



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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Police Equity Advisory Council (PEAC)

Date of Minutes:

9/20/20

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 - Present

Member - David Benson - Present

Member – Freda Ceaser – Requested to Be Removed from PEAC

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:

Tyler TerMeer

Robert Kenneth

Ana Brophy

Nirel Wardwell



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Discussions and Votes:

1. Police Equity Advisory Council (P.E.A.C.) Members and Guests did introductions.
2. PEC Members Deanna Wesson-Mitchell and Gabriela Bermudez presented on their experiences in PEC and the subcommittees they are working on.
 - a.
3. Chair moved to approve minutes for prior meetings
 - a. Members voted to approve minutes for September 15th
 - Chair - Tony DuVoix – Yea
 - Vice Chair- Wendy Garcia - Yea
 - Member - David Benson - Yea
 - Member – Freda Ceaser - Resigned
 - Member - La Trece Gaither - Yea
 - Member - Dave Galat - Yea
 - Member - Daniel Ionesi - Absent
 - Member – Sophie Maziraga - Yea
 - Member - Shaina Pomerantz - Yea
 - Member - Tina Semko - Yea
 - Member - Sandy Wilborn – Yea
4. Members voted on several issues of PEAC Business
 - a. PEAC members discussed G-Mail accounts
 - Tony will be creating a general PEAC email.
 - Members did not hold a vote after discussion. It is not mandatory for PEAC members to create a PEAC specific email however, they are welcome create PEAC emails if they would like.
 - b. PEAC tabled discussion of recommendations for future PEAC meeting
 - c. PEAC discussed whether to have a December meeting. Members voted on attendance.
 - Chair - Tony DuVoix – Nay
 - Vice Chair- Wendy Garcia - Yea
 - Member - David Benson - Yea
 - Member - La Trece Gaither - Yea
 - Member - Dave Galat - Yea



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- Member - Daniel Ionesi - Absent
 - Member – Sophie Maziraga - Nay
 - Member - Shaina Pomerantz - Yea
 - Member - Tina Semko - Yea
 - Member - Sandy Wilborn – Nay
5. Members broke into break out rooms lead by Marlon Marion and Brody Sargent. The rooms focused on crafting questions for **Bureau of Human Resources** and **Business Services Group**. The following questions were drafted:
- a. **BHR:**
- Should the language in REP be limited to women and people of color?
 - Gender identity
 - Sexual identity
 - Varying in ability
 - For some of these goals, are there going to be goals/objectives with a set minimum?
 - For example, percentage of members living in and working in the city?
 - Percentage of minorities within the metro area?
 - Percentage of encounters with law enforcement and representation in the force that matches that?
 - Accountability – What happens when these do not happen?
 - What happens if there is not forward facing dashboard?
 - What happens if there is no use of the equity lens?
 - What is the pipeline for more diverse staff promoted within the Bureau?
 - There is not a high level of comfort for racial minorities to turn in complaints to white people especially if they are reporting concerns that revolve around race. What is being done for issues like these?
 - If you have members from a protected class and everyone in leadership is not from a protected class can they circle back to the EM to make sure the protected class issues are being looked at from an equity lens?
- b. **BSG:**
- On Item 8.7: Who is issued a P-Card and what trainings accompany that?
 - On Item 8.10: How do you plan on working with OEHR (Office of Equity and Human Rights) and others to expand your knowledge of local



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- MWESBs (Minority Women and Emerging Small Businesses)? Do you work with other bureaus on sharing resources/lists?
- Lists exist for MWESB vendors. Does the PPB utilize those lists as "preferred vendors"?
 - What are CBA mandated spending?
 - What are the most frequent and obscure purchase with P-Cards?
6. Marlon Marion and Brody Sargent presented on the following Equity Progress.
- a. The Office has been approved to gain an Equity Training Specialist
 - b. The Racial Equity Plan has been signed by Chief and posted. The plan has been inputted into Cascade Software. Leads currently working on benchmarks
 - c. Once this is done we will be able to report out to the Public
 - d. There have been Four Equity Lens Trainings for leadership and there is one more scheduled for November.
7. Next Meetings
- a. November 17th
 - b. December 15th