

TAC Work Overview for 2018 and 2019

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

The mission of the Portland Police Bureau's (PPB) Training Advisory Council (TAC) is to provide ongoing advice to the Chief of Police and the 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.

Over the past year and a half, the TAC has concentrated its efforts on supporting the Training Division and the bureau with the introduction of several important topics into both Advanced Academy and In-Service training. These topics include comprehensive officer wellness, the recognition of implicit bias, the tenants of procedural justice, emotional intelligence training, and improving bureau transparency. It is believed that by focusing on these interlocking subjects and fully integrating them into all facets of officer training, it is possible to build upon earlier efforts, improving the bureau's relationship with the public and significantly pushing forward its shift towards the 21st century police force that the communities of Portland deserve.

While it is understood that these efforts will likely not have an immediate effect on many of the issues of community concern regarding the PPB, it is felt by the TAC that they will help reduce these issues in the future. The TAC is committed to the long-term task of building the world we want for tomorrow through our efforts today. The TAC is also committed to the understanding that these efforts are just the beginning. There are still many issues that need to be understood and dealt with, and still much work to be done. Below, please find a summary of individual TAC recommendations, training commentary, and reports regarding these topics.

Implicit Bias

The understanding of sub-conscious biases, including how they form and how they can affect worldviews and actions, is rapidly becoming a central focus of equity training for all kinds of organizations around the world. Implicit biases are difficult to overcome given that many people are unaware that they may have such biases. The TAC is proud to support efforts by the PPB to not only introduce implicit bias as a concept to its officers, but to also integrate training strategies regarding recognizing and countering implicit bias throughout its curriculum.

Training Commentary 1: <https://www.portlandoregon.gov/police/article/699316>

Training Commentary 2: <https://www.portlandoregon.gov/police/article/699311>

Emotional Intelligence

The central focus of emotional intelligence training is fostering an officer's capacity to be aware of, control, and express their emotions in order to allow interpersonal relationships to be handled more judiciously and empathetically. It is an understanding of how the expression of an officer's emotions, either directly or indirectly, can affect the emotions of others, and in turn how the emotions of others can affect an officer's emotions. While the PPB has already begun to develop training focusing on emotional intelligence, the TAC is recommending its broad integration into all facets of the bureau's training curriculum.

Recommendation: <https://www.portlandoregon.gov/police/article/745937>

Comprehensive Officer Wellness

Maintaining and improving officer physical and mental health is the foundation upon which must be built efforts to positively shift the PPB towards a 21st century police force. Important areas; such as improving police-public relationships with all communities, reducing the use of force, countering implicit biases, increasing officer emotional intelligence, and establishing a sense of the system being fair for everybody; all require officers to be in peak physical and mental health throughout their careers. It is believed by the TAC that if we want a 21st century police force, then the first step is ensuring that officers are getting the tools and support they need.

Recommendation: <https://www.portlandoregon.gov/police/article/745938>

Training Commentary 1: <https://www.portlandoregon.gov/police/article/742533>

Training Commentary 2: <https://www.portlandoregon.gov/police/article/756740>

Procedural Justice

The focus of procedural justice is the idea that the bureau's legitimacy is derived from the public trust and that how people are treated is an important factor in establishing that trust. The four tenants of procedural justice are giving community members the time and space to have a voice, treating everyone with respect, establishing a sense of officer neutrality, and creating a feeling of officer trustworthiness. Officers are trained on recognizing how their verbal and non-verbal actions can help or hinder the establishment of these tenants in their interactions with the public. The TAC is proud to support the PPB's development of procedural justice courses and the integration of the four tenants into all parts of the bureau's training curriculum.

Training Commentary 1: <https://www.portlandoregon.gov/police/article/709399>

Training Commentary 2: <https://www.portlandoregon.gov/police/article/751927>

Overview of Historical and Current Police Data

In order to establish important historic and present-day context, the TAC prepared a report outlining and comparing publicly available police data over time. While this data highlights a number of positive trends, including significant drops in the use of force, it also helps bring focus to current and continuing issues both internally for the bureau and regarding its interactions with the general public and specific communities.

Report: <https://www.portlandoregon.gov/police/article/731481>

Patterns in the Use of Force

To better highlight possible areas of concern, the TAC carried out a statistical analysis of use of force data for 2018 in order to identify any significant differences in the force used against specific communities. The report identifies several key concerns regarding the levels of force experienced by some communities compared to others.

Report: <https://www.portlandoregon.gov/police/article/738715>

Demographic Data Inclusion

To help establish a public sense of transparency, the TAC has recommended that the PPB's quarterly and annual Use of Force reports include general demographic data for the city to better highlight possible inequities. As part of this recommendation, the TAC recognizes a need to educate the public on the complexities of such issues beyond simple demographic comparisons.

Recommendation: <https://www.portlandoregon.gov/police/article/745939>