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PORTLAND POLICE BUREAU
Training Advisory Council
Training Division

Meeting Date: 05/12/2021

CAMPBELL: All right. Welcome everybody to the May meeting of the Training Advisory Council for the Portland Police Bureau. I am the chair, Shawn Campbell. Let's start out tonight by having somebody read the mission statement. How about Sheri? Could you read it for us?

ANDERSON: I knew I was the show. Sure. The mission of 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. The mission of the Portland Police Bureau is to reduce crime and the fear of crime by working with all citizens to preserve life, maintain human rights, protect property, and promote individual responsibility and community commitment.

CAMPBELL: Thank you, Sheri. Sounds like we just had one more person joint. Oh, looks like Tyler. So, we will add him. Sorry. I just have to keep track so when the voting happens. All right. So, since we have a lot of members of the public here tonight, more than normal, we will kind of go over some of the ground rules of our meetings and how we usually conduct business. As the TAC, we usually just have TAC members participate in the main part of the meeting, and then we open things up to comment from any members of the public who wish to comment on any of the business of the TAC at the end. So, that will be opened at that time. Opening announcements: Just as a reminder, meetings are recorded, and then the recordings are transcribed. This is how we do the meetings for the minutes. As well, these are meetings that are open to the public, so anything you say here is considered part of the public record. So, it could end up in the newspaper or on Twitter or who knows where, so just keep that in mind. Other than that, there is an addendum to the agenda. We will be describing a little bit about an article that came out this morning in the paper concerning the Training Advisory Council, and that will be added to the end of the meeting. With that, is there any questions before we get started and move forward?

ALL: (None heard)

CAMPBELL: All right. So, looks like Mark Schorr just joined us, so we'll add him in there. I didn't recognize you without the beard.

SCHORR: Thank you, and sorry I'm late. I actually had back to back meetings.

CAMPBELL: No worries at all. Glad to have you here. All right. So, let's open up the meeting tonight by - we have a lot of new members with us tonight. Not all of them are here, but the majority are. So, what we're going to do is we're going to go around the room and introduce ourselves, both existing and new members, so that we all know who each other are, and let's try to keep it to about a minute maximum per person just because we have a lot of people to go through and a lot of things to do tonight. So, I'll start. My name is Shawn

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55 Campbell. I am with the Training Advisory Council, obviously since
56 I'm here. I don't know why I had to tell you that again. I'm
57 currently the chair until the end of next July when there will be
58 elections again, and I will have done the two terms that I'm allowed
59 to do. My background is in policy analysis and policy development.
60 Let's start - the first person. Let's start with Morgan since you're
61 in my Hollywood Square right next to me.

62 **MOORE:** Oh no. I was so not ready. Thank you. I'm Morgan Moore. This
63 is my first meeting. I'm brand new to the council board. I'm really
64 excited to be here. I've been in Portland since 1989. I moved from
65 Minneapolis. I've been an activist and a restorative justice
66 practitioner for most of my life here. I work at Lutheran Community
67 Services Northwest currently coordinating the restorative dialogue
68 program that partners with the Multnomah County Juvenile Department,
69 involved statewide in the restorative justice movement, and
70 facilitator with the Department of Corrections Severe and Violent
71 Adult Dialogue Program as well, and I will - I'll stop there. Thank
72 you.

73 **CAMPBELL:** Thank you, Morgan. How about next, Mark? You're the next
74 one on the Price is Right here. Mark Milliniski. Sorry. Two Marks.

75 **MILLINSKI:** Hi, I'm Mark Millinski. I've been on the committee for, I
76 don't know, two years/one year/six months. I don't remember. I'm old.
77 I've got a bad memory. Retired. Former registered nurse. Well, I
78 guess, no, still registered nurse, and wow, that's about it. I mean,
79 exciting. I came over from NET. That's where I originally found out
80 about this and joined then. So, welcome to all the new members, and I
81 will now mute myself. Bye bye.

82 **CAMPBELL:** Thank you, Mark. Next, let's go Loresa. Is it Loresa or
83 Loresa?

84 **NOVY:** Can you hear me okay? Okay. I'm using my earbuds. I am
85 actually in Ohio right now. So, it's a little later here. It is
86 Loresa. This is my first meeting as a TAC member. I am also part of
87 the PVAC as well as the Alliance for Safer Communities which is the
88 group serving the LGBTQIA Plus communities. I'm excited to be a part
89 of this. I was a part of the Ottawa Police Shield BT Liaison
90 Committed back when I lived in Ottawa, Ontario, and I worked with the
91 Diversity and Race Relation Section with the Ottawa police as well.
92 So, we helped to do a little bit of training policy changes with the
93 Ottawa police during my time there. So, I'm excited to learn and
94 bring forward some of my knowledge from Canada to Portland.

95 **CAMPBELL:** Thank you. Welcome. Sheri, you're next up.

96 **ANDERSON:** Sorry. I couldn't - now, I - there I am. I am Sheri
97 Anderson. I have been on the TAC for, I think, one and a half or two
98 years. I'm also on the steering committee. I'm finding this
99 absolutely fascinating. My background is in corporate and freelance
100 communications, and what I'll say about myself is I have an
101 abhorrence for acronyms, so whatever - and the police department
102 seems to have every acronym that they can make up, like, at the spur
103 of the moment. So, every now and then, I will say, "What," and we'll

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104 have to stop, and you'll have to explain what the acronym is which I
105 think some of you might appreciate. That's all.

106 **CAMPBELL:** Thank you, Sheri. Barry, you're up next.

107 **NEWMAN:** Hi, Barry Newman. I'm a pediatric surgeon. I worked at St.
108 Vincent's Hospital. I've been involved on the receiving end of trauma
109 for 40 years now. Actually, I'm a teacher for ATLS. In any case, I
110 also got involved through the NET program which is where I believe I
111 first heard about this, and actually, I think this is the second time
112 that I applied to be on. This time, someone was foolish enough to
113 appoint me. In addition to my MD, I have an MBA in finance in
114 healthcare and have a master's degree in clinical informatics. And I
115 have a lot of interest not only in disaster preparedness but also in,
116 you know, policing and, you know, a lot of the secondary issues
117 surrounding that. I do find it fascinating because, as with
118 everything, there's always two sides to every story. So, in any case,
119 I'm looking forward to serving here. I should mention this is my
120 first day on the job here. So, I'll stop at that. Thank you. It's a
121 pleasure to be here.

122 **CAMPBELL:** Thank you, Barry. Sarah - is it Schurr or Schurr.

123 **SCHURR:** It is Schurr -

124 **CAMPBELL:** Schurr.

125 **SCHURR:** Like, "Are you sure?" Hi, I am Sarah Schurr. This is my
126 first official meeting. I was at training, but this is - I'm one of
127 your new members. I'm a lifelong Portlander. I come to you with a
128 background as both a clinical social worker and as a Unitarian
129 Universalist Minister. Love justice, love people. There you go. And I
130 have a head cold, so I will be muting and turn off my camera to blow
131 my nose a lot.

132 **CAMPBELL:** Thank you. Thank you, Sarah. Jim, you're up next.

133 **KAHAN:** Jim Kahan. I've been a member for one year, and I'm on the
134 steering committee, and I used to be an academic psychologist, and
135 after that, I was a policy analyst for 20-odd years at the Wren
136 Corporation. This is my second tour of living in Portland. The first
137 was an undergraduate at Reed, and I'm back here in 2005, and I've
138 been working on police accountability for the past 12 years and in
139 various guises, and now I'm settled in here at least for a couple
140 years, so we'll see.

141 **CAMPBELL:** Thank you, Jim. Next up is Nathan.

142 **CASTLE:** Hi, I'm Nathan. I'm new to TAC. This is my first meeting as
143 well. I also found out through NET program. I'm in the process of
144 joining the NET team. I work as a software engineer here in the city,
145 obviously remote at the time. Yeah, and I'm really looking forward to
146 participating on TAC, and yeah.

147 **CAMPBELL:** Nathan, real quick, can you tell us what NET stands for?

148 **CASTLE:** That's the Neighborhood Emergency Team.

149 **CAMPBELL:** Thank you. All right. Let's move on to Albyn.

150 **JONES:** Hi, there. I'm Albyn Jones. I'm also a new member of the
151 committee, and this is my first committee meeting other than the
152 little introductory thing we did a few weeks ago. I moved to Portland

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153 in 1986 from Pittsburg, Pennsylvania to join the Mathematics
154 Department at Reed College. I have a Ph.D. in Statistics, and I've
155 done, oh, applications of statistics to all sorts of different
156 things: Biology, geology, economics, sociology, you name it. And
157 since I retired four years ago, I've been looking around for things
158 like this to do to make myself useful.

159 **CAMPBELL:** Thank you, Albyn. Next up is Chris.

160 **ROSSI:** Thanks, Shawn. Good evening, everybody. My name is Chris.
161 I've been with the TAC for about two years now. I currently work in
162 IT, but in prior to coming to Oregon, I had a career in EMS. I also
163 had been a 911 operator for several years as well and just wanted to
164 stay active and involved in the community. So, welcome to all the new
165 members.

166 **CAMPBELL:** Thank you, Chris. Okay, Damon.

167 **HICKOK:** Damon Hickok. This is my first official meeting. I've worked
168 at Portland Community College for 18 years running a bunch of
169 different programs and teaching classes on occasion. For fun, I box,
170 and then I coach youth boxing, and I'm part of the African American
171 Advisory Council, AAAC. I'm pretty sure that's what it stands for. It
172 might be something different. And then they recommended I get on this
173 one, so here I be. Good to see everybody.

174 **CAMPBELL:** Welcome in. Sylvia. You're muted there, Sylvia. You keep
175 turning off your video, Sylvia, but you're not unmuting. There should
176 be a little button down on the left. There you go.

177 **ZINGESER:** Welcome, everybody. I didn't realize I was muted. I'm
178 Sylvia Zingeser. I've been on TAC from the beginning, since 2012 I
179 believe it is. I'm a charter member. I'm a NAMI Multnomah family
180 member, so that's National Alliance on Mental Illness. And my goal is
181 to see what we can do to change crisis intervention training, and I
182 would like to see a quality assurance program be developed for the
183 everyday working police officer on the street.

184 **CAMPBELL:** Sylvia. Let's see. Next up we have - oh, we have Sarah.

185 **SUNIGA:** Hello. I - yep, I'm Sarah. I also go by Sata (sp). Either
186 one is fine. I've been on TAC I can't even remember now how long,
187 three-ish/four-ish years, maybe Shawn. And I got my doctorate in
188 Clinical Psychology, specialty is in trauma, but now I'm in an
189 administrative role with a women's health program. And I've been
190 engaged in training both - well, in the Army, not anymore, but also
191 at the hospital. I work for the VA, but to be clear, I'm not here as
192 a representative of the VA. I'm a representative of myself. And yeah.
193 So, training, equity, disparities, this is a passion of mine in
194 particular. Nice to meet everyone.

195 **CAMPBELL:** Thank you, Sarah. Let's have Patrick.

196 **ALEXANDER:** Okay. Evening, everybody. My name is Patrick Alexander.
197 I've been in Portland since 1989. I am a -

198 **MALE:** Patrick, what is (inaudible).

199 **ALEXANDER:** I am a union carpenter, and I also am a certified
200 recovery mentor here in the Portland field. I deal with a lot of
201 people getting out of jail and helping their re-entry back into

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202 society, helping them with jobs, housing, education, treatment,
203 whatever is needed to be done. Thank you.

204 **CAMPBELL:** Thank you. Let's go with Gina.

205 **RONNING:** Hi, my name is Gina Ronning. I am a new member. I am just
206 now joining you, so thank you for having me. My background is also in
207 restorative justice. I'm currently completing my doctorate in
208 transformational psychology. I work with adults in custody, and I'm
209 focusing on restorative justice, capacity building, and education. I
210 serve the adults in custody over at the Oregon State Correctional
211 Institution with the Restorative Justice Program there. I also
212 currently work for the Pathfinder Network of Oregon, and I do
213 trainings for correctional staff around the nation, and I have a
214 background in positive discipline education, and I've worked with the
215 women at Coffee Creek for about four years. Thank you.

216 **CAMPBELL:** Thank you. Let's Mark S.

217 **SCHORR:** Hi, I'm Mark Schorr. Welcome to all the new members. I've
218 been with TAC for about a year and a half also. I'm a licensed
219 professional counselor, certified addictions counselor for about 30
220 years. I was with PCCEP briefly and was not pleased with the
221 experience, and now I'm currently with TAC and also the Mental Health
222 Alliance; I'm part of a workgroup there. Again, welcome all.

223 **CAMPBELL:** Thank you, Mark. How about Tyler?

224 **HALL:** Hi, everybody. I'm Tyler. I have been a member of the TAC for
225 a little over five years now. I am a producer by trade. I work at
226 Nike in marketing, but I have a background in psychology and a
227 master's degree in international affairs. And I mainly had my studies
228 in those fields as well as media and culture. For me, joining the
229 TAC, I'm simply a concerned citizen who is highly interested in this
230 subject and want to do my part to remain as strong of a voice for
231 decency, human rights, equality, and equity as possible. You know, I
232 joined the TAC all those years ago with the simpler or other intent
233 to consider Portland's training policies towards the houseless
234 population of Portland. For me, all aspects of police reform are of
235 great interest, but for me, I came up working in non-profits as a
236 young adult and, you know, intervening in houseless populations,
237 specifically young ones, and for me, support for social change was an
238 interesting model in that regard. So, for me being civically active
239 and making sure we are looking at all of our - all of the ways we can
240 intervene and help reform Portland's police bureau for our
241 population, the better. Thank you.

