



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:

12/15/20

Attendance (Via Zoom):

PPB Representatives:

Marlon Marion - Present

Brody Sargent - Present

Officer Deanna Wesson-Mitchell – Absent

Gabriela Bermudez – Present

Danny Peters - Present

PEAC Members:

Chair - Tony DuVoix - Present

Vice Chair- Wendy Garcia - Present

Member - David Benson - Present

Member – Freda Ceaser – Resigned

Member - La Trece Gaither - Present

Member - Dave Galat - Absent (Discussed Prior)

Member - Daniel Ionesi - Present

Member – Sophie Maziraga - Present

Member - Shaina Pomerantz – Present

Member - Tina Semko - Present

Member - Sandy Wilborn - Present

Guests:

Ana Brophy – Present

Tyler TerMeer – Present

Theresa Huggins – Present



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Discussions and Votes:

1. Police Equity Advisory Council (P.E.A.C.) Members and guests did introductions in chat.
 - a. Presentation will be sent out with meeting minutes.
2. Members voted to approve minutes for November 17th
 - Chair - Tony DuVoix – Yea
 - Vice Chair- Wendy Garcia - Yea
 - Member - David Benson - Yea
 - Member - La Trece Gaither - Yea
 - Member - Dave Galat - Absent
 - Member - Daniel Ionesi - Yea
 - Member – Sophie Maziraga - Yea
 - Member - Shaina Pomerantz - Yea
 - Member - Tina Semko - Yea
 - Member - Sandy Wilborn – Yea
3. EIO informed members that recruitment would be coming soon and that EIO will send out the recruitment announcement and how to apply to pass on to friends and colleges when it comes out.
4. PEAC brought forward 17 action items to be voted on as recommendations to Council and the Chief's Office. Over the last few meetings, the items have been voted on with close items being resubmitted for another vote. Below is the final item to be voted on.

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

- a. 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 - Yea
 - Member - Dave Galat - Absent
 - Member - Daniel Ionesi - Abstain
 - Member – Sophie Maziraga - Yea
 - Member - Shaina Pomerantz - Yea
 - Member - Tina Semko - Nay
 - Member - Sandy Wilborn – Yea



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- b. Under City Rules and PEC guidelines the following recommendations were:
 - Passed by PEAC:
 1. Item 14
 - Not passed by PEAC:
 1. None
5. Question Drafting.
 - a. After learning the functions and action items of Community Services Division the members were asked to draft questions for the unit to answer in the upcoming January Meeting. The questions drafted were:
 - For work with the youth what is the age range of youth involved? Has their being any effort to engage middle-school students?
 - Whom do you collaborate with around youth related work? What are their community engagement practices?
 - Do you have a list of community groups and are you tracking the lessons learned?
 - What does working with PCCEP and PIAC look like?
 - What metrics do you use to measure success?
 - b. After learning the functions and action items of Strategic Services Division, the members were asked to draft questions for the unit to answer in the upcoming January Meeting. The questions drafted were:
 - Once you identify the disparities from the data what happens next?
 - Can they share their approach to the Racial Equity Toolkit so we can get a sense of what they think is important to consider?
 - Is the reporting easy to read and understand? Is it presented or just raw numbers?
 - Is there a plan for the use of the data or is just for information only?
 - Eliminating racial and other disparities in hiring is important, but at least as important is fostering a police culture that is equitable. Does the SSD have any responsibility for analyzing this?
6. EIO's Mission Vision
 - a. EIO brought the following proposed office mission statement to the groups:
 - The Goal of the Equity and Inclusion Office is to embed equity into the policies, procedure, and culture of the Portland Police Bureau to create fair outcomes and experiences for the marginalized populations of Portland.
 - b. After several edits from the group the final proposal from the group was the following:



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- The Goal of the Equity and Inclusion Office is to embed equity into the Portland Police Bureau organization, service delivery, business practices, and workforce to promote equity in our community and within our Bureau.
7. There was no member comment.
 8. Member Training
 - a. EIO held a training informing members on how to complete their mandatory online trainings and conflict of interest forms.
 - b. The member held a free form and informal discussion around the bureau's hiring priorities. It was widely agreed that members would like to have more informal conversations around important topics relating to the work of PEAC.
 9. Next Meetings
 - a. January 19th
 - b. February 16th