

PORTLAND POLICE BUREAU
Training Advisory Council
Training Division
November 13, 2019

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8 **CAMPBELL:** Do we have the recorder going? As a reminder, because we
9 record our minutes, please state your name before speaking, just so
10 that the transcriber has a little easier of a life and they actually
11 get the names right. All right, I call this meeting to order. Can we
12 start with somebody like to read the mission statement please? Any
13 volunteers?

14 **CARLSON:** Sara Carlson. The mission of the TAC is to provide ongoing
15 advice to the chief of police and the training division in order to
16 continuously improve training standards, practices, and outcomes
17 through the examination of training philosophy, content, delivery,
18 tactics, policy, equipment, and facilities. The mission of the
19 Portland Police Bureau is to reduce crime and the fear of crime by
20 working with all citizens to preserve life, maintain human rights,
21 protect property, and promote individual responsibility, and
22 community commitment.

23 **CAMPBELL:** Thank you, Sara. All right. Do we have a motion to approve
24 the prior meeting minutes?

25 **HULL:** So moved.

26 **CAMPBELL:** So moved by Walt. Do we have a second?

27 **ZINGESER:** I'll second.

28 **CAMPBELL:** A second from Sylvia. All in favor?

29 **ALL:** Aye.

30 **CAMPBELL:** Any opposed? Motion carries. All right, a couple opening
31 announcements and reminders. First of all, I'd like to just give a
32 little update on the recruitment drive. As people who read their
33 emails know, we started our recruitment drive on November 1st. I was
34 a little late getting the stuff out, but, so we actually started more
35 around November 10th. And we are going to be open until December 31st.
36 I sent an email out that included a list of the groups that I have
37 contacted so far. I'm glad to say we have heard back from several
38 groups including the Slavic Council, PSAP got back to us as well as a
39 group that deals with the houseless community that some people were
40 very interested in joining and they actually gave me a call last
41 night, and I just go, well, here is the application process, but I
42 think that will be a good thing to have groups from that community
43 considering such a large piece of police work involves the houseless
44 community anymore. I strongly encourage anybody, if you know somebody
45 who would be interested in the TAC, to push those materials forward.
46 Or, if you know of any organizations that would be a good group to
47 put this message out to, please do that as well. If you do put it out
48 to an organization, feel free to talk to them, and let me know so we
49 don't double up on them or anything. Or if it's just an organization
50 you don't necessarily want to contact them, I can do it. Just send me
51 the name of the organization and if you know the like somebody higher
52 up in it. Any questions or anything about recruitment before moving
53 on? All right, then the other thing that I forgot to put on the
54 agenda, but we will do really quick is have an update from the open

55 committees right now, task forces. Sara, your task force, do you have
56 a little one-minute update of what's going on right now.

57 **CARLSON:** Okay. Thank you. So, this is the task force regarding the
58 pass bill option for scenario training. We have been a little slow
59 because I have been a little slow, but we have had a couple good
60 things happen in the last month or so. Shawna and I attended the PSAP
61 meeting where the COCL, Dr. Rosenbaum spoke and he presented a
62 quarterly update on the settlement and his recommendations. There was
63 also an opportunity for then for community members to ask questions
64 related to that. And so, in addition to taking some notes on
65 somethings that he said related to training opportunities, I did ask
66 the question if he could please recommend, the work he has done with
67 organizations that is successfully transitioned out of a settlement
68 with the Department of Justice and into kind of one of their
69 operational, like, whatever going forward - these are not police
70 bureau terms - what have they done that has been successful? Are
71 there some best practices that he could recommend and then also for
72 organizations that have not been successful in transitioning out the
73 settlements and into the period where they are no longer in like that
74 year of observation. What are things that he felt would not be
75 helpful? And so, the public had until November 4th to comment to him.
76 So, I don't think that his sort of answers to all the questions are
77 back yet on the website, but we would like to incorporate those as
78 well. I've actually written to him and said I look forward to reading
79 them through the PSAP, but also that I was a member of the TAC, and I
80 spoke at the meeting, so I think he will know who I am. I spoke as a
81 community member, not as a representative of the TAC, and that I also
82 had some questions about pass bill. So, it would be really great, and
83 I'm hoping - said I would love to talk to him about that. Ideally, he
84 would also be willing to be interviewed as part of this
85 recommendation. So, I'm hoping in the next - I am sure I will hear
86 back from him, so looking forward to that. And then I have a call, I
87 have a message out to someone I know through volunteer work that I do
88 with veterans, so unrelated to the TAC. And I'm hoping for an
89 introduction to someone at the department of justice who could also
90 speak to us about some recommendations. And I am hopeful also that we
91 might get, kind of pointed in the right direction of, you know, where
92 can we go for things that have been successful for or not. So, we
93 may, in addition to the pass bill we might be able to expand a little
94 bit. At the very least, we will ensure that the recommendations, the
95 information that is shared from the COCL around what organizations do
96 to be successful or not would be shared back with the training
97 division.

98 **CAMPBELL:** Thank you Sara. Any questions concerning the task force at
99 this time? All right, moving on, there is a couple things that we
100 need to vote upon. I will state right now, because of my screw up
101 with the amendment I did not get it out in the ten days prior as
102 required by the bylaws, so we will just be discussing it today, we
103 will not be voting on it. We will vote on it in at the January
104 meeting. Prior to getting to that, let's go ahead and do the comments
105 and suggestions report for the Community Active Shooter Preparation

106 Instructor Training. This was a training that was attended by myself,
107 Sara, and Sylvia. It was basically where the bureau was training
108 officers to go out to community groups who were interested to train
109 them about kind of tactics and strategies to use in case of active
110 shooters, which is, most of you can imagine is forefront of a lot of
111 peoples' minds these days. It's kind of a two-fold thing where a)
112 usually the bureau doesn't do this type of work, just because of
113 limited resources. But it is also something that is giving access to
114 a lot of groups that the bureau hasn't historically had a lot of
115 access to help the relationships, such as the Islamic or Slavic
116 populations. And it's something they could probably be expanded
117 beyond there. Also, I'll let Sylvia and Sara speak to it if they
118 want. But overall, I thought it was an excellent training. It was
119 very well thought out. You could tell that everyone who was there
120 from the bureau who was there, there were volunteers. No one was
121 requiring them to, and you could tell they had a lot of energy and
122 want to do this work. Sylvia or Sara, is there anything to add?
123 **ZINGESER:** it's been a couple of months, and we just went in like
124 August or September -
125 **CAMPBELL:** October 4th.
126 **ZINGESER:** Oh, was it October 4th? Anyway, it was interesting, as some
127 people understand when police officers go up to a car, that is one of
128 the places that police officers are often shot. Actually, they can
129 get killed very easily - I should explain what they did. They had a
130 car...
131 **CAMPBELL:** This is the active shooter training that happened later.
132 **ZINGESER:** Oh.
133 **CAMPBELL:** We already voted on that.
134 **ZINGESER:** Oh, we already voted on that. Well, pardon me.
135 **CAMPBELL:** It's the one where the officers were being trained about
136 how to go up to a community organization about the Active Shooters.
137 **ZINGESER:** Yes, that's right.
138 **MALE:** Sylvia, the one that you were talking about is the one you and
139 I went to.
140 **ZINGESER:** Yes, that's right. Yeah. I'm having a senior moment.
141 **CAMPBELL:** No worries.
142 **MALE:** There are two senior moments in here.
143 **ZINGESER:** Anyway, okay, I'm back on it. Okay, this is for when they
144 were talking about the community, different religious communities
145 being very concerned about an active shooter coming into their place
146 of worship and maybe killing people. People are concerned about that.
147 And so, it seems to be - Neve Shalom is the synagogue that contacted
148 the Portland Police and asked them to come out and give them a talk
149 about what should they do. And so, there have been - a mosque on
150 Foster, I believe, that Aman asked for the police, correct me if I am
151 wrong, okay? Asked If the police could come out and talk to them.
152 What should you do if someone comes in, what do you look for? So,
153 this is a - yeah, you know, I put that out of my mind, I really did.
154 I really did, because this is frightening. And that was a powerful
155 conversation for us to hear this first-hand about the training that

156 they are trying to do. It is open to any community who wants the
157 police to come in and talk with them about what we should do should
158 that happen. Do you want to add something to that Greg?
159 **STEWART:** First, I appreciate all three of your comments and I think
160 Natasha contacted you, but I don't know if she got back to all three
161 of you, but I know Natasha Huntsberger (inaudible, phone ringing) who
162 put it together were very appreciative. So, thank you guys for
163 participating.
164 **CAMPBELL:** Just for clarification, Officer Natasha Huntsberger is in
165 charge of the community outreach for the bureau.
166 **ZINGESER:** Right.
167 **STEWART:** And this is kind of like they said, and I think it is
168 important to preface this, we did not want to get into the business
169 of doing active shooter trainings, because we thought we could
170 potentially get swamped with demand, but what we realized this has
171 actually allowed us to contact groups that historically - as a way to
172 build inroads with groups that we historically haven't been able to
173 build these inroads with. So, it's been - so far it has been good. I
174 don't want to misquote, it's either nine or eleven presentations we
175 did last month alone, so, since we have initiated it, which probably
176 accounts for hundreds of positive contacts. And I think another piece
177 to say, and I hope this came across, we're trying to avoid a fear-
178 based sort of response. One of the very first slides they do is break
179 down the improbability of this event actually occurring. So, we try,
180 I mean it is naturally scary, and it is probably impossible to
181 provide that training sort of in a totally fear neutral environment,
182 but it's not, like I said, it's probably the sixth slide that they
183 compare the risks, and as Shawn I think pointed out, one of them is,
184 I think they compared it to being struck by an asteroid or something
185 and it's, I don't think those numbers are right. I have Leo working
186 on them and I can fill you in later on where that one came from. But
187 it's like basically the odds are greater of being struck by an
188 asteroid, which is actually not totally accurate. But the idea was to
189 kind of preface it in the context of all the risks people face. And
190 so far, like I say, it's been super successful, and we appreciate the
191 TAC's involvement in general and the Pier 3 involvement. Like I say,
192 it's already in the first month we have made, I want to say, it was
193 either nine or eleven presentations we did to different community
194 groups. And it is also really nice, because as you guys saw, we had
195 gosh, probably seventy officers here volunteering who wanted to learn
196 how to give the training. And that is all volunteer, knowing that
197 they are going to be working with the Office of Community Engagement
198 and like a really diverse group of officers, which is great because
199 a lot of our officers from these different, more marginalized
200 communities, sort of end up being this point of contact for their
201 community, so all in all, we were really pleased. And again, thank
202 you as a group and individually for helping us on it.
203 **CAMPBELL:** Sara, do you have anything to add?
204 **CARLSON:** Well, I would just say that one of the things that was
205 brought up in the training is, you know, I shared as a community

206 member how much, like, I have appreciated a friendship that started
207 several years ago with an officer. And it started on a ride along,
208 but over time we have gotten to know each other better, so I've had
209 someone I could ask questions of. We talked about the fact that, you
210 know, as you are reaching groups that maybe don't have a relationship
211 with the police bureau or they haven't had a positive relationship,
212 if the police bureau is coming in and presenting something that
213 people would like to know and understand. Although the likely hood is
214 small, the impact on communities when it happens is tremendous. Or
215 like with the Hispanic community in Portland when there was a
216 shooting, at the Garlic Festival in Gilroy California, we have
217 Hispanic populations in here that are in areas that are very similar
218 to that, that are very nervous, so having, you know, kind of
219 compassion for that. But also, if they are coming in and they are
220 maybe wanting something that is important to them and maybe making a
221 personal connection with an officer or getting a name or a card at
222 the point when they might need advice or support, they have someone
223 to call. If you look at specifically maybe some cultures that are
224 more a little bit more male dominated, women might not be able to
225 come into a presentation on domestic abuse, but they could come to an
226 active shooter program. And maybe they could meet a female officer
227 and get her card, so that they will have something to talk about
228 quietly on the side, they could do that. So, it is just another way
229 to start to build those relationships.

230 **CAMPBELL:** Okay. Walt, do you have a question or a comment?

231 **HULL:** My name is Walter. I need to make a suggestion. I have had a
232 few twitches from friends. I was scheduled to come out and observe
233 with Sylvia and etc., and I couldn't make it. But I have talked to
234 some people about this situation and my question is, are you going
235 out and talking to principals, administrators and teachers in private
236 schools and if not, why not?

237 **STEWART:** So, I don't know how - the program itself, the training
238 piece is at the training division. The community services division is
239 sort of handling all the points of contact. So, I don't know who they
240 have reached out to in particular. I could find a list of - I have a
241 list of who we have been to. I can email you that, to let you know
242 who we have been out to see, but I don't know - in terms of doing a
243 lot of outreach with this program, I think most of our outreach is,
244 again, more pointed towards marginalized groups that we cannot access
245 other ways. Our one biggest concern about this training is more about
246 the demand exceeding our capacity to deliver it, you know, because
247 there is a lot of demand for it right now. So, I can check with
248 Natasha and take a note and get back to you. I'll get you a list of
249 who we have actually visited. I want to say there was eleven, there
250 was nine, I think I had nine, and I have a little database, but I had
251 nine, then someone told me they forgot to log two of them, so they
252 were supposed to go log them. So, I think the total came to eleven,
253 so I'll get you that info.