242 **CAMPBELL:** Thank you, Tyler. I believe that is all the members unless
243 anybody has just joined in the meantime. All right, well, I would
244 like to say, first of all, welcome to everybody including existing -
245 current - well, no longer current and new member since everyone is
246 now current members, but welcome to everybody for joining us tonight,
247 and I'm glad everyone could make it. We have a few members, about six
248 members, who aren't here right now. A couple for various personal
249 issues and one is who is actually traveling overseas currently. But
250 we do have six other members that will be normally joining us for

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251 these meetings. Excuse me. And I will say kudos to everybody. That is
252 probably the quickest introduction I've ever seen with this number of
253 people. On the agenda, we had this schedule all the way out to 7:10,
254 and we got it done at 6:52, so that's - (inaudible) to everybody on
255 that one.

256 **NEWMAN:** We can talk some more if you'd like.

257 **CAMPBELL:** We'll figure out a place for everyone to talk. I guarantee
258 there's going to be questions and stuff as we move along. I will say
259 for the new members as we move through the meeting tonight, if you do
260 have any questions about anything, please do speak up and ask so that
261 we can get them answered. You can put them into the chat if you want,
262 and maybe some of the other members can answer them. I'm not going to
263 be able to track the chat very well because of running the meeting.
264 Also, please feel free just to speak up because the way the - we have
265 more than one set of screens right now. Because of the number of
266 people, I can't always see when somebody raises their hand or
267 anything like that. So, don't be afraid to speak up if needed. All
268 right. So, moving forward in the meeting, the next thing on the
269 agenda is chair updates. So, to give everybody a little bit of
270 background context behind this, the TAC is one of many different
271 advisory groups that works within the Portland Police Bureau and the
272 city of Portland advising the Portland police and other public safety
273 groups. And within these, there are various coalitions that are
274 beginning to build depending upon different groups and how they're
275 getting along. One of these is the Coalition of Advisory Groups which
276 meets at this time every other week and consists of mostly groups
277 that are within the bureau. This includes the African American
278 Advisory Group or the Alliance for Safer Communities, the Slavic
279 Advisory Council, the Muslim Advisory Council, the Latino Advisory
280 Council, and the Behavioral Health Unit Advisory Council. The
281 Coalition of Advisory Groups is currently working on a charter that
282 is being designed specifically to kind of act as a foundation so that
283 all of the other police advisory groups can be brought in as well to
284 share a space where they can share what's going on, what they're
285 doing in their meetings, so there's not a lot of siloing going on
286 anymore, and also identifying areas where they can support each other
287 in their endeavors and their resolutions and initiatives. The - like
288 I said, they are currently working on the charter. That's what most
289 of their meetings have been about lately. They plan on probably
290 finalizing it at their next meeting which is next week at which case
291 we are looking forward to bringing on the two remaining advisory
292 councils within the bureau that are a part which is the Police Equity
293 Advisory Council and the Bureau Wide Advisory Council which was
294 formerly the Budget Advisory Council. Is there any questions about
295 what's going on the Coalition Advisory Groups?

296 **ALL:** (None heard)

297 **CAMPBELL:** Like I said, don't be shy. If there are, just speak up.
298 The other coalition that the -

299 **MOORE:** There is a question in the chat.

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300 **CAMPBELL:** Yes?

301 **MOORE:** Did you mention CRC and PCCEP?

302 **CAMPBELL:** Yeah, so to clarify - I'll get to that in a second, Dan.

303 Don't worry. We are also part of a second coalition with the Portland

304 Committee for Community Engaged Policing, PCCEP, and the Citizen

305 Review Committee, the CRC, which is the citizens community body that

306 oversees the Independent Police Review which is the outside external

307 accountability body in Portland for the police. That group we usually

308 just meet with city leadership and bureau leadership on a monthly

309 basis. These groups, we are going to be inviting them to attend as

310 observers in the CAG, the Coalition of Advisory Groups, and so we're

311 continuing to meet with them as well outside. Some of the big things

312 that are going on in those meetings are the PCCEP is currently doing

313 a survey of some recommendations they are looking to make regarding

314 core patrol services. This is something that got put on their plate

315 by the mayor's office last year, and they are currently working

316 through it. I've put the link to that survey in the chat, so - and we

317 highly encourage any members and any community members to participate

318 in that survey. I believe it's actually closing probably at the end

319 of this week. Other things that are being discussed in those meetings

320 includes just mostly updates on what's going on in the world of

321 police reform in the city. There is usually a lot of talk about the

322 settlement agreement and the fact that the DOJ declared the city out

323 of compliance and what's going to happen with that going forward,

324 which is basically nobody is really sure. There is also discussion

325 about what it will look like when the new accountability body is

326 created as directed in the city initiative from November of last

327 year. That's still up in the air too. The people who are on the group

328 that will create the accountability body haven't been named yet, and

329 so nobody really knows when that's going to start moving forward. Is

330 there any questions about what's - any of these ongoing conversations

331 with any of these other advisory bodies?

332 **HICKOK:** Yeah, one real quick one. This is Damon in case you can't

333 see me. The new one they're making where all the council people are

334 picking their own people to oversight of the police, will they ever

335 come to this meeting too just to kind of - because it seems like the

336 two groups would intersect some. Or is it just going to be totally

337 different, and we'll never meet.

338 **KAHAN:** Let me answer that if I may.

339 **CAMPBELL:** What was that, Jim?

340 **KAHAN:** Let me answer that if I may.

341 **CAMPBELL:** Okay.

342 **KAHAN:** The short answer, Damon, is nobody knows because the city

343 council hasn't even figured out how they're going to select anybody

344 yet much less what the people will be self-organizing to do, and it's

345 still very confusing.

346 **HICKOK:** Nice. Sounds promising.

347 **KAHAN:** Yep.

348 **CAMPBELL:** Yeah. The - they closed applications for that body on

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349 March 15th, and since then, there has been no further news on who the
350 people selected are, and so there's been nothing moving forward on
351 it. It is the hope -

352 **KAHAN:** They're trying to declare which city council representatives
353 will be looking at which applicants. I do know that there is
354 approximately 100 applicants for 20 slots at this point. It is
355 important to note that this will be a committee that will select how
356 oversight will work. They will not do any oversight themselves. So,
357 it's unlikely that they would be joining with TAC.

358 **CAMPBELL:** I believe, Morgan, there was about 100 applicants to it
359 altogether. The hope is as this group does begin to do their work of
360 forming what the accountability body will look like that they will
361 reach out to not only the community but also the various public
362 safety advisory groups that currently exist to get our input on it
363 because, obviously, this is something that everybody in the community
364 has a lot riding on. There is a lot of interest in it, and we're
365 hoping that there's actually going to be a lot of broad community
366 input into what this looks like. Albyn, do you have a question?

367 **JONES:** Yes. I was wondering. So, you sent an article about the city
368 auditor's office unionization proposal there, that there's an
369 Independent Police Review Committee of some sort within the city
370 auditor's office, and I was just wondering - so, as I understand it,
371 that will - that's supposed to go away and be replaced by this new
372 body. But I was just wondering have they been performing the
373 function? Is there - I know basically nothing about that body of
374 folks and what they've been doing.

375 **CAMPBELL:** So, the Independent Police Review has been in place since
376 about 2001, I believe, and it is - basically, what's happening is it
377 is slated to be replaced by the new accountability body, but there is
378 no guarantee that the people working at the IPR currently will have a
379 job with the new accountability body, and there is no existing
380 transition plan of how that will happen. And so, there is a lot of
381 questions of, well, what happens if the people who work for the IPR
382 can't guarantee their jobs and start looking for other jobs and what
383 happens with that? And to be honest, nobody really knows at this
384 point. I know one of the contentions that the DOJ had with the city
385 when they declared them no longer to be in compliance with the
386 settlement agreement was the lack of any type of transition plan to
387 what it will look like moving to this new accountability body. Is
388 there any other questions?

389 **ALL:** (None heard).

390 **CAMPBELL:** All right. Moving forward to the next part of the agenda.
391 Just a quick update on the PPB responses to our previous resolutions
392 and recommendations. At our meeting in March, we had several
393 recommendations and resolutions we put forward, and the PPB, with the
394 agreement we had with them, is obligated to send us a response within
395 60 days. So, usually, if we put out a recommendation resolution at a
396 meeting, we get a response by the next meeting. I sent all of these
397 responses out to everybody as well they should be updated on the

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398 website. If they aren't already, they will be soon within the five -
399 within correct recommendation and resolution files that they came to.
400 Just to give a quick overview, some of the resolutions that we had
401 included the TAC put together some comments that we sent to the PCEP
402 about their core patrol services review. We also gave some responses
403 to their - to the PPB's response to our PS3 recommendation. We had a
404 resolution supporting the formation of an LGBTQ Plus directive which
405 the bureau is currently working on, and we had a letter of support
406 for the Latino Advisory Council's letter - resolution regarding
407 having policies and directives of the bureau put in plain language so
408 that people who have English as a second language or don't have a
409 degree in law can actually understand what the heck they say. The -
410 basically, the bureau sent us back responses saying that they have
411 received all of these. There is really not a lot beyond that except
412 for that they did receive them. We as well put out some
413 recommendations regarding the education - our expectations regarding
414 the education of officers. This was put together by our Education
415 Task Force over a period of one year. Some of the responses and
416 recommendations we made was we recommended raising the minimum
417 education requirement for police officers from a high school diploma
418 or GED back to an associate degree. The bureau responded - the
419 Training Division responded that that isn't really their decision to
420 make, but they did forward it to the Personnel Division for further
421 review. We recommended that the PS3 program, the Public Safety
422 Support Specialist, be utilized as an alternative to the education
423 requirement where if somebody served as a PS3 for two years, they
424 could then serve as an officer without having an associate degree as
425 long as they go through all the normal training. That was also
426 forwarded to the personnel, and we were given the kudos on it. They
427 did agree it was a good idea. We had a recommendation increasing
428 training on writing and preparing reports. The bureau sent back that
429 they partially agree as part of - and the partial agreement is
430 because that's going to be a part of a broader review that they're
431 doing of their Advanced Academy curriculum. The Advanced Academy is
432 what the police get - officers get when they get out of the basic
433 academy put on by the state. And the final thing, recommendation,
434 that we had in there was partnering with local community colleges to
435 develop a community policing degree that is more focused on the
436 actual work the police do compared to a criminal justice degree. The
437 bureau sent back that they partially agree and that they will explore
438 the option further. Is there any questions about any of these? This
439 is a pretty quick, brief overview.

440 **STEWART:** Shawn, can I (inaudible) -

441 **NOVY:** Shawn?

442 **STEWART:** Those a little bit before we discuss them because I
443 (inaudible) those?

444 **CAMPBELL:** Please do, Greg.

445 **STEWART:** So, the big thing I wanted to say was in regard to the
446 partial agreements. The major factor in that is funding. All of these

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447 things take money, so we'll have to not do - unless - and I don't
448 know if everybody saw, but we lost - you know, we lost, like, \$18
449 million, and then we lost, like, \$3 million more, and we've lost 125
450 bodies, and the funding right now is super unstable, and it's
451 shrinking. And so, our ability to say we're going to do more training
452 when we're already dialing back in all these other areas. So, we - if
453 you read the actual - I would ask you to read the agreements if
454 anybody's upset that they're only partial because, like, with the
455 education stuff, you'll see that we're really strongly on board with
456 some of those ideas, but we just don't want to commit to doing them
457 until we can kind of look at, well, what are we going to cut to make
458 these other things happen basically? So, I didn't want people to
459 think that we didn't appreciate the input or think that we didn't
460 think the input was good. It's just I couldn't say - and I really
461 wanted to say, particularly on the last item around working with
462 community colleges - for those who've been on the TAC, they probably
463 know this, but for those who don't, I work - I'm an adjunct up at
464 PSU, and I'm a really big believer in that, and I was really happy to
465 see that agreement. And I strongly believe it's a fabulous
466 recommendation, but I just - I don't know how to pay for it. You
467 know, I don't - I've got some ideas I wrote into there on how to pay
468 for it. Until we can fix our funding issues, it's going to be
469 difficult to do some of these things. I just wanted to mention that
470 so people didn't think we didn't like the ideas or anything.

471 **CAMPBELL:** Thank you, Lieutenant Stewart. Loresa, it looked like you
472 had a question.

473 **NOVY:** Yeah, I just wanted to know is there somewhere where I could
474 look or find just some of the things with the personnel or HR
475 department in regard to their hiring practices? For example, when I
476 was in Ottawa, Ontario when I lived in Canada, officers got more
477 points if they were Seik or if they were native Canadian or
478 indigenous or black or Asian, and they got higher points in the
479 hiring process to help them get in. So, there is some sort of system
480 - so, I'm just wondering if there's some sort of system within the
481 hiring practices here also that encourages other, you know, I guess,
482 a diverse pool of applicants.

