

TRAINING ADVISORY COUNCIL
May 8, 2019
PPB Training Complex
6:30 -8:30 p.m.

MEMBERS PRESENT

Shawn Campbell, Chair
Robert Fischer
Sylvia Zingesser
Sarah Suniga
Kezia Wanner
Venn Wilde
Karen Daniels
Walter Hull
Richard Mohle
Christopher Rossi
Leslie Bruner
Britton Masback
Gary Marschke

MEMBERS ABSENT

Judy Low
Dave Coates
Robert Fischer
Sara Carlson
Jon Bell
John Paulke
Frank Santos
Paul Tkachuk

TRAINING STAFF PRESENT

Captain Erica Hurley
Sgt. Todd Tackett
Liesbeth Gerritsen
Jody Halia

PPB STAFF PRESENT

Mary Claire Buckley
Elle Weatheroy
Brody Sargent

GUESTS PRESENT

Dan Handleman
Debbie Aione

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PORTLAND POLICE BUREAU
Training Advisory Council
Training Division

Meeting Date: 05/08/2019

CAMPBELL: All right. Well, let's get started. We're already running a little late today. My apologies for that. All right. Let's start out with the usual, the reading of the mission statement. Do we have a volunteer for that?

MARSCHKE: I'll volunteer.

CAMPBELL: Thank you, Gary.

MARSCHKE: All right. The mission of the TAC is to provide ongoing advice to the chief of police and the training division in order to continuously improve training standards, practices, and outcomes through the examination of training philosophy, content, delivery, tactics, policy, equipment, and facilities. The mission of the Portland Police Bureau is to reduce crime and the fear of crime by working with all citizens to preserve life, maintain human rights, protect property, and promote individual responsibility and community commitment.

CAMPBELL: Thank you, Gary. All right. Let's start. Do we have a motion to approve the prior meeting transcripts?

HULL: So move.

CAMPBELL: So moved from Walt. Do we have a second?

ZINGESER: I second.

CAMPBELL: From Sylvia. Thank you. All in favor?

ALL: Aye.

CAMPBELL: All opposed? Motion carries. All right. With all of the easy stuff out of the way, welcome, everybody, to today's meeting. Thank you very much for coming. As a couple reminders before we get started: As usual, we record these meetings as opposed to taking minutes, so when you speak, please say your name so it makes it easier for the people who do the transcripts to figure out who is who. Sometimes they guess, sometimes they get it right, sometimes they don't, so it's nicer to be good to them. Other announcements that we have are for the new people. On June 29th, it has been scheduled for the citizen's academy, so please try to keep your schedule open for that date. It's basically the police bureau puts you through a very short idea of the training the police officers go through, and it's very important to be able to help with the work that TAC does, or the work you do as members of the TAC going forward. Yes?

FEMALE: What are the hours, Shawn?

CAMPBELL: Jody, what are the hours?

HALIA: Yeah, so it's going to still need to be refined. It's typically 8:00 - 4:00. So, it's a full day, and actually, that's what these slides are that have been playing is members going through. It's very resources intensive for us. We have about 40 of our employees out here. You're paired up one on one with an officer. So, each one of you actually really gets an opportunity to create a relationship with an officer, and you'll get your hand at trying firearms. You'll get to handcuff people. You'll go through some

55 scenarios. So, it's really hands on. We talk about our crisis
56 intervention training. Because it is such a big deal, we are going to
57 need an RSVP. So, we'll be sending an email out very soon. And I know
58 life comes up, but please let us know if you're available that day.
59 Yes

60 **HULL:** My hearing aids are not doing so well, but I did not hear
61 date, time, and place.

62 **CAMPBELL:** It will be June 29th here at the training center. The
63 hours are still being worked out, though they are usually 8:00-4:00.

64 **HULL:** Okay.

65 **CAMPBELL:** You should be getting an email within the next couple of
66 weeks as far as RSVPing for the event so we know how many people we
67 have.

68 **HULL:** I'll do that. All right.

69 **CAMPBELL:** Any other questions? Gary?

70 **MARSCHKE:** I would just add that having - in fact, there I am. Having
71 gone through it last year, it is awesome. It is an incredible day.
72 It's a lot of fun, but it's also incredibly enlightening in terms of
73 not just the training that the officers get but especially the
74 scenario work. Some of the scenarios that the deal with and some of
75 the decisions that need to be made on a split-second basis, and you
76 get a certain understanding that if I'm doing this in a training
77 exercise, I can only imagine what it's like in real life. So, yeah, I
78 would strongly recommend that you make it your day. Yeah, it's -
79 yeah, it's fun. It's worth it.

80 **CAMPBELL:** Thank you. All right. Any other comments or questions? All
81 right. Moving on. Let's move on to the update on the current status
82 of the task forces that are active. Let's start with the Emotional
83 Intelligence with Venn.

84 **WILDE:** This is Venn Wilde, pronouns they, them, their. The motional
85 intelligence taskforce has met several times now, and we just had our
86 first meeting and interview with Captain Hurley with Sergeant Tackett
87 with Officer Harris and Dr. Gerritsen. It was good opening
88 conversation and we are planning to gather again tomorrow morning to
89 talk about that conversation and where we're going forward. I have
90 asked that members of the task force stick around after this meeting
91 to land exactly where and what time we are meeting tomorrow morning.

92 **CAMPBELL:** Thank you. Are there any questions about the work of the
93 task force at this time? All right. Moving on. The Patterns in Use of
94 Force task force led by myself. Currently, the research has been
95 done, and the report written is currently being reviewed by the
96 Portland Police Bureau, and we are hoping to move forward and be able
97 to present it to the group by July, but we will keep you updated as
98 we move forward. Any questions or comments? All right. Moving on. I
99 apologize. I should have done this in opening announcements. We have
100 actually here with us McKay Fetske (sp) who is actually - you are one
101 of the founding members, correct?

102 **FETSKE:** Yep.

103 **CAMPBELL:** And who recently resigned this year to take on a new
104 career opportunity.

105 **FETSKE:** Yep. So, I am employed by the city. I got hired as an
106 officer and was sworn in in April, and on Sunday, I go off to the
107 basic academy. Thanks. That's why I resigned. Not because I didn't
108 want to do it anymore but that it's a conflict of interest.

109 **FEMALE:** Congratulations.

110 **FETSKE:** Thank you. Good luck. I will get the benefit of what you
111 guys are doing. I just wanted to say goodbye. I didn't want to just -

112 **FEMALE:** Thank you. You really did a lot. You -

113 **FETSKE:** Ditch out and not say anything and just be like, "Well,
114 she's gone." Yeah. No. I'm super excited. I've never worked harder
115 for anything in my life, and I'm really excited about where this is
116 going to take me.

117 **FEMALE:** Thank you. Thanks for all of your help on the TAC. Really.
118 You've been a great member.

119 **CAMPBELL:** Thank you. All right. Moving on (inaudible) forward here.
120 Steering committee. We announced this at the last meeting where the
121 steering committee members serve for one year. That year is coming
122 up. In fact, it came up at this meeting, so we need to get new
123 steering committee members who are willing to be a part of the
124 steering committee. Basically, the steering committee acts as the
125 executive committee of the TAC, and we meet once a month Downtown at
126 the Portland police headquarters at usually the last Monday of each
127 month, though it May we moved it by one day because of Memorial Day.
128 We need a total of five steering committee members. I have heard from
129 two people who aren't here, Bob Fisher and David Coates, that they
130 would both - they are both currently serving on steering committee,
131 and they would like to continue. I guess the question now is there
132 anybody else here who wants to serve on steering committee to fill
133 these other three spaces. I know it's a little bit of an extra time
134 commitment, but if we don't have a steering committee, we don't
135 really function as a group. The steering committee basically sets the
136 agendas, and we do a lot of the background work that keeps everything
137 functioning.

138 **MALE:** I'll fill in anything anywhere.

139 **CAMPBELL:** We need any -

140 **MALE:** You need a warm body -

141 **CAMPBELL:** We like warm bodies, and people with opinions and
142 thoughts. We'll meet the first Monday of every month.

143 **MALE:** Last Monday.

144 **CAMPBELL:** Sorry. The last Monday. The last Monday of every month at
145 5:00 Downtown.

146 **WILDE:** It tends to be an hour. It can run a little bit over. There's
147 a parking lot a half of a block away. It's paid parking. What else
148 has got to be relevant? It's a great opportunity to know the training
149 division leadership who are kind of working here behind the scenes
150 and see what's happening with TAC. I would continue, but I have - I'm
151 in the process of moving, and it doesn't make sense for me to stay on
152 the steering for another year.

153 **MALE:** Mondays are fine with me, Shawn. (Inaudible).

154 **CAMPBELL:** We need one more.

155 **ZINGESER:** Shawn, I will commit to that, but if there is someone else
156 who would like to do that, I would be willing to step aside to let
157 them do it.

158 **CAMPBELL:** Okay. Thank you, Sylvia.

159 **ZINGESER:** You're welcome.

160 **CAMPBELL:** All right. Well, thank you very much to everybody who has
161 stepped forward. I know it's an extra time commitment, but this group
162 is here and exists to do work, and if we don't have people willing to
163 do the work, nothing gets done. So, thank you very much. Yes, Venn?

164 **WILDE:** This is Venn. I move we elect the slate by acclimation.

165 **CAMPBELL:** Do we have a second?

166 **HULL:** Second.

167 **CAMPBELL:** Second from Walt. All in favor?

168 **ALL:** Aye.

169 **CAMPBELL:** All opposed? It has been passed that the new steering
170 committee will be made up of Sylvia, Britton - did I pronounce that
171 right?

172 **MASBACK:** Yes.

173 **CAMPBELL:** Thanks. Bob, David, and Richard. I would like to take a
174 moment to thank the members of the steering committee from the
175 previous year which included Venn, Danielle, Judy, as well as David
176 and Bob who will continue on the steering committee this year as
177 well. So, thank you for your service. Venn, you're here, so we'll
178 give you (inaudible). All right. Let's see. Is Elle here yet?

179 **FEMALE:** Yeah. She just showed up.

180 **CAMPBELL:** Perfect. All right. Next on the agenda is we are going to
181 get an update from the Portland Police Bureau office of Equity and
182 Diversity with Elle Weatheroy. I believe she is just right outside.

183 **FEMALE:** Yep. She's out there. I'll go get her.

184 **CAMPBELL:** Okay. Thank you.

185 **WEATHEROY:** All right. Good evening, everyone.

186 **MULTIPLE:** Good evening.

187 **WEATHEROY:** I had a presentation -

188 **MALE:** I'll see if Jody can get it for you.

189 **FEMALE:** What do you need?

190 **CAMPBELL:** She had a presentation on the screen.

191 **WEATHEROY:** I see some familiar faces. I see some new faces too. Are
192 there new members?

193 **CAMPBELL:** I see you had a little helper there.

194 **WEATHEROY:** I do. So, I appreciate you guys allowing me to
195 (inaudible) and balance this. I'm really excited to be here with you
196 guys. I really just wanted to go over or introduce to you our new
197 engagement plan. Do I need to introduce myself?