254 **HULL:** To follow up, what I was just talking about, I had some good
255 friends who their children were at school when the young man walked

256 in with an AK 47 and shot little 5 and 6-year-old kids. I don't think
257 there is anybody here that doesn't know that I am a true believer in
258 community policing, voluntary compliance and all of that stuff. I
259 think everyone knows that because of what I do. But these people need
260 this information. And while it may be that nothing would ever happen,
261 you know, and they could get struck by an asteroid, but this lady
262 over here, Sara, she pointed out something that is an inevitable
263 truth. The inevitable truth is that all of this is really nice, okay,
264 but what if it happens? And what if it happens in a place where maybe
265 that this needs to be a priority. Maybe that this is something that -
266 if I were a parent, okay, of children in grade school, junior high
267 school, middle school or high school or whatever, I would certainly
268 want my son or daughter to know what to do. But mostly I want the
269 principal and the administrators and the teachers to know what to do.

270 **DANIELS:** This is Karen Daniels, and I can address that.

271 **HULL:** Yes ma'am.

272 **DANIELS:** School districts do have their own curriculum, or -

273 **HULL:** We do understand about public schools, but my question is, what
274 are we doing with private schools?

275 **CAMPBELL:** For a point of clarification, Greg or Sara intends, I
276 believe that any group is allowed to request this from the police,
277 correct?

278 **STEWART:** Yes. And we do have now, like I said, sixty or seventy
279 people trained, so it is certainly something we can see about sort of
280 what that looks like in terms of capacity.

281 **HULL:** Could you email me and give me the contact point where somebody
282 that would want these people to come out to their school, that they
283 could contact? That would be helpful.

284 **STEWART:** Yeah.

285 **HULL:** That would be helpful.

286 **STEWART:** Yeah, I will get that to you tomorrow in fact.

287 **HULL:** Okayt very well.

288 **STEWART:** Kate, would you help me remember and write that -

289 **BONN:** Yes, absolutely.

290 **STEWART:** I have senior moments as well, so.

291 **CAMPBELL:** We're running a little behind, so..

292 **FISCHER:** I'll be super quick. Are you teaching, or in this thing, are
293 you pushing people to get public alerts on their phones? And the
294 reason I'm asking that is because there is a spin-off fear with
295 active shooters, and that is, does the community around know that an
296 active shooter event going on. I live up by Lewis & Clark and I am
297 kind of worried about what happens if there is a shooter on campus,
298 are they going to run into the neighborhood. And one of the great
299 things the police force has, is that you call in 9-1-1, you tell them
300 how big of a perimeter you want, and that information goes out to
301 everyone who has public alert on their phones and tells them, wait a
302 minute, there is an active shooter event, stay away from this area
303 and so on. And I think that is a tremendous service to the public
304 that the police do. I think you ought to advertise that. There's a
305 community effect for this thing.

306 **STEWART:** I'll look into that. I know there's a section on social
307 media during the event, like on utilizing social media to gain
308 information, but I don't know if they specifically put their - (two
309 people talking)

310 **FISCHER:** Public Alerts is a government program, and in fact, why I
311 had known this, because PBEM (Portland Bureau of Emergency
312 Management) pushes that public alert. One of the advantages, we say,
313 is that you are going to get an alert if there is an active shooter
314 event and there is an app you have to download on your phone, and we
315 push it a lot.

316 **STEWART:** I will check that. (Inaudible, crosstalk).

317 **FISCHER:** And I'm very happy to know that the police were (inaudible)
318 into it to put a perimeter around.

319 **CAMPBELL:** Any other comments or questions? All right, do we have a
320 motion to officially record this comments and suggestions as with
321 comments and suggestions are already given to the police just so we
322 can put them up on the website? Do we have a motion for that?

323 **HULL:** I move.

324 **CAMPBELL:** So, moved by Walt, do we have a second?

325 **CARLSON:** I second, Sara

326 **FISCHER:** For the person who is recording, it was Bob Fischer who was
327 last speaking.

328 **CAMPBELL:** All in favor of the motion?

329 **ALL:** Aye.

330 **CAMPBELL:** All opposed? Motion Passes. Thank you. All right, Another
331 thing, kind of a quick clearance thing. We have a motion from the
332 Steering Committee to make the Steering Committee the official
333 recruitment committee for this year so basically the Steering
334 Committee will just oversee recruitment. In past years we have had
335 separate committees, but this year we decided to just kind of keep
336 it. So I would, as the chair for the Steering Committee, would like
337 to make that motion that the Steering Committee take over as the
338 recruitment committee during this recruitment phase. Do we have a
339 second?

340 **ZINGESER:** I second.

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

342 **ALL:** Aye.

343 **CAMPBELL:** All opposed? Motion carries. All right, that brings us to
344 the amendment on the bylaws. We have two choices, we are running a
345 little bit behind on this, so we can either discuss it now. We will
346 not be able to vote on it tonight as mentioned, because of my bad, I
347 sent it out nine days instead of ten days, and that is actually
348 something that, with the rules of order cannot be broken. So, I guess
349 would people like to kind of hear about it now or do we want to table
350 it until January?

351 **FEMALE:** Let's table it. Somebody is going to have to -

352 **CARLSON:** So, can I ask a couple questions?

353 **CAMPBELL:** Yes.

354 **CARLSON:** If you don't know, this is Sara Carlson, whoever the
355 recorder is, and I'm not an expert of the rules, so I actually - but
356 I read the bylaws because we were going to amend the bylaws. So, it's
357 my understanding that a proposal to amend the bylaws would need to
358 come from the TAC, not from the Steering Committee, so the TAC would
359 actually have to actually vote to request such an amendment.

360 **CAMPBELL:** I don't think that is correct with the bylaws. I believe
361 that just the amendment has to be shown.

362 **CARLSON:** So, article seven amendments says, TAC members may propose
363 amendments to these bylaws by a vote of three fourths of TAC members
364 present at a regular or special meeting. And then article four,
365 section for authority, the Steering Committee does not have any
366 authority to act for or on behalf of the TAC's membership without
367 express authorization by a majority vote of TAC members present and
368 called upon to vote at a meeting.

369 **CAMPBELL:** Correct, except for the proposal to come, it has to be
370 presented to the TAC within ten days before the meeting, sorry ten
371 days before the meeting, and then it can only be passed by three
372 quarters of present TAC members.

373 **CARLSON:** But doesn't the TAC have to request that (talking over)

374 **CAMPBELL:** No, any TAC members can propose changes to the bylaws. Yes.
375 Anybody here can do that.

376 **MALE:** Including the Steering Committee?

377 **CAMPBELL:** Yes.

378 **CARLSON:** Okay.

379 **HULL:** My question is, I do not have any information that I could vote
380 one way or another, simply because I don't know what occurred in 2018
381 and 2019.

382 **CAMPBELL:** All right, since we're kind of opening this up a little
383 bit, I will explain the idea behind this amendment. The concern with
384 the Steering Committee and several members of the TAC was that with
385 our recommendations from 2018 and 2019, we did not hear anything
386 back. In fact, the 2017 recommendations we made were put forward in
387 May of 2018, and we did not hear anything about it until - anything
388 back from the chief's office until this October. So basically, all
389 this is trying to do, historically speaking, we have gotten responses
390 from the chief's office; however, it is not actually in the bylaws.
391 It's in the city resolution that created us, but not in our bylaws.
392 And basically, what this is going to try do is create some kind of
393 timeline of an expectation basically of when we will actually get
394 some kind of response so there is not such a huge delay again. Now,
395 this language that we are using here or that we put in here is the
396 exact same language that the PSAP has in their agreement with the
397 city.

398 **HULL:** That's important. It is already language that has been
399 accepted.

400 **CAMPBELL:** Right.

401 **HULL:** Other such committees.

402 **CAMPBELL:** And that's why the specific language was chosen. The plain
403 and simple idea behind this is, we just want something in the bylaws

404 that kind of guarantees some kind of response so that when the DOJ
405 settlement agreement is gone, we still have something at least that
406 at least says it is an agreement between us and the bureau that these
407 things are going to get done.

408 **FISCHER:** It's not a guarantee, it's an expectation.

409 **CAMPBELL:** Correct.

410 **MALE:** And Shawn, right now, there is no standard or is there a
411 different standard.

412 **CAMPBELL:** There is no standard in the bylaws at this time.

413 **HALL:** Tyler Hall speaking. I would also add that, whether or not it
414 is in the initial settlement, I think it is still incredibly
415 important to have such wording. I think that having it in the
416 original settlement is great, with or without it, it's still
417 important for accountability.

418 **DROPPERS:** This is Danielle Droppers. I would also add that I really
419 do support this also, because given that there is the DOJ settlement
420 in place now, and we're having this delay of response times, I think
421 it is important, especially once the DOJ settlement goes away, that
422 there is some set expectation, standardized expectation that we have
423 some timely response.

424 **HULL:** Walt - I move that we table this issue now until next meeting
425 to vote on it at that time. We can have a full discussion on it then.

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

427 **STEWART:** Second.

428 **CAMPBELL:** All in favor of tabling this discussion until the next
429 meeting?

430 **ALL:** Aye.

431 **CAMPBELL:** All opposed? Motion carries. It is tabled until the next
432 meeting. All right, moving forward, we will not get our quarter-two
433 update concerning the quarter two 2019 use of force summary from
434 Lieutenant Niiya. And sorry about the delay.

435 **NIIYA:** Stand by while I log in this. Okay. Good evening. I am
436 actually going to talk about quarter two and quarter one, since I did
437 not present last time. We had my team give you guys the audit update,
438 so we didn't talk about the quarter one at that time. I got an email
439 from Shawn asking for a little bit different flavor, so again
440 feedback since we are (inaudible) save time and give you guys what
441 want you want. Just to quickly go over the Q1 and Q2. You can see the
442 total number of custodies there, the use of force, again, we are
443 still hovering around the same numbers. We are not really moving our
444 numbers at all with the amount of force applications, events and that
445 kinds of stuff with our arrests. You can see, though, the calls we
446 serviced did go up steadily between Q1 and Q2. But again, everything
447 is relative to the numbers. Applications of force for Q1, again, we
448 are still using very low levels of force. We are using that category-
449 4 force: resisted handcuffing, control against resistance are by far
450 the majority of our force applications. Our officers are doing a
451 really doing a good job of controlling these folks at a low level.
452 For Q2, again, a little bit of an increase there. We can go back
453 there, an example there, the control against resistance we have is

454 about 50-60 more applications there, but the percentages are still
455 within the same range, right. We're still talking about a lot of
456 category-4 low level stuff. The takedowns, we will get that here in a
457 minute, it shows a little more in Q2, a lot of the controlled
458 takedowns as well.

459 **DROPPE:** Danielle, what specifically is a takedown?

460 **NIYA:** If we go from this to, onto the ground, that would be a
461 takedown. We changed this along when we added these category 4 back
462 in 2017-ish, 2018. A controlled takedown is, we found officers a lot
463 of times, we have trained to have multiple officers to come to help
464 try to reduce the force, deescalate that kind of stuff. We are
465 finding officers grabbing limbs. We would have one officer on this
466 arm, one officer on this arm, maybe someone grabbing a leg and
467 literally picking someone up and gently laying them on the ground
468 versus, I think probably of what some of you guys have gone through
469 with the training is when we go to dynamic takedown, throwing someone
470 to the ground by the arm bar kind of thing. So, we broke that down.
471 We did not feel that the dynamic takedown was the same as the
472 controlled takedown, so we broke those out. So that is the difference
473 between those two. I will tell you it gets a little blurry at times,
474 and since we have kind of (inaudible) normal see a (inaudible) and
475 then if it is highlighted with the takedown. When I took over this
476 position from then Lieutenant Dawson, we reevaluated the takedown
477 versus the controlled takedown. We found some people trying to maybe
478 say it was a controlled takedown, when maybe there is video or other
479 descriptions and really to me sounded more dynamic. So, I really kind
480 of tightened up what we were counting as controlled versus the
481 dynamic takedown. I just feel that if we're going to be doing a
482 takedown and it sounds like a takedown and it is dynamic in nature,
483 let's just call it that. That's kind of why you are going to see
484 those numbers rising a little bit, because we really kind of
485 reevaluated what those were. And I pushed it out to the officers as
486 well. Training Division 2017 I think, we did videos to show the
487 different between a controlled takedown and a takedown. I reposted
488 those so that everyone has the ability to review those videos to see
489 kind of 'What did I do? I did this and I did that.' That's why those
490 numbers kind of went up. All right the one thing I kind of saw these
491 things is our applications of force are going up, right? Calls for
492 service going up, custodies, applications, but are we really doing,
493 why is the application of force indeed rising. And I tell you I've
494 read every single force report, every single event since taking this
495 office in April. I can tell you that the training we have with
496 multiple officers going to the scene to try to help deescalate to
497 help try to use lower levels of force is really happening. And so, I
498 asked the team to break out and look at what is the average number of
499 officers on the event doing applications. And you can see, again, we
500 have a high number of controlled against resistance, resisted
501 handcuffing. We have nearly two officers on a person applying that
502 force and the officers are doing a great job of breaking down the
503 step by step things that they are doing in these events, and so you
504 can have a person having control against resistance moving into a