483 **CAMPBELL:** Do you know if that information is publicly available
484 Captain or Lieutenant Stewart?

485 **ABRAHAMSON:** Yeah, we can seek that out from the Personnel Division.
486 I don't - and that's a great question by the way. I don't think
487 there's -

488 **STEWART:** (Inaudible) because I believe some of it is available
489 online. However, I don't believe - my understanding is that we don't
490 have things like that, and I'm not sure - I don't know - like, we
491 give - I know veterans get preference points if you're a veteran, but
492 I'm not aware of any other preference points, but I will look while
493 the meeting is going on.

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494 **ABRAHAMSON:** And Loresa, I can say that we try to hire what is
495 representative of our community, and they take that into account and
496 factor. I don't think there's any point system per se.
497 **MALE:** Just like right now, they'll take anyone who is a warm body.
498 **CAMPBELL:** I believe, Morgan, you had a question.
499 **MOORE:** I do, and this may feel like a small question, but it's going
500 back to the - having materials in multiple languages. This was a
501 request from my networking group that is - I'm feeling like a
502 messenger and a window to into this committee here, and they have a
503 person they're working with who received a fine, and they didn't
504 understand it because it's not in their language and has since gone
505 in the criminal justice system and is now outrageously expensive. And
506 to me, is the printing of these materials, is that a budget thing a
507 well or - it seems like a pretty simple task to have some materials
508 in multiple languages. And so, I'm wondering how we can find more
509 information on that. I know you said they've received it, they
510 received the recommendation, but kind of what are the next steps
511 there and what - what can we do to influence that?
512 **CAMPBELL:** I will say (inaudible), and the primary groups that have
513 brought up the concern were the Muslim Advisory Council and the
514 Latino Advisory Council since obviously they have a very large
515 immigrant population in both of those groups. And I imagine they're
516 currently trying to form an Asian American and Pacific Islander
517 group, and I imagine there will be a lot of similar concerns there.
518 We can reach out and try to find out kind of more what's going on
519 with that over time, but at this time, it's not a - basically, we
520 just said we support this happening, that these other groups are
521 pursuing this, and we want to see that happen more, but we can
522 definitely do more with it.
523 **MOORE:** That's helpful. Thank you.
524 **STEWART:** And, again, I - this is way outside the Training Division's
525 scope of activities, but I do know because I've worked - as part of
526 the PS3 program, I worked with the Equity Office on getting things -
527 basically, on this issue trying to get things translated into safe
528 harbor languages. In Portland, we have, I believe, it's 11 safe
529 harbor languages, and what I - and so, anyways it was kind of a long,
530 difficult process to try to get that done, and we ended up having one
531 of the PS3s, who is multi-lingual, do some of it for us. But I do
532 know there is an office that does sort of some amount of help and
533 that you can at least go for - you know, our big question to them is
534 should - if we can't afford, like, an actual court-certified
535 translator to do it, they helped us navigate the process of using
536 just people who are fluent in the language to help. It wasn't legal,
537 like, citation-type stuff though. This was just informational
538 material that we wanted to get out in multiple language.
539 **MOORE:** Thank you for that, and I appreciate you pointing out that
540 it's out of the scope of the TAC. That's good to know and a good
541 reminder. Thank you.

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542 **STEWART:** Oh, and I apologize. I just meant I don't know. It's
543 outside my scope of knowledge too. I wasn't trying to be insulting.
544 **CAMPBELL:** You know, if you want to talk to Lorena through the
545 private chat as well and communicate with each other, I know Lorena
546 being on the Police Equity Advisory Council, this is something that
547 would be right up their alley because it's definitely an equity
548 issue.
549 **KAHAN:** Well, Shawn, the private chat is currently not available.
550 **CAMPBELL:** Oh. Well, we do have everybody's emails. We can connect
551 with each other.
552 **ATWOOD:** Yeah, I just was looking at the setting, and I don't have
553 the enable individual to individual. It can only be to the host or
554 everybody. I think that's the only ability I have for this meeting,
555 but I can look into it for our next meeting for that feature.
556 **CAMPBELL:** Perfect. Thank you. Here, I'll write a note here, connect
557 Morgan and Lorena.
558 **ABRAHAMSON:** And Shawn, if I may, Morgan, just so you know when I was
559 with Traffic Division this past year, we actually had meetings with
560 the Portland Bureau of Transportation on this specific issue because
561 we see that disparity at the roadside and how that creates greater
562 frustration for community members. And we would encourage officers
563 for the last years to, you know, use the hotline if they could for
564 translation, and a lot of times there was frustration there because
565 they wouldn't have an operator on the other end that would understand
566 a language, and so that caused more frustration. And so,
567 unfortunately, we still have been referring people to the court
568 system for interpreters, and I know that is not a perfect system, and
569 that needs to be up front, so if you guys have suggestions, I mean,
570 we'd love to hear. As far as the bureau, we'd love to hear.
571 **NOVY:** David, do you have any data on this, on how many officers have
572 reached out to the operator service and had positive outcomes and had
573 negative outcomes?
574 **ABRAHAMSON:** You know, I don't know if we actually have concrete data
575 that I could speak, and that's - again, that's a good question. I
576 don't know if they trapped that, but if you have my contact
577 information, feel free to contact me, and I'll look into it and see
578 what we can obtain.
579 **CAMPBELL:** All right. To get us back on track a little bit here, is
580 there any questions pertinent to what the Training Advisory Council
581 can do at this time? But it's good to hear these questions. It's good
582 to connect people up with the right people because it's - that's
583 partly what this is about.
584 **ALEXANDER:** The question I got is can the Training Advisory Council,
585 like, hire somebody that is bilingual for this position, or do they
586 ask for somebody to, like, volunteer their time on this for this
587 position to help them out with the translation of languages when they
588 have - when they need the help?
589 **CAMPBELL:** Are you talking about the Training Division or the
590 Training Advisory Council.

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591 **ALEXANDER:** I was talking about the Training Division. Sorry I wasn't
592 clear about that.

593 **CAMPBELL:** Captain or lieutenant?

594 **STEWART:** So, when it came up with the PS3 program, we don't have any
595 funds - like, we have funds to pay the bodies, but we don't have any
596 extra funding for, well, anything like that. So, what we've done is
597 we've reached out to our equity folks and kind of - today, we think
598 this is an equity issue, and we want to try to fix it, and then they
599 try to work with us on solutions, but they didn't have any money for
600 it. So, what we kind of ended up deciding is we have some bilingual
601 people. So, we're, like, well, we can't get this done in a way that
602 would meet, like, a legal standard necessarily. There's a court
603 certified interpreter, and we just don't have the money to do it. But
604 from, like, an ethical perspective, we thought it was better to try
605 to do the best we could with what we had rather than not do because
606 we couldn't afford it. So, we couldn't translate it into as many
607 languages as we wanted, but I think - I mean, obviously, I don't know
608 because I'm not fluent in, in this case, it was documents in Spanish
609 where it was becoming the issue, but we think it was helpful to the
610 community because we did have a lot of folks who didn't speak English
611 that, in this case, things like how to figure out if their car had
612 been towed or recovered when it was stolen, like, given them
613 paperwork like that that they could use because we recover most
614 stolen cars. But it just - if we'd have given it to them in English,
615 it wasn't super helpful. So, we think it worked, but it definitely
616 wasn't, like, a legal - you know, we didn't pay anybody to do it. We
617 just figured out how to have people do it.

618 **SCHURR:** I have one question that comes back to our recommendations
619 that, excuse me, that I get that some of the recommendations - excuse
620 me - are going to have budget implications, but one of the
621 recommendations was just the basis that applicants have an associate
622 degree. That looks budget neutral to me. Am I missing something?

623 **STEWART:** No, that - you aren't missing anything, but that was the
624 one that was forwarded to personnel who does the hiring. So, those -
625 so, the - I should have the document open, and I don't. But the
626 budget neutral items around hiring, we forwarded to Personnel and our
627 equity office. There were some equity concerns with that too because
628 one of the reasons we leveled out the standards, did that, was
629 because we had better luck attracting - you know, when we had - at
630 one point, we had a college degree, and we just had difficulty
631 attracting a diverse body of officers. So, we found as we lowered
632 that, we were able to attract a more diverse body of people to apply.
633 So, we forwarded those to the equity office - I shouldn't say we have
634 forwarded them yet because Shawn and I just talked about it, but
635 we're going to forward them to the equity office and to Personnel to
636 look at. So, those could conceivably be implemented as cost neutral.
637 The ones that we - when we listed the partial agreement, particularly
638 in this report, it was generally things - if I say - if we agree with

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639 it, we're committing to do it. So, I couldn't fully agree with
640 anything that I couldn't fund basically.

641 **CAMPBELL:** Thank you. We need to move forward unless there's any
642 other questions.

643 **RONNING:** I was just going to ask a quick question about if someone
644 wouldn't mind explaining a little bit on the criterion for
645 prioritizing certain services. So, when there are non-budget neutral
646 recommendations, what is sort of - what is the standard about having
647 to evaluate whether or not another service is worth sacrificing or
648 changing or defunding to prioritize another service to sort of
649 reconcile or align with where the community is going in its mindset
650 about how policing should look?

651 **STEWART:** I can - we have a budget advisory committee that provides
652 sort of the community input on those things and then - but right now,
653 like, our budget is pretty chaotic, like, in terms of, like, we've
654 had a significant number of budget cuts. Some of them proposed in the
655 upcoming budget and some of them sort of imposed in the last - it
656 wasn't even a budget process, it was just kind of an adjustment of
657 resources, and we're still - normally, we would have more process
658 around these things. We would go to a budget committee, but right
659 now, I think we're still in some pretty - we're coming out of it, but
660 we're still in some pretty deep financial issues. I know just
661 relatively minor expenses like in the order of \$500, we're needing to
662 go up through several levels of command to get even something simple
663 like that approved, so when it comes to approving kind of a major,
664 something really major, I just was not comfortable advocating for it
665 because I have to get - you know, I have to get little expenses
666 approved, you know, \$500-type things approved. So, I'm not going to -
667 I can't really advocate for something that could potentially cost
668 thousands or tens of thousands of dollars. So, I'll send those up to
669 the chief's office. They'll get logged. We track these things, and
670 then they'll come back around in budget time, and they'll start
671 looking to it. I mentioned it in the article, and it's kind of
672 technical, but the PPA, the Police Officers' Association, receives -
673 it's a very small fund relative to the number of officers. I want to
674 say it's about \$18,000 a year - but they receive a small amount of
675 money that they can use to reimburse the entire membership for
676 educational purposes. And so, one of the things I was talking about
677 is potentially using that money or somehow working around with that
678 funding to sort of increase or encourage people to further their
679 educations, but it's - again, those are sort of budget things that
680 are beyond the training division's sort of ability to control.

681 **RONNING:** So, just to clarify so I understand. The budget - the
682 police bureau's budget advisory committee is the one that sets the
683 criteria to decide what is invested in in the bureau?

684 **STEWART:** I don't know that they set the criteria. I'd say they're
685 the - and I hope I'm using the name. I'm googling it right now, but I
686 believe it was - it's call the Budget Advisory Committee -

687 **CAMPBELL:** It's now the Bureau Wide Advisory Council.

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688 **STEWART:** Okay. Thank you, Shawn. So, I believe they review - and
689 Shawn, can - you maybe know better than me actually because you know
690 a lot of these processes, but my understanding is they review kind of
691 our budgetary requests and then provide input in the same way the TAC
692 reviews our training material and provides input is my understanding
693 of how that works.

694 **CAMPBELL:** Yes. That would be the basics of it. I will add there are
695 times where the TAC has made recommendations that have helped money
696 go to places we thought it should go. An example would be did put a
697 lot of support into the bureau hiring an equity analyst and an equity
698 training specialist, and as a result - I mean, there was a lot of
699 other things that went into that besides what the TAC said, but it
700 did help see where an equity training specialist was hired and an
701 equity analyst, though not based in the bureau, based in the office
702 of human - what is it? The office of equity in the city is being
703 hired as well. So, there is things that do get pushed. One of the
704 things we have to remember with the work we do, usually it's going to
705 be stuff that's on a three-year window most likely just because we
706 don't have a lot of effect on the immediate as much, especially a
707 group that focuses on training as much, as trying to get things that
708 would change in 3-5 years that really get them prioritized on more
709 community-focused things as they move forward. I will say from being
710 in the various coalition meetings where we've met with city and
711 bureau leadership, the budget situation is not - it's not easy right
712 now, and historically, we've tried to have budget neutral
713 recommendations to a certain degree because we know those are much
714 more likely to happen than ones that are going to cost the bureau
715 money. Though we also have made recommendations that might cost money
716 now and save money in the future.

717 **NEWMAN:** I think the big picture - isn't the overall budget set by
718 the city commissioners?

719 **CAMPBELL:** Yes.

720 **NEWMAN:** And then the mayor who is nominally in charge of the, you
721 know, Portland Police Bureau. If I'm not incorrect in that, you can
722 correct me, but I think the mayor - the mayor ends up making some of
723 those command decisions as to what ultimately is going to get funded
724 after accepting input from other quarters. Is that not - is that not
725 correct?

