



## 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

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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 Letter in Support of the Advisory Group Evaluation

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 letter in support of an advisory group evaluation. This letter does not directly impact the Training Division. Additionally, it only provides a partial recommendation of the Portland Committee on Community-Engaged Policing (PCCEP) resolution regarding the evaluation of community advisory groups.

Paraphrasing their recommendation it appears the TAC supports:

- 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.

The TAC does not support:

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

I have provided the letter of support for you to review.

Respectfully,

*Gregory J Stewart*

Greg Stewart

Acting Captain Training Division

Portland Police Bureau

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# 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:** Advisory Group Evaluation

On behalf of the Portland Police Bureau's Training Advisory Council (TAC), I am writing convey our advisory body's partial support for the Portland Committee on Community-Engaged Policing's (PCCEP) recommendation regarding the evaluation of the community advisory groups currently serving the Portland Police Bureau, passed on July 28, 2020.

The TAC fully supports increasing collaboration among police advisory groups to share information, create partnerships, avoid unnecessary duplication, and resist assigning issues that cross advisory group boundaries to just one silo. To this end, the TAC agrees with the PCCEP regarding the following:

- Providing advisory groups support staff to aid them in carrying out their missions. One of the largest hurdles for many advisory groups is their volunteer nature, with support provided only by bureau staff as a secondary duty. The effectiveness of advisory groups could be greatly increased if they were provided dedicated staff.
- Performing a needs assessment to better understand the support needed by each group and limitations faced by each group in the fulfillment of their missions.
- Examining how each advisory group can be more open and accessible to the community and creating strategies to ensure advisory groups are both representative of communities interacting with the police and including needed expertise when pertinent.
- Creating clear expectations for each advisory group as well as established processes to allow for appeals to the City Council when it is felt that the Portland Police Bureau is failing to recognize or implement needed reforms.

While the TAC does support efforts to increase the effectiveness of advisory groups and collaboration between groups, it does not support:

- The creation of uniform by-laws for advisory groups. The TAC believes that differences in the missions of each advisory group must be recognized, especially between groups designed to provide avenues of broad community input (such as the PCCEP and Slavic Advisory Council) and groups designed to provide technical

expertise (such as the TAC and Budget Advisory Council). Each advisory group must be given the flexibility to create the best structure to meet its intended purpose.

- The PCCEP or any other advisory group in any fashion being given an oversight role over other duly created advisory bodies. It is the TAC's view that while input and the sharing of information should always be seen as welcome and necessary, creating any type of hierarchy amongst advisory groups would limit, rather than enhance, the scope and diversity of community voices.

With the proper support and leadership, we fully believe that significant and effective change is possible. We look forward to providing further input regarding needed changes and strategies for implementing these changes. If you need to contact me, you can do so via email at [ppbtac@gmail.com](mailto:ppbtac@gmail.com).

Yours Truly,

Shawn Campbell  
TAC Chair

***Links:***

*PCCEP recommendation regarding evaluating advisory groups*  
<https://www.portlandoregon.gov/pcccep/article/764300>

***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. Website: <https://www.portlandoregon.gov/police/61449>*