505 resisted handcuffing, maybe going back to a control against
506 resistance. And the officers are thoughtful enough to, as they are
507 writing their reports, breaking out individual applications. So, you
508 are seeing multiple applications by multiple officers being on one
509 event. And that is why the numbers are high. But I would say that is
510 a good thing, because we are not using a higher level of force. We
511 are very low level. We are just struggling getting people into cuffs.
512 **MALE:** We have just started integrating that into the training of new
513 the officers. It is actually really difficult. We have a lot of force
514 events where there is fourteen or fifteen different iterations of, I
515 started, and then it was control against resistance, and then was
516 resisted handcuffing, then it was a controlled takedown and it was
517 control against resistance. And the officer after they have used
518 force, is having to remember every single thing that occurred during
519 this high dynamic encounter, which is very difficult, borderline
520 impossible. So one of the things we are doing with our new recruits,
521 in fact we just did it yesterday, is we are running them through
522 simulated encounters and then having them recount to us what they did
523 exactly, because it takes - you almost have to train on how to do the
524 reporting. Beyond just, it's not just how to use the force. We are
525 actually having to train them on how to report the force. Because
526 it's almost like being, as if you are recounting like every single -
527 imagine being a boxer trying to recount every single thing that
528 happened, you know, so we're putting a lot of energy into actually,
529 like Jeff said, improving the reporting itself and not just the use.
530 **NIYA:** And I will say, we're almost to the point where we might be
531 over analyzing and over reporting and breaking it down, like "this
532 finger, that arm", and so - that's the point we're at though. These
533 kids we're hiring now, they have the capacity to do this. They are
534 sponges, right? They are learning, this is what they have - this is
535 how they've been trained, not like some of our older officers who
536 this has been that transition to learn how to do this kind of writing
537 and analysis in their head. But these kids nowadays, they are getting
538 it, so we are getting some real good FDCR's breaking out each
539 application. Again, that is why are numbers are kind of going up and
540 yet I would say that it is a positive thing in our line or work right
541 now. So, one of the things Shawn talked about, like changes over
542 time. So, we pulled the last four quarters here for you. Again, you
543 can see back from Q3 of 2018 to Q2, calls for service kind of roughly
544 in the same ballpark there, high 80s, low 90s. We had the increase
545 there of the force events and force applications, but if you take the
546 ratios there of the force events and the custodies, it is all about
547 three percent. We are hovering, again, it is very flat. The numbers
548 are fluctuating, but the ratio is staying the same. You can see there
549 again changes in the force applications, everything is still very low
550 level mostly around that handcuffing resisted control. The highlight
551 here is the takedown. Again, we talked about that, that was just my
552 reminder to make sure and tell you that we are tightening up that
553 takedown kind of review and how we're analyzing the force by the
554 officers.

555 **MALE:** Can you provide an explanation for force events and force
556 applications and what the difference is between the two?
557 **NIYA:** Sure. A force event is the event itself. So, I come to try
558 and arrest you, and use force on you. That is the force event. Now,
559 let's say it is me, Shawn, Marlin, all using force against you, so we
560 have multiple applications of force on you in that event. And, again,
561 that is why I said, that force application looks really daunting,
562 right? And high numbers. Like, my God! We have a lot of applications
563 of force. It's because we have multiple officers there trying to get
564 you under control.
565 **STEWART:** And in some of that reporting aspect, the officers are
566 recounting, like, they are doing doing a better job recounting each
567 of these individual applications.
568 **NIYA:** And that is why I'm just wanting to kind of give you that
569 perspective. Yeah Bob?
570 **FISCHER:** This is Bob Fischer here. Does every officer involved in the
571 event have to write an individual report?
572 **NIYA:** Yes, if they use force.
573 **FISCHER:** Every officer has to write one, okay.
574 **NIYA:** And they have to break down each application of force.
575 **FISCHER:** I got you. Okay. Thank You.
576 **NIYA:** So, I'll tell you, I've read every single one that has come
577 through since I have been in this job in April. There are cases when
578 we have five, six or seven officers writing up DCRs. And a lot of it
579 is around, I struggled to get this person in handcuffs, this is how I
580 got him in handcuffs. But, that is, I mean again, they are doing a
581 lot of good reporting.
582 **FISCHER:** Okay.
583 **NIYA:** And then of course, on the right side of the screen there you
584 can see kind of our break down of the applications. The CWs, you
585 know, we have been kind of steady in that in these last few quarters.
586 So, attributes, to kind of break out who we are having forced events
587 with. You can see the arms subject or the reported to be armed, and I
588 think we talked about this a couple of sessions ago. You know, this
589 could be either they were actually armed, or we were told information
590 that they were armed, and so we may or may not know, but we are going
591 in with that mindset. You know, you can see again, most of it is low
592 level control, right? It is for those who are armed. Pointing a
593 firearms, again a higher category because we have that potential
594 weapon involved, that's the mentality of people going in. And then on
595 the right side there we have our mental health crisis folk. Again, a
596 lot of low level just trying to control them. You know, the officers
597 are doing a great job with our mental health crisis folks, getting
598 them the help they need, helping AMR get them to the hospitals,
599 Unity, and that kind of stuff. That's where a lot of that - those
600 applications are coming to, is helping the AMR.
601 **FEMALE:** What's PIT?
602 **NIYA:** PIT, that's the cool little car thing where you spin the
603 car.
604 **FEMALE:** Oh yeah.

605 **DIAZ:** Pursuit Intervention Technique, but it's the cool little
606 (inaudible, beeping) anything. Transient subjects. I know this has
607 been in the media. The homeless using force, making arrests, that
608 kind of stuff. I wanted to say that we helped update our definition
609 of this. I'll just tell you kind of what this is. We have done a poor
610 job of really defining what homeless transient is. If I arrest Greg,
611 and Greg doesn't want to tell me where he lives, I may be lazy, and
612 just put homeless transient on the custody report. If Greg is couch
613 surfing with his friends, he might actually have a house, he might
614 have an address, but he's just couch surfing, we might list him as
615 transient homeless. And then we do have our people that are actually
616 living outdoors and are homeless by nature. So, these numbers are a
617 little askew. I want to make that a point, that we don't have a
618 really good handle on how officers are doing that and so we are
619 talking about that internally. How do we define homelessness,
620 transient, and when it appropriate to report that? Just so you have
621 that knowledge there. Yes Bob?

622 **FISCHER:** Again, are we looking at numbers that are the number of
623 reports or the number of individuals who had -

624 **NIYA:** These are applications, so how many times a person -

625 **FISCHER:** So, if five people were involved in it, that is written as
626 five up there.

627 **NIYA:** No, so this could, I mean so we have had, let's say take Q2
628 2018, 176. Do I have a little laser on this? I do! Nice, 176 right
629 here, right? So that could be, in the report it shows you how many
630 subjects there actually were. That could be like 30 subjects, but
631 they had 185 applications.

632 **FISCHER:** That is really a bad way to report stuff. Maybe, I guess you
633 have to do it that way, is that right, according to the, because that
634 is an inflated number.

635 **NIYA:** That is why I want to give you the context, because they want
636 us to do this finite reporting, which I think is appropriate. But we
637 have to put the context behind the numbers, otherwise it does, it
638 sounds confusing, it sounds inflated, it sounds like, my God, that is
639 really high.

640 **FISCHER:** But you don't have the context up there. The context is
641 that there were five officers involved in that event with one person.

642 **NIYA:** And I'll tell you, if you look at the actual report that is
643 online, we actually have the subject numbers and that kind of stuff.
644 So, I don't want to be boring up here and just read you the entire
645 report.

646 **STEWART:** It's also helpful if you see the bottom line with total
647 subjects.

648 **FISCHER:** Oh.

649 **NIYA:** Yeah, so you know, yeah, so you can get it down there.

650 **STEWART:** You kind of get a sense of the kind of number actual number
651 of people we are talking about.

652 **NIYA:** Thanks Greg.

653 **FISCHER:** Oh, yeah. That is better.

654 **NIIYA:** And then alcohol and drug - and I'll tell you this as well,
655 the other thing with these numbers that, especially in here and even
656 in the report. If you look at the report, you can have someone that
657 is listed as transient, under the influence of drugs and armed. They
658 are going to be in every single one of these slots, each one of those
659 categories. So, they could get double counted, triple counted
660 depending on what attributes they have around them at the time of
661 arrest. So, this again, put that asterisk in there - And again, you
662 can see all this stuff very low level. Q1, your demographics here,
663 these have not changed over the quarters that I have looked at, I've
664 seen pretty much the same numbers, percentage wise as well of the
665 total custodies. Again, Q2, the percentages are very similar.

666 **FISCHER:** I'm not trying to be impertinent, okay? That's not the
667 purpose here, but I'm going to ask you a question, all right?

668 **NIIYA:** Sure.

669 **FISCHER:** You have an officer or officers involved in one of these
670 situations, okay? How much time passes between the time that the
671 incident occurs and when these people have to write these voluminous
672 reports.

673 **NIIYA:** I would say it depends on the event out in the field, right?
674 Let's say it is just a normal, I arrest you; you go to jail. They are
675 probably writing those reports within an hour after taking them to
676 jail, putting them in the jail, back out to their car, back up to the
677 precinct. Now if you are downtown, maybe it would be a little quicker
678 because you are closer to the jail than driving all the way out to
679 each precinct. And I would say, voluminous reports, so again, these
680 kids today, I interact with them. I go downstairs, I talk to them, I
681 see how they are doing, I get feedback from them. The kids today,
682 now, they are good. They know the system that we write our reports
683 in, unlike myself and Greg, who had to relearn the system, it's like
684 our third system we have had to learn how to write reports in. All
685 they've known is the DOJ settlement agreement and the times and what
686 was required and expected of them. They are going and writing reports
687 really quick now. They have got the system down to where they know
688 what they need to write in the reporting system. They know what they
689 need to write on the force data collection report. They know they
690 don't need to be writing volumes, because I have to read them all - I
691 told them, hey I have got to read them. Someone's got to read this,
692 right? They get to the point is what we want, concise, to the point,
693 give me the facts, tell me about your thought process, why you did
694 what you did. They are doing better. And so, yes, there are times
695 when we have a very in-depth investigation that needs to occur, takes
696 time, but for a lot of this low-level stuff, this category 4
697 resisting handcuffing, they can be in and out pretty quick.

698 **STEWART:** They have streamlined it a lot for things where people
699 aren't likely to be injured. So, the resisted, in the resistance
700 control might literally be just holding someone down on a gurney
701 while they are going on some sort of mental health thing and they're
702 getting wrapped up. Or it might be like two of us just try to force
703 your arms behind you back, and you are not willingly putting your

704 arms behind you back. On those sorts of things, they've gotten a lot
705 more -

706 **NIYA:** Just give me a couple of sentences, just give me your
707 thoughts, and we're good.

708 **STEWART:** And there's a lot of boxes to guide them through it. But on
709 the more complex ones though, it is still a massive ordeal. I would
710 argue that anything that is a category 4 is like a huge -

711 **NIYA:** Sure. I would say, too, I mean outside of force, let's say I
712 have a burglary investigation, and I have a bunch of stolen property
713 that I just collected. It is going to take me a long time to go
714 through it and categorize all that property. So, it is relative,
715 right?

716 **STEWART:** And those are instances where someone is more likely to
717 get injured. I think the big difference is, if somebody was - if
718 there is a higher likelihood of injury, I think we put more -

719 **NIYA:** We have tried to guide the officers. Part of my job, I see,
720 is to help them do their job better, right? I try to give them
721 feedback and advise on how to do their reports correctly, concisely,
722 quickly. And I think it is paying off. I really do.

723 **FISCHER:** I'm just going to ask one more question.

724 **NIYA:** Sure.

725 **FISCHER:** These people are writing these reports. It would seem to me,
726 okay, that if you had, instead of paper, you had the ability for
727 these people to either on site or in the car, or whatever else, that
728 they could go through this and put that and have it as a recording
729 and then have civilian staff then put it on paper, that these people
730 could be back on the street a heck of a lot better than going in and
731 sitting down and writing down reports on pieces of paper.

732 **NIYA:** I'll tell you, so back when I started many years ago, when
733 Greg and I both started, we actually had, the detectives had
734 transcribers. Detectives never wrote one single report in their life.
735 They dictated it and it got transcribed. They don't even do that
736 anymore. I appreciate the thought. We always want to try and find
737 time savings. The officers, they have the ability to do this in their
738 cars, it's a PDF, so they put it up on their computer, check boxes as
739 much as we can, some narrative. So yeah, we try to find time savings,
740 I do not know if we are ever going to get to that point, but I'll let
741 the training division take that under advisement. Bob, you had a
742 question?

743 **FISCHER:** Yeah, quick thing, the ride along that I went on, we went to
744 dinner right after and they guys brought their computers in, and
745 while they were eating dinner they were typing their reports, and I
746 thought one was going to be a pretty difficult to report to do. There
747 was a lot of wresting, a very aggressive person. But they seemed to
748 be just fine eating a sandwich and - (laughter).

749 **NIYA:** But you see they are smarter than not, they took their
750 computers into dinner it sounds like, where we used to sit there with
751 our, handwriting on our legs.