198 **CAMPBELL:** Yeah. I think that would probably be -

199 **FEMALE:** To the new people.

200 **WEATHEROY:** Okay. Okay. Okay. I'm sorry. I'm sorry. My name is Elle.
201 I'm the Equity and Diversity Program manager. I've been in Equity for
202 four years, and I like to talk about kind of, you know, why did I
203 choose this work, and I really say the work kind of chose me. When

204 this position became available, there were community members and PPB
205 members who reached out to me, and that's probably because of my
206 community connections. My mom was a Vanporter, and my family has been
207 in Oregon since the 30s. And then also, I have family members, a dad,
208 who was the first African American to ever be promoted to sergeant
209 and then two brothers who have been with PPB. So, while I never
210 planned on being a police officer, this bureau and this city was - it
211 was an important match. It was almost like I was called. I was tapped
212 to be here, right? So, part of what I wanted to talk about today in
213 thinking about the work you've accomplished in the last four years is
214 to talk about shift. (Inaudible). My energy in my hands were going
215 crazy. We have several advisory councils, and our engagement hasn't
216 been able to - we're not able to get here as much as possible, as
217 much as we would like. And also, in doing that, we are just providing
218 updates. And we're really wanted to shift that to make sure our
219 interaction with you all is much more meaningful, right? That's your
220 feedback, you're able to, you know, provide a contribution to the
221 work that we're then able to incorporate it. First, is coming in and
222 just telling you what you're doing. Does that make sense? So, that's
223 the shift that we're going through now that we wanted to talk to you
224 about today. So, I'm flipping here but not here. Another thing that
225 we want to work on throughout - through this engagement process is
226 increasing our transparency, right, and knowing, you know, if we were
227 to ask the average person, "What has the office been up to," you
228 might not be aware of that, right? So, we want to make sure that more
229 people are aware of the work that the Equity office is doing within
230 Portland police, if that makes sense.

231 **FEMALE:** Got a question over here.

232 **WEATHEROY:** Yes? Hi.

233 **WILDE:** This is Venn. I'm curious. What does REP stand for?

234 **WEATHEROY:** Racial equity plan. Thank you.

235 **WILDE:** Thank you.

236 **WEATHEROY:** And so, check us on that. I hated all of those when I
237 came here, and now I'm just a part of it, I guess, and I speak it and
238 - so, check that. Check (inaudible) -

239 **MALE:** Acronyms are us.

240 **WEATHEROY:** So, for our engagement plan, a couple of things that we
241 want to do. One is increase our online presence and regular
242 communication. And so, we're working on our strategic equity
243 communication plan. This is not work that we cannot have a
244 communication strategy for, correct? Like, we need to be able to
245 properly message this. You know, we want to make sure that community
246 is involved because that is what enhances our work. So, if we're
247 saying community is central, community voice is central to our work,
248 we need to be accessible and much more transparent. So that's one of
249 the goals. And so, the way that we can maximize our time is to meet
250 every six months if you guys will have us, and that way we can - you
251 can see progress, right, in between. We can come to you with a
252 project and gain some - obtain some feedback and then in six months
253 come back to give you an update on that and maybe problem solve some

254 more, if that makes sense, as it relates to the work that
255 (inaudible). So, it's really our goal and it helps us as part of the
256 racial equity plan to have much more meaningful engagement with our
257 stakeholders. Does that make sense? Any thoughts on that? Just really
258 quick, especially for those, you know, having new members, I just
259 quickly wanted to go over the racial equity work and what we've gone
260 through. Really quick. I promise. So, we've conducted kind of our -
261 what we're calling our retreat process which is our evaluation
262 process as an exhaustive process. You see May to October of really
263 trying to make our plan much more accessible. Has anyone seen the
264 plan? It's a great, long document that's hard to read. You may need
265 bifocals or trifocals to read and, you know, you follow it along, and
266 it's a format that was given to us by the city who use it. But we
267 also were trying to tweak the language and the format for that to
268 make it accessible. So, it took us a while. And so, what happened as
269 a result of that, it actually shifted. Instead of it going down, it
270 went from 57 action items, 8 buckets, to 72 action items. So, it
271 increased, but some of the - but prior to getting to this point, we
272 did have some wins, right? So, we completed the Equity 101 class
273 which was a requirement for all city employees, but we offered it in-
274 house 1) Because it wasn't feasible for the city to come in for all
275 of our shifts, right, and to train all of our members, but we also
276 adapted it or tailored it to address kind of some of the history
277 between policing and the Portland community. So, we made it relevant
278 for our audience. We rolled out implicit bias training which many of
279 the members contributed and provided feedback which felt like
280 meaningful - very strong feedback by the way. Yes, thank you. We
281 completed in the fall a procedural justice class. So, all of our
282 members have been trained in that, and, you know, about procedural
283 justice department and office/officer. We have an REP that's been
284 signed, updated - this chief has signed off on it. Our staff has
285 grown. So, from three years, it's just me, even though I said we. I
286 said, "We," from day one. I had a vision, right? But we went from one
287 to three, so that's an exciting piece. We have two positions, and if
288 you try to Google and find our counterpart anywhere in the country
289 within law enforcement, you will not find it. So, we have no
290 counterpart to this. So, we are - while there are different models,
291 you will not have a program manager that is non-sworn with this
292 background or a program specialist or an equity data analyst. So,
293 that's pretty awesome. Those are huge wins for the bureau. And then
294 we have our internal, what we call, you know, we have our
295 stakeholders, our PPB advisors. We have our internal counterpart to
296 that, our police equity council. So, those are some things that, you
297 know, we're proud of that's been a part of the work. Some of the
298 challenges, as you know, we have retirements it feels like every day.
299 So, with that shuffle, you have a shuffle in leadership, right, and
300 people are moving. You know, we have - some of the folks who are
301 retiring have been really supportive of the work, so we're losing,
302 you know, allies in the work. And, you know, we know that just in
303 general, the nature of the work, always kind of trying to sustain
304 within all of that. That's been - those have been some of the hurdles

305 in the work, but we keep pushing. So, some of the initiatives for
306 2019 and 2020, which prior to, if we're able to schedule say six
307 months from now, we would try to figure out what would be the best
308 way and meaningful way to engage with you guys. And so, one of the
309 biggest pieces is that we will be institutionalizing the equity
310 (inaudible). We will be rolling that out bureau wide. And so, one,
311 there's a tool. So, that's a physical tool that we're working on, but
312 the ultimate goal is to really have a frame, a way of thinking,
313 right? So, for me, I don't think of it as an equity lens tool, just
314 an equity lens. Have we thought about this, you know, thought about
315 any historical practices or impacts to the community? Do we have any
316 data? What have we thought about that data, right? And so, like,
317 really walking through kind of the equity lenses. So, that's huge.
318 We'll be rolling that out, it feels like, any moment. The other part
319 of that we'll be working on, as I mentioned, the equity communication
320 strategy, but really, it's about creating shared language. The hard
321 part is that, you know, throughout the bureau, sometimes we're doing
322 the work, but I'm calling it this, and you're calling it that, and we
323 don't know that that's part of moving this work forward. So, creating
324 some shared language. Also, we've defined equity as much as we can
325 define equity by words. Now we're shifting to equity in motion. So,
326 highlighting the folks who are doing the work and saying, "This is
327 what is equity through motion." And so, that is part of our What is
328 Equity campaign that we'll be shifting to for this next fiscal year
329 which is very exciting. And then, as we talked about stakeholder
330 engagement - so, having our plan, working with our community partners
331 and our advisories, but also, we have sometimes workings with
332 targeted work. For example, we're working Laura John who is the
333 tribal director out of government relations to do some work around
334 missing and murdered indigenous women. So, a very vulnerable group.
335 And there's obviously past tensions with the tribal community, and so
336 we're really doing some work now to assure that our practices are up
337 to date and then our relationships are strengthened. So, those are
338 some of the areas that we'll be focusing on next year. I also need -
339 we're also - with those eight buckets, we have leads of those,
340 Captain Hurley being one of those folks, right?

341 **HURLEY:** Yep.

342 **WEATHEROY:** And so, we have a core team. And so, these are our leads
343 coming together to support one another, strategize, and be proactive
344 in moving this work forward. So, that's another initiative or part of
345 our strategy that we will be moving forward. And then as I said,
346 something that is awesome is the work of the equity social science
347 analysts who will be working with our recruiting - recruitment,
348 hiring, and promotions data and helping us track and really be
349 strategic in that area. And then also helping us with being much more
350 transparent in having an annual report. So, what are we doing
351 throughout the bureau, what goals have we set, what have we learned,
352 all of that, kind of doing (inaudible) of that? Very, very exciting.
353 So, any questions for me? I was - in rushing through that, what I
354 wanted to get to - what's important for us to know that is there - do
355 you have any ideas in terms of what's the best way for us to

356 collaborate with you guys? Do you think this six-month strategy is a
357 good strategy? Were there any of the initiatives that I called out
358 that stand out for you all? Yes?

359 **WILDE:** Venn Wilde. I'm curious. I was looking at the list of areas
360 the analysts on the previous slide is going to be looking at, the
361 equity social science analysts, and I see stops data in there, but I
362 don't see force data. I'm curious, especially given - you know, I've
363 seen early drafts of the force data analysis that Shawn has been
364 working on. I'm curious whether that analyst might also be looking at
365 force data or looking at force data with us. It seems like it fits -
366 potentially fits right in with the other things that person is going
367 to be looking at.

368 **WEATHEROY:** So, as of right now - so, remember, brand new position.
369 They haven't even walked through the door. They're going through our
370 extensive background check. So, as of right now, that's not the plan,
371 but that's part of this interaction in terms of should that be. Now,
372 let me say this, our social scientists isn't going to be replacing
373 our 25 analysts in our strategic services. They're doing their job,
374 right? This is just now, okay, we have this data with an equity lens.
375 Like, what have we learned, right? So, I just want to offer that.
376 It's a possibility, but right now. It's a possibility. All of that
377 will be so exciting for our (inaudible).

378 **MALE:** So, two questions, other stakeholders. Can you name some that
379 - give me an idea of who some of the other stakeholder are that
380 you're reaching out to?

381 **WEATHEROY:** So, we would be - intentionally, our engagement plan are
382 with PPB's advisories. We engage other community stakeholders in
383 different ways, like, in terms of PCEP (sp), in terms of -

384 **MALE:** Acronym?

385 **WEATHEROY:** Oh, gosh. And I don't know that.

386 **HURLEY:** It used to be the COAB.

387 **WEATHEROY:** Yeah, used to be the COAB.

388 **MALE:** Okay. Gotcha.

389 **HURLEY:** Does that help?

390 **MALE:** It helps some.

391 **WEATHEROY:** What is it?

392 **FEMALE:** Portland Community Engaged Policing.

393 **MALE:** Gotcha.

394 **WEATHEROY:** But the COAB, yes.

395 **FEMALE:** Did you hear that?

