



**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

**Police Equity Advisory Council (PEAC)**

**Date of Minutes:**

9/15/20

**Attendance (Via Zoom):**

PPB Representatives:

Marlon Marion - Present

Brody Sargent - Present

Officer Deanna Wesson-Mitchell – Present

Gabriela Bermudez – Present

PEAC Members:

Chair - Tony DuVoix - Present

Vice Chair- Wendy Garcia - Absent (Discussed Prior)

Member - David Benson - Present

Member – Freda Ceaser – Absent

Member - La Trece Gaither - Present

Member - Dave Galat - Present

Member - Daniel Ionesi - Absent

Member – Sophie Maziraga - Present

Member - Shaina Pomerantz – Present

Member - Tina Semko - Present

Member - Sandy Wilborn - Present

Guests:

None



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### Discussions and Votes:

1. Police Equity Advisory Council (P.E.A.C.) Members did introductions.
2. Chair moved to approve minutes for prior meetings
  - a. Members voted to approve minutes for June 16<sup>th</sup>
    - Chair - Tony DuVoix – Yay
    - Vice Chair- Wendy Garcia - Absent
    - Member - David Benson - Yay
    - Member – Freda Ceaser - Absent
    - Member - La Trece Gaither - Yay
    - Member - Dave Galat - Yay
    - Member - Daniel Ionesi - Absent
    - Member – Sophie Maziraga - Yay
    - Member - Shaina Pomerantz - Yay
    - Member - Tina Semko - Yay
    - Member - Sandy Wilborn – Yay
  - b. Members voted to approve minutes for August 18<sup>th</sup>
    - Chair - Tony DuVoix – Yay
    - Vice Chair- Wendy Garcia - Absent
    - Member - David Benson - Yay
    - Member – Freda Ceaser - Absent
    - Member - La Trece Gaither - Yay
    - Member - Dave Galat - Yay
    - Member - Daniel Ionesi - Absent
    - Member – Sophie Maziraga - Yay
    - Member - Shaina Pomerantz - Yay
    - Member - Tina Semko - Yay
    - Member - Sandy Wilborn – Yay
3. Members discussed last meetings REP leader presentation
  - a. Members discussed the value of the presentation
  - b. Members discussed length of the presentation
    - Future presentations should be shorter, times discussed ranged from 15 minutes to 45 minutes.
      - Time should be divided between questions and presentations.



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- c. Members discussed process for upcoming presentations
  - Group decided to look at two different REP units in a single session
    - Business Services, and BHR/Personnel first
    - SSD and Community Services Division next
    - Save meeting with Chief's Office for last
  - EIO will request that unit presentation be sent to group ahead of time
  - The Police Equity Advisory Council decided to prep questions for both sessions next meeting in breakout groups.
4. EIO gave verbal presentation on EIO progress on the following items:
  - a. The Equity and Inclusion Office's Equity Retreat
    - EIO held a four day retreat
    - EIO created report for members cataloguing feedback
    - EIO is using feedback to inform the 2020-2022 updated REP which is scheduled for September Release
  - b. Equity and Inclusion's 2.02 Work
    - EIO is working with internal partners to increase mediation options
    - This is a step in creating a culture ready to have courageous conversations on race
  - c. EIO's internal advisory the Police Equity Council
    - Sent a letter to the Chief on measures to become an anti-racist organization and held a meeting around the letter
    - Currently has a training subcommittee to embed anti-racism into training
  - d. Dashboard for Accountability
    - EIO has had preliminary meetings with Strategic Services around the creation of a dashboard that shows bureau accountability on Equity measures
  - e. Portland Police's Internal Equity Lens
    - Equity Lens training scheduled for Bureau Leadership
    - Equity Lens is bureau's guiding process for working towards equitable outcomes



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5. PEAC brought forward 17 action items to be voted on as recommendations to Council and the Chief's Office. Below is just a 1st wave of recommendations to help implement critical reforms that are clearly needed for the PPB to help inspire to exceed our 21st Century policing goals in Portland, Oregon. We cannot exclusively rely on law enforcement to reduce crime, homelessness, mental illness but we absolutely need new policing strategies and fresh eyes that can help the people of Portland, Oregon.