752 **FISCHER:** No, no, in the restaurant.

753 **DROPPERS:** Before you move on.

754 **NIIYA:** Yes.

755 **DROPPERS:** This is Danielle Droppers. I am wondering if you could say
756 a little bit about what kind of conversations are happening, what
757 kinds of efforts are going into discussing the overrepresentation,
758 specifically of black folks and Latino folks in these figures. Like,
759 what's going on there?

760 **NIIYA:** We arrest people that we have criminal charges on. I have no
761 control over that. I know that we have had that conversation last
762 time, right? There is not a lot of things for me to say about how we
763 go, how the officers go out and arrest people and charge them for
764 whatever crime they are going to be charging them on. That's not
765 within my prevue.

766 **DROPPERS:** That wasn't my question though. My question is, are there
767 conversations that are happening at the bureau to discuss what's
768 going on and why -

769 **NIIYA:** Again, not my lane. That's not my lane, so I don't know.

770 **DROPPERS:** I would like to know whose lane it is, at the bureau to
771 talk about those kinds of issues.

772 **NIIYA:** I'm not here to answer that question for you, I'm sorry. I
773 don't have that answer for you.

774 **DROPPERS:** Does anybody have that answer?

775 **FISCHER:** Talk about your studies.

776 **STEWART:** We have done - we are - my knowledge is more related to
777 Stops Data, as that is what I was more involved with. But I've sent
778 Robert a lot of those, we put a lot of thought into that. Strategic
779 Services is in particular has made I think gross strides. I know that
780 at the training division we have added the procedural justice and are
781 working on sort of the equity piece. We have also incorporated
782 diversified training into the procedural to address this. So those
783 are the sorts of things we have been doing at this division. As an
784 organization, we are going to talk a little about equity, so I don't
785 want to totally punt the ball, but I know later on our next
786 presentation will be on some of the equity work we are doing, but I
787 think it is all related. I think in terms of, at the precincts I
788 know, the things they have done in terms of our crime reduction
789 missions have been focused on more sort of engagement and problem
790 oriented policing, which has a lower likelihood of force and is more
791 aimed at addressing root causes of crime. So, if we can address crime
792 through prevention, we are much less likely to even need to make an
793 arrest in the first place, which is going to reduce the need to
794 force. I know, last week I was in Missouri. We are doing a community-
795 based crime reduction brand in Park Rose, and the idea is to work on
796 physical infrastructure to improve public safety, so those are the
797 kinds of things we are doing. I think the biggest piece that sort of
798 directly relates to this would be the crime reduction stuff. I think
799 it is really - we are taking a different approach to reducing crime.
800 I do not want to speak out it too much, because I was involved when I
801 was in North before I came here, I was the special projects and
802 mission's person. So, I coordinated a lot of that activity. So, I
803 know what I was doing when I was in that position, but I have not

804 been in that position now for almost six to eight months. But I'm
805 presuming my predecessor, the person who replaced me, is doing the
806 same thing. And then I know when they talk about crime reduction
807 missions, they factor equity into how they organize the missions. And
808 again, I'm not privy to those conversations. Those are done at more
809 of a captain level.

810 **MALE:** So, would Captain Hurley perhaps be the right person to ask
811 about who in the bureau is discussing the trends that they might see
812 in Hispanic and African American people being overrepresented here?

813 **STEWART:** I don't know if Captain Hurley would be the right person, or
814 if it is Marlon?

815 **MARION:** Can I try maybe? My name is Marlon Marian. I'm speaking as
816 the interim equity inclusive manager, but I have only been in this
817 role for about three weeks now, but prior to that I was hired to be
818 the equity and inclusion admin. It was my job to identify why these
819 trends are showing up like this. And not just for this particular
820 situation. My research is on hold until I am an intern, but if I go
821 back into my previous position, I have written out a work plan to
822 start identifying why these things are showing up. And not just with
823 this kind of data, but any kind of inequities, it would be my job to
824 identify any kind of inequities with the data throughout the bureau
825 internally and in their practices within the community. I've put
826 together a plan for that, but that is going to be on hold for
827 anywhere between three to six months while I am the intern in this
828 role and they hire somebody full time.

829 **NIYA:** See Brian, I didn't even know that was your job. See, I
830 learned something today. I didn't know that was what you were hired
831 for! Perfect!

832 **FEMALE:** Could I just say one other thing very quickly. Danielle, I
833 can assure you that the chief receives these reports as she does with
834 the Stops and looks at these numbers and asks for additional
835 analysis. With the Stops data we do quarterly reports that have
836 actual numbers. But at the annual report, it does, she does require
837 the analyst to do a deeper dive into what there is and then to
838 suggest strategies or things that the bureau might implement in order
839 to address these very things that come out of the data. The point is
840 not to just have data, but to use it and make changes to address any
841 of these kinds of things that we see can be addressed.

842 **DROPPERS:** I appreciate that. And I would also ask if that is
843 information that the TAC could be privy to, I think that is really
844 important for us to also have that context and to understanding and
845 to know about, so they it can also inform our recommendation and
846 actualize these figures that we are seeing here, because I am always
847 sort of flabbergasted about how little time we spend in these
848 meetings discussing some of these over representations of figures.
849 And so, I can imagine that - I would be hopeful that the leadership
850 at the bureau are having those conversations and digging into the
851 issue. And if that is the case, I would really appreciate it if that
852 information is also, out of transparency, and also out of true

853 meaningful partnership with the community, is shared back to this
854 TAC.

855 **FEMALE:** Sure, and those annual reports are on our website, data use
856 as well as the (inaudible, crosstalk) -

857 **DROPPERS:** Right, but it seemed like there were eluding to some
858 additional digging into of issues.

859 **FEMALE:** Sure, and when that analysis is done, we can certainly make
860 that available.

861 **DROPPERS:** Thank you.

862 **FEMALE:** (talking over) strategies that the bureau may implement in
863 order to arrest them.

864 **DROPPERS:** Thank you.

865 **STEWART:** If you look at our work with the Stops Data going back
866 several years, like I said, I shared it with Bob, but It is actually
867 pretty extensive. I would say if you have an interest in this, start
868 at the website and start looking through that. It's kind of like,
869 remember when we were talking about the shootings, and we had the app
870 online, and there was all that information available, like in real
871 time about our officer involved shootings. I don't know if you
872 remember that from our first conversations, people wanted more
873 information on the shootings and I'm like, look, we have got this app
874 and you can go on, and it's all right there. And I would say the same
875 thing with our Stops Data. We have a tremendous amount of information
876 going back literally decades and analyses that I would argue have
877 become increasingly - the quality of the analyses has increased
878 substantially and the utility of them. I would say that is a good
879 place, if you've got interest in this topic, that is a great place
880 just to do some research on your own and you can kind of see the
881 level of thought that has been put into this.

882 **DROPPER:** Are you referring to the dashboard?

883 **STEWART:** The dashboard was for the shootings, but then we have a
884 whole other section of reports on Stops Data that is actually much
885 more in-depth than the dashboard.

886 **HALL:** Tyler Hall. Marlon, I would really like to, when we get to that
887 part in the agenda to hear an update from you on what is going on
888 because honestly, in this conversation so far, I have not - I think
889 that's great that everybody in leadership is talking about it, is
890 trying to get an understanding on it. The thing I'm not getting the
891 sense of is urgency and I've been on the TAC for almost four years,
892 and every time we have seen a quarter like this, we have seen the
893 same kind of trend. So, for four years, almost, it has been about the
894 same. So, if we say we're reviewing and we're looking at the numbers
895 and we are thinking about it, that is great. But when is that
896 actually going to mean a change? There is a kind of a fine line
897 there, so maybe there is, and I'd love to hear more about what you
898 are up to with this program and I'm curious to learn more.

899 **CARLSON:** I would just ask, and so I've been a member since March, and
900 we do this at every meeting. I would just propose that as members of
901 the TAC who are concerned about this, maybe there is a recommendation
902 that you can work on that we could submit to the training bureau. You

903 know, because that is our purpose and then you might be able to have
904 some different interviews. You might be able to dig in, but if we are
905 not providing a recommendation of how to do things differently, maybe
906 we are missing an opportunity.

907 **DROPPERS:** So, this is Danielle. I think some of us are chuckling a
908 little bit because we are submitting recommendations. We are getting
909 very untimely responses to our recommendations, if we get a response
910 at all, about sort of making a bit of a kerfuffle. Of the
911 recommendations, I mean we will hear more about it later, so I do not
912 want to jump ahead here, but of the recommendations that this group
913 has put forward, very few of those recommendations are actually going
914 to be accepted, even in places where the responses say that there is
915 an agreement that if you continue to read on, it doesn't necessarily
916 say that that will happen. In some cases, there is not the capacity,
917 or it is not going to be prioritized. So, we are making
918 recommendations. I am also speaking from the vantage point of someone
919 who has been part of this TAC for the last two years, so there is a
920 level of frustration, I think, that the TAC is submitting
921 recommendations and we're not getting timely responses and even
922 moreover those recommendations are not being adopted.

923 **CARLSON:** I mean, I haven't been here for an extended period of time,
924 but do we have recommendations on training around, that would somehow
925 potentially, I don't have the right words, but would somehow be
926 looking at use of force. Like do we have recommendations on -

927 **CAMPBELL:** We don't have a recommendation, but we did put out a report
928 that I put together back in May that is online on the TAC website,
929 and it mostly dug into this question of using the custodies as a
930 base, why are certain groups overrepresented in use of force and how
931 does that break down by type of use of force and the information that
932 is available on the dashboard. Obviously, I am just a volunteer, so I
933 don't have the time to do that kind of stuff, but I would hope,
934 looking at how this appears every quarter where the use of force
935 percentages are off kilter, even compared to the custody's
936 percentages. I would hope maybe people with a whole team of crime
937 analysts, would really dig into it, because I think that is a
938 question, as far as the community is concerned, is a major question.
939 And I don't think people necessarily think it is necessarily totally
940 out - and I don't think it is a totally officer problem. There is
941 community issues, there is also socioeconomic issues, there is all
942 these other things, but if we don't actually start digging into
943 things and getting the sense that the bureau is digging into them, I
944 don't think we will ever move past them. And we will never figure out
945 the things that the bureau can do and the things that we need to at
946 least have something to inform the public like, hey, these are the
947 ways that are being screwed up that need to be fixed that maybe the
948 bureau cannot fix, because right now because nothing happens with
949 that, everything comes back to the bureau, and that's not entirely
950 fair either, because that is a ridiculous assumption.

951 **PAHLKE:** So, this is John Pahlke here. I just wanted to, there is
952 obviously a lot of emotion behind this, and some of you have been

953 working on it, and maybe I have missed it somewhere along the lines,
954 but the recommendations that the committee has made, where can I see
955 those?

956 **CAMPBELL:** They are all on the website.

957 **PAHLKE:** So, dig through there, find the - so that I can have the same
958 either frustration behind it or understanding. Okay, so, I told you I
959 probably missed it.

960 **CAMPBELL:** We are trying to get the website a little - in fact I am
961 going to be talking when the Steering Committee meets about getting
962 the website a little bit more well organized because it is a little
963 bit of a mess right now.

964 **NIYYA:** I am just (inaudible). I know for Greg I want to get more on
965 this chance here. So, at the end of it, there is just the reporting
966 on the daily course cases for the last two quarters, and those are on
967 the dashboard website that Greg is talking about as well, so. Thank
968 you for your time. I don't want to overrun onto Marlon's time. If you
969 have questions you can always email, call me, that kind of stuff.

970 **CAMPBELL:** Thank you Lt. Niiya. All right, moving forward, we now have
971 an update from the office of equity and diversity with Marlon Marion,
972 who is the, so the correct title is Interim Lead at this point.

973 **MARION:** That is correct. Try to figure out the best way to do this so
974 that I am not standing behind you all.

975 **CAMPBELL:** It's kind of a weird room.

976 **MARION:** Let me introduce myself really quick, everybody. My name is
977 Marlon Marion. I am a native Oregonian, born and raised in Portland.
978 I am not sure if that is relevant information, but I like to share it
979 anyway. I've been working for the police bureau for four months now.
980 Okay. I started working here, I believe July 22nd and I was initially
981 hired to do what I told you guys I was hired to do, to be their
982 analyst, to be looking at data. What I noticed immediately is what
983 they need is a lot of different data - they have a lot of data needs.
984 So we're over here trying to - it is like I'm trying to figure out
985 how to analyze certain things, but I'm unable to get those variable
986 to analyze it, because either they were not collecting it at some
987 point and different divisions are doing different thing, or they
988 tracking it in different ways. And that is fine, I'm okay with that.
989 I will figure that out with time. It was already written into our
990 racial equity plan for us to figure out how to better manage the
991 data, so that would be part of my responsibilities as we move
992 forward. You guys brought up some interesting concerns as it pertains
993 to how we are moving forward. I do agree that this is not just a
994 bureau specific issue, that in fact I feel like I need to be working
995 with all the bureau on how to manage the data, the outcomes that we
996 are seeing.

997 **FEMALE:** Are you for the entire city of Portland, or just the police
998 bureau?

