



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:

11/18/20

Attendance (Via Zoom):

PPB Representatives:

Marlon Marion - Present
Brody Sargent - Present
Officer Deanna Wesson-Mitchell – Present
Gabriela Bermudez – Present
Ken Lee (Guest) – Present
Jennifer Burghardt (Guest) – Present
Shelonda Simpson (Guest) (BHR Partner) – Present
Kathryn Linzey - Present

PEAC Members:

Chair - Tony DuVoix - Present
Vice Chair- Wendy Garcia - Present
Member - David Benson - Present
Member – Freda Ceaser – Absent
Member - La Trece Gaither - Present
Member - Dave Galat - Present
Member - Daniel Ionesi - Present
Member – Sophie Maziraga - Absent (Discussed Prior)
Member - Shaina Pomerantz – Absent (Discussed Prior)
Member - Tina Semko - Absent
Member - Sandy Wilborn - Present

Guests:

Ana Brophy – Present
Robert Kenneth– Present
Tyler TerMeer – Present
Ashley Tjaden – Present
David Komeiji - Present



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Discussions and Votes:

1. Police Equity Advisory Council (P.E.A.C.) Members and guests did introductions in chat.
2. Business Services Group (Ken Lee and Jennifer Burghardt) presented on questions submitted by council.
 - a. Presentation will be sent out with meeting minutes.
3. Bureau of Human Resources Representative Shelonda Simpson
 - a. Information used to determine PPB's diversity shortfalls come from labor reports.
 - We have a short fall of about 53 black officer, 50 Hispanics and 8 indigenous. Not only trying to recruit but retain and promote them. This is a substantial shortfall.
 - b. Discussion about whether REP items should focus on race and gender or be more inclusive.
 - Guest suggested use of BIPOC to replace POC, and cultural minorities as an additional category.
 - c. BHR works off State defined protected class in order to get State Funding.
 - d. Dashboards are forward facing on BHR website. It is always available but may not be the easiest to find.
 - e. Members discussed values of a BHR attitude survey
 - f. Members discussed the difficulties and opportunities in recruiting
4. Chair moved to approve minutes for prior meetings
 - a. Members voted to approve minutes for June 16th
 - Chair - Tony DuVoix – Yea
 - Vice Chair- Wendy Garcia - Yea
 - Member - David Benson - Yea
 - Member - La Trece Gaither - Yea
 - Member - Dave Galat - Yea
 - Member - Daniel Ionesi - Yea
 - Member – Sophie Maziraga - Absent
 - Member - Shaina Pomerantz - Absent
 - Member - Tina Semko - Absent
 - Member - Sandy Wilborn – Yea
5. Members discussed term commitments
 - a. The following members agreed to a 2 year commitment
 - Tony DuVoix



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- David Benson
 - LaTrece Gaither
 - Sandy Wilborn
- b. The members agreed to a 1 year commitment
- Wendy Garcia
 - Dave Galat
 - Daniel Ionesi
- c. Members not present were emailed requesting their preference
6. 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. (These are items not voted on in previous meetings or brought back due to a close vote.)

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

- a. Item 11: Make it policy for Police commissioner, Police Chief, and East, North & Central precinct commanders to be voted in by Multnomah county registered voters for those positions.
- Chair - Tony DuVoix – Nay
 - Vice Chair- Wendy Garcia - Nay
 - Member - David Benson - Nay
 - Member – Freda Ceaser - Resigned
 - Member - La Trece Gaither - Abstain
 - Member - Dave Galat - Nay
 - Member - Daniel Ionesi - Nay
 - Member – Sophie Maziraga - Absent
 - Member - Shaina Pomerantz - Absent
 - Member - Tina Semko - Absent
 - Member - Sandy Wilborn – Nay
- b. Item 12: Use of Force - Banning the use of chokeholds or other actions that restrict airflow to humans. .
- Chair - Tony DuVoix – Yea
 - Vice Chair- Wendy Garcia - Yea
 - Member - David Benson - Yea



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- Member – Freda Ceaser - Resigned
 - Member - La Trece Gaither - Yea
 - Member - Dave Galat - Yea
 - Member - Daniel Ionesi - Yea
 - Member – Sophie Maziraga - Absent
 - Member - Shaina Pomerantz - Absent
 - Member - Tina Semko - Absent
 - Member - Sandy Wilborn – Yea
- c. Item 3: Ban racial profiling by ending: stop-and-frisk, consent searches, pretext stops. Example - They occur when a police officer wishes to investigate a motorist on other suspicions, generally related to drug possession, and uses a minor traffic infringement as a pretext to stop the driver.
- 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 - Nay
 - Member – Sophie Maziraga - Absent
 - Member - Shaina Pomerantz - Absent
 - Member - Tina Semko - Absent
 - Member - Sandy Wilborn – Yea
- d. Item 14: End qualified immunity, hold police officers accountable, so that officers face full liability for their actions as fiduciaries.
- Chair - Tony DuVoix – Yea
 - Vice Chair- Wendy Garcia - Yea
 - Member - David Benson - Yea
 - Member – Freda Ceaser - Resigned
 - Member - La Trece Gaither - Abstain
 - Member - Dave Galat - Abstain
 - Member - Daniel Ionesi - Nay
 - Member – Sophie Maziraga - Absent
 - Member - Shaina Pomerantz - Absent



