complained I was told to be quiet," Gonzales, who is gay, writes in the six-page missive. "When I persisted I was told I could lose my job."

Willamette Week first reported the letter on Friday afternoon. Adams, now director of the World Resources Institute, sent a statement to the paper denying the allegations and welcoming an investigation. His former chief of staff, and later transportation director, Tom Miller, also denied elements of Gonzalez's account.

But there's apparently corroboration for one of the claims. Gonzalez says he fielded an email from someone Adams had "spent the night with," who seemed to be threatening to make the encounter public. Gonzalez says he asked Adams' deputy chief of staff, Jennifer Yocom, how to proceed, and she instructed him to delete the email. When he wouldn't, Gonzalez says Yocom did it herself.

Yocom is still a city employee and confirmed she deleted the email to Willamette Week and the Oregonian.

"I have followed public records laws," Yocom reportedly told the Oregonian. "I'm happy to participate in any official investigation of my conduct."

It's unclear whether such an investigation will occur. We've asked Mayor Ted Wheeler's office whether the mayor will order one, but haven't heard back.

Gonzalez's allegations include:

- That Adams interrogated him about his love life, asking ""When was the last time you got laid?" and pressing for details like "What type of guys do you like? Do you like 'em cut or uncut?"
- That Adams regaled him with tales of his sexual experiences.
- That Gonzalez had to chauffeur an intoxicated Adams, frequently settling his bar tabs, and was once pressured by the Adams to bring a man along. Gonzalez refused, and the person took a cab, he says.
- On the same night, Gonzalez says Adams told him: "Let's go to Silverado! I'll buy you a drink and a private dance with a hot stripper. Maybe he can give you a blow job so you'll lighten up!"

The allegations go beyond sexual harassment—including a claim that Gonzalez was forced to clean Adams' house.

"I would challenge the City of Portland to seek out other victims, internal or external to the City of Portland, who've been approached, accosted or harassed by former Mayor Sam Adams," Gonzalez concludes.

This isn't the first weighty allegation Gonzalez has made against an official he worked for. In 2015, he filed suit against the city, saying Gail Shibley, the chief of staff for former Mayor Charlie Hales, had harassed him because he is HIV-positive.

Here's Gonzalez's entire statement.