999 **MARION:** I am just the police bureau. I'm just for the police bureau
1000 only, and in fact I was the first one to have this position title, to
1001 be an equity analyst and other bureaus are adopting that model, so
1002 they are about to be - either they are already or in the works of

1003 getting equity analysts in those bureaus. What the equity managers
1004 across the city are currently working on right now is identifying,
1005 figuring out ways we can get our data needs met. We had a meeting
1006 recently where we discussed, like we have these data needs, and they
1007 sent us a request to ask us what data that we need so we can start
1008 doing the kind of analysis that we want to do. We are having a hard
1009 time getting all of the data out of one particular bureau, so they
1010 are working with the Bureau of Human Resources, with their data team
1011 as well to see how much data we can get so we can start doing these
1012 analyses. Some of this stuff is not going to be quantitative, but we
1013 are going to have to do some qualitative research. The approach that
1014 I want to take, the way that I wrote down my plan is to have a
1015 community participatory research practice. I don't want to be
1016 developing, like I have a lot of ideas, a lot of research, but I
1017 don't want to use my ideas as how we are going to move forward on
1018 this. My plan is written in a way to get the community's input from
1019 the very beginning, as to what they want to see in this report and
1020 then have them help me at every stage of the process to the very end.
1021 And to have updates throughout it. So, it will be a long process, but
1022 as long as the community is feeling included throughout that whole
1023 process, that is what is important to me. I just told you all of that
1024 based off of what I heard this conversation was. That is not what I
1025 came to present. All right, so today I'm going to be talking about an
1026 equity lens tool, the equity lens training, a policy that we may be
1027 working on, depending on how well this training goes and this tool
1028 goes, an advisory we are trying to put together and then I will take
1029 questions. And please let me know if I am talking too loud, I mean
1030 talking too softly or talking too fast. I know that I am soft-spoken
1031 at times, so please tell me this if you can't hear me. And please
1032 tell me to slow down if I'm going too fast. So, this is a tool that
1033 they have been working on ever since before I got here, they have
1034 been working on the equity lens tool. It is a simple tool that has
1035 five critical steps, set of critical goals, determine impacts and
1036 disparities, collaborate and engage with the community, review and
1037 revise and evaluate and report. It is not meant to be completed in a
1038 single setting. It is not a silver bullet. This tool is not designed
1039 to be like, oh we are going to fix all the equity problems that come
1040 up in the world. It is a tool for tracking equity considerations, a
1041 tool to help create a habit of viewing work related goals and tasks
1042 from an equity lens, a tool to create a culture/habit of approaching
1043 phenomenon from an equity lens. And a tool that will help create the
1044 habit of asking equitable questions. We have not developed a policy
1045 of when this tool will be required to use. We plan on piloting this
1046 tool hopefully by January. My captain is on vacation right now, but
1047 he said by the time he gets back from vacation on Monday, he would
1048 like to have the draft of this tool and the lesson complete by next
1049 week. So, we will be going over that. We are spending the majority of
1050 our man hours making sure this tool is going to be to his standards.
1051 But basically, the tool is to just make sure we are documenting the
1052 equity considerations. We did a couple focus groups to do this, and
1053 I've been talking to certain people about what they are doing wrong

1054 in the bureau. And what I've noticed is, is that there is a lot of
1055 officers already making equity considerations, taking equity
1056 considerations, they are just not documenting them. I am hearing them
1057 in these stories, and I am like, do you not write vision. Is that
1058 something that you write in your report? These are then, there is
1059 like - may not seem relevant to the report at the time but may be of
1060 interest to know that these are some considerations that I took when
1061 working with this particular population for this particular reason.
1062 Does that make sense? And so, one, to get them in the habit of
1063 documenting that, and two, to start just being mindful of that in
1064 general. So, if I start thinking about these things. So the tool
1065 right now we are designing in the way, so that we want to pilot it
1066 with TOD, Tactical Operation Division, and we want it to be with
1067 these specialty units because we want to be with people who have - we
1068 want them to use this tool to do our decision making. So, at this
1069 stage, it is just at the decision-making level (loud coughing). At
1070 that internal level that we want you to start internalizing and being
1071 mindful about making equity considerations. There is a training that
1072 we have already started dabbling on what we want that to look like,
1073 but it is going to way more complicated than what we set this up for.
1074 So, we want them to use this tool when they are making decisions
1075 about a particularly issue that comes up and their division is going
1076 to address it. We want this to be a tool that we are just positive
1077 with this, but we wanted it to be like, when we start developing
1078 policies or directives or anything, we want you to sit down and
1079 before you start making these directions, what goals are we making
1080 around this and what equity considerations do we need to make when we
1081 make this goal? What populations are we going to impact when we make
1082 this policy or who is not going to be impacted, or who will be
1083 impacted? Let's do the research and start collaborating with those
1084 people early on. All right? So, that is what the tool is supposed to
1085 look like. Like I said, it is not a silver bullet. No matter what, no
1086 matter how many equity considerations they make, there is a
1087 possibility that a mistake may happen. What you want to be able to
1088 say is, We have an event, like a - we put together this incident
1089 action plan, this is the considerations that we made, and then this
1090 thing that we could not account happened at this event, but we can
1091 all - but at this point - at least we can't show up and be like, it
1092 just happened and there it is. We can say, these are the equity
1093 considerations we took before this situation happened, right? So,
1094 that's one, it is a good thing for that. But, two, for me? I am
1095 trying to create a culture. So, this tool, I want it to get to the
1096 point where it is creating a culture of - I want to get to a point
1097 where I don't need this paper to start making those considerations. I
1098 have internalized it and that is just what I am doing on a day to day
1099 basis. So, the tool and training have been formed by previous tools.
1100 A lot of different literature. We had two different focus groups with
1101 three different specialty units, and we have had the interviews with
1102 - individual interviews with different offices who helped shape this
1103 tool as well. Participants of the training will be able to articulate
1104 the five steps in the equity lens and apply the PPB's formal equity

1105 lens to a variety of work-related scenarios. We have been working
1106 with different officers. When we initially started putting these
1107 scenarios together, we realized immediately, that if we didn't have
1108 the correct scenarios, if they were not realistic, it would just mess
1109 up our whole training. They could not get passed the fact that the
1110 scenarios that we had were not relatable. So, we have been doing a
1111 good job making sure that we get input from different officers on
1112 what kind of scenarios they are likely to have input into and how
1113 they would approach an equity lens - how will they use this tool to
1114 manage those issues, those scenarios. Participants, oh I already said
1115 that, so sorry. We hope to adopt this in January 2020. Equity lens
1116 policy, we do not have the - we haven't met with the policy person
1117 yet and we do not want to get to that phase until we make sure this
1118 tool is where we want it to be. We do want to get it to a point we
1119 are requiring you to use this tool when it comes to making particular
1120 kind of decisions, particularly if it is going to have a big impact
1121 on the community. So, we want to design it to give our work value and
1122 legitimacy and help us achieve our internal and external equity
1123 objectives. But we want to make sure that it is something - we want
1124 something that says you are required to use this tool in particular
1125 situations that has some kind of accountability tied to it. We do not
1126 want to create this tool and go through all this process if it is not
1127 going to be something that we are not going to be using to the point
1128 in which they are not going to internalize it. So, Equity Advisory
1129 Council is the next thing we have been working on. Currently we are
1130 recruiting for an Equity Advisory Council. That council would help
1131 shape our work. As the equity tool indicated early on, we want to
1132 make sure that we are engaged in the community early on in all of the
1133 processes. We want to make sure that they are being informed about
1134 what we are doing. So, this council, they will be helping us network
1135 capacities, but our consultant, Mora Harris, is working with our
1136 community partners to recruit participants. Brodie Sargent, who is
1137 the Interim Program Specialist, by the way, our whole office is
1138 currently interim, has worked with several local newspapers to
1139 recruit for the equity advisory council. And Brodie Sargent has also
1140 worked with our communications division to get more applicants from
1141 our social media platforms. I am going to have some information on
1142 that for you guys, if you guys are interested, if you know anybody.
1143 We are trying to make sure that we are getting as much possible
1144 different backgrounds on this council. We want to be as inclusive as
1145 possible. The Advisory Council is recruiting for the Equity Office,
1146 currently training and BHU has similar advisories. We are expecting
1147 about 1.5 hours every two months, flexible, and possible to change. I
1148 have not figured out how we can use our budget, but we are going to
1149 do our best to make sure we have all the types of accommodations that
1150 we may need there, depending on how diverse the groups we are going
1151 to have. It would even be nice, because we would love to get parental
1152 involvement, so that we can possibly - I am not making this a
1153 promise, but I am definitely going to investigate whether or not we
1154 could provide childcare and all that kind of stuff. And similar to
1155 you guys and the way you do it here, have some snacks. Help us on

1156 major projects and initiatives. So, we have a racial equity plan, but
1157 every stage is going to start consulting that advisory council
1158 throughout the process. This is the stage we are in; this is how we
1159 are going to move forward. We want to make sure we have you input
1160 before we move forward. There is a couple initiatives that we, some
1161 ideas that we are thinking about that we wanted to push out, but when
1162 we started talking to community members informally, there was, oh no
1163 we are not interested in that at all. Like, why would you even do
1164 that? So, I was just like, it is important that we are engaged with
1165 the community at every stage, so that I am not wasting my time trying
1166 to push forward an initiative that they are not even interested in.
1167 Receiving regular updates from EIO and then help us to move on that;
1168 give input on the priorities and goals of the office and how the
1169 bureau can better imbed equity. Who are we looking for? Fresh voices
1170 representing diversity in Portland: age, race, geography, life
1171 experiences, people passionate about connecting police and community
1172 and racial and social equity, committed and civic-minded individuals,
1173 strategic thinkers and problem-solvers, ability to make
1174 confidentiality and discretion. How can you help? You can spread the
1175 word and encourage others to click on our website, give us feedback
1176 on how to best reach diverse communities, and tell us your advisory
1177 experiences and what we should and should not replicate. And based on
1178 off of - like we would love your feedback online. You guys seem like
1179 you have been in existence for a little over four years now?

1180 **CAMPBELL:** Since 2012.

1181 **MARION:** Since 2012? That is a long time. So, I feel that you guys
1182 might have a lot of different feedback for us on how we should be
1183 putting this together, how should - I have been going to different
1184 advisories. One thing that I do like about is the structure of the
1185 second and - what is it called -

1186 **CAMPBELL:** Robert's Rule of Order.

1187 **MARION:** Yeah, I like that. I feel like that is something we might
1188 adopt.

1189 **MALE:** You made a comment - could you go back one screen; I have a
1190 word that I need to write - Okay I got it.

1191 **MARION:** So that is pretty much that. That is where our current goals
1192 are right now. Like I said, we are going through a transition. It
1193 definitely was a transition that we weren't - we weren't prepared for
1194 it. We did not know that this was - that we were going to be going
1195 through a transition that fast. Our office is currently a team of
1196 two. And both of the team members are interim. We are working on
1197 trying to change that immediately. The position has been posted for
1198 the position that I am currently holding right now. They posted it
1199 last week. Hopefully, they say within three to six months that
1200 position will be filled and then we should be able to be functioning
1201 at the level of a three-man team. But it is a lot of work. I am very
1202 passionate about it. I have had experience working in similar
1203 capacities previously, and I am really excited about trying to embed
1204 equity in every capacity all throughout the bureau. What that is

1205 going to look like, I am not sure yet, but I am definitely going to
1206 make sure that we are getting community input every step of the way.
1207 **FISCHER:** Bob Fischer here. One of our experiences last year, when we
1208 were recruiting for this TAC, we tried to approach a number of
1209 community groups that - some of the minority groups, and so on. And
1210 we had a lot of negative things - "We do not want to be around the
1211 police. The police are the problem." And that kind of thing. It was
1212 really discouraging. We found that there was such negativism in the -
1213 I am sure you are going to confront that. I hope you overcome it.
1214 **MARION:** I do plan on addressing that and right now, my approach right
1215 now, I do not have a formalized plan about how to manage that. But
1216 what I do feel like, is that I am going to have to do some informal
1217 recruiting to get the diversity that I want to see. I feel like, was
1218 it Sylvia, is it Sylvia? She has got something on my mind where I
1219 feel like, because I have been to several different advisories and I
1220 was like - and just town halls in general, I was just like the
1221 participations of the group - it is not a full representation of the
1222 community. And I feel like that needs to be written into the plan on
1223 making sure we can diversify these bodies in every capacity. What
1224 that is going to look like, I am not exactly sure right now.
1225 Currently all I can think of informally, is I have a good network of
1226 people that I know how to pull if I need to do that. But I cannot be
1227 taxing them to be here or there. I cannot really try to push them to
1228 be at all these different committees. I do understand what should the
1229 feedback that you got - I have been getting a lot of feedback like
1230 that similarly, just since I have been hired working with the
1231 Portland Police Bureau, the treatment of my circle has changed, how
1232 people treat me in my community - keep calling me a snitch. That's my
1233 new nickname. "You are a snitch now." That's what they call me.
1234 Anyway, I do not have - there is no cookie cutter solution to that
1235 issue. It is going to be - there is a lot of healing that needs to be
1236 done in certain communities if we are going to get their involvement.
1237 And what that is going to look like is going to take time, it is not
1238 going to be easy, and I am not going to pretend like I have the - I
1239 am not going to sit here and lie to you and say, "Tomorrow I am going
1240 to bring ten people of color for you." Or any different kind of
1241 minority, I am not going to make that promise. I am trying to make
1242 realistic expectations.
1243 **HALL:** Tyler Hall. Thank you for walking us through this presentation
1244 and giving us insight into where this process is from your side. I
1245 was curious, looking at what we are seeing here, where are we in that
1246 process. You were saying that your captain, sergeant, who was it were
1247 you saying comes -
1248 **MARION:** Captain.
1249 **HALL:** Captain comes back on Monday. So, this presentation is going to
1250 be approved then, or is this already approved to move forward? I am
1251 just curious how this goes.
1252 **MARION:** It is actually being charged to come down from the chief. I
1253 did not know about this, we were all working on different projects at
1254 the time, in which we were - when I first started working here. So, I

1255 did not know when this deadline for this was expected until I stepped
1256 into the role as interim, which was like three weeks ago. So even
1257 when - "Marlin, I need this." And then I found out then that this was
1258 supposed to be done in June. I did not know that then, and I know
1259 that now, and I have been working based off that knowledge.

