



MAC MEETING MINUTES

JANUARY 5, 2019

MAC Members present: Abdul Majidi, Musse Olol, Laila Hajoo, Imam Najieb, Imam Polovina, Sarah Zareen, Ofc. Adi Ramic, Ofc. Khalid Ibrahim, Sanzidah Mohammad, Ihab Abdulhasan, Yasmin Islam, Amir Bashir, Det. Jeff Sharp, Det. Shaye Samora, Abdur Rahman, Rehan Ashraf, Ofc. Haunsperger, Kevin Warren.

MAC Members absent: Harris Zafar, A.J. Aziz, Abdi Abdirahman.

Guests and Presenters: Ms. TocSoneoulay-Gillespie, CARE Oregon Social Service Manager,

Ms. Chanpone Sinlapasai, Immigration Attorney

Lt. Greg Pashley, PPB Personnel Division

Mr. Shuk Arifdjanov, City of Portland Civic Life

1. Chair Abdul Majidi - opening remarks and introductions
2. Ofc. Adi Ramic shared information about the upcoming Free Driving Class for Immigrants and Refugees put on by PPB/PBOT/ODOT. The information has been distributed via email and hard copies. MAC members were urged to inform their clients as soon as possible as there are only 50 slots available and the class gets filled out quickly.
3. **Lt. Greg Pashley** presented on the PPB's continuous efforts and challenges to recruiting diverse community members to apply for a police officer's job. Lt. Pashely mentioned the formation of a new Non-Sworn Ra Public Safety Specialist (PS3), for which the application process has opened and ended already. The following is the summary of Lt. Pashley's presentation:
 - Police Officer there is a huge need right now, we want to hear about barriers and questions about becoming a police officer.
 - Everyone applies the same way (he brought referral card and his business card).
 - If you have been a police officer anywhere else, you can click collateral hire as well



- National testing process takes place at a PSU testing location. An applicant takes the test NTM, and the Bureau of Human Resources owns it. Test is offered every two weeks.

After the written test, an oral interview is a next phase, which takes place at the PPB Justice Building. A candidate fills out necessary biographical paperwork, history, references, etc. If you pass an oral interview (the Oral Board is comprised of three members: a sworn officer, a community member, and a non-sworn PPB member.

- Pashley – we treat everyone the same; it's the same process for every candidate;

the - Two sworn background checks - they will conduct an initial interview

- Physical ability test: obstacle course, short course, that you have to go around several times. It's required. At the State Academy in Salem, this is a requirement, so we are trying to prep our recruits before going to the Academy and increase their physical ability skills.

-If you pass background: you receive a conditional offer (then you have to go through mental and psychological evaluation).

- States we are successful in recruiting from are OR, CA, NY.

- Requirements; 21 years of age, 90 college credits;

- Musse Olol: Is there an appeal process if a candidate fails a background check? Lt. Pashley: "No. A candidate signs a waiver saying he/she agrees to no appeal process beforehand...A background investigator doesn't discuss/share/reveal reasons for failing a candidate with a non-Personnel Division member.

Question 2 by Abdul Majidi: Who is a good fit? It not about sameness or fear, it's finding a person lateral, objectively possible viewed by our sworn officers. Police hired you because who you are. That is different for everyone - we are encouraged to express that under law, policy, etc.

"Right fit" - selecting those who may challenge, when we choose those who will be us as an agency to be better. We want what you are describing.

Question from Laila Hajoo: Fear factor from the community - do you do a survey? How do you get their input from different cultural perspectives?

Lt. Pashley: "My whole life is in the community. My life has been in the street corner in the last 26 years. The survey is always underway. Diversity and Inclusion: it should reflect the community - the Portland is not divided into other benefits - here we are in the police department. That is a year-long process - if we are to reflect the city, then we have to change to reflect the community. We live in one of the whitest city - most of the city who work here are from here. We need to get out there in the city. Concerned about trust - do a better job of building trust in/from the community.



Question 4: Toc - Background: What if a possible candidate has someone who has a family member who is incarcerated?

Lt. Pashley: " Some of the best applicants are those who come from diverse backgrounds, both cultural and socioeconomic. Now, if a candidate has a felony record, he/she must disclose it, and it will be disqualified.

Ofc. Haunsperger suggested that MAC establishes a subgroup to help PPB promote the hiring process, and work closely with Lt. Pashley's team to by providing cultural expertise and connect PPB with a wider immigrant community.

Ms. Toc Soneoulay-Gillespie, CareOregon

- Presenting on Healthcare - background on her life story. Refugee, we serve Medicaid and Medicare.
- What is OHP: Shay and I have a good friend, populations, many places in medical clinics - he asked me, what's there insurance - what's their health plan, what's there CCO -
- all Refugees get Medicaid right away - they get on the open card)(OHA decides.
- What constitute low income: we have a team that helps
- Refugee Adjustment Day: I don't have dental - they do not have a refugee - Medicaid, that we had dental. Vision and hearing are not covered.
- SSI/SSDI - HFI they work closely with social security. I get to see everything in real time. We have HFI who looks at the list of members we work with. They would do all that paperwork for you without an attorney; they will mail the packet. They will tell you where you. You can get status - HFI, they have connections.

Detective Jeff Sharp: PPB Update/Bias Crime Updates

- MAC Bias Crimes Unit Team: Detective Shaye Samora and Detective Jeff Sharp - reporting, counseling, mediation, neighbors rude to new neighbors.
- Det. Sharp is currently working on a video project on hate/bias crimes for the community-based audience and PPB police officers; this is in partnership with other stakeholders (District Attorney's Office, the United States Attorney's Office, local PDs, etc.)
- Intimidation one statute to intimidation two statute - basic thing that we try to promote is when in doubt, contact the police. We encourage to call every time. We will document it - maybe the next time, when is it a pattern of practice - how to do this and that. There is a "gray area" - we are spitting on them. There are so many moving parts - DA's office
- Abdul Majidi: getting to train the BOEC/911 dispatchers as well.
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2019 Objective: Webpage, public presence: proposed objectives and projects printed and handed out to MAC members for review and input;

MAC Web page:

- MAC webpage – currently under construction. Our objective is to be transparent by sharing our meeting minutes; posting any additional MAC related documents, resources, and updates relevant to public safety and public trust. Will be drafting bylaws, newsletter.

Attorney General Muslim List: MAC is not on it - we need to include it.

MAC Executive Committee (Abdul Majidi, Musse Olol, and Natasha Haunsperger)

- meet once a month for EC
- Sub-group for different event and website
- Admin Review and Planning

Announcement:

Mr. Olol announced the opening of a new Mosque on NE 124th and NE Glisan Street. More information will be provided.

Mr. Majidi reminded the members of the January 12 meeting where Sgt. Pete Simpson will discuss the role of PPB on the JTTF. It is an emergency meeting for MAC members to learn more about the intake/investigative process and review of the JTTF related cases.

Closing Remarks by Chair Majidi: "Challenge and be Challenged"

***When you at an event talk about MAC for about 5 minutes

Meeting adjourned.



Muslim Advisory Council

Portland Police Bureau • Chief's Office

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