396 **MALE:** So, those are some of the - those are what you would refer to
397 as stakeholder are the other PPB advisory groups?

398 **WEATHEROY:** Yes.

399 **MALE:** Okay. And the other question I have is you had mentioned
400 changes in leadership and characterized them as a challenge in that
401 you were losing some allies. And I'm wondering if you are finding
402 that with retirements and the movement out of some of the leadership
403 and administration that you are encountering more resistance or less?

404 **WEATHEROY:** Oh, when I said that, I wasn't speaking to that. I mean,
405 I think that change is always going to be difficult, and this is the
406 toughest change, right? I mean, just as a society, the R word has
407 been taboo, and my strategic plan starts with the R word. And so, you
408 know, shifting from being color blind to actually having open
409 discussions around race is a challenge, and that's in every
410 institution. So, that's period regardless of how many folks are in
411 there. That's every institution. So, I'll just say that to be honest.
412 But really what I was talking about the, the shifts, it's much more
413 about the consistency of the work, right? Who is sitting - if I talk
414 about the core team, and we've got people moving around, and we
415 train, and we come up with a process, and then you have promotions,
416 that could be five out of eight of those folks. And now we're
417 starting over, right?

418 **MALE:** Gotcha.

419 **WEATHEROY:** And so, that was much more about that part. And so, we're
420 really trying to embed kind of being proactive and thinking about
421 what does onboarding to equity work look like. When we get a new
422 captain, when we get new core team members, what will the onboarding
423 look like? So, we're trying to be proactive in planning ahead because
424 we know that the next couple of years, that's all we're going to have
425 is nothing but change.

426 **MALE:** Thank you.

427 **WEATHEROY:** Thank you for the question.

428 **CAMPBELL:** Any other questions or comments? I would like to say I
429 remember over the last couple of years when we've worked with you at
430 the implicit bias training and the procedural justice training where
431 we got to come in, sit down, and actually watch some dry runs and
432 give feedback.

433 **WEATHEROY:** Great feedback.

434 **CAMPBELL:** And I think we really enjoy being able to continue doing
435 that with any other kinds of trainings you come up with over time. I
436 think everybody here has a lot of interest in the subjects you are
437 working on.

438 **WEATHEROY:** So, I have an opportunity I just want to share in that
439 vine. And so, we are having another equity retreat June 6th from
440 6:00-8:00, and that's our process to talk about and to be a part of
441 how we prioritize our work and what that looks like. We want to do
442 that on the front end, right, before we enter this fiscal year. So, I
443 would love to invite you guys to be a part of that. Of course, we'll
444 have more formal information coming out, but you guys get the preview
445 date. We just identified it yesterday. The last thing I would love to
446 share, which is really exciting, is our community trainer project.
447 It's been a long time coming. We received some funding from the city,
448 and really, that's about partnering with training division and
449 working with and making sure that our officers, prior to graduating,
450 have relationships with our community. So, we're in the process of
451 hiring a project manager to help us work with the community to build
452 - what does that look like? In Las Vegas, they have a whole immersion
453 project program where they have, you know, different hosts throughout

454 the community, and officers are placed in different programs for, you
455 know, say a week, and 95 percent of all officers coming out of that
456 program wanted to be placed in that district. Keep in mind, we're not
457 talking - we're talking about the - you know, probably in districts
458 where some of the officers hadn't experienced before, didn't have
459 relationships, and they wanted to be placed there. Now, while in
460 Portland, it will have to look different, right? But that's the goal,
461 and that was the ask from community from the onset of this office as
462 well as we heard it again in the strategic insights report. We want
463 to be a part of - we want officers to have relationships with the
464 community. So, that's something else. We just put out the
465 announcement for that. Thank you.

466 **CAMPBELL:** Thank you.

467 **WEATHEROY:** I appreciate your time.

468 **CAMPBELL:** Any other questions or comments? Yes?

469 **BRUNKER:** Leslie Bruncker, the opportunity for input, that's 6:00-8:00
470 a.m. or p.m.?

471 **WEATHEROY:** Oh, p.m. I have a 2-year-old.

472 **BRUNKER:** Where will that be?

473 **WEATHEROY:** So, it will be at the North Precinct. There's this great
474 coffee shop. And so, that space. We just love that space for
475 community gatherings.

476 **HURLEY:** That's MLK and Killingsworth for anybody who doesn't know.

477 **FEMALE:** Okay. I know right where it is. I've been there.

478 **BRUNKER:** Café. Okay.

479 **CAMPBELL:** And we'll be sending out important information as we get
480 (inaudible).

481 **WEATHEROY:** Yes, I will forward it to Jody so that she can share. I
482 think that's the process, right?

483 **HURLEY:** Yep.

484 **CAMPBELL:** Yeah.

485 **WEATHEROY:** All right. I appreciate the time to be able to plant some
486 seeds and just talk about our plans for this upcoming year.

487 **HURLEY:** Thank you for coming, especially with the little one in
488 bringing. So, thank you very much for taking the time.

489 **WEATHEROY:** All right. Thanks, you guys. Have a good evening. Thank
490 you.

491 **FEMALE:** See you later. Bye.

492 **CAMPBELL:** All right. Moving on. Make sure I have the right one. The
493 Wellness Program Task Force has created its recommendation. I would
494 just like to take a moment to thank the work of Walter, Richard,
495 John, Kezia, and Sylvia for working to this together. I, of course,
496 am not going to sit here and read the entire recommendation to
497 everybody because we all have things to do, and I sent it to
498 everybody hopefully to read. But just to give a high-level overview
499 of what this is about is that basically, this is a recommendation
500 from the TAC to the PPB that we want to see all efforts put in to
501 create an effective wellness program for the officers and nonsworn
502 employees of the bureau. It covers a couple area. Basically, we see

503 these - basically, this came from some talks with the bureau about
504 needing some public support for things. And then entire idea is an
505 officer wellness program is about many different things. A) It's, of
506 course, about the officers themselves, their physical health and
507 mental health, making sure that they are in top condition to do the
508 job that we expect them to do. It's about their interactions with the
509 public. In other cities that we've seen where these kinds of program
510 have been initiated, we've seen lower complaints, lower uses of
511 force, and even, we expect, probably lower implicit bias issues just
512 because implicit bias is usually something that happens in more of
513 what they - the nonscientific term is the lizard part of your brain,
514 the simple part of your brain which you tend to use more when you are
515 under high levels of stress and anxiety and issues such as that. As
516 well, we expect that these wellness programs will help things such as
517 officer retention, officer hiring, as well as just in general kind of
518 a more general positive feeling within the community and the officers
519 themselves. Of course, we also expect them to have some budget and
520 organizational improvement such as fewer sick days, lower rates of
521 injury, and less severe injuries, greater employee retention and
522 stuff like that that accountants and other bureaucrats really care
523 about. To basically, put it in a summary, this is one of the few
524 things that I think we've put together that really hits every mark
525 that we've been trying to do. It cares about the officers which is
526 important to some, it worries about the interactions with the
527 community which is important, and it covers basically how does the
528 city spend money to fund the bureau and create this service that
529 every community needs? So, the things that we have put into our
530 recommendation include in broad terms, one area is officer physical
531 health where, basically, we expect the bureau to put more emphasis on
532 things like exercise time available for the officers as well as basic
533 kind of class - not class, directed workout programs that include
534 yoga because yoga has been shown in the programs, the bureaus that
535 it's been put into, to have a lot of positive physical things that
536 happen with it, but as well, it opens up a lot of things for
537 mindfulness thinking. Basically, it opens up a lot of the mental
538 health aspect too as it's worked through. Officer mental health, of
539 course, is another area that it's expected to include as well as
540 spouse and family support. At this time, I'd like to open it up if
541 any of the other people who worked on the recommendation would like
542 to speak to it, we can give you a few minutes to do so. Walt?

543 **HULL:** I'd just like to say that I came into this situation as a sort
544 of - at the end of the process, and I just want to tell you, I hope
545 that most of you have read this. It is one of the most thoughtful
546 and progressive approaches that I have ever seen in the 13 years that
547 I've been associated with the Portland Bureau of Police. This is an
548 outstanding effort led by Shawn and everybody associated with that.
549 You should go and pat them on the back. There are political forces
550 that we're operating with, and some are positive, and some are
551 negative, but that doesn't deter the outstanding work, in my opinion,
552 that has been done to produce this document. And I was glad to have

553 just a little bit of a part of it and thank you. I think it's very,
554 very thoughtful from beginning to end.

555 **CAMPBELL:** Thank you, Walt. I would, of course, like to mention that
556 this is something that the bureau came forward to us originally with,
557 and these are things that have been built from other programs. We
558 aren't starting from scratch on this. This is something that's being
559 based on success with other programs. In my three year so TAC, to be
560 honest, I don't think there's something that's come up that's been -
561 something that's been able to hit on so many areas that people care
562 about. A lot of work we do here involves, such as implicit bias,
563 procedural justice, use of force, but in a lot of times, when we're
564 thinking about these things, I think we forget that the officers
565 themselves are people too, people who are in a very difficult job and
566 situation. And if we want to make these things that we care about
567 better, we have to take care of the officers who are doing them as
568 well. We can't just continually put people into a situation and
569 expect things not to go wrong. And that's why I hope that everybody
570 gives this their full support because I think everything that
571 everybody has ever mentioned in this room in the three years that
572 I've been here can be helped by something like this.

573 **HULL:** I second the motion, and I will say that the words that he
574 just spoke in this regard is great wisdom.

575 **CAMPBELL:** Any other comments or questions or anything?

576 **BRUNKER:** I do have a comment or question. Leslie Brunker. As I was
577 reading this before the meeting, I know that Portland Police Bureau
578 is short officers. And so, everybody is pressed for time, and people
579 are working overtime, and this requires time. So, I'm just - as I was
580 reading it, I totally agree. I think it's really necessary and
581 appreciate the thoughtfulness, and I have some concern about how, you
582 know, the challenge of time needs to be addressed in the
583 recommendations or else it's just going to sit there, and people are
584 going to go, "Well, that sounds good. We don't have time for it." You
585 know, so anyway, just wanted to put that out there. Yeah.

586 **CAMPBELL:** Thank you. I agree fully that time is a concern. Part of
587 what this document is meant to be is a foundational document as well.
588 We're not trying to work out every detail at this point but rather
589 something that we can make the base upon which we can then build for
590 the recommendations. A lot of it, I think, is like the chicken and
591 egg problem where we can't solve the time situation until we get more
592 officers and actually fill the vacant positions. We can't fill the
593 vacant positions until we take the time to make people want to be
594 officers again and to make officers who are currently officers feel
595 good about their jobs. Venn?

