



## CITY OF PORTLAND, OREGON



### Bureau of Police

Ted Wheeler, Mayor

Charles Lovell, Chief of Police

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

Integrity • Compassion • Accountability • Respect • Excellence • Service

November 2, 2020

To: Training Advisory Council (TAC)

From: Chief Charles Lovell  
Portland Police Bureau

Subject: TAC Support for Prioritizing Equity Staffing and Advisory Group Evaluation

I would like to thank the Training Advisory Council for voicing their support regarding the prioritization of Equity Staffing and the Portland Committee on Community-Engaged Policing (PCCEP) resolution regarding the evaluation of community advisory groups. The Police Bureau is attempting to create additional positions to address the ongoing equity work currently being performed by the Bureau's Equity and Inclusion Office (EIO).

We are also examining how best to continue our work with community groups. As a part of this process, we have noted the TAC support for:

- Additional staffing to support advisory groups
- A needs assessment to determine what support each group needs
- Increasing the openness, accessibility and representativeness of each group
- Creating clear expectations and a process to appeal to City Council when an advisory group and the Bureau cannot agree on reforms

And the TAC's concerns about and lack of support for:

- The creation of uniform by-laws for advisory groups
- Any group to have an oversight role in regards to other duly created advisory bodies

Thank you for your time and effort on behalf of the Portland Police Bureau and the City of Portland. I look forward to our continued engagement as we work to improve policing.

Respectfully,

Chief of Police  
Portland Police Bureau

**Community Policing: Making the Difference Together**  
**An Equal Opportunity Employer**

City Information Line: 503-823-4000, TTY (for hearing and speech impaired): 503-823-6868 Website: [www.portlandpolice.com](http://www.portlandpolice.com)



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October 26, 2020

To: Chief Charles Lovell  
(Through Channels)

From: Acting Captain Stewart  
Training Division

Subject: TAC Recommendation – Prioritizing Equity Staffing

Sir,

The Portland Police Bureau (PPB) Training Division would like to thank the Training Advisory Council (TAC) for the work and time invested in preparing their resolution in support of prioritizing equity staffing. The Training Division found the recommendation to be informative as highlights the need for increased staffing related to equity work. Specifically this recommendation calls on the PPB to fill an equity analyst and equity training position.

Broadly speaking the Training Division supports filling these positions. However, given the uncertainty of the upcoming budget process and the potential for additional cuts the Division is not comfortable advocating a specific course of action.

Respectfully,

*Gregory J Stewart*

Greg Stewart

Acting Captain Training Division

Portland Police Bureau

# Portland Police Bureau Training Advisory Council

**Date:** September 9, 2020

**From:** Shawn Campbell  
Chair, Training Advisory Council

**To:** Chief of Police Chuck Lovell  
Mayor Ted Wheeler

**Subject:** Prioritizing Equity Staffing

On behalf of the Portland Police Bureau's Training Advisory Council (TAC), I am writing to emphasize the importance of filling the currently vacant equity analysis and equity training positions in the bureau's Equity Inclusion Office. The TAC fully understands the budgetary constraints placed upon the bureau by the COVID-19 pandemic, City Council's decision to cut several bureau divisions, and the bureau's need to focus funding on its core mission of public safety. Nevertheless, it is our view that these two positions are of great importance to the long-term viability and perceived legitimacy of the bureau.

Over the past two years, the bureau has made excellent strides in improving its training and standards via the tenets of procedural justice and has begun taking steps to fully institutionalize such tenets into the bureau's training and culture. We support these efforts and strongly believe continuing them will yield significant dividends in the coming years. These efforts will help the bureau reduce perceived and real disparities throughout the justice system, help establish sustainable public trust in the bureau, and improve officer morale. However, necessary and appropriate investment, is sorely and significantly lacking.

The TAC views the two currently vacant positions as vital to meeting the bureau's long-term goals regarding equity and procedural justice. The equity analyst position enables areas of concern to be identified so that policies and directives can better target and alleviate issues; and the equity training position ensures that all levels and types of training are viewed through an equity lens. We cannot solve equity issues if we do not understand them, and we cannot shift the culture of the bureau if equity is not a central focus of every portion of bureau training.

We recognize the fiscal difficulties of these times and the need for exploring alternatives and making difficult decisions. However, we want to stress, that rather than focusing existing analysts and trainers on issues of equity, the bureau needs to commit to adopting opportunities for the new equity analysis and equity training positions. Supporting qualified employees in these positions will help foster the change that is needed.

Thank you for your time and consideration. If you have a need to contact me regarding this resolution or any other work of the TAC, please contact me via email at [ppbtac@gmail.com](mailto:ppbtac@gmail.com).

Yours Truly,

Shawn Campbell  
TAC Chair

***About the Training Advisory Council:***

*The TAC was created in 2012 as a police bureau advisory body by city resolution 36912. The TAC is a citizen's group with the mission of providing ongoing advice to the Chief of Police and the bureau's Training Division in order to continuously improve training standards, practices, and outcomes through the examination of training philosophy, content, delivery, tactics, policy, equipment, and facilities. The TAC is also tasked by Section 86 of the DOJ settlement agreement with the City of Portland to identify and report to the Chief of Police any patterns in the bureau's use of force. More information can be found at: <https://www.portlandoregon.gov/police/61449>.*