“The first rule of effective law enforcement is to gain the trust of the community you serve.”

- a. Item 1: Develop a Portland program like Eugene's Crisis Assistance Helping Out on The Streets (CAHOOTS) program, so that it is trained social workers, not police, who usually respond to mental health and homeless incidents.
- Chair - Tony DuVoix – Yay
  - Vice Chair- Wendy Garcia - Absent
  - Member - David Benson - Yay
  - Member – Freda Ceaser - Absent
  - Member - La Trece Gaither - Yay
  - Member - Dave Galat - Yay
  - Member - Daniel Ionesi - Absent
  - Member – Sophie Maziraga - Abstain Conflict of Interest
  - Member - Shaina Pomerantz - Yay
  - Member - Tina Semko - Yay
  - Member - Sandy Wilborn – Abstain Conflict of Interest
- b. Item 2: Include “experience working with diverse populations” as a criterion in hiring police officers.
- Chair - Tony DuVoix – Yay
  - Vice Chair- Wendy Garcia - Absent
  - Member - David Benson - Yay
  - Member – Freda Ceaser - Absent
  - Member - La Trece Gaither - Yay
  - Member - Dave Galat - Yay
  - Member - Daniel Ionesi - Absent
  - Member – Sophie Maziraga - Yay
  - Member - Shaina Pomerantz - Yay
  - Member - Tina Semko - No
  - Member - Sandy Wilborn – Yay



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- c. Item 3: Raise to 25 the age at which armed officers are allowed to interact alone with the public, since it is not until about this age that the prefrontal cortex of most brains mature, thus apt to make better use-of-deadly-force decisions.
- Chair - Tony DuVoix – Yay
  - Vice Chair- Wendy Garcia - Absent
  - Member - David Benson - Abstain
  - Member – Freda Ceaser - Absent
  - Member - La Trece Gaither - No
  - Member - Dave Galat - No
  - Member - Daniel Ionesi - Absent
  - Member – Sophie Maziraga - No
  - Member - Shaina Pomerantz - Abstain
  - Member - Tina Semko - No
  - Member - Sandy Wilborn – No
- d. Item 4: Increase the required training of officers to include developmental psychology, sociology, critical thinking, civics, U.S. history, novels and short stories with diverse protagonists, and empty hand techniques of physical apprehension.
- Chair - Tony DuVoix – Yay
  - Vice Chair- Wendy Garcia - Absent
  - Member - David Benson - Yay
  - Member – Freda Ceaser - Absent
  - Member - La Trece Gaither - Yay
  - Member - Dave Galat - No
  - Member - Daniel Ionesi - Absent
  - Member – Sophie Maziraga - Yay
  - Member - Shaina Pomerantz - Yay
  - Member - Tina Semko - No
  - Member - Sandy Wilborn – No
- e. Item 5: Systematically monitor police-community relations by regularly surveying police attitudes toward and experiences with Portland’s various communities and by surveying these communities’ attitudes toward and experiences with police.
- Chair - Tony DuVoix – Yay
  - Vice Chair- Wendy Garcia - Absent



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- Member - David Benson - Yay
  - Member – Freda Ceaser - Absent
  - Member - La Trece Gaither - Yay
  - Member - Dave Galat - Yay
  - Member - Daniel Ionesi - Absent
  - Member – Sophie Maziraga - Yay
  - Member - Shaina Pomerantz - Yay
  - Member - Tina Semko - Yay
  - Member - Sandy Wilborn – Yay
- f. Item 6: Make community outreach a required part of a police officer’s job.
- Chair - Tony DuVoix – Yay
  - Vice Chair- Wendy Garcia - Absent
  - Member - David Benson - Yay
  - Member – Freda Ceaser - Absent
  - Member - La Trece Gaither - Yay
  - Member - Dave Galat - No
  - Member - Daniel Ionesi - Absent
  - Member – Sophie Maziraga - Yay
  - Member - Shaina Pomerantz - Yay
  - Member - Tina Semko - No
  - Member - Sandy Wilborn – Yay
- g. Item 7: Officer Badge number must be displayed in bold clear 5/8 inch number lettering. • On Class A or B uniform’s - Below Left & Right shoulder patch and below the badge either top of shirt pocket or on pocket flap  
Patrol uniforms Officer badge number must be displayed in bold clear 5/8 inch or 3/4 inch number lettering. Example (12345). Also Below Left & Right shoulder patch, And On the back identifier, center below “Police” and front of vest below the badge either top of shirt pocket or on pocket flap. Tactical units don’t apply, Special Emergency Response Team (SERT), Rapid Response Team (RRT), Hostage Negotiation Team (HNT)  
\*\* Precinct identifier placed easily for the eye can see.\*\* Location at the decision of the Chief of Police
- Chair - Tony DuVoix – Yay
  - Vice Chair- Wendy Garcia - Absent
  - Member - David Benson - Yay