596 **WILDE:** Venn Wilde. First, thank you for all of the work that's gone
597 into creating this recommendation. Second, on the time question, this
598 is something that showed up in the conversation the emotional
599 intelligence task force had earlier this evening with PPB staff and
600 sworn members. And we're probably - I don't want to prejudge the
601 deliberations of the task force, but probably we're going to be
602 referring an issue related to time for training back to the TAC for a

603 different task force to generate a recommendation because it's not
604 really in our scope, but there are definitely issue there that we see
605 that, I think, if the rest of the task force doesn't agree then maybe
606 I'll punt it myself alone. But I think we're probably going to kick
607 it back to the group and say, "Hey, there's these core issues around
608 how we provide time for training and how we budget for training that
609 really need to be addressed and that have been present in the
610 contract for the city for decades.

611 **CAMPBELL:** Gary?

612 **MARSCHKE:** Yeah, this is Gary. I wanted to add that the time
613 constraint because we did talk about this earlier, and, you know,
614 part of the issue around time is one of priority. Is it a high enough
615 priority? And I believe that one of the ways that we establish it as
616 a priority is to continue to move and push it forward. Keep it on the
617 table, keep it one the table, keep it on the table. However, there is
618 a question that also comes up whenever you talk about that which is,
619 "How many times have we been to the table? How many times has issue
620 come up or this question come up?" Now, I don't have the answer to
621 this particular situation, but I think when we're looking at how to
622 we go about advocating for that, that's probably one of the questions
623 that we need to ask too. Have we been down this road before? Have we
624 encountered this obstacle before? And if so, well, just coming back
625 with it is not going to necessarily change the outcome unless it's
626 timing. So, I think that's a real consideration as well.

627 **CAMPBELL:** Yes?

628 **DANIELS:** Karen Daniels. I just have a question. What sort of spouse
629 and family program is there now?

630 **HURLEY:** I'm sorry? Is there now?

631 **DANIELS:** Is there now?

632 **HURLEY:** So, we have an EAP, Employee Assistant Program, that is also
633 useable by any family member of an employee. So, they can call and
634 get services through an EAP now. There are a couple of not - this
635 isn't probably the right word, sanctioned. I mean, there's not,
636 right, technically put together by the bureau. There are a couple of
637 groups of family members that meet regularly that do different things
638 outside of the bureau, but they're not generated by us, right? So,
639 those kind of exist loosely.

640 **FEMALE:** And those are important.

641 **HURLEY:** They're very important.

642 **FEMALE:** I can just remember, you know, moms and kids getting
643 together and (inaudible).

644 **HURLEY:** And one of the things we did years ago when I got hired, a
645 lot time ago, we used to do a spouse academy. And so, your spouse or
646 significant other could actually come in and look at the training we
647 went through, actually handle a gun, actually - back then we didn't
648 have tasers, but the equipment we used. See what a vest felt like,
649 how heavy it was, go through some of the scenarios that we went
650 through in training just to give an idea of what it is that we do for
651 a job every day. That's something that has gone away but I would
652 love, with time, to be able to bring back because I think it helps

653 them understand. In our basic and advanced academy now when we
654 onboard new recruits, we do give them a book specific for them and
655 family about how they're kind of going to change and thoughts they're
656 going to have and some different things like that. EAP also officers,
657 but we're going to try and expand this and add it actually into the
658 curriculum of advanced academy. They have a night where families are
659 allowed to come and get a tour of the training division and see some
660 of those kinds of things. Unfortunately, they have been doing it at
661 about 7:00 which if you have kids and, yeah, you know - so, we've had
662 very few people show up, right? So, we're going to try and actually
663 do it during the 10-hour day so that we can just take a half of a day
664 where your families can come and see and get tours and stuff like
665 that so that's it a little easier for them to come and see those
666 things. They need to see what their, you know, officers do because it
667 changes their perspective.

668 **DANIELS:** Thank you.

669 **HURLEY:** We're working on it.

670 **CAMPBELL:** Walt.

671 **HULL:** I approached this in probably a different way. Sylvia and I
672 are the elder statemen here. I might be a little more elderly than
673 Sylvia, but most of you are our children's age, but the fact of the
674 matter is that if you will read this, okay, and read it from the
675 point of view that you are a parent and you have a person, okay, male
676 or female, that works for the Portland bureau of police, and if you
677 think of what is written here and whether or not that you would think
678 that this might be a good idea for the Portland Police Bureau to
679 participate in to help your son or daughter, I think that that's a
680 real good perspective, and it was - that attracted me immediately to
681 these words. They make a different with people from beginning to end,
682 and that's who these people are. They're people out here, and they're
683 our sons and daughters, and this is - if something like this could
684 ever come about as it has in other places, I think that it would be a
685 real contributor to better family life, better police work, et
686 cetera, et cetera, et cetera. I have found nothing but a positive
687 contribution for the human quality of what this could do in my
688 opinion is impressive. Thank you.

689 **MALE:** I make a motion to accept it.

690 **CAMPBELL:** Do we have a second?

691 **HULL:** Second.

692 **FEMALE:** I'll second it.

693 **CAMPBELL:** Do we have any other comments that that we -

694 **MALE:** I guess, a point of information is -

695 **CAMPBELL:** Yes.

696 **ROSSI:** This is Chris. Does this recommendation replace anything,
697 augment, I guess, just the existing resources currently available?
698 Does it - it sounds like just the EAP is available? I'm sorry.
699 (Inaudible).

700 **HURLEY:** No. No worries. So actually, some of stuff that is in here,
701 we're already starting to implement. So, we have a full-time wellness
702 officer now that we've had for a couple of months now. We have a

703 sergeant that is in charge of that wellness officer. And so, there's
704 a few things in here that we're already implementing, but this,
705 obviously, gives us the dream of kind of where we want to go, right,
706 and do some of the other stuff.

707 **ROSSI:** Sure.

708 **HURLEY:** So, some of this we already - some of it we already have.

709 **ROSSI:** Great. Thank you.

710 **CAMPBELL:** All right. Any other questions or comments before we vote.
711 Right. All in favor, please say aye.

712 **ALL:** Aye.

713 **CAMPBELL:** All opposed. Motion carries. This recommendation will be
714 sent up the chain to the chief. Thank you.

715 **FEMALE:** Thank you.

716 **ZINGESER:** Shawn?

717 **CAMPBELL:** Yes, Sylvia?

718 **ZINGESER:** I just want to thank you for the excellent work that you
719 did putting this together and leading us.

720 **HURLEY:** The bureau would like to thank you as well.

721 **CAMPBELL:** I'm glad to do it. All right. Moving on to TAC member
722 comments regarding field training program directive. I sent out an
723 email, it was about a month and a half ago, regarding the fact that
724 the field training directive was under its comment period. The field
725 training - is that the correct title of it fully? Everything has
726 titles and acronyms.

727 **HURLEY:** It's okay .

728 **CAMPBELL:** So, basically, throughout the year, different directives
729 that the police bureau have come up for comment, and basically,
730 anyone in the committee is allowed to make comments during those
731 period - during that period, and from that point on, this gets put
732 into whether or not that directive gets changed. And I can't remember
733 how it was, like a 3-year cycle or 5-year cycle before that directive
734 comes up again? Yeah, because if you look at the list of directives,
735 the bureau has a lot of them. Basically, this document just outlines
736 comments and suggestions made about the directive by members of the
737 TAC. In this case, it was myself and Bob Fisher. And I guess I wanted
738 to see whether or not the TAC would like to record this as comments
739 made by TAC members or just leave it or what would you like to do
740 with it? It's not really an official recommendation because it's not
741 something that went through the recommendation process that we have,
742 but it is something that TAC members made a comment on similar to
743 what we did with the implicit bias training or the procedural justice
744 training. So, I guess, would anyone have anything against just as far
745 as voting on this and becoming comments - basically, it would be a
746 vote that the TAC recognizes that these comments were made by its
747 members. Yes, Sylvia?

748 **ZINGESER:** I think that would be a form of transparency for this
749 group.

750 **CAMPBELL:** Okay.

751 **ZINGESER:** So, I would vote for, you know, keeping that kind of like
752 minutes, so - and having that opportunity for people to comment.

753 **MALE:** Sounds like a motion to me.
754 **CAMPBELL:** Do we have a second?
755 **MALE:** I'll second it.
756 **CAMPBELL:** All right. Anymore discussion? All in favor?
757 **ALL:** Aye.
758 **CAMPBELL:** All opposed? Motion carries. Thank you. All right. We move
759 on now to TAC prepared overview of police work in Portland by me. Do
760 we have the little - basically, this came up in steering committee
761 the other day. Someone stole your battery charger. That's bizarre.
762 Can't even trust people in the training - no!
763 **HURLEY:** I think it broke and I think -
764 **CAMPBELL:** Sure. Okay. Okay. Basically, where this came from was -
765 **HURLEY:** Oh, is it sitting on the floor?
766 **CAMPBELL:** Oh, there we go. Thank you. Basically, what came up was in
767 one of our last meeting and in the following steering committee
768 meeting, we discussed a bit about the fact that we have members come
769 in and sit down, but we really don't ever talk about some of the
770 basic data that's available to kind of give the people an idea of
771 what's going on within the police bureau. And so, I basically just
772 went to open data - Portland Police Bureau Open Data - you can pretty
773 much look at all of these data sets yourself and put together some
774 basic information and combine it with some census data just so that
775 we can kind of get an idea. Now, of course, this data is limited.
776 There is always more data that you can have, but that's just how such
777 things work. I would like to say that we did share this with the
778 Portland Police Bureau for notes, but this is not something that was
779 put together by the bureau. This is a training advisory council
780 thing. So, please, if I say something, I'm going to try to make sure
781 that I say - if it's my opinion, I'll say it's my opinion, so do not
782 take it as the opinion of the bureau. All right? Is everybody okay if
783 I just sit here and do this, or do you want me to, like, stand up and
784 dance around?
785 **HURLEY:** I want to see you dance.
786 **MALE:** Let's see the dancing part. Yeah.
787 **MALE:** I really hoped you'd stand up on the table.
788 **CAMPBELL:** I didn't do my - if I knew I was going to dance, I would
789 do my stretches beforehand, you know. All right. So, let's get
790 started. All right, so I thought we would just start by just
791 basically looking at who are we as a city? What is kind of the basic
792 breakdown that we see? And if you look at U.S. census data, you can
793 basically break down populations in Portland in any way you can think
794 of. They have, for instance, the amount of money different households
795 make - (inaudible). Oh, yeah. Ah ha! - the amount of money that
796 households make, education level. There is age data if you want or
797 anything else. But I put together a couple including household
798 income, the education level so you can see that about a little over
799 half of the population in Portland has an associate degree or higher.
800 A little under half has some college or less. You can see where
801 people who live in Portland were born. For instance, about 30 percent
802 of the people living in the city were actually born in Oregon with 47

803 percent born in some other part of the U.S., most of them in the
804 western United States, though the next one down is the Midwest. And
805 finally about 14 percent of the city if foreign born with the two
806 largest contingents being in the group from Asia which is a pretty
807 large area, but that's how the census bureau decides to group things,
808 as well as Latin America which is another huge place that is, again,
809 grouped up that way. And finally, you can also look at the basic race
810 and ethnic breakdown of the city. Now one thing to keep in - one
811 thing to keep in mind with this kind of stuff is that the original
812 census was done in 2010, obviously. The census bureau does create
813 estimates based upon surveys for each year after that, but they're
814 just estimates. They're not as accurate as the census itself. So, the
815 two things you have to remember when looking at race data is that
816 there are actually race, which - and then there is ethnicity. Now,
817 according to the U.S. census, Hispanic is not a race. It is an
818 ethnicity. And so, you can actually be of one race and an ethnicity
819 at the same time. So, it makes it a little complicated when trying to
820 measure groups that are Hispanic compared to non-Hispanic and how
821 they fit into the different areas. This is actually a little bit of a
822 controversial thing. If you really want to read some amazingly
823 statistically nerdy stuff about arguments about whether or not
824 Hispanics should be counted as a race, you can read a lot of things
825 on the U.S. Census Bureau's reports that they came out with the over
826 the years. But that's partly why you see this reason Other Race being
827 so high with Hispanic is because there are many people who are
828 Hispanic, and they are not considered an ethnicity but considered a
829 race. One of the other things you'll notice up here is there is no
830 Middle Eastern race. That is not considered a race by the U.S. Census
831 Bureau. Race is an interesting thing that you can get really deep
832 into, but they are included in the White subgroup. Any questions
833 about that?

