



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:

5/19/20

Attendance (Via Zoom):

Marlon Marion, Brody Sargent, Deanna Wesson-Mitchell, La Trece Gaither, Shaina Pomerantz, Tina Semko, Wendy Garcia, Dave Galat, David Benson, Sophie Maziraga, Tyler TerMeer (Guest)

Discussions and Votes:

1. Members did introductions and ice breakers
2. An activity was started defining the mission vision, values and ground rules of the group was started.
 - a. Mission/Vision (Old items recapped from last meeting)
 - i. Focus on accountability
 - ii. Getting the REP completed
 - iii. Interacting with the bureau
 - iv. Focus on measurement of progress and achievement of goals
 - v. Receiving impact and reporting back to the community.
 - vi. Starting a feedback loop with community
 - vii. Engaging plan leadership
 - b. Mission/Vision (New items)
 - i. Focus on accountability (expanded)
 1. Clear, simple and concise
 2. Accountability should be a part of the mission statement
 - ii. What do we want to accomplish as a committee?
 1. Helping the police bureau
 2. To be a sounding board between the community and the bureau
 3. Making sure we are mindful/helpful to the community beyond the 10 people members of the committee and stated how we are going to achieve that
 - iii. We should be more representative of the community than the police bureau.
 - iv. "Our mission should increase equity within the police bureau and its services in the community and hold us accountable to those goals."
 - v. Not completing but advancing the REP by focusing on accountability
 - vi. Vision Statement –



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1. We should have a vision statement but this will take a little more time
 2. This will be of value
 3. Overarching goal is to serve the community and getting community feedback
 4. Committed to engagement to the community
 5. Our mission is to further REP, holding bureau accountable and commitment to engaging the community
 6. Commitment from the group that community concerns are part of the dialogue
- c. Values (Small group discussion)
- i. Promotion of justice
 - ii. Integrity – Following through on commitments. Behaving in an ethically sound way around the work of equity.
 - iii. Accountability
 - iv. Inclusive Equity – Include rearranging the power balance. Dismantling unearned privilege which is systemically built into the way the police bureau operates and also how it is incorporated into society in general. Have community voices from different backgrounds and identities covering a wide set of demographics. Foster a culture that centralizes equity and weaves it into our daily work.
 - v. As a group we want to have integrity in how we operate. For instance acknowledging conflicts of interest when we take votes or make recommendations.
 - vi. Transparency – for instance open meetings laws apply to us.
 - vii. Compassion
 - viii. Acknowledge the disparities and gross short-comings of the past in our histories with LGBTQ Community, communities of color, immigrants, houseless.... PPB must honor the on-going community impacts of these lived experiences.
 - ix. Maintain a trauma-informed lens in the work that we do. Ensure that Police Bureau members are able to participate with community prioritizing the traumas in the community. Recognize the allies and the good works that have been done and are still on-going. (Discussion around being supportive of allies in a way to be that is trauma-informed for the community, also.
 - x. Value facts. Decisions should be fact driven. Which will help lead us to logical and rational decisions.
- d. Values (Large group discussion)
- i. Conflict around the concept of unearned privilege.



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1. Almost like stolen privilege
 2. Everyone should have the same privileges under the law.
 3. Acknowledge the disparities and acknowledgment of the pain of racism. That we value safety for those that have had a poor history with police.
- ii. Value integrity
 - iii. Value accountability
 - iv. Value Morals
 1. Members should at least act morally.
 2. This ties to implicit bias
 3. Can be difficult to acknowledge injustice
 4. People bring their beliefs in the work that they do.
 5. Ethics over morality for one of values
 - v. We value trauma informed policing/decisions
 1. Recognizing that people are coming to this place or engaging with individuals that may have trauma that when they are addressing people they realized that.
 2. The way that things are physically showing up
 3. Explanation of Trauma Informed Treatment- The importance of wearing face mask and acknowledging that historically brown and black people may have a very triggering experience.
 4. It is important to know that everyone carries trauma.
 - vi. “An acknowledgement of the pain of racism. Understandably, discussing these experiences is difficult and isolating for Black and Brown people, but centering equity means acknowledgment, validation, and stating that the Bureau values their safety and stands ready to listen, respond, and help.”
- e. Ground Rules
 - i. How do we show up to the space?
 1. Open
 2. Flexible
 3. Authentic
 4. Having taken care of self
 - ii. What rules should govern discussion?
 1. Use “I” statements and speaking from own experiences. Don’t tell others their experiences.
 2. Be honest- What we are doing is important and it is critical that we be accountable to the truth
 3. Basics of being respectful



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4. Seek to understand/ seek clarity
5. Don't dominate, make space
6. Be comfortable with the uncomfortable
7. No fixing
8. Listening with Curiosity/active listening
9. Assume Positive Intent
10. Stacking order- Stacking order is an opportunity to give space for marginalized voices,
11. Intentionally giving the most marginalized voices a chance
- iii. Tyler added common ground rules from his organization in the chat
 1. One Diva, One Mic (one person talks at a time)
 2. Don't Yuck My Yum (Everyone's opinion is valid)
 3. ELMO (Enough Let's Move On)
3. Discussion of Next Steps for group Mission Vision, Values, Ground Rules
 - a. EIO will draft Mission/Vision, Values, and Ground Rules
 - b. EIO will email drafts out to members in advance of the next meeting
 - c. The drafts will be edited and (Possibly) voted on next meeting
4. The group discussed what they wanted from REP discussions
 - a. The group requested a digital copy of the onboarding packet.
 - b. Prioritize accountability
 - c. EIO will help members shape questions month in advance
 - d. It was suggested that EIO chose which items should be prioritized
 - e. It was also that items be selected based on their urgency
5. Other discussion items
 - a. Members asked if the REP may be impacted by upcoming elections
 - i. The Police Bureau will likely stay with the Mayor
 - ii. A new city council could affect OEHR the bureau that oversees Equity work citywide.
 - b. Members discussed PEAC's role
 - i. Don't want to be a social group or meet and great
 - ii. Want to focus on accountability
 - iii. It's critical that we focus race
 - c. Emails
 - i. Members were reminded not to do work at home due to public records request
 - ii. Responding to emails does not count as work
6. Final Notes/Next Meeting
 - a. Next meeting is an official meeting in June on the 16th



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- i. We will finish brainstorming mission, vision, values and ground rules.
- ii. We will vote on chair and co-chair
- iii. Term Commitments
- iv. Briefing on training items
- v. Brainstorm questions for training