726 **KAHAN:** That is correct, Barry. Just about every body that we are a
727 part of advises, and sometimes the advice is listened to, sometimes
728 it's not. And especially when we go away from training, so
729 (inaudible), what sort of services do the people want, that sometimes
730 is a political question. We have to elect city council members who
731 are going to say, "You've got deliver the services the people who
732 want." And that's very different from the kind of things that the
733 Training Advisory Council does.

734 **NEWMAN:** Yeah. So, that was Gina who was talking, right? I think
735 probably what you need to do is speak to the city council members and

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736 maybe go directly to the mayor if you want to put in direct input if
737 you can find the mayor.

738 **RONNING:** Yeah, I know. I was just curious. I'm just trying to
739 understand the system and how it operates, right, so that when we get
740 responses back, I have a sense of where the answer is coming from
741 because I know that even when city council sort of dictates or
742 discusses how or how much funding the police bureau gets, there's
743 still someone in the bureau, right, that ultimately helps manage the
744 allocation of funds. And so, I'm kind of trying to figure out where -
745 once it goes past city council into the bureau, who is kind of
746 deciding sort of the operations, but that's not necessarily something
747 that has to be answered here in this moment.

748 **CAMPBELL:** There are accountants within the bureau, and they work
749 with the chief's office to ultimately set the budget. They have a
750 proposed budget they send to city council. City Council comes back
751 and tells them, "Here's what you get," and that's kind of the back
752 and forth that happens. We do need to move forward. David who is with
753 the police Bureau Wide Advisory Committee has put in the chat that
754 there is a monthly meeting next Wednesday evening that the group is
755 meeting, and that's a good group with budgetary questions to go to.
756 Moving forward, we have the update on the Training Division
757 activities. Is going to be - is it you, Captain, or you, Lieutenant
758 Stewart, who is giving us the update this evening?

759 **ABRAHAMSON:** I can give a quick one. Let's see if I can get through
760 this and get you again on track. First, thank you to the existing and
761 the new TAC members. I realize that this is civic service at its
762 finest, and I'm just hearing both the personal and professional
763 experience in the wide swath that is on this committee, it's
764 impressive. I will say being new now with four months in, looking at
765 the changes that have come in the last 7-8 years since TAC, since
766 it's conception, it has come with some discomfort for the bureau, but
767 even looking at the data over the last 7-8 years and how we've
768 changed and how we've improved, it speaks immensely to the TAC. So,
769 thank you. Even with the discomfort, this is how we improve our
770 community, we improve our police bureau, so I say that sincerely.
771 Just a handful of updates that are going on right now in the Training
772 Division. We are just ending our annual In Service, our all member In
773 Service. That should be done by the end of this month. Tomorrow, we
774 start our Advanced Academy with 32 new recruits coming through. We
775 are expanding and extending approximately two and a half weeks, the
776 academy, approximately two and half weeks, to add additional training
777 that we see that's necessary. Starting June 1st, we have been
778 mandated or highly encouraged by the Department of Justice to conduct
779 all hands training for crowd control. We realize that there's some
780 areas in this last year that frankly we should have improved on. And
781 so, we are addressing different areas, those areas, really
782 articulating between passive physical resistance, passive resistance,
783 active aggression, and looking at report writing, reporting,
784 accountability side and standards, and then working through scenarios

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785 and also interjecting procedural justice and wellness into that
786 training. And then it looks like we're going to be hiring two new
787 hires coming up who will be slated to attend the academy most likely
788 in July. And I think that is the overall bullet points for the
789 Training Division. Greg, do you have anything to add or anybody else
790 from our training team?

791 **NEWMAN:** And so, you only have two new recruits coming in? How many
792 new recruits do you have coming in this year?

793 **ABRAHAMSON:** We have 32 new recruits coming in, Barry.

794 **NEWMAN:** And that's replacing - that's replacing the 130 or so who
795 are leaving or retiring early or whatever?

796 **ABRAHAMSON:** Well, I don't know if I'd use the words *replacing*. I'm
797 not sure if that's the best semantics, and if you could get us two
798 more, Barry, we'd be thankful.

799 **CAMPBELL:** Any other questions for the update on the Training
800 Division's activities?

801 **ALL:** (None heard)

802 **CAMPBELL:** All right. Moving forward. The next item on the agenda is
803 an update on the current status of task forces. Currently, we only
804 have one active task force. In January of this year, the TAC passed a
805 resolution to basically allow the members to put together the TAC's
806 viewpoints on what the accountability body should look like or what
807 is should be doing in relation to police training. That has been put
808 on hold because as discussed earlier in this meeting, the group that
809 is supposed to design the accountability body has not even been
810 seated yet, so we'd have no idea who we'd even send it to if we did
811 put it together. As we move forward and that becomes more concrete,
812 we'll start sending out some emails for people who want to
813 participate in that to be able to participate in it, but for now,
814 it's just kind of on the table. Any questions about that?

815 **ALL:** (None heard)

816 **CAMPBELL:** Okay. Next up is vote on recommendations and reports that
817 have been completed. Let's start out with the work of the Leadership
818 Task Force which has worked over the past year to create
819 recommendations regarding the leadership training of the bureau. This
820 was sent out to everybody as well there is a link that I will post in
821 the chat where you can see the draft version, and Jim, I will let you
822 take it from here.

823 **KAHAN:** Okay. Thank you very much. I sent - Shawn sent two versions
824 of it in the past two weeks. I hope that you read the second version
825 because that one was different. And basically, what I'm going to do
826 is I'm going to talk very brief. The format is not - is dictated. So,
827 basically, we are making seven recommendations which are on page
828 three of the document. The first three have to do with training of
829 people who are taking leadership positions, leadership positions
830 being sergeants and then lieutenants and then everybody above
831 lieutenants. What is snuck into the bottom of the third of these says
832 that in addition to those, people who are going to be (inaudible)
833 leaders, there should also be support available for people who want

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834 to do specialized training. And in the body of the document, I gave
835 as examples two different kinds of specialized training is women in
836 law enforcement, and there are some courses that are available for
837 women in law enforcement at any level. And then there is a course
838 that is available that is run by a consortium that teaches data and
839 evidence in policing. And that's also available to somebody of any
840 rank. It's a three-year program that is - I know some of the people
841 that help set this thing up, and it's a really solid program. And,
842 again, that will be valuable for somebody at the command level, but I
843 also know that there is a current officer in the Portland Police
844 Bureau who is applying to be in that, and I hope that she gets
845 accepted to the program. The fourth one is you heard that because of
846 high turnover you don't get to see - you don't get to know what your
847 leader is like because (inaudible) is gone, and we're recommending
848 that wherever possible, somebody should stay in a leadership job for
849 18 months or longer, and some people said 24 months, and other people
850 said that's too long, you get stale. Some people said 12 months
851 because we have to be flexible. Eighteen months is a good goal with
852 the full expectation that it ain't always going to be met. The fifth
853 was that mentors should be available. People have mentors, and it's
854 official at the lowest level, but when we were interviewing senior
855 people, they said mentors are good to have, and they're good to have
856 somebody above you, somebody parallel to you, and somebody who will
857 speak truth to power who is actually subordinate to you, and they can
858 serve in the function of mentors. So, we said that's a really good
859 idea, and you should do it. The number six, there is a leadership
860 course that is taught, and people who have taken it absolutely loved
861 it, but the person who organized it and taught it has left the
862 Training Division, and it's not clear what's going to happen to that
863 course, but everybody would really like to see it continue, so we
864 said, "Let's continue that course." And the seventh is something
865 basically that is near and dear to what Sylvia and I have been trying
866 to do now for over 10 years, and that's get quality assurance for the
867 Portland Police Bureau, and we can start at the top. And so, this is
868 a way of starting to see if leadership can have a quality assurance
869 program. And I want to emphasize that this kind of program involves
870 confidential reporting including self-reporting. It's not a blame
871 game. The interest in quality assurance is not people who are screwed
872 up or people who made mistakes but the system where it fails, and
873 what can we do to repair the system so that fewer people fail and
874 you're less likely to make a mistake. And part of doing that is not
875 only looking at when bad things happen but also looking at when you
876 get a near miss. "Oh, my God! That could have been really bad, but it
877 wasn't. So, I'm really relieved what still could have been bad, so
878 I'll write a note about that, and maybe if there are other people who
879 are experiencing that same almost that I'm experiencing, it's a
880 systematic thing that I can address." So, those are the seven
881 recommendations. The rest of it is text. I'll answer any questions
882 you have, and if we run out of questions, then we can vote on it.
883 Speak up because I can't really see (inaudible) -

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884 **MOORE:** Morgan.

885 **KAHAN:** Morgan wants to stay something.

886 **MOORE:** This is Morgan, and I'm not at all trying to derail any of
887 this. I know as a new person I'm asking a lot of questions, but the
888 one question I have on this is in regard to the mentor program which
889 I think is a great idea, but I'm interested if you can tell me a
890 little bit more about the confidentiality nature of it. I'm wondering
891 if it's being elevated to a privileged position, and if so, why is
892 that necessary?

893 **KAHAN:** It's not intended to be a privileged position. It's intended
894 to make sure that everybody has a mentor. Right now, most people have
895 mentors, and it's very informal, and we want to be able to - we think
896 it's a good idea that nobody is without a mentor. Right now, it's
897 entirely possible that people have fallen through the cracks and
898 don't have mentors who we don't know it because there's no way that
899 we can know it. So, the purpose is to say you're - at a certain
900 level, who are your mentors, and once we say that, it's over. It
901 could be your best friend. It could be somebody you trust. The
902 important thing is that we want to build internal, trustful
903 relationships among people in the Portland Police Bureau, and that's
904 what the mentoring is all about.

905 **NEWMAN:** Yeah, I'm just going to - this is Barry. I was going to
906 comment that I think the mentorship - having a mentorship program is
907 one of the least expensive and probably highest return on your effort
908 of all of those proposals because, you know, not only does it give
909 people a sounding board, you know, if they're having difficulties, it
910 gives somebody else an opportunity if somebody is having
911 difficulties, you know, mental health or health-wise or whatever, to
912 be able to identify issues up front, to provide a sounding board, you
913 know, to provide guides for emotional intelligence. You know, I think
914 everywhere you go, and I wish I had better mentors in my life, you
915 know, actually, but I think that a mentorship program is low cost and
916 easy - you know, easily a high return. I just wanted to say about the
917 quality assurance program, I mean, everybody is very big on this. I
918 think it's probably a great aspirational thing. I will just throw in
919 there, because in medicine, everybody wants - you know, we have -
920 we're faced with this and have been trying to do this for literally
921 decades, to get, you know, quality assurance programs up and running
922 that are meaningful. And, you know, everyone says, "Oh, it's going to
923 be a blame-free environment," and ultimately, it ends up never being
924 a blame-free environment which is sad, and it kind of defeats the
925 purpose, and I don't know how you do it, especially in an environment
926 where everything is public knowledge. So, unless the quality
927 assurance is privileged and it is - you know, it is, you know,
928 something that is confidential, I think that you - it's probably
929 going to be doomed to failure because no one will want to admit their
930 near misses -

931 **KAHAN:** You're absolutely correct, Barry, and that's why the
932 recommendation (inaudible) operation goes into detail about how it

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933 has (inaudible) confidential aspect, and there is a reference to what
934 is called the CHIRPP system which I first learned about from the
935 Canadian Transport Safety Board. And this is the way that somebody
936 can just phone into the Canadians and say, "I saw something" or "I
937 did something," and the identification stopped there. It became
938 anonymous, and the whole idea is if people are willing to do that
939 knowing that they will remain anonymous, then it can become a part of
940 an aggregate data collection, so then we can find out if there are
941 suspending things. I learned to emphasize when I was doing this work,
942 in health for that matter, (inaudible) as well as transportation
943 safety and other areas, that if you start getting into the blame
944 game, people are very good at avoiding it. And when you are avoiding
945 that, quality suffers. And so, we need some form of confidentiality
946 there, and mentoring is one way, and an advanced quality assurance
947 system is another. I mean, the whole goal is make the system better
948 because if we make the system better, people won't make as many
949 mistakes.

950 **ALEXANDER:** I have a question about the mentoring. This is Patrick.
951 Now, when you say they - you want everybody to have a mentor, are you
952 talking about having a mentor that led some of the same life
953 experiences that they have lived like retired police officers or
954 current police officers or just members of the community? Do these
955 people - are they going to get appointed a mentor, or are they
956 allowed to just choose somebody as a mentor that they want?

957 **KAHAN:** The short answer is any or all of the above. The preference
958 is for people to know people who they believe they can trust and say,
959 "I would like you to be my mentor," and the person says, "Yeah, I'd
960 like to," and the fact of the matter is this will be people who are
961 like yourself, or maybe somebody would choose to mentor deliberately
962 somebody who very unlike one's self to learn what it's like to walk
963 in that person's moccasins. I know I've done that myself, and
964 (inaudible) mentors who helped me.

965 **NEWMAN:** I would just - sorry. Sorry. I will interject one quick
966 sentence. I think almost every mentorship program runs on the basis
967 of people who volunteer to be mentors. So, you request mentors, and a
968 lot of people say, "I'm interested in doing it," some people won't,
969 and then you either have a matching program, or you say, "These are
970 the mentors. Who would you like to be your mentor," and, you know,
971 people can choose, so.