834 **WILDE:** Not for you.

835 **CAMPBELL:** And one other thing to note is that Portland has been -
836 the population here in the Portland has been rising quite fast. In
837 the last 10 years, it's risen 13 percent. An estimated 13 percent
838 while nationwide, the population increase has been more around 8
839 percent. So, we are rising faster than the national average. This is
840 called what's the Racial Dot Map which was actually put together by
841 the University of Virginia. Caution, this is based upon 2010 data,
842 but I kind of wanted to give an idea of where people live in the
843 city. Basically - could we actually - is there a way to dim the
844 lights a little bit? It would probably be easier to see this.

845 **FEMALE:** Oh, yeah. That's better. That's much better.

846 **CAMPBELL:** There you go. And you can look this up - if you just look
847 up Racial Dot Map on your googling machine, you can find these. And
848 they actually made them for the whole country where the people at the
849 University of Virginia basically took the U.S. Census Data and what
850 race was reported and mapped it out on the address to create these
851 maps. So, you can actually see here in Portland, for instance, here
852 is I-26 - here's highway 26, I-5, 205, and you can kind of see where

853 different groups were living in 2010. For instance, you can see a lot
854 of more - well, let's say what it is. It's predominantly white in the
855 center except for Downtown. You can see where a lot of African
856 Americans live in North Portland, though this was in 2010. So, this
857 has probably moved due to gentrification and other issues. As well as
858 you can see out here on the outer edges of Portland where there's a
859 lot more nicks. Basically, the highest percentage of minority
860 populations in the city tend to live farther out, and there's a whole
861 bunch of socioeconomic reasons for that. One of the things I find
862 interesting looking at this data, if you compare it to other cities,
863 so if you move more toward the Midwest or Eastern cities, you
864 actually see a sharper line between where different races live, and
865 there is a whole bunch of - let's just call it what it is - terrible
866 things in the past that's the reasons for that. But it's of interest
867 that in Portland you don't see that as much. You see a much higher
868 mixing, and part of that is because we do have a lower percentage of
869 overall population that is considered minority. And, of course, if
870 you have any questions at any part of this, please raise your hand.
871 All right. So, I'm going to tell you right now that I was born in
872 1983. Do you think there is less crime or more crime today than when
873 I was born?

874 **FEMALE:** There's less.

875 **CAMPBELL:** Much less. This is the violent crime rate according to the
876 FBI and the city of Portland. The table on the left is the total
877 crimes, and on the right is the per capita. So, it's divided by the
878 population. So, you take into account the population growth that way.
879 And in both case, you can see that the violent crimes have decreased
880 significantly. In fact, they have dropped 77 percent in the last 30
881 years. In the last 10 years, they have dropped about 25 percent, and
882 in the past 5 years, it's been about flat per capita at about zero
883 percent. Property crimes is a little different, but it's a similar
884 look. In the last 30 years, property crimes have dropped 60 percent
885 per capita, but they've only dropped 3 percent per capita in the last
886 10 years, and they have actually risen 11 percent in the last 5
887 years. And this is per capita, so that's taking into account the
888 population group. Now this is actually something that matches with
889 data throughout the United States. This is the same data combining
890 property and violent crimes for the entire country going from 1960 to
891 about 2015, and you can see that exact same shape. Now, the reasons
892 for this sudden increase for crime and decrease in crime are pretty
893 hotly debated amongst people who care about such things. My personal
894 favorite is the web gas theory which you should look up on your
895 Google phone at some point. It basically ties a lot of the problems
896 in crime to the amount of lead that used to be put into the
897 atmosphere through gasoline. There are a lot of other theories too.
898 You could, like I said, spend a lot of time on that, but we're not
899 going to. One of the things I find interesting when I look at stuff
900 like is I - I'm kind of an amateur historian. So, when I look at this
901 kind of stuff, I like to think about the cultural stuff related to
902 it. And if you think about, like, how police officers were portrayed

903 in the media, you can kind of see some patterns. For instance, in the
904 1960, who was the most popular TV cop?

905 **MALE:** Jack Webb.

906 **CAMPBELL:** Andy Griffith.

907 **ZINGESER:** Oh, that's right.

908 **CAMPBELL:** That was the image that people - that was the idealized
909 version of the policeman that people created. Well, when you get up
910 into the 1970s and 1980s, that changed a lot. So, now you get
911 characters like Dirty Harry or this entire what basically is the
912 (inaudible) cop drama now where you have an officer who was breaking
913 the rules because - to get the bad guys, and it made a bit of sense
914 in this time back then because there was a lot of crime, and people
915 were willing to excuse things to feel safe. And now as we move in the
916 2000s and 90s, you think more about what do we watch now? We watch
917 CSI and all of these things that are basically about science
918 overcoming all of these biases and false beliefs and evidence that we
919 didn't see before. So, we image of police does relate to the overall
920 real world. Anyways, that's my opinion, so.

921 **ZINGESER:** Interesting.

922 **CAMPBELL:** All right. So, let's look at what 2018 looked like for the
923 Portland Police Bureau. All right. So, in 2018, there was 360,000
924 calls for service throughout the city. Of those calls, 261,000 were
925 citizen initiated meaning that it was either through 911 or one of
926 the other types of non-emergency phones calls that comes into the
927 police or various other reporting systems, and 27 percent were
928 officer initiated. Now, officer initiated can mean many different
929 things. Officer initiated includes officers basically proactively
930 doing things, officers seeing someone flagging them down to report
931 something, or any other basic call for assistance that doesn't come
932 through dispatch. Sometimes they create a new call if it's a pretty
933 low priority request. They will put it basically later on and follow
934 up on it, and that would have to become a new call, or something that
935 was maybe handled at a later time or a follow up or something like
936 that. So - yes, Walt?

937 **HULL:** Please do not be confused about officer initiated because the
938 Portland Bureau of Police are very, very conscientious about not
939 participating with stop and search. So, don't be confused about that.
940 We don't have people doing that period. And stop and frisk and all of
941 that kind of stuff has gone away much before this.

942 **CAMPBELL:** Yep. All right. So, of those 360,000 calls, there's about
943 61,000 reported crimes each year in the city. The vast majority of
944 those are property crimes, about 80 percent, with the remain 16
945 percent person offenses. So, that's actually if someone assaulted you
946 or homicide or something like that. And 4 percent are society
947 offenses which can be - such as illegal gambling, drugs,
948 prostitution, stuff like that. Of there - there's about 24,000
949 custodies each year, and of those 24,000 custodies, there's about 898
950 cases that involve the use of force. Those 898 cases included about
951 930 individuals who experienced force, of which about 771 are
952 actually taken into custody, and the remaining 159 are individuals

953 who experienced some type of force by were not taken into custody for
954 various reasons such as being taken to the hospital instead or being
955 cited and released, things like that. As far as what kind of - sorry,
956 I lost my train of thought. The box on the left shows the officer
957 disposition for 2018, at last according to Oregonian data. In 2018,
958 it was reported there was 1,001 sworn officer positions of which 75
959 were unfilled, 20 were people who were on leave or light duty.
960 Obviously, during the year, that can fluctuate. There were 106 new
961 probationary officers. So, my understanding of that is they cannot be
962 doing full duties because they are still under their training period.
963 One hundred fifty-five in specialty units, everything from detectives
964 to Internal to TOD and what have you, 294 in supervisory or command
965 staff positions. Is that what would count for you, Captain?

966 **HURLEY:** Sergeant and above.

967 **CAMPBELL:** Sergeant and above. And 351 officers available for patrol.
968 Now, just for fun, I broke down these statistics per patrol officer
969 from the previous page. And to be honest, when I woke up this
970 morning, I kind of which I hadn't done that because it doesn't give a
971 true idea of what's going on because, obviously, most calls involve
972 more than one officer reporting. As well, there are a lot of other
973 things such as use of force can happen with specialty units or
974 supervisory. Also, custodies can be done by the different groups as
975 well as some of the crime reported are done, not through officers,
976 but through online systems and other stuff like that. Yes, Walt?

977 **HULL:** Don't - let's done fall into the stereotype of officer force.
978 A great many people out here think of officer force, and that's
979 pulling a gun. Officer force - all of those officer force situations,
980 the time - the number of times that officers actually go to their
981 protective weapon is miniscule, and that miniscule amount does not
982 reflect in that statistic.