1260 **MASBACK:** Marlon, similar question, Britton Masback, what is your
1261 delivery going to look like again? You talked about this tool, you
1262 talked about conversations with divisions head, you talked about the
1263 training. And you mentioned that January date is when you want to
1264 finish or have this draft finished for the tool, so that point in
1265 January early 2020 what are the - what are the - what is your goals
1266 going to look like, what is the roll out process going to look like?

1267 **MARION:** So, what I know to this point is that on Monday the training
1268 should be complete. He wants the training to be - we are pretty much
1269 done with the training, it is more - we have been doing more editing
1270 than anything else right now. We are trying to put together - we are
1271 working on our supplemental materials as well for the course. The
1272 training division has somebody that will be working with us if this
1273 part gets approved, to work on the lesson plan, which we already
1274 outlined, but we will have them help us go through that and make sure
1275 we have - am I speaking to -

1276 **HALL:** Yeah, I think I am going to be helping you with that thing
1277 (laughing)

1278 **MARION:** Good, then you will be helping us put together the lesson
1279 plan. Yesterday I was in the meeting where the chief, when I spoke
1280 about it, she was like, yes, I want that as soon as possible Marlon.
1281 And I was like, okay. I am feeling the pressure. I am doing my best.
1282 I do want to - I was told to move forward no matter what - just
1283 recognizing that this is a pilot. A lot of how the class plays out
1284 the first time around will help shape how we move forward in the
1285 future. I do hope to get it to a point where we are making this
1286 training the regular training and not just for sworn officers. I feel
1287 like everyone in the bureau needs to know how to start making equity
1288 considerations across the board.

1289 **STEWART:** Marlin is being very modest, but I would like to say - like
1290 he has been - I appreciate, you know, our meetings and he did get a
1291 lot - kind of - he had a big task sort of dropped on him, but the
1292 progress we have made, you and Brodie, just in the last four weeks
1293 has been incredible.

1294 **CARLSON:** Sara Carlson, question -

1295 **CAMPBELL:** I think Danielle had a question before that. All right.

1296 **DROPPERS:** I was just going to ask, I think this is maybe more for
1297 Greg, the next training is January through April. The sworn officer
1298 training. So, is this, what Marlin is developing, going to be part of
1299 that, or is it a separate thing? Because it still has to be piloted.

1300 **STEWART:** You know, I think - I don't - Marlin, do you - I don't want
1301 to answer for you - or do you want me to answer with you?

1302 **DROPPERS:** Or do you know? Do you know yet?

1303 **MARION:** I am not exactly sure yet. I just know that we are going to
1304 be doing when - all I know is the captain told me he wants to do this
1305 with TOD, and he wants it done in January.

1306 **STEWART:** And that is going to be a pilot.

1307 **DROPPERS:** Oh, okay, the pilot in January. So, you are not looking to
1308 roll it out as part of your training.

1309 **STEWART:** We have done some equity work and Emma and who is over there
1310 has done some work in that area with us. I think one of the things we
1311 discovered in doing this work, is that it is really important to
1312 pilot it, and you want the roll out to be - you want to really put
1313 your ducks in a row on the front end. So, I doubt we will have
1314 everybody for the entire bureau at this in-service, but I do think we
1315 will get it rolling TOD.

1316 **MARION:** Does that answer your question?

1317 **HALL:** You did, thank you.

1318 **FEMALE:** I just want to say thank you for all your work. In my day
1319 job, I do this kind of work also, and I can appreciate the fact that
1320 what you just jumped into the deep end to do is a lot of work in a
1321 very compressed timeline. So, thank you because I feel like this is
1322 really, extremely important, especially right now in this time at the
1323 bureau. I think one of the comments that I want to make sure and make
1324 on the record, is that one of the key pieces of equity is resource
1325 allocation. It is the reallocation of resources. So I hope that the
1326 bureau recognizes the value of all this really important work that
1327 you are doing, and make sure that you get the support and in terms of
1328 resources and bodies to do this work because it is a lot for the
1329 number of people that you have, and for how large the bureau is, so
1330 thank you. And one question I had is, has there been any
1331 organizational equity analysis done for the bureau to sort of assess
1332 - more or less taking the temperature of where things are at right
1333 now in order to help inform your plans going forward.

1334 **MARION:** It is written into one of my plans to do it - I did one - I
1335 put together a similar report for one division so far, but that
1336 survey and stuff was already put together before I got there. And I
1337 was only able to report so much information because the bulk of the
1338 good information that I got out of that survey was from the old
1339 annual questions. And when you do qualitative research the best way
1340 you can do it is quoting. The problem with that is, the division is -
1341 like if anybody listens to me long enough knows how I sound when I
1342 write, so I cannot report - I can only give a summary of what they
1343 were indicated in there without quoting them so that they won't be
1344 able to identify who was making those comments. That's what it was.
1345 But I do plan on doing another survey like that, but I would like to
1346 do it more bureau wide, a climate survey and I will be - I would
1347 change some of the quantitative questions. I still want some open-
1348 ended questions as well, because I feel that we have a lot of - I
1349 mean that's where it becomes rich, but then, yes It is a goal of
1350 mine. The analyst part of this stuff is just going to be on hold
1351 temporarily, because we just don't have the capacity to do be doing
1352 that. That is my cue. It is about time.

1353 **CAMPBELL:** Any other questions?

1354 **MOHLE:** Did I hear you say that in your personal relations of the
1355 folks that you know you have gotten some interesting feedback since
1356 you have joined the police department?

1357 **MARION:** Yes.

1358 **MOHLE:** So, have I. And I would just like you to, maybe after the
1359 meeting or something, tell me about how it is working for you so that
1360 I would know how to do it myself, because it is a mystery to me. They
1361 just call me bad names and walk off. Okay, that will be fine.

1362 **MARION:** It is a new experience for me as well.

1363 **CAMPBELL:** Any other questions or comments?

1364 **MARION:** Can I ask you something?

1365 **CAMPBELL:** Yes, please do.

1366 **MARION:** I have some - we would love some advice from you on the
1367 advisories. We can do that later. I was planning on having more time,
1368 but we are running out of time.

1369 **CAMPBELL:** Our apologies. If you want to, we can figure something out
1370 with that if it is to be emailed to the group or something like that,
1371 would that work?

1372 **MARION:** Yeah, that would be great. I can actually email it to you
1373 guys - I am going to pass these out to you from the past advisory
1374 board.

1375 **CAMPBELL:** Oh, that would be perfect. Thank you. We will go ahead and
1376 pass out everything and then we will go from there. All right, just
1377 before we move on, one quick housekeeping thing. We are obviously not
1378 going to get to the very last thing on the agenda because I imagine
1379 the outstanding recommendation conversation will probably take up the
1380 rest of our time. So, we are going to move that to the January
1381 meeting. This is a continuation of a conversation we had in our last
1382 September meeting, kind of planning out and figuring out what we want
1383 to, trying to get more task forces moving on things. But we are going
1384 to move that to the January meeting just for the sake of time. I just
1385 did not want anyone to say, hey, that was really great all the great
1386 discussion we had at the last meeting and then we just dropped it,
1387 because that was not our plan. All right, we will now have our - any
1388 discussion about the outstanding recommendations which are no longer
1389 outstanding because we got the responses back. Has anyone here not
1390 read the responses from the chief? They are up on the website and
1391 posted now, with the recommendation

1392 **FEMALE:** Yeah, I just didn't know if anybody - I have them.

1393 **CAMPBELL:** Okay. Just to start things off, there were four
1394 recommendations in total. One was the 2017 collective recommendations
1395 and then the others were the recommendations concerning the inclusion
1396 of demographic data and the use of force reporting, the emotional
1397 intelligence and the officer wellness. The one that we got a strong
1398 negative back on was the demographic inclusion. At this point I would
1399 like to open it up for discussion if anyone has any comments or
1400 anything they would like to say about - that they feel they need to
1401 say about it. For the sake of keeping this in order, please raise

1402 your hand and we will point instead of just talking over each other.
1403 Yes, Walt.

1404 **HULL:** Well, okay. When I read the comments, okay, the negative
1405 responses from the chief, one of the things that stood out to me is
1406 that there are things there that the chief could probably accept, but
1407 in total the chief said we disagree, or, etc. Is there any way that
1408 we could go back and say, okay, what part of this do you disagree
1409 with? And is there anything that in this disagreement that you could
1410 agree with?

1411 **CAMPBELL:** Is this in regard to a specific recommendation?

1412 **HULL:** In any of the specifics that the chief said, 'I disagree with.'
1413 Because I have information from individuals that say that perhaps
1414 there is some wiggle room here. And that maybe that there are some
1415 parts of this disagreement, okay, that we could say, fine, but maybe
1416 there are parts of the disagreement that we could say well, if we did
1417 this and this, maybe we could agree to that. Is there any possibility
1418 that we could sit down with a group of us or whatever and say Okay,
1419 what is it that you are violently disagreeable and is there anything
1420 here that you could accept?

1421 **CAMPBELL:** I think that, yes, we can make the request like that

1422 **HULL:** I think that that is in order.

1423 **CAMPBELL:** I don't know what will happen with the request, but we can
1424 make a request.

1425 **HULL:** Look, if they tell you to go fly a kite, that is one thing,
1426 and that is a response. But on the other hand, it would seem to me
1427 that maybe we should make the request.

1428 **CAMPBELL:** Just to kind of move back a second, because I don't
1429 disagree with you. From my own reading of the responses, there was
1430 only one that really caught my eye as a strong negative. The 2017 one
1431 was fairly innocuous just because it was so old by the time we gave
1432 it to her, that most of those had already been done already. The
1433 officer wellness one overall seemed - I basically read it as, we
1434 support this, we don't know what kind of resources we have, we are
1435 trying to put resources towards it, but ultimately we agree. The
1436 emotional intelligence, to me, basically read as, 'We just don't know
1437 enough right now whether or not to agree with you or not.'

1438 **HULL:** Yeah.

1439 **CAMPBELL:** I will say that I have seen where there has been more
1440 discussion about emotional intelligence, which is I feel a good
1441 thing, because a year and a half ago when it was first brought up, we
1442 couldn't even agree between us and the bureau what the heck the
1443 definition was.

1444 **MALE:** Yeah, I wanted to point out, Had that been written, we have
1445 been intending in training, the captain and I both, during
1446 Washington, we have been up there six days of training now on two
1447 different occasions and have three more training, and I am sure we
1448 will be incorporating elements of it. I am not sure what it will
1449 exactly look like, but we have been - so that has been - I think that
1450 - I can't even remember the exact recommendations, but it was more
1451 like 'we will research it.' And I think had it been written today it

1452 would be like, we are moving in that direction. The training has been
1453 really interesting.

1454 **CAMPBELL:** Right, and I just kind of bring this up because it seems
1455 like probably the one that has the most - the only one that had like
1456 a strong, negative 'No' was the demographic inclusion recommendation.
1457 So, I just didn't want to have it kind of colored that there were
1458 strong negative reactions against all of the recommendations, because
1459 I don't believe that is factual. So, let's start it out with, does
1460 anyone want to discuss those first three recommendations before we go
1461 onto the one that had a strong negative reaction?

1462 **DROPPERS:** This is Danielle. I think my kind of overall comment - I
1463 had a little - I think I had a little hesitation as I read through
1464 the 2017 recommendations, because it is not entirely clear in some
1465 areas. It says 'agree' and so someone could potentially just see the
1466 word 'agree' and then move along. But if you continue to read, it
1467 feels a little misleading. I am sure it was not intentionally written
1468 that way. I think just as feedback for future responses for
1469 recommendations to be a little more discretionary about how these are
1470 labelled in general because it does feel a little misleading. There
1471 is one - actually there are multiple ones where it says 'agree' but
1472 then goes on to read that it will not be incorporated because of
1473 capacity issues or some other thing, or it is just not going to be
1474 prioritized. And so, it feels - it doesn't sit right. I am sure it
1475 was not intentional, but it is just something to think about for the
1476 future. The other reflection that I had on the - especially with the
1477 2017 recommendations, is that of the things that have been agreed on,
1478 most of them are things that the bureau feels that they are already
1479 doing. So, at the end of the day, it seemed like there were only
1480 about three things in total out of the 25 collective recommendations
1481 that are actually going to move forward. Twenty-five, there were
1482 twenty-five recommendations made and we have three moving forward, so
1483 it is most discouraging, like overall.