972 **MOORE:** So, if I can just follow up, I really love this idea, and I
973 think it's great. I just want to clarify that what I mean is legal
974 privilege in that are we giving them privilege against subpoenas, et
975 cetera, which people like doctors and priests and, you know,
976 therapists have. And a police officer, albeit probably a great mentor
977 for some younger police officers, is a civil servant, and I question
978 legal privilege if that is the case that we're talking about.

979 **KAHAN:** That's an excellent question, and I'm struggling with it. the
980 closest I can come to an answer is if it's a question of having

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981 actually violated the law, the mentor doesn't want to go about it
982 because there is reporting required.

983 **MOORE:** Yeah.

984 **KAHAN:** Whereas if it's a question of skating on the thin ice around
985 a department directive or process/procedure, then there are ways that
986 are talking about it that make it not quite clear. I'll give you an
987 example from the study I did about how this goes. I was interviewing
988 -

989 **CAMPBELL:** I can make a - if I can interject one point. This is
990 something a little outside of what we have the purview to control
991 since to give any kind of immunity would be a legal standard that is
992 above both the police bureau and ourselves. That would be something
993 the state legislature -

994 **MOORE:** Yeah, that's what I was - that was all I was asking.

995 **KAHAN:** Let me give a very quick story. It was gays in the military,
996 interviewing an officer, and I asked her if she knew of any, and she
997 said, "Yeah. Well, it happened with my roommate at West Point. I came
998 down to visit her at Christmas, and I walked into her bedroom, and
999 she was doing something with a friend." "Wow. What did you do?"
1000 "Well, I left." "Did you report it?" "No." "Were you supposed to
1001 report it?" "Yeah, but, you know, I might not have seen what was
1002 really going on, so I decided I really didn't have solid evidence, so
1003 I didn't report it." And she was very happy with that, and she was
1004 comfortable in (inaudible) that, and her roommate at West Point was
1005 also very comfortable with that resolution. So, people, if they are
1006 in a mentorship relationship, can work around this because if they
1007 care and if they trust each other, they find ways to make it happen.
1008 Again, this goes all - completely out the window if you have personal
1009 and guaranteed knowledge of violation of the law that you have to
1010 report just like a psychologist has to report the certain things that
1011 you get in confidence in a therapeutic session if it endangers
1012 somebody else. A psychologist has a duty to report that. So, there's
1013 some things you can't avoid, but there are a lot of things,
1014 especially systemic rather than personal things, that you can avoid
1015 having to report it, it's that stuff I'm focusing on for both
1016 mentoring and quality assurance.

1017 **NEWMAN:** It also is -

1018 **CAMPBELL:** Hold on, Barry. There's some people ahead of you, and then
1019 I'll put you on the list here. First, I'd like to read a comment by
1020 Damon here in the chat. "Hopefully, we can have mentor training. I
1021 have run a lot of programming, and without mentor support, it will be
1022 a struggle." And then it looks like, Loresa, you have a question?

1023 **NOVY:** Yes. Mine is on a different recommendation. It is on
1024 recommendation number four, so I'm going to shift this a little bit
1025 if that's possible. You know, I understand, especially with budgetary
1026 cuts and just things that, you know, 18-24 months for a lieutenant or
1027 a higher position is something that is feasible, but the only thing
1028 is I want to see a little more meat in this where - to take into
1029 consideration for those lieutenants or higher roles that are in roles

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1030 that are really serving the community because, especially if they're
1031 serving BIPOC or the queer communities, it takes a long time for
1032 those communities, because they have a lot of mistrust with police,
1033 to build trust with those officers, and once they build the trust,
1034 then they move onto the next role. So, I'm hoping that there will be
1035 some consideration in what role that they're in given that role has
1036 not been cut or changed because of budgets and departments.

1037 **KAHAN:** I think it's an excellent point that it's not just
1038 familiarity with the officers, the senior person and supervising, but
1039 also the community members the officer comes in contact with, and
1040 they have to build a base of trust there as well. And so, basically,
1041 I agree with you.

1042 **CAMPBELL:** Okay. Let's go with Barry, and then there's a question in
1043 the chat that I want to read. Barry?

1044 **NEWMAN:** No, I just wanted to comment about the mentor. The situation
1045 that was being described only works if you have goodwill on the part
1046 of everybody, and, you know, from time to time, there are people who
1047 are involved that are not dealing with goodwill, and that could just
1048 as easily, your experience, where someone said, "Well, did you see
1049 it, and why didn't you report it?" If someone had a bone to pick with
1050 somebody who was involved, that could just as easily gone south. So,
1051 it always - it always depends on the situation and does require some
1052 goodwill, but I think in general, a mentorship program is a benefit
1053 for everyone.

1054 **CAMPBELL:** Thank you, Barry. Jim, we do have a question from one of
1055 the public members, members of the public, that I'm going to allow.
1056 "Mentor recommendations, page 10, says mentors will be immune to
1057 Internal Affairs investigations. Can you speak to that a little bit?"

1058 **KAHAN:** Yes. That's part of the CHIRPP concept that I was talking
1059 about. That does say that, and that was deliberate, that IAD and for
1060 that matter IPR, could not question mentors because the conversation
1061 was given in confidence, and nobody should know what is going on
1062 inside that relationship. There are other avenues if you're
1063 interested in hunting things down to find if you're out engaged in a
1064 - trying to find out whether or not somebody has done something
1065 wrong. Going to the mentor is the wrong way to do it. You can't go to
1066 the priest and confessional, and you can't go to the psychologist. If
1067 you're not threatening somebody else, you can't go to the mentor. It
1068 establishes confidential relationships which much be respected unless
1069 the law is being violated.

1070 **CAMPBELL:** Are there any other questions or comments?

1071 **KAHAN:** I hope you're happy with that, Dan.

1072 **CAMPBELL:** All right. So, to kind of give you a bit of background,
1073 this recommendation was - the task force that created this
1074 recommendation was first formed last year, and they have interviewed
1075 a lot of different officers and looked at a lot of different reports
1076 to put it together. The way we'll proceed is we will have a motion on
1077 the floor to accept the recommendation and to vote on it and then a
1078 second, and then we will have any further discussion that we might

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1079 need to have before a vote. People can also move to amend the motion
1080 in any way if they want to see something cut out of the
1081 recommendation and have the group decide as an overall. And then if
1082 it passes, it will go before - we will send it to the chief's office
1083 as an official TAC recommendation. If it fails, then we will kick it
1084 back, and we will try to rework it to meet everybody's needs. All
1085 right. Do we have a motion on the floor for the recommendation?
1086 **NEWMAN:** To get things moving, I will move that we accept it as
1087 written.
1088 **CAMPBELL:** We have a motion from Barry. Do we have a second?
1089 **MARSCHKE:** I'll second that, Shawn. It's Gary.
1090 **CAMPBELL:** And a second from Gary. And just as a reminder because
1091 this is a recording that gets transcribed, if you can say your name
1092 at the beginning. I forgot to say that. It helps the transcriber a
1093 whole bunch to figure out who is who. All right. We have a motion and
1094 a second to accept this recommendation. Do we have any further
1095 discussion on the motion?
1096 **SCHURR:** Well, here's my - my discussion is I'm brand new to the TAC,
1097 and so I'm not going to argue against something that other people
1098 have been working for two years on when I'm brand new, so I'll vote
1099 for it.
1100 **CAMPBELL:** Thank you, Sarah. Do we have any other comments or
1101 questions?
1102 **RONNING:** I would just say that I don't know what your policy is on
1103 abstaining. I don't actually - being new, I'm not going to vote for
1104 something actually that I don't know about, but I don't want to go
1105 against something that people are working on. So, is there a
1106 typically an etiquette around new members sort of abstaining the
1107 first couple rounds?
1108 **CAMPBELL:** You are allowed to abstain on any vote that you would like
1109 to abstain to. We do have to have a majority of the members vote yes,
1110 so say enough people vote no or abstain, then the motion will not
1111 move forward.
1112 **NEWMAN:** Is that a majority of the members present or a majority of
1113 the members on the entire committee?
1114 **CAMPBELL:** Present. Any other questions or comments?
1115 **ALL:** (None heard)
1116 **CAMPBELL:** All right. Seeing none, we will proceed with the vote. I
1117 will say your name, and please tell me if you vote yes, no, or
1118 abstain. Let's start with Patrick.
1119 **ALEXANDER:** I say yes.
1120 **CAMPBELL:** Sheri?
1121 **ANDERSON:** Yes.
1122 **CAMPBELL:** Shawn is yes. Nathan?
1123 **CASTLE:** Yes.
1124 **CAMPBELL:** Tyler?
1125 **HALL:** Yes.
1126 **CAMPBELL:** Damon?

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1127 **HICKOK:** Yes.
1128 **CAMPBELL:** Albyn.
1129 **JONES:** Yes.
1130 **CAMPBELL:** Jim?
1131 **KAHAN:** Yes.
1132 **CAMPBELL:** Gary?
1133 **MARSCHKE:** Yes.
1134 **CAMPBELL:** Mark M?
1135 **MILLINSKI:** Yes.
1136 **CAMPBELL:** Morgan?
1137 **MOORE:** Yes.
1138 **CAMPBELL:** Barry?
1139 **NEWMAN:** Yes.
1140 **CAMPBELL:** Loresa?
1141 **NOVY:** I'm going to abstain on this one.
1142 **CAMPBELL:** Gina?
1143 **RONNING:** Abstain.
1144 **CAMPBELL:** Chris?
1145 **ROSSI:** Yes.
1146 **CAMPBELL:** Mark S?
1147 **SCHORR:** Yes.
1148 **CAMPBELL:** Sarah Schurr?
1149 **SCHURR:** Yes.
1150 **CAMPBELL:** Sarah?
1151 **SUNIGA:** Yes.
1152 **CAMPBELL:** And Sylvia?
1153 **ZINGESER:** Yes.
1154 **CAMPBELL:** The motion passes, 17 yeases, 0 no, 2 abstains. This
1155 recommendation will be updated as a recommendation of the TAC on the
1156 website and will be sent to the chief's office for comment.
1157 **SCHORR:** Mark - Shawn, if I can just say one thing. I wanted to give
1158 a shoutout to Jim who even though several of us have our names on the
1159 report, Jim did 99 percent of the work, and if it will be possible
1160 for him to be the lead author, I think that really would be suitable.
1161 I don't know if that's possible, but really hats off to him and some
1162 hard work.
1163 **CAMPBELL:** If it's all right with Jim, there's no problem with that.
1164 **KAHAN:** Sure. Thank you very much, Mark.
1165 **STEWART:** I just wanted to second that this committee, they had I
1166 don't even know how many - they met with a lot of people, put a lot
1167 of time and a lot of work into the report. So, thank you very much
1168 because I know Caitlyn was scheduling the meetings, and we talked
1169 about it, and this was very thorough.
1170 **NEWMAN:** And a lot of thought. It was an impressive amount of work.
1171 Thank you, Jim, and the rest of the group.
1172 **KAHAN:** I want to give a shoutout to Greg and to David, both of whom
1173 gave me a tremendous amount of insight in helping me do this. They

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1174 were quite open. They'd tell me what they thought would work. They'd
1175 tell me what they thought would not work, but they never said,
1176 "You've got to do it this way or else we're going to stomp on you."
1177 It was always, "Let's keep going. Let's move it forward," and I
1178 really, really appreciate the support I got from both you, Captain
1179 Abrahamson, and you, Lieutenant Stewart. So, thank you very much.
1180 **CAMPBELL:** All right. Anything else before we move forward with the
1181 next item?
1182 **ALL:** (None heard)
1183 **CAMPBELL:** All right. The next item is a procedural vote on a report
1184 prepared that this provides context data on the doings of the
1185 Portland Police Bureau. I'm putting the link in now, but it should
1186 have been sent to everyone already. For a bit of background, every
1187 year the TAC has been putting together a similar report to basically
1188 give its members some background information and just kind of a big
1189 thousand-foot view of what happens in the bureau. We posted this to
1190 our website for other groups to use if they so wish and also for our
1191 own use. We don't have - we don't expect any response from the chief
1192 or anything like that because it's purely an informational report,
1193 but we do have to have a vote in order to post it on the website, and
1194 this is just the annual update of that. Are there any questions or
1195 discussion?
1196 **ALL:** (None heard)
1197 **CAMPBELL:** All right -
1198 **JONES:** Oh, I had an extremely minor nit to pick. There was a graph
1199 of, if I'm looking at the right report anyway, a graph - where was it
1200 - police calls for service over time. Am I -
1201 **CAMPBELL:** Do you know what number that's on?
1202 **JONES:** I'll look and see if I can find it here.
1203 **MOORE:** It's slide 14.
1204 **CAMPBELL:** Yep. I've got it right here.
1205 **KAHAN:** Slide 14. Yes.
1206 **JONES:** Okay. Anyway, my very minor nit is that the graph, the X-axis
1207 is not shown at the bottom of the graph. So, it starts at, I forget
1208 the - what level. It should start at level zero which allows you both
1209 relative - to assess relative change as well as absolute change.
1210 **MOORE:** That's actually page 15.
1211 **CAMPBELL:** Yeah, I see right here. The reason the X-axis was used in
1212 that way was because if you - and I agree it doesn't show the
1213 absolute change, but the issue is it's such a large number that it
1214 doesn't actually show much change at all. It's really hard to see the
1215 detail with an absolute.
1216 **JONES:** Well, I'll have to - it'll be easier for me to explain it
1217 some other time person-to-person maybe, but I just - I prefer seeing
1218 the zero level on the Y-axis so that you know how these two - the two
1219 lines are moving relative to each other when you put - when you don't
1220 extend the Y-axis all the way down to zero, you can't - it makes it
1221 much harder to assess relative to - the relative difference between
1222 the two lines.