983 **CAMPBELL:** I believe if you did the math on this, it would be about -
984 it would be about - to look at the use of force versus total calls
985 for service, it's about 0.0 - it's a pretty small percentage. All
986 right. Let's break down the data. So, one of things that the PPB in
987 their open data has is their dispatch calls. SO, these are the calls
988 that come through 911 and non-emergency. And if you look at the top
989 15 types of the calls, you can see that about the first 40 percent
990 are all what's referred to as "disorder types." So, for instance,
991 unwanted person. There's someone in my yard. I don't want them there.
992 Welfare check: "I'm worried about my aunt or my grandmother. Can you
993 check on them for me?" These are very basic. There's obviously a lot
994 more than those to some of these calls. Disturbance: "Someone is
995 having a very loud party, and it's annoying me. Can you come check
996 that out?" Suspicious: There's some weird guy - at least I think
997 he's weird - walking around my street. Can you come check that out?"
998 The - you do get into crime until theft which is about 7.3 percent of
999 all calls, and that should not be confused with all types of theft.
1000 That is basically larceny where you've come, and someone takes your
1001 stuff. It's not to be confused with robbery which actually involves
1002 some type or threatened force to take your stuff for burglary which

1003 involves breaking into your home or a stolen vehicle which is its own
1004 thing as well. So, just kind of gives you an idea that a lot of what
1005 the police - type of calls police get each day aren't really directly
1006 crime related. They might result in where a crime is discovered or
1007 custodies have to be taken, but a lot of it is almost in ways
1008 basically acting like the adult in the room between people that are
1009 having some kind of interaction that's not being positive at the
1010 time. PPB also does map this out by neighborhood, and you can kind of
1011 see the neighborhoods that generate the most calls. All right? Any
1012 questions on that? All right. If you look at kind of some of the
1013 history of dispatched calls, there's a lot of different things going
1014 on here, but if you look at the lower part down here, you can see the
1015 different types of dispatched calls per thousand residents which I
1016 find kind of interesting because you can see the different types, how
1017 they have changed over time relative to the population. And you can
1018 see that a lot of the different types of calls have actually stayed
1019 the same except for things like disorder calls have increased. Crime
1020 calls have increased, and civil calls have increased. And civil
1021 include - if you look back here, the number one type of civil call
1022 that happens is behavioral health. Another piece of data that they
1023 show is dispatched calls for service by priority. Basically, when a
1024 call comes in, they give it a low, medium, or high priority, and you
1025 can see that over time compared to the population, the low priority
1026 calls have increased by significant amounts. The medium calls have
1027 stayed roughly in the same area, and the high priority calls per
1028 capita have risen but then have gone down in 2018 by a bit, but
1029 overall, they are still higher than they previously were. They also
1030 report the average response time, and one of the things that you can
1031 see here is that the average response time for police calls has been
1032 increasing over time which is something that often gets brought up in
1033 the newspapers as well as different meetings if you pay attention.
1034 For instance, high priority calls, where in 2014, it was about an
1035 average of 7 minutes. They are now 9. Medium priority have increased
1036 by about 5 minutes, and low priority calls have increased by about 10
1037 minutes. Now, of course, these are averages, so there are going to be
1038 some higher, some lower, what have you. Okay? Yes.

1039 **ROSSI:** Chris. Do you happen to know off the type of your head
1040 roughly what the size of the patrol unit was in 2014/2015? Has it
1041 changed significantly?

1042 **HURLEY:** How many people, I mean, officers we had?

1043 **ROSSI:** So, it was, like, 350 last year, like, as it shifted?

1044 **HURLEY:** Oh, on the street? I don't know how many - I don't know how
1045 many patrol. Do you know the answer to that?

1046 **CAMPBELL:** I think we do have a later slide that shows overall sworn
1047 officers.

1048 **ROSSI:** Okay. Just out of curiosity, like, how many -

1049 **HURLEY:** Yeah, I think what he's asking is patrol versus something
1050 else. So, in 2014, we did have some specialty units. So, we've now
1051 taken those patrol officers and put them into a specialty unit so
1052 they're not answering a 911 call.

1053 **ROSSI:** So, would the dispatch calls be just patrol, or would that be
1054 -
1055 **HURLEY:** No that's just patrol. Yeah. The other thing that I would
1056 like to point out here that - you just wouldn't have known this - is
1057 one of the things we recently have discussed is you look at a high-
1058 priority call, it takes 9 minutes to respond to the high-priority
1059 call. That's 9 minutes for the first officer to show up, not for them
1060 to actually go into the call, right? So, almost all high-priority
1061 calls need a minimum of two officers. Usually, our officers work in
1062 one-person cars. So, 9 minutes is for the first one to hit on scene.
1063 And it may be, you know, 10, 11, 12 minutes before the second car can
1064 get there, and they can actually go into the call because those are
1065 calls that we wouldn't send a single officer into (inaudible).
1066 **CAMPBELL:** And as we move into the next section, we can kind of
1067 discuss too if there is - show also why some of these times have
1068 increased.
1069 **MALE:** Sure.
1070 **CAMPBELL:** Good. Reported crimes in Portland. Now, again, remember
1071 that most of these are - only about 25 percent of the dispatched
1072 calls that come in are actually for crimes, and then, of course, you
1073 have officer self-initiated stuff too. But basically, the vast
1074 majority of crime in Portland that gets reported is larceny. "I left
1075 my wallet in the bar. Someone came and picked it up." "Someone stole
1076 my bike." They're very - they tend to be harder to solve crimes
1077 because they are random crimes. The next lowest - the next highest is
1078 assault at 14.3 percent, motor vehicle theft 11.5 percent, vandalism,
1079 fraud, burglary, drugs and narcotics and on down the list. Overall,
1080 the largest percentage of, as we said before, most crimes are
1081 property crimes that get reported. One of the things you'll notice is
1082 that homicides (inaudible) on this list because when they do happen
1083 in this city, it is relatively low compared to the population.
1084 **HULL:** So, being the amateur historian, you are, do you have an
1085 overlay by neighborhood from 15 years ago, 20 years ago, same -
1086 **CAMPBELL:** Unfortunately, not. But it would be interesting to see.
1087 **HULL:** Wouldn't it be? Wouldn't it be? Really, I'd love to see that.
1088 **CAMPBELL:** Yeah. But, of course, if you look at it, this map is very
1089 similar to the dispatch call map which made sense.
1090 **HULL:** Yeah. And I'd like to see what that looked like 20 years ago.
1091 **HURLEY:** It was different.
1092 **HULL:** I'll bet it was.
1093 **CAMPBELL:** All right. Kind of looking at this data, comparing it to
1094 rates per thousand, we can kind of see some of the trends that we've
1095 seen since about 2004. For instance, if we look at total calls for
1096 service per capita, it looks like it's decreased over time. However,
1097 that doesn't really tell the whole story. For instance, if you looked
1098 at dispatch calls, citizen-initiated calls, we can see that those
1099 have actually risen over the last decade while officer-initiated
1100 calls have dropped drastically, about half of what they used to be.
1101 Now, this has a lot of different things that make you think about the
1102 time that goes into answering many of these call because, for

1103 instance, one of the things I learned was that a dispatch call, on
1104 average, takes about two and a half more - 2.5 times more time to
1105 deal with than a self-initiated call.

1106 **MALE:** That makes sense.

1107 **CAMPBELL:** So, when you start thinking about the number of police you
1108 have available and the time that goes into it, if most of your calls
1109 are dispatched calls and those have increased, that's less time for
1110 self-initiated calls. That's less proactive policing/community
1111 policing that people are talking a lot about right now. Other things
1112 that you can kind of see is, again, here's the property crime and the
1113 violent crime. As you can see, it drops. 2018 data isn't available
1114 yet from the FBI. And then you can see custodies per capita have also
1115 dropped over time. They are just arresting fewer people compared to
1116 the relative population. Here's, to answer your questions, statistics
1117 compared to sworn officers. In 2008, there was about 989 sworn
1118 officers according to the annual report. Today, there is about 926.
1119 You can see per 1,000 residents, that ratio has been dropping
1120 steadily over the last decade, and as a result, you can see that some
1121 of these numbers per officer have been changing as well. For
1122 instance, if we look at calls for service per officer, again, it
1123 looks like overall it's dropping, but the difference is you're seeing
1124 a higher number of dispatched calls, which have increased
1125 dramatically per officer, while the officer-initiated calls per
1126 officer have dropped. Similarly, if you look at the violent crime
1127 rate per officer, it has - it is roughly about the same as 2008 while
1128 the property crime per officer has risen drastically.

1129 **HULL:** So, Shawn?

1130 **CAMPBELL:** Yes .

1131 **HULL:** You know, and I don't know if we're getting into any of the
1132 rationale or any explanations, but, you know, when I look at the
1133 difference between the citizen and officer-initiated calls, both here
1134 and in the other graph that you showed, you know, it seems as though
1135 it's essentially all about allocation of personnel, you know, in
1136 terms of officers. The officer are not doing the kind of patrolling
1137 and community engagement that they used to do it seems which is
1138 causing more of the calls to be initiated by citizens that might have
1139 10 years ago, 5 years ago, been initiated by a police officer who is
1140 on patrol. Is that a fair -

1141 **CAMPBELL:** I think - and obviously, this is my opinion, but I think
1142 it's a bit of a problem of the chicken or the egg where you can
1143 either say more dispatched calls are coming which are causing officer
1144 - because officers are not doing self-initiated work, or officers are
1145 doing less self-initiated work because they have to do more
1146 dispatched calls. Now one of the things we definitely know is that
1147 the number of dispatched calls for officers have risen over time, and
1148 the number of dispatched calls overall have risen over time faster
1149 than the rate of population growth.

1150 **HULL:** Well, you know, I saw a 4:1 ratio ultimately in 2018 between
1151 the citizen-initiated calls and the officer-initiated calls where
1152 back in, I think, 2008, you know, it was, like 1.5-1.

1153 **CAMPBELL:** Yes.

1154 **HULL:** And so, to me, though, even though you're looking at the same
1155 block, you know, it seems though, especially because of what we're
1156 hearing is that our officers are being pulled out of patrol and into
1157 specialized units in other areas, and we're also short of personnel.
1158 It would seem to me that community policing, I guess, or whatever you
1159 call it, is the thing that - the element that is now missing because
1160 the officers aren't out there engaging with the community where they
1161 can initiate their own calls, okay, and instead were depending on the
1162 citizenry to initiate the calls that the officers then respond to,
1163 and it's become a far more reactive process than it was before.

1164 **WANNER:** This is Kezia. I think - I think there are a lot of drivers
1165 that are behind what you are indicating. It's - obviously, it's
1166 allocation of resources. It's how our resources are getting deployed
1167 in the organization, but I would say more than that, you need to look
1168 at vacancies. So, you have to factor that into this particular chart
1169 because it's showing the number of the authorized strength. You also
1170 have vacancies, so you have a position without a body in it, and then
1171 you have their trainees that aren't actually doing work because they
1172 are being trained. So, whatever that full-strength number is, it's
1173 something less than what those number represent.

1174 **CAMPBELL:** In this case, I know for the 2018 numbers, the vacancies
1175 are taken out but not the training officers.

1176 **WANNER:** Okay.

1177 **CAMPBELL:** Because the full strength would be - right now, it would
1178 be 1,001 sworn officers, but it's down to 926 because there's 75
1179 vacancies.

1180 **WANNER:** So, you did factor some of that in?

1181 **CAMPBELL:** Yeah.

1182 **WANNER:** But I do think - I mean, you talk about the self-initiated
1183 policing, and it's not just the deployment of resources. It's the
1184 climate in which policing is done now. So, I mean, there's less
1185 motivation for engagement by the officers on the street because
1186 there's a lot of other factors such as you've got a lot of the
1187 community livability issues in which police are called in to deal
1188 with a situation that is not winnable, right? You've got mental
1189 health issues, and frankly, that's just part of our community, but
1190 police are oftentimes the first line that are called in when you
1191 really need to have mental health specialists called in. And so,
1192 although that is a call that they'll take, that can go any number of
1193 ways, and usually it's not one that an officer can emerge as feeling
1194 like they've been able to solve the problem. So, I'm saying there are
1195 a lot of other factors in the environment of policing now that make
1196 it difficult to go out there. And just the workload itself for the
1197 number of calls, there's - you know, we were in a meeting just before
1198 this talking about the East Precinct officer and that when it was
1199 tracked, there was 15 free minutes per day on average for an officer
1200 that wasn't tied up in taking calls.

