

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.

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>.

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