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1223 **KAHAN:** All of that is correct, and the fix would be just lower two
1224 more lines. You could go from zero to 400 and get all of the same
1225 information, and you would only have one extra line in the graph.
1226 **CAMPBELL:** All right. I'll look into - we'll make that change prior
1227 to having it posted as the finalize thing if it passes. Would that
1228 work, Albyn?
1229 **JONES:** Yeah, yeah. I mean, I'm not objecting to posting it this way,
1230 I just think it's - I prefer seeing the Y-axis all the way down to
1231 zero.
1232 **CAMPBELL:** No problem. Is there any other questions or comments prior
1233 to voting?
1234 **NOVY:** Yeah, Shawn, I just have one comment on the last two slides on
1235 the community advisory groups, just being a member of PEAC, I just
1236 didn't see our group on there, so I was just wondering why.
1237 **CAMPBELL:** I think when I first put this together - that's just an
1238 oversight, so we will make sure that they get in there. Looking over
1239 it too, we also need to add the Bureau Wide Advisory Council as well,
1240 so we will add both of those.
1241 **NEWMAN:** I did have one suggestion for an addition unless I missed it
1242 in there. Because there is a slide somewhere in there that has
1243 victims by race and ethnicity -
1244 **CAMPBELL:** Are you talking about the officer-involved shooting,
1245 deadly force incidents?
1246 **NEWMAN:** No, no, no. Just -
1247 **CAMPBELL:** Use of force?
1248 **NEWMAN:** Well, yeah. That was there also by race and ethnicity. There
1249 was, like, victims of -I'm looking now. I just had it a second ago.
1250 **CAMPBELL:** Was it slide 20, Victims of Major Crimes?
1251 **NEWMAN:** Correct. What there's not is is there was not a slide that
1252 had the perpetrators of major crimes by race or ethnicity.
1253 **CAMPBELL:** We can look into that. I believe that might be FBI. The
1254 FBI might have that data, but we can look into it.
1255 **NEWMAN:** Because we have comparison of Portland custodies by use of
1256 force, you know, over three years, but, you know, if there's a
1257 preponderance, you know, like, Asian Americans are very low in that
1258 deadly force incidents. So, anyways, so I think that that would be
1259 maybe a helpful statistic.
1260 **SCHURR:** Is there a find, Barry, that you've been looking for that
1261 you're not - that, like, something you're - a trend that you think
1262 you might see or something you're trying to uncover?
1263 **NEWMAN:** Well, no. I think - I think that, you know, if there's - you
1264 know, it's, like, you can say, well, if females are underrepresented
1265 in police, you know, violent interactions, for example, you know,
1266 that would be a reason why they're also underrepresented in, you
1267 know, use of force incidents for example, so. You know, you can see
1268 that African Americans are disproportionately affected by violent
1269 crimes or major crimes, you know, so I think that, you know, you

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1270 know, why are people being called by - you know, for - why are police
1271 being called into certain situations. That's all.

1272 **SCHURR:** Thanks.

1273 **CAMPBELL:** Any other questions or comments?

1274 **RONNING:** Can I get clarity on the Stops data?

1275 **CAMPBELL:** Yes.

1276 **RONNING:** Does - so, one thing I was informed about in a different
1277 meeting is that with stops data, if an officer is pulling the same
1278 individual over multiple times that that gets counted as numerous
1279 stops, and I was just wondering if this data has taken into account
1280 with repeat offenders or people that are being repeatedly being
1281 pulled over versus just overall how many stops are being made?

1282 **CAMPBELL:** The answer is you are correct, and that is also true for
1283 the custodies data as well as the use of force data and most of the
1284 data the bureau puts out. This is all publicly available data, and
1285 unfortunately, with stops data, we do not have anything publicly
1286 available that would allow us as the public to a certain how many of
1287 these stops are someone getting stopped repeatedly compared to
1288 someone who is just stopped maybe this once, unfortunately.

1289 **RONNING:** Do you think there might be value in having some kind of
1290 disclaimer that explains that? And I ask that because that piece of
1291 data can skew people's perceptions about how police are making stops,
1292 right? So, I'm - like, for example, with affiliated gang violence,
1293 there might be the perception that there is a disproportionate amount
1294 of certain demographics being pulled over when really it's the same
1295 people involved in affiliated activity that are getting pulled over,
1296 and the public doesn't seem to understand that dynamic. And so, I was
1297 just wondering if there might be a way to help clarify that somehow.

1298 **CAMPBELL:** Yep. We can add a disclaimer to the places where it's
1299 relevant, not just the stops data but the other ones as well.

1300 **STEWART:** I just want to say that's a great point. I worked a lot on
1301 putting our current stops data together back in 2010 or 2011. We
1302 worked a lot on redoing how we collected stops data, and that was
1303 something we were trying to argue for at that time. And there's some
1304 data collection issues and some reporting, like taking people's
1305 names, some other issues with that, but I think that idea about the
1306 disclaimer is phenomenal because it is - people don't quite
1307 understand that, and I do think it confuses the issue.

1308 **CAMPBELL:** That's easy enough to put in. Any other questions or
1309 comments?

1310 **ALL:** (None heard)

1311 **CAMPBELL:** All right. Do we have a motion on the floor to put this
1312 context data on our website with the understanding that we will make
1313 all of the changes that have been suggested? Jim? Oh, you're muted,
1314 Jim.

1315 **KAHAN:** I move that we accept it conditional upon the things that are
1316 being discussed and that it be presented to the steering committee to
1317 make sure that the changes that were suggested here after reviewing
1318 the minutes have been followed.

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1319 **CAMPBELL:** Perfect. I'm writing that down. Do we have a second?
1320 **SCHORR:** I'll second.
1321 **CAMPBELL:** We've got a second from Mark S.
1322 **SCHORR:** Yes.
1323 **CAMPBELL:** All right. All right. Is there any further comments or
1324 questions before we proceed with the vote?
1325 **NEWMAN:** I have a quick clarification. So, when you say, "Put it on
1326 the website," you're going to put that document on the website,
1327 correct? There's no -
1328 **CAMPBELL:** Yes.
1329 **NEWMAN:** Okay. Thank you.
1330 **CAMPBELL:** Yeah. There are some links to where the original data
1331 sources are from, but otherwise, it would just be putting this
1332 document on our website. Any other questions or comments prior to
1333 voting?
1334 **ALL:** (None heard)
1335 **CAMPBELL:** All right. Let's go through the list backwards this time.
1336 Sylvia? You're muted, Sylvia.
1337 **ZINGESER:** Yes.
1338 **CAMPBELL:** Sarah?
1339 **SUNIGA:** Yes.
1340 **CAMPBELL:** Other Sarah? We have two Sarah S's. I'm going to have to
1341 figure this one out.
1342 **SCHURR:** Yes, for me as well.
1343 **CAMPBELL:** Thank you. Mark S?
1344 **SCHORR:** Yes. Aye.
1345 **CAMPBELL:** Chris?
1346 **ROSSI:** Yes.
1347 **CAMPBELL:** Gina?
1348 **RONNING:** Yes.
1349 **CAMPBELL:** Loresa?
1350 **NOVY:** Yes.
1351 **CAMPBELL:** Barry?
1352 **NEWMAN:** Yes.
1353 **CAMPBELL:** Morgan?
1354 **MOORE:** Yes.
1355 **CAMPBELL:** Mark?
1356 **MILLINSKI:** Yes.
1357 **CAMPBELL:** Gary?
1358 **MARSCHKE:** Yes.
1359 **CAMPBELL:** Jim?
1360 **KAHAN:** Yes.
1361 **CAMPBELL:** Albyn?
1362 **JONES:** Yes.
1363 **CAMPBELL:** Damon?
1364 **HICKOK:** Yes.
1365 **CAMPBELL:** Tyler?

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1366 **HALL:** Yes.
1367 **CAMPBELL:** Nathan?
1368 **CASTLE:** Yes.
1369 **CAMPBELL:** Shawn? Yes. Sheri?
1370 **ANDERSON:** Yes.
1371 **CAMPBELL:** And Patrick?
1372 **ALEXANDER:** Yes.
1373 **CAMPBELL:** Motion passes. 19 yeses, 0 nos, and 0 abstains. All right.
1374 My apologies. We are running behind schedule a little bit tonight by
1375 about 15 minutes or 20 minutes. The next thing on the agenda is Use
1376 of Force Quarter 4 update or Use of Force Quarter 3 update for
1377 clarification and hopefully quarter 4 we'll find out. The other items
1378 on the agenda will probably move quicker than the time we have
1379 allotted for them. Is everyone okay with proceeding to get the
1380 meeting done and understand that we might run a little bit over
1381 tonight. Usually, I like to end on time, but we can't have
1382 everything, so.
1383 **ALL:** (None heard)
1384 **CAMPBELL:** All right. Well, if everybody is okay with that, let's go
1385 ahead and have our Use of Force update from the bureau. Who do we
1386 have from the bureau for that, Captain?
1387 **ABRAHAMSON:** Chris Lindsey tonight.
1388 **CAMPBELL:** Chris?
1389 **MALE:** We think he's speaking. I can't hear you.
1390 **CAMPBELL:** Is - oh, yeah. There you are. Can you hear us, Chris? We
1391 can't hear you. I can barely hear - like there's a very little
1392 crackle when you talk. We still can't hear you.
1393 **KAHAN:** Chris, turn off your video and try it with audio only. Maybe
1394 we can hear it.
1395 **CAMPBELL:** No. We're still getting nothing, Chris. How about - s
1396 sometimes what helps with these things if you get off and get back
1397 on.
1398 **FEMALE:** Otherwise, you could utilize the phone feature too for audio
1399 if you call in.
1400 **CAMPBELL:** Wonderful world of Zoom, folks. The wonderful world of
1401 Zoom. Okay, let's give Chris just another couple seconds here, and
1402 we'll move on with the agenda and hopefully get back to it otherwise.
1403 Sometimes it helps too to get off and get back on, or we'll also give
1404 you a second to call in by phone if you're trying that. The phone
1405 directions are on the agenda.
1406 **KAHAN:** Do you think we can deal with your special item right now,
1407 Shawn?
1408 **CAMPBELL:** I'd like to still save that one for the end, but we can do
1409 the discussion about what the next meeting is going to look like.
1410 Just a second. Let me just type something here. Okay. While we're
1411 getting that figured out on Chris, we will move onto the next agenda
1412 item which is kind of just an overview of what to expect in our July
1413 meeting and where we're hoping to go. There's two big things that are

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1414 going to be happening in the July meeting. The first one is that we
1415 are going to be having a vote for our steering committee. So, the
1416 steering committee is consisting of five members from the TAC, and
1417 basically, they're the executive committee of the group. They don't
1418 do anything more than mostly set agendas as well and kind of make
1419 sure everything runs behind the scenes in a way to actually make sure
1420 everything happens. And it's a fairly low impact. I'll let some of
1421 the other steering committee members currently speak to their own -
1422 we're getting feedback from you, Chris.

1423 **LINDSEY:** I apologize for that. Can everyone hear me now?

1424 **CAMPBELL:** Yes, we can.

1425 **FEMALE:** That's good .

1426 **LINDSEY:** Is that much better? I apologize. Everything was working
1427 fine, of course, until it's my turn to talk.

1428 **CAMPBELL:** That's all right, Chris. Let's go ahead and have you go,
1429 and then we'll move on from the agenda from there.

1430 **LINDSEY:** Okay. Bear with me here one second. I'm going to pull up
1431 the presentation here. One moment, please.

1432 **CAMPBELL:** All right. While you're getting it pulled up, Chris, I'm
1433 going to finish this little announcement about the steering committee
1434 real quick, and then we'll get to you. Will that be all right?

1435 **LINDSEY:** That works.

1436 **CAMPBELL:** All right, perfect. So, as I was saying, the steering
1437 committee serves for one-year terms. The meetings are usually on a
1438 Monday at the end or beginning of the month. It's been shifting a
1439 little bit over the past couple weeks or the past couple months
1440 because of some conflicts with some of the coalitions we're a part
1441 of. But overall, it's an executive council. If you're interested in
1442 running for it, I'll send out an email out to everybody where you can
1443 send an email in to let me know if you're interested. We do encourage
1444 new members to be part of steering committee. It's not the kind of
1445 job where necessarily you need just people who have been here for a
1446 while. Would any steering committee members like to speak up about
1447 their experience in steering committee or kind of what the job looks
1448 like?

1449 **ALL:** (None heard)

1450 **CAMPBELL:** Well, don't jump all at once all of you. Sylvia, you've
1451 been on steering committee before. What is your view of it?