1201 **CAMPBELL:** And I think we also have to be fair as well is a lot of
1202 things we consider 21st century policing such as de-escalation and

1203 now going to the procedural justice, these are things that take time.
1204 These aren't things that you just go in, wham, bam, get out. These
1205 are things you actually have to work at. Similar to dispatched calls
1206 take longer than self-initiated calls on average. So, there's
1207 definitely a time crunch. In the end, an officer can't ignore a
1208 dispatched call. You just can't say, "Well, I'm not going to go to
1209 it." Self-initiated calls are where the give is. So, I think it does
1210 show overall, regardless of the reason, because we can debate that
1211 forever at this point because we just don't have the data for it,
1212 regardless of the reason, it's showing that there is a time crunch on
1213 the officers currently. And there are things that are changing as a
1214 result of it.

1215 **WANNER:** And I think if you are talking about resources and deploying
1216 them, there would be tradeoffs that would have to be made about what
1217 type of functions don't get done because you're talking about the
1218 specialized functions, the specialty units. So, then what do you less
1219 of? Do you less of investigations? I mean, it's - it would have to
1220 come from somewhere.

1221 **CAMPBELL:** Right. Moving forward. This is data that the Oregonian put
1222 together a couple months ago just kind of showing some of the issues.
1223 And, for instance, here is the new officer hiring rate over time. You
1224 can see that it did increase but that in 2018/19, it was lower than
1225 expected. That's why you have this hatched mark bit above the 22. And
1226 then you kind of can see how that has a long-term effect on the
1227 overall number of officers based upon basically if you don't train
1228 them now, you're not going to have them later. So, these are the
1229 number they expect to have on the street projection-wise compared to
1230 what the original projection was when the thought they were going to
1231 get a higher number. So, basically, the hiring now has a very long-
1232 term effect on the overall bureau. As well, you can see these are the
1233 amount of money being spent of overtime. So, from 2013, you saw about
1234 \$6 million. It's grown to about an estimate of \$11.6 million in 2017
1235 which goes a long way to explaining why the city audit office wanted
1236 to come over and talk to us a couple meetings ago about just that
1237 very issue. Okay. Use of force. So, as we were saying, there's about
1238 24,000 custodies - sorry, 24,000 subjects are taken into custody
1239 every year of which 930 experienced a use of force or about 3.8
1240 percent. Now these are all different types of use of force, and we
1241 can see that the largest percent - the most used as a percentage of
1242 total custodies tend to be control against resistance and resistant
1243 handcuffing. So, basically, control against resistance is - my
1244 understanding is that even if you put a little bit of pressure back
1245 when that officer is handcuffing, that's considered control against
1246 resistance. Resistant handcuffing, obviously, any kind of force that
1247 you - that a person being taken into custody puts back. And then you
1248 get into things such takedown and controlled takedowns and then
1249 pointing a firearm or the - kind of the big five. The other ones are
1250 present but it much lower - and if you kind of look at the long-term
1251 data, they tend to happen more - there's less of a solid pattern. The
1252 big five tend to always appear again and again in the data sets.

1253 There are the ones that kind of bounce around a little bit. Any
1254 questions on these uses of force?
1255 **FEMALE:** What are the - what is CEW and PIT?
1256 **CAMPBELL:** CEW is Controlled Electric Weapon, electronic weapon. It's
1257 a taser. And PIT is a pitstop. It's where the officer will use is car
1258 - his or her car and hit the back of a speeding away car to make them
1259 speed around to stop them.
1260 **FEMALE:** Shawn, does this include the data from crowd control
1261 incidents?
1262 **CAMPBELL:** No, it does not.
1263 **FEMALE:** Crowd control data is measured differently because it's
1264 harder to measure individual uses of force in large crowds. If you
1265 are interested in that kind of data, it is available in the quarterly
1266 reports now and in the annual report in 2017. You could also look up
1267 the amount of injuries that happened to both officers and people
1268 taken into custody based on who had worse - were involved in uses of
1269 force. Yes, Gary?
1270 **MARSCHKE:** I want to know what you redacted.
1271 **CAMPBELL:** That's where percentages that didn't make any sense go.
1272 None of your - don't worry about it. It's confidential. No. All
1273 right. The bureau does measure several secondary attributes for
1274 people who have force used against them. For instance, people who are
1275 reported to be armed make up about 30 percent of the those who have
1276 force used against them. That doesn't necessarily mean they are
1277 armed. This means that at the time, they were reported to be armed.
1278 People who were in a mental health crisis at the time of force being
1279 used make about 13 percent of the whole. Subject who were reported to
1280 be transient - so these can be either be people who are actually
1281 houseless or people who just refused to give their address - make up
1282 about 49 percent which makes a lot of sense because if anybody that
1283 read the article in the Oregonian that came out earlier this year,
1284 then about half of the custodies that PPB does involves people who
1285 are considered transient. So, it kind of makes sense that the
1286 (inaudible) would come out similar. And finally, about 49 percent are
1287 under the influence of drugs or alcohol. Now, obviously, there are a
1288 lot of intermixing that can happen in here. Just because you're
1289 having a mental health crisis doesn't mean you can also be transient.
1290 So, these number have to be looked at separately from each other. You
1291 do see some small patterns in the differences in use of force. For
1292 instance, when people are armed or reported to be armed, you see a
1293 much higher use of force of pointing a firearm. But when you have
1294 people who are in a mental health crisis, you see it much less.
1295 Similarly, you see more - what's another good example of that?
1296 Another good example would be with taser usage again. People who
1297 armed, you see a higher usage. People with mental health crisis, It's
1298 a lower percent. Yes, Walt?
1299 **HULL:** Well, again, when it says, "Armed," okay, that can be all
1300 kinds of different - it doesn't necessarily mean a gun.
1301 **CAMPBELL:** That's true.

1302 **HULL:** And that's very important because if you take that statistic
1303 wrong, okay, then you're interpreting that statistic in a very wrong
1304 way. The fact is that a person can be armed with a sharpened
1305 toothbrush, and they can be just as dangerous with a sharpened
1306 toothbrush as a person - I mean, you think of the number of people
1307 that have registered in the city and are packing versus the number of
1308 people that are confronted with "a gun" in this city. I mean, the
1309 potential is huge, but the reality is miniscule, and that is
1310 remarkable. It really is remarkable.

1311 **CAMPBELL:** You know, one other thing to note too is things like
1312 mental health crisis based on officer perception.

1313 **FEMALE:** Right.

1314 **CAMPBELL:** Similar to under the influence of drugs or alcohol. It's
1315 based upon the perception of the officer during the time of the
1316 incident. All right, moving on. The uses of force over time.
1317 Unfortunately, because how some uses of force have been measured over
1318 time, it is difficult to do comparisons for overall, but there are
1319 some types of force that have stayed fairly consistent. And overall,
1320 we can see that uses of force have decreased over the years. For
1321 instance, holds with injury have dropped down from 27 subjects in
1322 2015 down to one this year. Pointing a firearm was dropped to about
1323 half of what it was before. Similar things have been seen with CEW,
1324 aerosol, restraint, and strike and kicks.

1325 **MALE:** I notice canine bites seem to be one of the only ones that
1326 have risen.

1327 **CAMPBELL:** Yeah, I'm not sure -

1328 **MALE:** Is there a reason for that?

1329 **MALE:** Small numbers.

1330 **CAMPBELL:** Yeah, I'm not sure if it's just that they're being
1331 utilized more as an alternative or anything else. I don't know.

1332 **HURLEY:** See, you also have to understand that sometimes one incident
1333 creates a larger number, right? I mean, it may not be actually nine
1334 separate calls. If the dog bit somebody more than one time, it's
1335 still going to be three bites for one call. Does that make sense?

1336 **MALE:** Oh, okay. So, it's not the incidents? It's the bites?

1337 **CAMPBELL:** Well, in this one it would be - but my understanding is -

1338 **HURLEY:** I think it's the applications, right? So, the time they send
1339 the dog and the dog bites, even if it's more than one time.

1340 **CAMPBELL:** For the top number, it would be, for the bottom number,
1341 it's per subject. If a dog bit you twice in the same incident, that
1342 would be one.

1343 **HURLEY:** Okay.

1344 **CAMPBELL:** Okay? A basic kind of comparison to some of this data by
1345 race. Now, Hispanics being put together by all of these explanations
1346 here if you would like to read them, but basically, this is how a lot
1347 of the data gets put together in a lot of the forms that create
1348 Hispanic race compared to the other groups. And you can see that
1349 there's differences between city demographics and police custodies.
1350 For instance, the big one that will probably jump out is members of
1351 the black community make up only about 5.7 percent of the city, but

1352 they make up 23 percent of the custodies. Now this is something that
1353 gets talked about a lot, but I think one of the things we have to
1354 caution is we do have to look deeper into this. Now I'm not going to
1355 say that what I say next explains all of it because that would be
1356 ridiculous, but I think that we do at least have to look at some of
1357 the things. For instance, one of the things that gets measured is, we
1358 mentioned earlier, according to the Oregonian, 50 percent of all
1359 custodies are of people who are considered transient which includes
1360 the houseless population. For various demographic reasons and a lot
1361 of terrible history, different groups make up a larger percentage of
1362 the overall houseless population in the region compared to others.
1363 Now this is based up on what's known as the Multnomah County Point
1364 and Time count where volunteers actually go out and count - basically
1365 find houseless people who are willing to talk to them and go count
1366 every two years, and this is the percentages - the percentage
1367 breakdown by race that they come up with that. Now, this is for all
1368 of Multnomah County, but Portland makes up 80 percent of the
1369 population of Multnomah County, so we can at least do a rough
1370 comparison here to give us an idea.

1371 **HURLEY:** So, can I point something out then?

1372 **CAMPBELL:** Yes.

1373 **HURLEY:** So, our definition of transient says if you refuse to give
1374 me your address, you're transient. They actually go out into the
1375 community to the people that are in the transient population, and
1376 that's what they're counting. So, theirs is probably more accurate in
1377 the sense of the numbers that are actually transient versus the
1378 police bureau that is just taking anybody's word for, "I won't give
1379 you my information," "Then I'm putting you down as transient," right?
1380 So, the numbers aren't really reflective.