1484 **CAMPBELL:** Does that three include the ones that were already done?

1485 **DROPPERS:** No.

1486 **CAMPBELL:** Okay. I will say with the 2017, that part of the reason so
1487 many of those did not get done before we got any kind of response was
1488 because we were a year late in getting to them. And so, the
1489 discussions before the recommendations even had been had, and that is
1490 one of the things we have to clean up first thing when I started as
1491 chair, because we were so far behind.

1492 **DOPPLER:** Yeah. And so, there were twelve, twelve recommendations that
1493 the bureau said they were already doing that they would agree with.
1494 And then there were three new recommendations that they agreed to
1495 implement that were new.

1496 **HULL:** Well, again, one of the things that I think is important, okay,
1497 let's just take any one of the agreement things - they agreed to
1498 this, there is no timeline, we have not suggested a timeline that
1499 this could be implemented or that could be implemented. They just
1500 said, Okay, fine, we agree to that. Well, is anything going to be
1501 done? Question mark. Is anything going to be done? And if something

1502 is going to be done, when is it going to be done? And all we have is,
1503 well, we agree. And I think Danielle is exactly right, if they agree,
1504 all right, well then, okay, then when is it going to take place, or
1505 what is going to be done, or etc.

1506 **STEWART:** Some of that information is in our strategic plan, our
1507 three-year training -

1508 **HULL:** My hearing aids can't hear you.

1509 **STEWART:** Some of that information, so, when we say agree, but we
1510 don't have the resources right now, we have a three-year training
1511 plan and an annual training plan. And we have - do you remember how
1512 many items we have left unaddressed on our training plan? I've got a
1513 list, like a hundred, two hundred items that we already have been
1514 suggested that we train on, that we don't have the time or resources
1515 to train on. So, I guess when we say 'agree,' and maybe this wasn't
1516 clear enough, those are the kind of things we put into the queue when
1517 we do our training plan. I don't know if you remember that we
1518 presented, we have like a three-year strategic plan for training, and
1519 then we do annual needs assessments that kind of take that three-year
1520 plan and sort of a broad plan. We know that things are going to
1521 change, things come up. And then every year we did this needs
1522 assessment and we incorporate the feedback you guys give us, so but
1523 we can't train - like our training needs are already so grossly out
1524 of proportion with our capacity to deliver training and our time to
1525 deliver training, that we will agree with things, but that doesn't
1526 mean we can train on it today. It also doesn't mean we will never
1527 train on it. It means that we are going to work it into our strategic
1528 plan and, Emma, like I said, Emma takes these reports and she
1529 basically goes through and sits down. They are online, aren't they
1530 Emma?

1531 **EMMA:** Yeah.

1532 **STEWART:** So, these are again all accessible online. And then we go
1533 on, and then every year Emma sits down with us and we look, and okay,
1534 like in 2018, we have said we would address this, and sometimes we
1535 have things that we do not I think - there are some issues, like 2013
1536 I think, a couple of sort of like minor legislative things we wanted
1537 to update officers about that we just have not have time to do yet
1538 because there is so many other training needs. But so, it is - I am
1539 sure it must seem frustrating, and I totally understand that. So, and
1540 I want to say that I understand why you are frustrated, but if you
1541 look at the process as a whole, it doesn't mean that the training -
1542 it doesn't mean the recommendations go nowhere. It is kind of like
1543 the emotional intelligence. You make the recommendation and we start
1544 exploring it. I doubt we will get - I mean it will take a while - my
1545 captain and I are now - you know, we have one more session in
1546 December, when we go back to Washington for three days to finish the
1547 training. And then we will have to work with the trainers and figure
1548 out - and I mean, that won't get into - we are doing 2019 now, we
1549 just turned in the paperwork for 2020 in-service. Probably maybe
1550 2021, 2022, but when you are an organization the size of our
1551 organization, and when you take into account that probably over

1552 three-quarters of our training is kind of mandated by the state, so
1553 our discretionary training time is really limited, we just have to
1554 use all of this information, put it in again to our training plan and
1555 then address it as we can. We are building out our - we have a
1556 learning management system and we are building out our learning
1557 capacity and our hope is to start moving trainings, like we have
1558 moved our bloodworm pathogen. We took an hour that we used to deliver
1559 in classroom, and we have moved it online because we felt like it
1560 wasn't - it was an OSHA mandated training. We thought, okay, this
1561 would be a good - but then that frees us up an hour that we can start
1562 moving this stuff in. But I guess what I ask would be that before you
1563 get too frustrated, is that you review the training plans that we
1564 have put together online and kind of take a look at the thought that
1565 we actually put into how we deliver the training. Because it is used.
1566 Again, even things like I say with the emotional intelligence, where
1567 it is kind of like the initial returning recommendation is sort of,
1568 we are not sure, but we still explore it. And like they say, if that
1569 recommendation was rewritten today, it would be that we are moving
1570 forward. In fact, the captain is attending the emotional intelligence
1571 training, so I mean, at a really high level we are taking your
1572 recommendations into account.

1573 **BONN:** If I could just speak to that as well, really quickly, and this
1574 is just kind of a - this is Kate Bonn. I am an analyst with the
1575 training division. This is just kind of a broad statement that
1576 pertains to a lot of the programs that we have here and a lot of
1577 program that we have discussed tonight. I have been doing a lot of
1578 work recently on our wellness program. For these kind of initiatives
1579 that where the goal is to create culture change, which is what we are
1580 talking about when we talk about officers being more well, when we
1581 talk about procedural justice, when we talk about viewing things
1582 through an equity lens, the true - the timeline that it takes to see
1583 that successful change, research shows, is in the short-term three to
1584 five years, Ideally five to ten years. And that is to see the true
1585 impact of these trainings. So, while we have, you know, you created
1586 your recommendations on emotional intelligence, we have folks that
1587 are going to these trainings. They are brining bits of knowledge
1588 back, and we are starting to implement them, we are starting to put
1589 them into our lesson plans. To truly see that change in our officers,
1590 we are still talking several years out, and that is unfortunate, but
1591 it is reality. That is how long it is going to take to see the change
1592 in the day to day interactions that people receive from officers as
1593 well as the data that we see. It is going take even longer to see
1594 some of these desired results in the data that the use of force team
1595 is compiling. So, I just say that as kind of a broad research-based
1596 question. Again, unfortunately we have to kind of keep things in
1597 perspective because we do have the constraints of reality.

1598 **CAMPBELL:** I agree. I do not think it is very realistic for us to
1599 expect a timeline back on these things, as much as - personally, one
1600 of the things I'd like to encourage everybody to do is when we have
1601 opportunities to go to courses and scenarios, to do it. Because if
1602 you do not think that some of these things are not happening, you

1603 need to go to these courses and things and actually, see them,
1604 because they are. And some of it is in very small ways right now, but
1605 it is very encouraging. There is certain - we have to have the
1606 expectation that, like they said, this is not a short-term thing, we
1607 are turning a very big ship, as with any bureaucracy. And that takes
1608 a lot of time and effort and it takes a lot of keeping at it, when we
1609 just can't expect to lay down a sheet of paper and magically have
1610 things change in those type of contexts.

1611 **ZINGESER:** This is Sylvia. The question I've got is, I understand that
1612 this is a money issue and the amount of money that is allocated to
1613 the Portland police to move ahead with adding these different
1614 programs or our recommendations that we make here at TAC - the
1615 Department of Justice said that we could make recommendations, they
1616 did not say - correct me if I am wrong okay? They did not say that
1617 our recommendations would be accepted. We make recommendations and
1618 that is all we are doing. My question is, now that we have made the
1619 recommendations, can we as a body come together and say - that we
1620 could go to the City Council and say, These are the recommendations,
1621 and we think these are important and that you should think about this
1622 and then you should allocate some monies for this, on top of what -
1623 because we are asking the bureau to put in these recommendations. I
1624 think we are coming up with good recommendations, but some place
1625 along the line, we are talking money. And somebody, the people who
1626 have the purses, is the City Council, so I do not know. I would be
1627 more than happy to walk into the City Council and say, you know, I
1628 have been working on this for a long time, and I would like to see
1629 more monies because you are talking capacity. Your capacity is
1630 because you don't have the money.

1631 **HALL:** Tyler Hall. Sylvia, are you suggesting that there might be
1632 secondary outputs to this work that do not immediately go the desk of
1633 the chief?

1634 **ZINGESER:** No, I think it needs to go to the chief. The constraints
1635 the chief has, is the budget the chief has been given, so there may
1636 not be enough money there. And that is - this is why it takes so
1637 long; I think. I don't know.

1638 **HALL:** Right.

1639 **CAMPBELL:** I think we also have to be mindful that even if you have
1640 all the money possible, there is still time and obviously you can't
1641 have an officer training more than they are out on the street. It
1642 does not really make sense to have an officer anymore at that point.

1643 **ZINGESER:** Right.

1644 **CAMPBELL:** I think one of things that I hope that we that we look into
1645 further in the future, is as we move into looking at more task
1646 forces, how do we integrate these things that we are saying. Because
1647 obviously, it doesn't make a lot of sense to have just an emotional
1648 intelligence class or Implicit Bias class, because that is just
1649 checking a box and that does not actually create cultural change. So
1650 I think the bigger question becomes, with these bigger ideas, how do
1651 we integrate them into all pieces of training that are already taking
1652 place, so that when someone does a scenario, one of the questions

1653 that get - just so people think, one of the questions we ask about
1654 the scenario has to deal with these issues, just so that it is
1655 constantly being brought up again and again until it is normal.
1656 Because we have to accept that. And just for quick clarification, our
1657 part of the recommend is from the City Council resolution, not the
1658 settlement agreement. It is pre-settlement agreement.

1659 **ZINGESER:** Oh, right. Thank you, yeah.

1660 **CARLSON:** This is Sara Carlson. I am a consultant in my day job. So,
1661 my clients pay me to come in and do a body of work and to make
1662 recommendations. But they do not - there is nothing in there that
1663 says they are going to follow my recommendations; I have no
1664 authority. But what I do have is - on a personal level to be
1665 effective, is the ability to come in and build relationships and to
1666 have influence, because I can't tell anyone to do anything. So if you
1667 look at some of the things - and I have just been here since March,
1668 but if you look at - maybe it has not been a formal recommendation
1669 where anybody agreed to anything, but we go to the scenario training,
1670 we give our feedback, and we are getting in real time, like, Oh, we
1671 had not thought of that, you know, because sometimes it is just - I
1672 have no law enforcement experience, which is very obvious, but it is
1673 a fresh set of eyes looking at it. So maybe just a different
1674 perspective in the room asking the question and there have been a
1675 number of things where like in real time, as they are developing
1676 something, they've made changes. So that did not - like we did not
1677 formalize that in our recommendation, no one said, good job TAC, but
1678 because we showed up, we asked questions, we engaged in the
1679 conversation, so just think about it. There is another way to be, to
1680 be effective, and that is a way that like Greg, and the training
1681 division, they can make kind of quick decisions for the smaller
1682 stuff. So, it is just another thing to think about in terms of
1683 feeling like we do something. I don't like - I am used to people not
1684 doing what I suggest. Ultimately, I can decide to not work with them.

1685 That is all I can do is fire my clients. That is all I can do. But
1686 we are just engaging in the back and forth, and I do think that we
1687 have seen some things that are kind of immediate. And then I have
1688 said things to people like, no way Sara, which is totally fine. And
1689 like three years from now when they are still talking to me about
1690 something, whether I am on the TAC or not, maybe the appetite will
1691 shift, or something will shift, or maybe they have just seen me and
1692 gotten to know me long enough that they can trust where I am coming
1693 from. I do volunteer work with veterans and mental health and I have
1694 been doing - I have a nonprofit that I directed run for six years
1695 just on the side for fun. So, if somebody knows that about me, and
1696 maybe they know veterans who have worked with me. Then when I say, I
1697 am really passionate about post-traumatic stress. They are going to
1698 understand where it is coming from, and so I might have more of an
1699 opportunity. One example is next week I am going to a thee day
1700 training on veteran mental health and suicide prevention that I am
1701 paying for myself and I am taking time off from work, and I attended
1702 the active shooter, community active shooter training, so I met some
1703 people around me, and was able to share that with the behavioral

1704 health unit. This was not a recommendation from the TAC, but I came
1705 there as a TAC member, and so I don't think they knew about the
1706 training. So, the folks from the behavioral health unit, I was told,
1707 were going to go to the training. So maybe it is not an official like
1708 yay, TAC, we did something, but I got to share something that was
1709 useful and was a recommendation, and maybe through that, because I
1710 really care about that for personal reasons. If they are also going
1711 to be there then maybe next year, we as the TAC can build on that
1712 relationships and do something around suicide prevention. Whether it
1713 is for officer wellness or if it is for behavioral health out in the
1714 community. So I do share that because every day people tell me no,
1715 and I do not get deterred, but like, long-term, you get to yes, and
1716 it is often in the ways that you never imagined you would get to Yes.
1717 So, I just wanted to share that.