1452 **ZINGESER:** Well, we meet once a month, and we discuss what the agenda
1453 is going to be and any issues about the agendas. We may have some
1454 things to share from previous meetings before we go into the next
1455 meeting. That's pretty much it is getting the agenda set. If anybody
1456 has any things that they would like to add to those meetings, you
1457 know, you may be able to discuss that. The meetings go pretty quick.
1458 They're about an hour.

1459 **MALE:** Sylvia?

1460 **ZINGESER:** Yes. That's it.

1461 **MALE:** Are there further meetings with the Portland police as part of
1462 that role?

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1463 **ZINGESER:** We actually have two - we have two - usually, Greg will
1464 show up. Sometimes we get - gosh, I can't think of her name - Mary
1465 Claire will show up to some of those meetings because she is the
1466 liaison for working with the Department of Justice to make sure that
1467 the Portland police is in compliance. Sometimes she will show up to
1468 some of those meetings, and that may have to do with what is looking
1469 like may come up with the next agenda. So, we may have other people
1470 from the police department that may drop in or other people who are
1471 standing in. But usually, Greg is there.

1472 **ANDERSON:** I will add that I found it a very interesting opportunity,
1473 and there is - I mean, I enjoyed participating in writing and some
1474 editing, and you get an advanced look at what's going on and get the
1475 opportunity to ask some early questions, so I really appreciated
1476 that.

1477 **CAMPBELL:** Anything else from existing steering committee members?

1478 **KAHAN:** Well, I have found it collegial, congenial, and Shawn is
1479 absolutely amazing at what he's not doing at this meeting and getting
1480 us in and out in an hour.

1481 **ZINGESER:** I second that.

1482 **ANDERSON:** I'll third it.

1483 **MARSCHKE:** I'll fourth it. This is Gary. Probably - I think I might
1484 be the only remaining steering member that hasn't been heard from,
1485 and I would just say it's been a great experience. There's a certain
1486 level of transparency. There's also a level of shaping the agenda,
1487 not just looking it over. And also, just having a little bit more
1488 input in a smaller group at a higher level in terms of not ranking so
1489 much as just a higher level in terms of operating at the 50,000-foot
1490 level as opposed to let's say the 15,000-foot level that we're on as
1491 the TAC. So, that's been my experience. I would recommend it.

1492 **CAMPBELL:** Thank you. So, as I said, we are going to have the
1493 elections for steering committee in July. If you're interested in
1494 being a part of it, send me an email. I'll send out an email you can
1495 respond to, and I encourage everyone from people who have been part
1496 of the TAC for years to people who this is their first meeting. Don't
1497 let that intimidate you from thinking you can't be part of that
1498 because it's important to get the full breadth of the membership
1499 involved in the running of the organization. All right. Chris, it's
1500 your floor. Let's hear it.

1501 **LINDSEY:** All right. Hello. I apologize that you couldn't hear me
1502 before. My name is Chris Lindsey. I'm a lieutenant with the Portland
1503 Police Bureau, and I'm currently assigned as the force inspector out
1504 of the office of the inspector general. This is the quarter 3 2020
1505 executive summary. I apologize for - due to a miscommunication, it
1506 didn't happen last time, so I'm going to present to you - we're a
1507 little behind, but this is the executive summary from quarter 3 2020.
1508 All right. Can everybody see this - these slides as well?

1509 **ZINGESER:** Yeah.

1510 **LINDSEY:** So, if you look at this comparison between quarter 2 of
1511 2020 and quarter 3 of 2020, we had 4,135 custodies in Q2. That

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1512 resulted in about just under 4.1 percent - excuse me, 4.1 percent of
1513 those resulted in a use of force which was 169 subjects. We had
1514 82,269 calls for service, and force was used in about 0.2 percent of
1515 the calls, in about 166 cases. Compared to quarter 3 of 2020, we had
1516 3,070 custodies, so we had a drop. Yet the - we had about a half
1517 percent increase in the percentage of custody that resulted in force.
1518 So, we had 4.63 percent resulted, and it was about 142 subjects. We
1519 had less calls for service at 69,020, and force was used again in
1520 about 0.2 percent of calls, 139 cases, which is a zero increase - a
1521 zero percent increase in the percentage of calls that did result in
1522 force. Anybody have any questions on that before I move on?

1523 **CAMPBELL:** Just to clarify, Chris, this is only for uses of force
1524 during day-to-day duties? This does not include uses of force during
1525 crowd control events?

1526 **LINDSEY:** Yes. Sorry, I should have clarified that. This does not
1527 include crowd control uses of force. That is done through a separate
1528 crowd control audit that we're currently working on right now, but as
1529 you imagine, it's taking a while after last year, so. The next slide
1530 are the applications of force, and for our new members, an
1531 application of force pretty much consists of the type of force that
1532 we use. Control against resistance and resistant handcuffing are our
1533 two lowest levels of force. They're what we call a category 4. That
1534 is force that is used basically to control a resistant subject or to
1535 place a resistant subject into custody. So, if you'll look at the
1536 top, you see the force type Control Against Resistance. We had 181
1537 applications of that which resulted for about 28.9 percent of force
1538 used. Resistant handcuffing was 142 which was about 22.7 percent.
1539 Less lethal 107. Now, that number looks very large. I can explain - I
1540 can account for that. We had a - we had a very prolonged SERT and CNT
1541 call that I'll go into on the next slide, but less lethal is normally
1542 - we normally do not have that many applications of less lethal
1543 during a quarter. And less lethal applications include, you know, our
1544 OC spray which is more commonly known as pepper spray. It can - or
1545 our pepper balls as well, so. Takedown: We had 74 takedowns at 11.8
1546 percent. Aerosol restraint, which is our OC, which is at 24. These
1547 two are related right here. This less lethal, 107, and aerosol
1548 restraint. This was from one event, and I'll go into that during the
1549 next slide. Our strikes and kicks, we had 23 applications of that for
1550 3.7 percent. CEW, and that is basically our taser, a controlled
1551 electrical weapon. We had 20 applications of that for 3.2 percent. We
1552 had 19 controlled takedowns for about 3 percent. We used a pointing
1553 of a firearm 14 times for 2.2 percent. We had 11 box ins at 1.8, 4
1554 canine bits, 3 P.I.Ts, 2 applications of the hobble, and 1 baton non-
1555 strike which generally means we use it to pry someone's hands off,
1556 and then we used our firearm to end the suffering of an animal. It
1557 came to a total of about 626 force applications for Q3.

1558 **SCHURR:** I'm sorry, could you tell -

1559 **LINDSEY:** There's a comparison - yes, go ahead.

1560 **SCHURR:** I'm sorry. Could you tell us what a P.I.T is?

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1561 **LINDSEY:** Yeah. So, that is a pursuit intervention technique. That is
1562 when someone is driving away from us, and you may have seen it on TV
1563 sometime. So, if a car is driving, one of our cars will come up on a
1564 quarter panel of it, and they'll gently turn into it, and what it
1565 does is it causes the other car to spin in 180 degrees, and it
1566 disables the car. We only use that for under certain speeds. We don't
1567 - after a certain - we do it at very low-level speeds because we
1568 don't want to, you know, cause - we don't want to, you know, injure
1569 the person driving the car or cause injury to somebody else who may
1570 be in the area, a pedestrian or another car. So, it's something we do
1571 to disable a vehicle that's not stopping for us at low-level speeds.

1572 **SCHURR:** Thank you.

1573 **LINDSEY:** Does that make sense?

1574 **SCHURR:** It makes perfect sense. I just wasn't familiar with the
1575 term.

1576 **LINDSEY:** Sure. So, changes over time -

1577 **CASTLE:** Excuse me. Can you -

1578 **CAMPBELL:** We've got another question.

1579 **LINDSEY:** Yes?

1580 **CASTLE:** Yeah, can you please explain - I'm curious about the firearm
1581 for animal suffering. Is that like you pointed the firearm at someone
1582 to get them to stop the animal suffering or is that discharge, or
1583 what is that?

1584 **LINDSEY:** Oh, yeah. So, that is - so, that is commonly - we use that
1585 to end the life of a severely suffering animal. More - you know, nine
1586 times out of ten, that is a deer that has been hit by a car or hit by
1587 something else, and the deer is severely disabled and is suffering
1588 and injured, and we'll use our firearm to end the suffering of the
1589 animal. Does that make sense?

1590 **CASTLE:** That does. Thank you.

1591 **LINDSEY:** Any other questions before I move on to Changes over Time?

1592 **NEWMAN:** Barry here. Quick question. I'm assuming that these are all
1593 in the service of an arrest, correct? I mean, this is -

1594 **LINDSEY:** I'm sorry?

1595 **NEWMAN:** This is all because an arrest is being made, correct?

1596 **LINDSEY:** Not always, no. Sometimes some of these numbers include
1597 force numbers and force applications where an arrest was not made.

1598 **NEWMAN:** Okay. Well, because the other question that I have is, and
1599 maybe you have this - I thought I saw some slides like this maybe on
1600 the overview, but is there - like, what was the reason why, you know,
1601 control against resistance, resistant handcuffing, et cetera, is
1602 there some database that has those reasons as to why these things
1603 were being - you know, why did someone need to be struck or kicked
1604 or, you know, taser or whatever? Do you know what I'm asking?

1605 **LINDSEY:** So, I do. There is no - as far as I know, and maybe Greg
1606 can help me out with this because Greg is our guru data, our data
1607 guru, there is no public data site that talks about why these were
1608 used. It's such - we would have to essentially publish some cases

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1609 that may not have been adjudicated, that may still be working their
1610 way through courts, and there may be some other investigations going
1611 on that are not ready to be made public. So, we just - we don't
1612 publish the why if that makes sense.

1613 **STEWART:** And let me add one thing too so people do not get freaked
1614 out. So, when he talks about force, right, this is statistical
1615 reporting of force that we're providing you. So, it's an overview. We
1616 have done studies where we use - there's a type of analysis called
1617 Force Factor Analysis that gets at that. We've gone back and coded
1618 and done that in the past, but like Ryan was saying, there's a lot of
1619 reasons that we can't, like, particularly related to pending cases,
1620 different reasons that we don't present that. We don't actually
1621 collect it in all instances I guess would be the biggest reason, but
1622 there's reasons we don't always present that. But any time force is
1623 used - we have four categories of force. So, if an officer so much as
1624 forces somebody's arm behind their back, it triggers an investigation
1625 conducted by a sergeant, and when he talked about category four
1626 force, when Lieutenant Lindsey spoke about category four force,
1627 that's a very low level of force, and the investigation is not as -
1628 it's kind of the easiest level. They do an After Action, they review
1629 the reports, make sure the officer had cause, and they do that in the
1630 field, and if they - if they acted inappropriately, you know, or even
1631 if they didn't document it right, the officer, it can range from
1632 anywhere called - something called an EIS entry which is, like, an
1633 entry into their file and, oh, maybe they didn't do - filled out the
1634 report right. And then they can go all the way up to, you know, being
1635 disciplined, fired, or criminally - potentially, you could have
1636 criminal outcomes. As the force goes up, the level of review goes up.
1637 So, you start with category threes, and sergeants actually respond to
1638 the scene. They interview witnesses. They take photos. They basically
1639 conduct the equivalent of a criminal investigation when an officer
1640 uses that kind of force, and then they document it in an After Action
1641 Report which is - and I'm sure Lieutenant Lindsey can talk more about
1642 this, but he thoroughly reviews those reports, and again, if they're
1643 not done appropriately, people receive EIS entries, things can be
1644 referred to Internal Affairs, et cetera. And basically, the
1645 investigation from category - by the time you get to category one
1646 which is a very serious, serious use of force, you have detectives
1647 respond. You have Internal Affairs, IPR - not IPR. I believe
1648 Professional Standards responds.

1649 **LINDSEY:** Professional Standards. Right.

1650 **STEWART:** Yeh. And so - so, when he - I just didn't want you guys to
1651 think when Lieutenant said that, like, we're just not looking at why
1652 force was used, we look at why force was used in every incident that
1653 we engage in a use of force and investigate it very, very thoroughly.
1654 I mean, like, I've had - I've done - when I was on patrol, I had
1655 parks where I'd have to interview, like, dozens of people
1656 potentially. You know, I mean, it's a very thorough process, very
1657 time consuming.

