



## CITY OF PORTLAND, OREGON



### Bureau of Police

Ted Wheeler, Mayor

Jami Resch, Chief of Police

1111 S.W. 2nd Avenue • Portland, OR 97204 • Phone: 503-823-0000

Integrity • Compassion • Accountability • Respect • Excellence • Service

### Date of Minutes:

2/18/20

### Attendance:

Marlon Marion (PPB), Dave Galat, Wendy Garcia, La Trece Gaither, Daniel Ionesi, Sandy Wilborn, Officer Deanna Wesson-Mitchell (PPB), Sophie Maziraga, Tina Semko, Gabriela Bermudez (PPB), Freda Ceaser, Brody Sargent (PPB), David Benson

### Discussions and Votes:

1. Members shared how they heard about the advisory:
  - a. Marlon Marion – Job, Dave Galat- PPB Twitter/Oregonian, Wendy Garcia- PPB Twitter, La Trece Gaither- Word of Mouth, Daniel Ionesi- PPB Instagram, Sandy Wilborn- Work, Deanna Wesson-Mitchell- Work, Sophie Maziraga- Facebook (Asked to be Proxy), Tina Semko- APANO word of mouth, Gabriela Bermudez- EIO, Freda Ceaser- Word of Mouth (Bora), Brody Sargent- Work, David Benson- arrived late, did not answer question.
2. Members discussed what Equity means and how it relates to police. The following answers were given
  - a. When you have proper support to achieve your goals.
  - b. Being actively anti-racist and dismantling systems of white supremacy
3. EIO began its presentation on its place and purpose. The following conversation emerged during the presentation.
  - a. Questions on REP: Has the Bureau adopted an REP?
    - i. Answer (PPB): Yes we are now pushing towards completion.
    - ii. Additional Point (PEAC): City council adopted a citywide racial equity plan.
  - b. Question: How is the plan being measured? Who is being held accountable?
    - i. Answer (PPB): Using a software called Cascade, and we have set up a Core Team to integrate some accountability into the plan. We are working towards having members directly report to the Chief.
  - c. Question: Is it hard to track?
    - i. Answer (PPB): Not hard. Takes about 10 minutes a week. Building a habit is the hard part.
  - d. Question: Where is resistance coming from? Officers? Managers?

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- i. Answer: The plan is mostly high level. The REP is mostly run by managers. Leadership needs to hold people accountable.
  - ii. Additional Comment (PEAC): It's about leadership and priorities. How do you build commitment?
  - iii. Additional Comment (PPB): Cultural, Culture of people feeling overwhelmed and resistant. With turn over a lot more people are open.
  - iv. Additional Comment (PPB): It is a fraternal paramilitary space, directions need to come from people with power.
4. EIO Then presented on PEAC role. The following discussions were had.
  - a. Question (PEAC)- After orientation will we get to work?
  - b. Comment (PEAC)- We need more clear expectations before we give input on what we want our role to be?
  - c. Comment (PEAC)- We need to be accounting for Police Experience, what they go through.
5. EIO presented on its current work projects.
  - a. Question (PEAC)- Does the Equity Lens have a name?
  - b. Answer (PPB)- We just call it a Lens.
6. Additional discussion comments.
  - a. (PPB)- PPB attended a conference in Seattle watched race matters videos. In 2010 the racial equity tool was discussed. Ten years later tool is created. It's a tool of accountability and needs to be integrated.
  - b. (PPB) New Leadership will push things through and are very accommodating
  - c. (PEAC) Not moving on an item is a decision
7. PEAC engaged in an activity individually prioritizing individual items.
  - a. Members of PEAC Freda Ceaser and Sandy Wilborn recused themselves due to conflict of interest, David Benson abstained due to volunteering with organization.
  - b. The Priorities that emerged from the activity were as followed.



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### Food Choices Proposed:

1. Nicholas Cauliflower + Salmon Kebab
2. Le Bistro Montage
3. 42<sup>nd</sup> Fish House

Note: Do to some dietary restrictions given in confidence to EIO some restaurants proposed may not be chosen.

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