1381 **CAMPBELL:** Yeah. And they also report the percentage of the
1382 population that are in complete, so 100 percent below the poverty
1383 line, and, again, you can see there the differences in race compared
1384 to this straight population data. Another common comparison that is
1385 made to try to balance out some of this stuff is also the reported
1386 violent crime victimization rate by race which is put together by the
1387 FBI. I believe it's the FBI. Yeah. And basically, again, you see a
1388 lot of some differences based up on race, and basically, the way this
1389 works is it's not a perfect comparison, obviously, because there's a
1390 difference between a victim and someone who is the victimizer, but
1391 this shows that certain groups tend to live more in areas or work
1392 more in areas that have a higher chance of experience violent crime.
1393 And obviously, this doesn't cover property crime, and there's a lot
1394 of other things, but it does kind of show some of the differences
1395 that are created based upon where people live and where people work.
1396 One thing that I do find interesting is I was actually digging in the
1397 data comparing basically neighborhood data from the 2010 census and
1398 comparing it to crime and dispatch data, and basically, as you move
1399 down from richer neighborhoods - what was the exact number? It gets
1400 about where from the rich neighborhoods down to the poor
1401 neighborhoods, you see an increase of three times the rate of crime

1402 reports and three times the rate of dispatched calls. And if you live
1403 more in those neighborhoods, due to a lot of history that has put
1404 people in those situations, you're going to see a different mix than
1405 the entire city. One of the things that I think was really
1406 interesting from the - that kind of shows us from 2010 census, they
1407 do have median income per race. And back in 2010, the total median
1408 income for the Portland was 58,000. That's how much the average
1409 household made. If you were part of a white household, that number
1410 was \$64,000. If you were part of an African American household, that
1411 was \$27,000. So, you can see a lot of the disparate things that have
1412 been created over time when we talk about institutional racism for a
1413 big part of it and how that affects stuff even that we talk about
1414 now. So, this last one is basically these numbers kind of put
1415 together to show a summary altogether. Are there any questions or
1416 comments? Obviously, this is not all of the data that's available up
1417 there. I didn't even go into - they do have reported biased crimes.
1418 Oh, I do have one more slide. I apologize about that. And finally, it
1419 would be remiss not to mention officer-involved shootings which this
1420 is a breakdown for the last 10 years including shootings that were
1421 fatal, injured, not injured, and the race that was affected. As you
1422 can see, the total number of officer-involved shootings has been
1423 roughly between one to six each year for the last decade. The number
1424 of fatal have been mostly between zero and three with one year with
1425 five, and the race has different year to year, but in most times if
1426 you look at it, that's a higher percentage, obviously, for African
1427 Americans and other groups. Though it's a harder comparison to do
1428 because there are so few shootings overall, even though no shootings
1429 would be preferred. Anyway, so that's why I was saying, there's
1430 obviously more data available. You can look in a lot of open-data
1431 sources and other things if you're ever curious. Any questions or
1432 comments? Yeah, and this is not meant to be the end all or anything.
1433 This is just basically getting a very bottom foundation kind of thing
1434 to kind of make people think a little bit about some of the basic
1435 data that is out there and available as we move forward as a group.

1436 **MALE:** Good work.

1437 **FEMALE:** Yeah. Really impressive. Thank you.

1438 **CAMPBELL:** All right. I would like to file this because some of the
1439 work that I'm doing with the patterns of use of force works on some
1440 of this stuff. So, I would like to move that we file this as - I
1441 don't know what we would call it, like a report, that was made
1442 (inaudible) so that we can put it up somewhere.

1443 **MALE:** So moved.

1444 **CAMPBELL:** Do we have a second?

1445 **MALE:** Second.

1446 **CAMPBELL:** Discussion? All in favor?

1447 **ALL:** Aye.

1448 **CAMPBELL:** All opposed? Motion carries. All right. Thank you. Next on
1449 the agenda, we had training input and challenges. We have some
1450 questions from the Emotional Intelligence Task Force that after some
1451 discussion, we decided it would be better kind of discussed as a full

1452 group or some basic answers. Is that something we want to do tonight,
1453 or do we want to push it to a later meeting?

1454 **HURLEY:** Well, yeah. I was going to say if you want to do the
1455 steering committee and stuff, I think we should push it to another.

1456 **CAMPBELL:** All right. Is everybody good with pushing it to a later
1457 meeting?

1458 **MULTIPLE:** Yep. Yeah.

1459 **CAMPBELL:** Venn, that was your task force. Are you all right with
1460 that?

1461 **WILDE:** Yeah, I think pushing it is fine. This is Venn. Yeah. I think
1462 those are issues - those questions are going to still be pertinent in
1463 two months or two years or 20 years. They're worth looking at, and we
1464 don't have to do it right now.

1465 **CAMPBELL:** Thank you. All right. We basically covered the
1466 introduction of the new steering committee when we did the election
1467 since we had just as many people volunteer as we needed. So, we can
1468 skip over that part and move into public comment.

1469 **HANDLEMAN:** All right. I am Dan Handleman. I'm with the group
1470 Portland Cop Watch. This is our most recent newsletter. It came out
1471 about a week ago. (Inaudible) if you need to get one, come see me at
1472 the end. We were at City Council today or the second hearing about
1473 the joint (inaudible) task force, and I can't remember if I raised
1474 this issue at your last meeting. But the texting scandal that
1475 happened has a direct interaction with what's - some of the problem
1476 (inaudible) community was concerned about the joint (inaudible) task
1477 force. There is a state statute that says you cannot collect or
1478 maintain information about people's political, social, or religious
1479 affiliations unless there is a reasonable suspicion of criminal
1480 conduct. And the texting scandal included an email that went to the
1481 head of the Criminal Intelligence Unit, Pete Simpson, I'm going to
1482 name his name because he's in the public eye, and instead of saying,
1483 "Oh, I shouldn't have gotten this email because it's got a list of
1484 names of people who are supposed to be a part of Patriot Prayer or
1485 people from Antifa," he said, "I got that email." Proper training
1486 that the city attorney is actually supposed to be giving to police
1487 should have told him I shouldn't be getting lists of people's names
1488 of what groups they're affiliated with unless there is a reasonable
1489 suspicion of criminal conduct. So, I would like to raise that as an
1490 issue for the Training Advisory Council to look into. Just for your
1491 information, Portland police officers who worked part time assigned
1492 to the joint (inaudible) task force are no longer assigned part time
1493 according to testimony today from the mayor or from City Council, and
1494 there was an agreement made today that's kind of going to expand the
1495 number of individual cases officers can work within the task force.
1496 So, it was kind of a - they pulled the officers out, and there may be
1497 more engagement. That's another long story. So, part of the equity
1498 discussion - now that Ms. (inaudible) is gone, she can't hear this.
1499 Hopefully, we can pass this on to her - she talked about equity for
1500 the houseless community. She talked about doing immersions in
1501 different neighborhoods. We've always said that police officers

1502 should have to do a homeless immersion before they become an officer
1503 and live on the street for 24 hours without an ID and any money to
1504 see what's it's like. We said once it happens, we at Cop Watch will
1505 start doing ride alongs, and that still hasn't happened. The - I was
1506 sort of surprised nobody mentioned the force data request that you
1507 made to the bureau, I mean, at all tonight. So, I don't know if the
1508 chief has responded or not to include the demographic data that
1509 (inaudible) shows you alongside with force data. The training
1510 division sounded really reluctant to do that because they didn't
1511 think that the data were up to date. Of course, there are these
1512 estimates that happened in between, and there ought to be data to
1513 use. It also seems that in terms of equity, that should be something
1514 the equity office should be supporting you all on, putting that
1515 information into those reports. I'm not quite sure what Ms.
1516 Weatheroy's role is in that. The PPB does an annual report. Yu may
1517 not all know that. It's part of the DOJ agreement. They're supposed
1518 to put that out and then have a meeting (inaudible) precinct and a
1519 meeting at city council about it. The city council meetings have
1520 never happened. Since the DOJ agreement kicked in in 2014, they've
1521 put out one annual report and had the precinct meetings. Even though
1522 at Cop Watch, we keep our ear to the ground, we never heard about
1523 them until after they were over. And the same (inaudible). That was a
1524 comment that was made to the DOJ. So, apparently, they're waiting
1525 until the 2018 report is done and present the 2017 and 2018 reports
1526 together at some point which I think is kind of silly. There was a
1527 comment made that there's not stop and frisk. I don't know if that's
1528 an accurate commentary. There are a lot of people in this community
1529 who police approach as a mere conversation, and they say, "Do you
1530 mind if I pat you down for weapons." That to us is a stop and frisk.
1531 It is not reported as a stop because the officer is considered to be
1532 in a conversation. Because they ask for a voluntary pat down, there
1533 is no record of it, but I think it is going on. In terms that are
1534 being - you know, a huge number of calls are being made for
1535 disturbances and unwanted persons, which refers to houseless people,
1536 Street (inaudible) presented a whole proposal about how to do triage
1537 around that. They said, actually, that - and I think this is true -
1538 that a sergeant is sitting in at dispatch now who helps telling
1539 people calling in, "It's not illegal to sit on a sidewalk," and that
1540 takes care of some of the calls. It seems like a lot more of those
1541 calls could be taken care of by, "What's happening is not illegal,
1542 and we're not sending a police officer out there," which is wasting
1543 their time and everybody's time. I also want to point out that the
1544 numbers that were up on the chart that said there were 388 calls per
1545 officer per year, yes, not every officer works every day, but that's
1546 one call per day per officer. So, even if you account for time off,
1547 holidays, and all this other stuff, that means they're handling 2-3
1548 calls per day. That doesn't seem like a huge burden. Maybe I'm
1549 missing something. I really think that this whole idea about the
1550 overburdened cops and a low number of cops is a ploy to try to get
1551 more officers on the street when we have other things that are being
1552 funded in the city. And so, you really have to think about explaining

1553 what these data mean. I mean, I'm not saying your chair is biased in
1554 that way, but you have to think about the deeper effect of channeling
1555 more money to putting more police on the streets. On that note though
1556 too, I think there was a comment also made that it made sense that
1557 the (inaudible) percent of people who were arrested would then be
1558 recipients of (inaudible) percent of the use of force. But it leads
1559 back to the same question, why are so many African Americans
1560 subjected to force? Why are so many (inaudible) subjected to force?
1561 Why are so many of them being taken into custody in the first place?
1562 Why is there such bias? Why is there such (inaudible) number of
1563 people who are African American and who are houseless being taken
1564 into custody in the first place? So, that's - I have more comments.
1565 I'll try to type up and send them (inaudible).

1566 **CAMPBELL:** That does remind me of one update, the demographic
1567 recommendation is at this time waiting comment from chief, and when
1568 we have that, we will share it. All right. Anything else before we
1569 close? Yes, Gary?

1570 **MARSCHKE:** May 19th, East Bank Esplanade, NAMI walk. Please be there.

1571 **ZINGESER:** Yes, yes, yes, yes. 1:00.

1572 **CAMPBELL:** And NAMI for anyone who might not know is?

1573 **MARSCHKE:** National Alliance on Mental Illness. Thank you.

1574 **CAMPBELL:** Thank you.

1575 **MARSCHKE:** Acronym police.

1576 **ZINGESER:** Clackamas County, Multnomah County.

1577 **CAMPBELL:** Okay. Any other comments or announcements before we close?
1578 All right. Do we have a motion to adjourn?

1579 **HULL:** So do.

1580 **CAMPBELL:** From Walt. Do we have a second?

1581 **WANNER:** I'll second.

1582 **CAMPBELL:** From Kezia. All in favor?

1583 **ALL:** Aye.

1584 **CAMPBELL:** All opposed? Thank you very much.

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1587 Transcribed 05/24/19 @ 10:28 p.m. Elice Turnbull (0318et01)