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- Member – Freda Ceaser - Absent
  - Member - La Trece Gaither - Yay
  - Member - Dave Galat - No
  - Member - Daniel Ionesi - Absent
  - Member – Sophie Maziraga - Yay
  - Member - Shaina Pomerantz - Yay
  - Member - Tina Semko - Yay
  - Member - Sandy Wilborn – Yay
- h. Item 8: Open an Initiative to begin the process to bring back recruitment for volunteer Reserve Officers beginning 6/1/2021.
- Chair - Tony DuVoix – Yay
  - Vice Chair- Wendy Garcia - Absent
  - Member - David Benson - Yay
  - Member – Freda Ceaser - Absent
  - Member - La Trece Gaither - No
  - Member - Dave Galat - No
  - Member - Daniel Ionesi - Absent
  - Member – Sophie Maziraga - No
  - Member - Shaina Pomerantz - Yay
  - Member - Tina Semko - No
  - Member - Sandy Wilborn – No
- i. Item 9: Open an Initiative to begin the process for requiring law enforcement officer to intervene when other officers are using excessive force with severe penalties for failure to act.
- Chair - Tony DuVoix – Yay
  - Vice Chair- Wendy Garcia - Absent
  - Member - David Benson - Yay
  - Member – Freda Ceaser - Absent
  - Member - La Trece Gaither - Yay
  - Member - Dave Galat - No
  - Member - Daniel Ionesi - Absent
  - Member – Sophie Maziraga - Yay
  - Member - Shaina Pomerantz - Yay
  - Member - Tina Semko - Yay
  - Member - Sandy Wilborn – Yay



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- j. Item 10: Make it policy that 65% of PPB live in Multnomah County to maintain their position with PPB.
  - Chair - Tony DuVoix – Yay
  - Vice Chair- Wendy Garcia - Absent
  - Member - David Benson - Yay
  - Member – Freda Ceaser - Absent
  - Member - La Trece Gaither - Yay
  - Member - Dave Galat - No
  - Member - Daniel Ionesi - Absent
  - Member – Sophie Maziraga - Yay
  - Member - Shaina Pomerantz -Yay
  - Member - Tina Semko - No
  - Member - Sandy Wilborn – No
- k. The committee agreed to vote on the next seven items as well as any other items submitted to Chair next meeting.
- l. Under City Rules and PEC guidelines the following recommendations were:
  - Passed by PEAC:
    1. Item 1
    2. Item 2
    3. Item 5
    4. Item 6
    5. Item 7
    6. Item 9
  - Not passed by PEAC:
    1. Item 3
    2. Item 4
    3. Item 8
    4. Item 10
6. Members voted on changing values to language proposed by member David Galat.
  - Chair - Tony DuVoix – Nay
  - Vice Chair- Wendy Garcia - Absent
  - Member - David Benson - Nay
  - Member – Freda Ceaser - Absent
  - Member - La Trece Gaither - Nay
  - Member - Dave Galat - Yay
  - Member - Daniel Ionesi - Absent





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- Member – Sophie Maziraga - Nay
  - Member - Shaina Pomerantz - Nay
  - Member - Tina Semko - Nay
  - Member - Sandy Wilborn – Yay
  - Measure did not pass.
7. Voting on use of Gmail account and PEC presentation postponed until next meeting.
8. Next Meetings
- a. October 20<sup>th</sup>
  - b. November 17<sup>th</sup>