1718 **CAMPBELL:** That is, go ahead Danielle. We are getting late but go
1719 ahead.

1720 **DROPPERS:** I also just wanted to provide a refrain, too, in that we
1721 are here as members of the public, as members of communities. There
1722 is a lot of history that has come before us sitting in these seats.
1723 While I appreciate that perspective, and I think there are definitely
1724 some things that you can learn from what you have said, I think that
1725 also, this is a committee of the bureau. There is some responsibility
1726 on the end of the bureau to form those relationships with the
1727 community. I will just keep it short and to the point, to say that I
1728 also work for a giant state bureaucracy. I do not think anybody here,
1729 certainly not myself, has expected any outcomes per se, but I do not
1730 think that anyone has asked for outcomes. Specifically, many of these
1731 recommendations, I think the ask is that, you know, maybe in the
1732 future when we get responses to these recommendations that we worked
1733 really hard on, getting some of the context, like what Lieutenant
1734 Stewart shared with us about - just a little extra information and
1735 know that it might go somewhere and if so, like what can the TAC's
1736 role be in that going forward, so we don't feel so discouraged. Not
1737 all of us have the privilege to go and attend a lot of extra
1738 trainings. There is a lot of privilege in being able to do that, and
1739 some of us are not able to do that. So, while I appreciate what you
1740 are saying, I do think - I encourage the bureau to think about ways
1741 that they can continue to foster trust in relationships in the
1742 community. I think there are certainly some concrete ways that some
1743 folks in the bureau are trying to do that. I also think that there is
1744 a lot of work yet to be done. I think some of these recommendations
1745 can build on that.

1746 **CAMPBELL:** Walt.

1747 **HULL:** Briefly, I just want to say that I did not in reading the
1748 responses, either agree or disagree. I did not feel that the person
1749 that was responding was not taking it seriously or was blowing us
1750 off. I did not have that feeling at all. I thought that there was
1751 some serious consideration of what we had put forward. That is number
1752 one. Number two, I still go back to the disagreements and there might
1753 be some things in those disagreements that we could - if we would go

1754 to do whatever, a meeting or whatever, that we could talk about those
1755 disagreements and maybe we could find portions of the disagreements
1756 that they could agree to. I do not - I am of the opinion that there
1757 are portions of most of the disagreements where they could give us a
1758 positive response. I really think so.

1759 **CAMPBELL:** Hmm. Sylvia.

1760 **ZINGESER:** Is it possible to discuss at the Steering Committee, and
1761 maybe who would like to go through the reports and see what we pulled
1762 out where the disagreements are exactly and what we might be able to
1763 tweak on that if people want to do that as a committee.

1764 **CAMPBELL:** If the TAC wishes to pursue something like that, we can do
1765 it in a motion, yes. We can also, it is getting late, so we could
1766 table this until -

1767 **ZINGER:** Until January, yes.

1768 **CAMPBELL:** People to (inaudible) the thing. If it is tabled, we could
1769 make sure they have time. All right. Is there any other discussion?
1770 All right. Yes. Danielle is going to read something and then we will
1771 go into public comment. Oh sorry, and then we will do one other
1772 thing.

1773 **DROPPER:** So, the TAC submitted four recommendations back in March.
1774 Several of us grew frustrated with no reply from the police chief
1775 until just earlier last week, half a year later. In these untimely
1776 responses, it seems the bureau mostly only agreed to things they
1777 think that they are already doing, many favor things that they say
1778 they are not able to do and will not prioritize. One of the rejected
1779 recommendations that I had been working on for over a year in
1780 partnership with other council members was a simply one, including
1781 city census say that the bureau's use of force reports for better
1782 context. Unfortunately, this was rejected, and the reason of census
1783 data not being reliable, although most government agencies utilize
1784 this data for budget and planning purposes. For the purpose of
1785 transparency and accessibility, I think it is important for TAC and
1786 the public to be able to contextualize the data that we have access
1787 to, especially so it is easier to see where overrepresentation is
1788 occurring and therefore do something about it to address it. Because
1789 the use of force reports are lacking this level of transparency, one
1790 was developed by the TAC to more fully inform our work. What we found
1791 was not surprising. It was (inaudible) our national trends around
1792 overrepresentation of black and brown community members in
1793 interactions with the police. We confirm the Black and Latino people
1794 have statistically higher level of overall (inaudible) by the
1795 Portland Police compared to the white population. Black Portlanders
1796 are consistently more likely to experience five types of force,
1797 including have a firearm pointed at them. Latinos are also more
1798 likely to experience multiple types of force including aerosol
1799 restraining. Frankly, this lack of transparency and unwillingness to
1800 compromise and truly work in partnership leaves me quite uncertain
1801 about the purpose of this group. Ultimately the bureau is tokenizing
1802 members of the public and most discouraging, quashing our hopes for
1803 positive change from the police in the city, they can check the box

1804 of community engagement. After serving on this council for the past
1805 two years, including a year on the Steering Committee, tonight's
1806 meeting will be my last, as I resign my seat in protest of the
1807 bureau's tokenizing approach to community engagement. I do implore the
1808 bureau to examine and adjust the strategies used to engage the public
1809 in these formal forums. More meaningful, inclusive and equitable
1810 approaches are needed, not only to allow for greater diversity and
1811 representation around this table, but also to ensure the community
1812 feedback is actually being meaningfully incorporated and implemented.
1813 I really want to acknowledge the hard work of my fellow TAC members
1814 and the chair, Shawn, thank you. Especially those who worked really
1815 hard to develop thoughtful and informed recommendations over the past
1816 couple of years. Thank you. And thank you to the police who are doing
1817 their due diligence to try to move some of these issues forward. I
1818 will continue to hope that the bureau will rethink its approaches
1819 to community engagement and do the work necessary to come to the
1820 table prepared to form meaningful, respectful partnerships that will
1821 champion efforts to create a more equitable police bureau in Portland
1822 in the future. Thank you.

1823 **CAMPBELL:** Thank you Danielle. Kate, I believe you have an
1824 announcement as well.

1825 **BONN:** Yes, it is very quick and simple. I have been offered a
1826 position with the Oregon State Police, so this will be my last TAC
1827 meeting as well. I will be transferring down there starting in
1828 January, so the TAC will have a new contact. For now, Greg Stewart
1829 will be handling even more.

1830 **STEWART:** But you will still have to bear with me. Sort buried at the
1831 moment as is.

1832 **HULL:** Going downhill, and downhill.

1833 **BONN:** But yes, it has been very enjoyable working with all of you,
1834 all the way back to 2016 for some of you and this past year, and
1835 these past couple of meetings. So, thank you all for letting me be a
1836 part of it.

1837 **MULTIPLE MEMBERS:** Congrats and thank you for your work.

1838 **CAMPBELL:** I would like also to say thank you to Danielle for your
1839 years of service to the TAC. It is not an easy stuff that we do, and
1840 I believe that there are certain ways that it is made a lot harder
1841 than it needs to be as well. But I also do believe a lot that the
1842 work we are doing here, even if we do not get what we want to hear
1843 out of the top brass of the bureau, it does make a difference. And
1844 even just in the time that I have been here, and in the time that I
1845 have been chair, I have seen things move along and part of it is
1846 because of certain things we did not have access to before that we
1847 do, such as - and I know not everyone can make it, but the courses we
1848 do get to go to, we did not get that before. Where we actually get to
1849 see a lot. I mean, heck, this active shooter thing, that was a live
1850 course, that was not a dry run. We went to a live police course. And
1851 there was a time we were told that would never happen. Similarly,
1852 with the emotional intelligence, when we first started doing that and
1853 Ben was the one who really pushed it before he moved to Chicago. I

1854 mean it was just a - hitting a brick wall, where we could not even
1855 define terms the same or even agree with the idea that some of these
1856 things could be trained. And I know that the captain and lieutenant
1857 are going out to trainings for that, and even when we did the
1858 scenario for the procedural justice, I saw some of the stuff in there
1859 that kind of reflected some thoughts about emotional intelligence,
1860 and the entire procedural justice idea had in the end. To be honest,
1861 for me myself, I am less worried about getting the okay from - the
1862 enthusiastic okay from the leadership as much as getting the, we will
1863 not get in the way, so that when the people that are in charge of the
1864 divisions want to make small steady changes, they are not going to be
1865 stopped, because I think that is how realistic change happens. A lot
1866 of times in organizations, I do not think leadership - you tend to
1867 kind of get more rigid the higher up you get. I do not see what we
1868 are doing as trying to change the leadership of the day. I see what
1869 we are doing as creating a norm so the leaders of tomorrow, this is
1870 not even a question. And that is a really long term - I mean I am in
1871 a position where I have the privilege to look at things in that long-
1872 term and being accepted, finding those acceptable. There are a lot of
1873 marginalized communities, which it is not. Because they are the ones
1874 hurting right now. But in the meantime, I think we have to do what we
1875 have to do, because even if we are just going and scraping away at a
1876 wall with a spoon, if you scrape away enough it is going to go down.
1877 Anyway, let us open it up to public ocmment. I am sure Dan has some
1878 stuff for us.

1879 **HANDELMAN:** Certainly, I do. I am Dan Handelman with Portland
1880 Copwatch. I am sad to see Ms. Droppers leaving. I am sad to see what
1881 prompted this, which I am hoping makes it to the newspaper that the
1882 chief's office said that demographic data is not going to be in the
1883 force reports because the census data is not reliable. That is a
1884 ridiculous argument and I still don't understand for the life of me
1885 why they won't do this. What I would suggest, if the Training
1886 Advisory Council has the capacity for it, is that whenever these
1887 quarterly reports, you do your own ,like, one sheet response to it
1888 that says, hey, let's take a look at some of the important things,
1889 and put those demographic data in that one sheet and then point out
1890 the disparities that you found. I think then you can publish the
1891 whole report with those comments on your site and you can give the
1892 community what we need. It is just an idea. Some procedural stuff.
1893 Sometimes you are voting on reports that are not out on the table, so
1894 there's nothing read into the records. So, you are saying, hey, today
1895 we agreed to this report, and I have no idea what the content is, so
1896 it would be helpful to at least summarize what is in the report
1897 before you vote on them and just to refresh people's memory around
1898 the table. The 2018 Stop Data Report is still not being published
1899 yet, and those reports, there is more work being put into them, but
1900 that need to describe what they have done as statistical gymnastics
1901 because even the auditor, who we disagree with often, said that the
1902 bureau's relating of a percentage of people stopped by the main
1903 enforcement team, whatever it is called now, should not be related to
1904 the percentages of people who are the victims of crime, because that

1905 does not make any sense. And that was done with those reports. I am
1906 a little worried about the active shooter training coming from the
1907 police. I am glad to hear it is not fear based in the training
1908 itself. The fear of active shooters is very similar, but much closer
1909 to home than the cold war fear of nuclear weapons, and nuclear
1910 weapons are still a threat today, but we don't duck and cover each
1911 school, but now we are doing this instead. So, is this just a new
1912 version of that? So, think about that. The compliance officers
1913 report, for those of you who were not paying attention when it came
1914 out, he said that the city is in complete compliance with all the
1915 things of the DOJ, which I completely disagree with, for one thing.
1916 But then when he was pressed and told by members of the PCCP, there
1917 are people with mental illness getting shot still by the Portland
1918 Police. You call that an anomaly? And then they he said, we don't
1919 have to have outcomes of changed behavior, we just have to set up
1920 these systems so the police can analyze them. That is the only things
1921 that the DOJ agreement requires. That is incredibly frustrating to
1922 hear after seven years with that agreement coming through. The
1923 directive on how police clean up houseless camps is up for review,
1924 and I know we didn't have a chance to discuss it collectively, but
1925 you could look at that. You are talking about equity in how the
1926 police treat people. The Equity Advisory Group - maybe you can tell
1927 me this offline, I was wondering if those should be public because
1928 there is mention about the BHU Advisory Council, which is not open to
1929 the public and that has become a point of contention in the
1930 community. And perhaps the responses from the bureau to say they
1931 agree in principle instead of saying agree, and that way you know
1932 that they did not agree to actually implement it. Next week, Monday
1933 night, there is a forum about the police association contract. And a
1934 lot of this, you know - all these changes you want to make, some of
1935 this is held up because the police association has a say in
1936 everything. So, if you want to be at that it is six o'clock at PCC
1937 Cascade on Monday night. And then on Tuesday night, Officer Daryl
1938 Turner, the president of the PPA is going to be presenting at the
1939 PCCP meeting, which will be at the Native American Center at Portland
1940 State at 5:30, and that is incredibly rare that the PPA comes to
1941 listen and talk to members of the public in a public setting.
1942 Finally, I have a few extra copies of the September People's Police
1943 report. Some of you did not get them, and if you want one before you.
1944 And thank you.

1945 **CAMPBELL:** Thank you Dan, it is always great when you are here. Any
1946 other public comments? All right, do we have a motion to adjourn.

1947 **HALL:** Motion to adjourn. Second.

1948 **CAMPBELL:** Tyler, and a second? Walt? All in favor, Aye. Opposed?
1949 Motion carries. Thank you very much and my apologies for the extra
1950 fifteen minutes.

1951 END OF RECORDING, Fldr 97_ mb/wcf