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- Member - Tina Semko - Absent
 - Member - Sandy Wilborn – Yea
- e. Item 15: PPB staff & Officers should be required to take a mandatory yearly 1.5 to 2.5hr course to learn and understand the intricacies of the LGBTQ+ community, review definitions, vocabulary and discuss heterosexual/cisgender privilege. Participants will also learn how to put these concepts into practice.
- 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 - Yea
 - Member – Sophie Maziraga - Absent
 - Member - Shaina Pomerantz - Absent
 - Member - Tina Semko - Absent
 - Member - Sandy Wilborn – Yea
- f. Item 16: PPB staff & Officers should be required to take a mandatory yearly course to learn how to define and identify the three types of microaggressions. Learn examples of microaggressions that impact Systemically Under-represented people and leave with tools for responding to and minimizing harms of microaggressions.
- 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 - Yea
 - Member – Sophie Maziraga - Absent
 - Member - Shaina Pomerantz - Absent
 - Member - Tina Semko - Absent
 - Member - Sandy Wilborn – Yea
- g. Item 17: PPB staff & Officers should be required to take a mandatory yearly course to learn the intricacies of the disability community, including affirming



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and non-affirming language, types of disabilities and learn about neurodiversity. Participants should also learn what these concepts mean and how to put these tools into practice.

- 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 - Yea
- Member – Sophie Maziraga - Absent
- Member - Shaina Pomerantz - Absent
- Member - Tina Semko - Absent
- Member - Sandy Wilborn – Yea

- h. Item 18: Create a Racial Equity Scorecard that identifies specific, measurable equity indicators and goals that can be used to hold the Portland Police Bureau accountable and to show what progress the bureau has made toward racial equity over time. The Scorecard should be posted on the PPB website and its data updated annually. Below are examples of some possible indicators and goals.

Indicator	Goal	2020	2021	2022
1. Percentage of PPB officers, including patrol officers, who are people of color	15%			
2. New hires with experience working with ethnically and/or racially diverse populations	100%			
3. Reported trust in the Portland police by African-Americans compared to reported trust by European-Americans	1:1			
4. Complaints of workplace racial and ethnic discrimination within the PPB	0			

- Chair - Tony DuVoix – Yea
- Vice Chair- Wendy Garcia - Yea
- Member - David Benson - Yea



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- Member – Freda Ceaser - Resigned
 - Member - La Trece Gaither - Yea
 - Member - Dave Galat - Yea
 - Member - Daniel Ionesi - Abstain
 - Member – Sophie Maziraga - Absent
 - Member - Shaina Pomerantz - Absent
 - Member - Tina Semko - Absent
 - Member - Sandy Wilborn – Yea
- i. 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 – 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 - Yea
 - Member – Sophie Maziraga - Absent
 - Member - Shaina Pomerantz - Absent
 - Member - Tina Semko - Absent
 - Member - Sandy Wilborn – Yea
- j. Item 10: Make it policy that 65% of PPB live in Multnomah County to maintain their position with PPB.
- 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 - Yea
 - Member – Sophie Maziraga - Absent
 - Member - Shaina Pomerantz - Absent
 - Member - Tina Semko – Absent



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- Member - Sandy Wilborn – Yea
- k. Under City Rules and PEC guidelines the following recommendations were:
 - Passed by PEAC:
 1. Item 4
 2. Item 10
 3. Item 12
 4. Item 13
 5. Item 15
 6. Item 16
 7. Item 17
 8. Item 18
 - Not passed by PEAC:
 1. Item 11
 2. Item 14
- 7. EIO Updates
 - a. Equity Training Specialist Position and Equity Data Analyst Position have been approved.
 - b. Racial Equity Plan signed by Chief and posted and put into Cascade Software. Leads are currently working on benchmarks. Once this is done we will be able to report out to the Public.
 - c. All Equity Lens Trainings Completed.
- 8. Important Reminders
 - a. All members are required to complete conflict of interest forms. This is an essential part of being on a City Committee.
 - b. If members have yet to do the online City Training and quiz it is important that they do so.
 - c. If you have yet to do the online City Training and quiz it is important that you do so.
- 9. Next Meetings
 - a. December 15th
 - This meeting will cover member's essential trainings for members who have not yet done them.
 - b. January 19th