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1658 **SCHURR:** So, the thing is every time someone is put in handcuffs,
1659 there's an investigation regardless?
1660 **STEWART:** Every time they - against resistance. If they just easily -
1661 if the officer just puts them into handcuffs and they go to jail or
1662 wherever, like, so we're taking them to a mental health hold, there
1663 is no investigation of that. But if the person resists, that's when
1664 he talks about control against resistance. If the person's kind of
1665 squirming around trying to get away and the officer actually has to
1666 use some degree of physical force, say two officers have to move the
1667 person's hands behind their back against their will to handcuff them,
1668 that would be a use of force.
1669 **SCHURR:** Okay. And you investigate all of those?
1670 **STEWART:** If there's no resistance - pardon me?
1671 **SCHURR:** You investigate all of those?
1672 **STEWART:** Yes. Yes.
1673 **SCHURR:** Okay. Thank you.
1674 **LINDSEY:** Yes.
1675 **STEWART:** Sorry.
1676 **LINDSEY:** No, you're fine. Thanks for jumping in here. I know we have
1677 new members here, so I probably could have given a little bit of
1678 context beforehand, and I apologize for not doing that. And just - if
1679 anybody is curious about any of the definitions of what you're seeing
1680 here, you know, control against resistance, the levels of resistance,
1681 we have on our website - I mean, all of our policies and directives
1682 are all on open data. You can all go, and you can look at our Use of
1683 Force policy at 1010, and it has every definition. It has when we
1684 can't use it. It has the levels of review, the categories of force.
1685 What - you know, if this happens, this triggers this kind of
1686 investigation. So, I encourage anybody who is curious to go on our
1687 website, and you can read - you can read all about, you know, this
1688 process as well. Any other questions?
1689 **ALL:** (None heard)
1690 **LINDSEY:** Okay. So, this slide changes over time. It's basically a
1691 comparison from the previous quarters, and the slide is - excuse me.
1692 The graph on the left you'll see is Calls for Service in quarter 4 of
1693 2019. We had 89,347. The number stays fairly consistent into quarter
1694 1 of 2020. They drop a little bit in quarter 2 of 2020 and then drop
1695 significantly in quarter 3. You know, I was not in my current
1696 position that I am now when this was going on, and without having
1697 been in my spot, I can only surmise that these drop in numbers are
1698 due to one, the beginning of the COVID pandemic, and then in quarter
1699 3 was when we had the nightly demonstrations for George Floyd
1700 beginning in earnest in quarter 3 of 2020. And we just - we just
1701 devoted the vast majority of our resources to that, and we were not
1702 responding to calls of service during a good portion of quarter 3 of
1703 2020. As you can see, these numbers coincide. Our custodies were
1704 around 5,000, and then they dropped to 4,800, and then they dropped
1705 to 4,100, and then they dropped significantly off to 3,000 as well.

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1706 And, again, I would attribute that to what was going on during 2020.
1707 The force events I have -
1708 **SCHURR:** May I offer an alternative or additional explanation which
1709 is around the same time of the protests around George Floyd's death
1710 there was a serious public education effort to find alternatives to
1711 calling the police, and things people used to call the police about,
1712 they were figuring out who else they could call. So, it could be that
1713 people were calling less because they were now becoming informed
1714 about who else they could call.
1715 **LINDSEY:** That is absolutely a possibility, yes, as well. Thank you
1716 for pointing that out. So, where was I. Excuse me. Our force events
1717 here, we had 186. The next quarter, we were at 166. It stayed static
1718 for the next quarter, then it dropped again to 139. The individuals
1719 in force incidents are the subjects that the force was used upon, we
1720 had 186. It dropped to 170 down to 169, stayed kind of static, and
1721 the dropped again to 142, and these are the total force applications
1722 that we have going across the previous quarter. We're at 697, 632,
1723 and we had a drop to 521, and then we jumped back up to kind of
1724 normal levels of 626. The changes in force applications over here on
1725 the next slide over as you can see, again as Lieutenant Stewart
1726 talked about, control against resistance and resistant handcuffing,
1727 those are our lowest levels of force, and those are consistently the
1728 top two that we utilize. That's a category four-type of review. We
1729 had 296. It dropped to 213 to 182 and then down to 181. The resistant
1730 handcuffing, we had 166 down to 160, 148, and then 142. Less lethal,
1731 and here's where I'll get to explaining the big spike here. We had
1732 four - we had, excuse me, 10 to 7, and then we had spike to 107. What
1733 that was is there was - in that quarter, there was a SERT, which is
1734 our Special Emergency Reaction Team, it's more commonly known across
1735 the country as a SWAT team, but ours is a SERT team, and our CNT,
1736 which is our Crisis Negotiation Team more commonly known across the
1737 country as the Hostage Negotiation Team, but we call them the Crisis
1738 Negotiation Team - there was a callout of a subject who was
1739 reportedly armed and shooting rounds, shooting a gun in Forest Park -
1740 excuse me, in Forest Park. The team responded, and they located the
1741 subject who had essentially - I don't want to say barricaded their
1742 self but had burrowed out into what was kind of a cliffside
1743 underneath a gigantic dead log that was overhanging. So, they had
1744 created kind of a makeshift barrier and were hiding up in there. We
1745 located the subject. We couldn't see if the subject was armed or not.
1746 We had multiple people come and tell us that this person had fired
1747 rounds off. The person was yelling at us that he - that they were
1748 armed. They were armed with a pistol, and they were armed with a
1749 knife, but we couldn't see from our vantage point. It was very
1750 difficult to tell. We tried to negotiate with this person for over -
1751 it was actually 24 hours that we tried to talk to this person, and we
1752 used force - and this big spike in the number over here was there
1753 were approximately - and forgive me. I forget the exact number, but
1754 there were over 90 applications of what was known as our pepper ball

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1755 rounds to try to get that person to come out. We spent a good amount
1756 of time trying to resolve this situation without resulting in lethal
1757 force. We ended up getting the person into custody without using
1758 lethal force, but we did have to expend a large amount of pepper ball
1759 rounds to get that person out of there, and they did eventually
1760 surrender, so. We had 83 applications of the takedown. It went down
1761 to 62, 50, and then back to 74. The aerosol restraint, we had 3, 5,
1762 and 5. These numbers are pretty typical just so you know, but this
1763 spike also included that previous event that I just spoke about, the
1764 aerosol restraint, which is our - more commonly known as our pepper
1765 spray. We had 51 applications of strikes and kicks to 45 then dropped
1766 to 11 and then to 23. Our CEW, which is or taser, we had 14
1767 applications in 2019, and then it went to 23, 17, and then 20. The
1768 numbers are fairly close along this line. We had a controlled
1769 takedown, and the difference between a takedown and a controlled
1770 takedown is that a controlled takedown is essentially where you have
1771 - you take - you're basically - you pick up someone, and you're
1772 gently laying them down on the ground. It's not like a dynamic move
1773 to where it looks like they're getting thrown or pushed to the
1774 ground. A takedown is done in a very, very controlled manner, and
1775 that's the difference between a controlled takedown and just a more -
1776 a regular takedown or a dynamic takedown. We had 26 applications of
1777 that and then moved to 45, 38, and then 19. Our pointing of a
1778 firearm, we had 21, 21, 25, and 14. We utilized a box in 8 times. A
1779 box in is where we have a vehicle that we have probable cause to
1780 believe that if we try to pull it over or contact the person, the
1781 vehicle will flee. So, what we will do is when the vehicle is not
1782 moving, we will pull in a car behind it and maneuver a car in front
1783 of it and essentially perform what almost looks like a pincher
1784 movement with the car, and we make contact with the front bumper and
1785 the rear bumper of the vehicle, therefore immobilizing it, and the
1786 person can't get out. That's what a box in is. We had - excuse me.
1787 Where was I? We had 8 in 2019. We jumped up to 27 in 2020, 19, and
1788 then 11. We had a K-9 bite 4 times, 3, 2, and 4, and that's where we
1789 utilize a canine to affect the capture of a subject. We utilized the
1790 P.I.T 4 times in 2019, 4 times in 2020 - and I lost my mouse, sorry -
1791 and there we have 10 times in 2020 - excuse me. Where was I? Yeah, 10
1792 times in 2020 and then 3 in quarter 3 of 2020. We utilized the hobble
1793 restraint, and the hobble restraint is where we have someone in
1794 custody but they're still so violently kicking and thrashing around,
1795 we'll use the hobble to basically - to secure their ankles together
1796 to try and prevent them from kicking - from kicking us. That's what a
1797 hobble restraint is used for. We utilized that 13 times in Q4 of
1798 2019, then moved to 6 times in 2020, 5 times in Q2 of 2020, and then
1799 twice in quarter 3 of 2020. A baton, which is a use of baton a non-
1800 strike manner which is essentially like - we sometimes use a baton if
1801 someone has, like, a grip on someone. We can use the baton to pry
1802 their hands apart. So, that's the use of a non-strike baton. We used
1803 that one time, zero times in Q1 of 2020, and then once in Q2 of 2020,
1804 and then, excuse me, once again in Q3 of 2020. We used our firearm to

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1805 end the suffering of an animal twice in 2019 Q4 and then 4 time -
1806 excuse me, 5 times in Q1 of 2020, zero times in Q2, and then once in
1807 Q3. Holds with injury. This is where we have a more - we have a
1808 controlled hold but someone complained of injury, but the force we
1809 use doesn't always cause injury, but we still go out. We document
1810 those, and we investigate those as well. So, if someone does complain
1811 of injury, that does spur an after-action investigation that
1812 Lieutenant Stewart was talking about earlier. We did not use a
1813 firearm on an aggressive animal. That would be - an aggressive would
1814 be like if a dog charged us and the officer thought they were going
1815 to get bitten. We did not use an impact weapon, and we used one
1816 vehicle ramming in Q4 of 2019 and twice in Q1 of 2020, and when we
1817 use - when we ram a vehicle, that's generally to disable a vehicle
1818 that we are concerned is going to cause a serious risk to the public.
1819 Any questions before we move on to the next slide?

1820 **CAMPBELL:** Albyn, it looks like you have a question.

1821 **JONES:** Yeah. I have a question provoked by the story about the less
1822 lethal - large number of less lethal whatever they are things used.
1823 So, if - so, what you're recording there is not the number of events
1824 where the less lethal round was used but rather the number of times
1825 it was used in a single event. Does that come up with other kinds of
1826 things? Like, if you have three officers pointing a firearm, does
1827 that count as three uses of pointing a firearm or one event where
1828 firearms were pointed?

1829 **LINDSEY:** So - yeah, so each individual application of force is
1830 documented. Does that make sense?

1831 **JONES:** Yeah, but it does lead to the need for explanation just as
1832 you had to do with the less lethal rounds story. So, it seems to me
1833 there's - there must be some way to indicate, like, the number of
1834 events as opposed to the number of uses so to speak.

1835 **CAMPBELL:** Albyn, just to add something in here. In the Use of Force
1836 reports that I put the link to in the chat as well as there is one to
1837 quarter 4, not quarter 3, in the agenda, they do identify the number
1838 of subjects that have force used against them. So, for instance, in
1839 quarter 3, though there were 626 applications, there were only 126
1840 subjects who experienced force which means every time an officer, any
1841 officer, points their weapon, it's - say two officers point their
1842 weapon as a subject, that gets counted as two applications, one
1843 subject, two officers, two applications. And there is raw data
1844 available where you can break it down into all sorts of interesting
1845 ways, and the Use of Force Data Reports do have some other tables
1846 that do show such as the subjects and the number of FDCRs filled out
1847 and things like that just for information value.

1848 **STEWART:** I posted a link to an infographic that walks everybody
1849 through kind of how we count force and the many different ways.

1850 **JONES:** Thanks.

1851 **LINDSEY:** Anymore questions before I move to the next slide?

1852 **NEWMAN:** No, thank you.

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1853 **LINDSEY:** This slide, Attributes of Individuals Involved in Force. If
1854 you look at the graph on the left, it's Force Applications to Armed
1855 and/or Reportedly Armed Subjects. That is where we get, like, a call
1856 for service, and someone says, "This person is armed with, you know,
1857 an edged weapon, a knife, a firearm, or whatever," or the officer
1858 responding sees what they believe to be a weapon. So, on subjects who
1859 were armed or reported to be armed, we used control against
1860 resistance 72 times in Q4 2019, 71 in Q1 of -

1861 **CAMPBELL:** So, Chris, we probably don't need to go through every
1862 individual use of force if we can kind of (inaudible) anything that
1863 sticks out in this specific table.

1864 **LINDSEY:** Yeah. No, sorry.

1865 **CAMPBELL:** No worries.

1866 **LINDSEY:** I apologize. I know we're in (inaudible). The only thing I
1867 can think, you know, that again jumped out at me, you're going to see
1868 the less lethal applications right here. That was that same incident
1869 that we talked about, and we shot -

1870 **CAMPBELL:** Can you - just on the armed, I do have one question for
1871 you. What's the distinction between - because if you look in the raw
1872 data, there's people who are armed, and then there are people that
1873 are referred to as armed or reported to be - there's a weapon present
1874 or reported to be present but not necessarily basically seen as a
1875 threat to the officer. Can you kind of tell us what the distinction
1876 between the two are?

1877 **LINDSEY:** Right. So, if you're looking for someone who was armed,
1878 that's someone who was actually armed. They have a weapon on their
1879 person, in their hand. Reported to be armed is there is a report by
1880 someone that, you know, that this person has been armed or is armed
1881 at the time that they make a call for service. And sorry, Shawn, you
1882 kind of cut out there again. The last part was someone who - can you
1883 repeat the last part again? You got a little choppy.

1884 **CAMPBELL:** So, say, like, I was somebody who had a knife on my belt
1885 in a sheath, would that be considered armed, or would that just be
1886 considered, like, having a weapon, but it's not a threat?

1887 **LINDSEY:** That would be considered armed. Someone who has had a - so,
1888 someone who had a weapon who is not a threat would be like someone
1889 who has a knife, and then officers show up, and they say, "Drop the
1890 knife," and they take the knife, and they throw it away.

1891 **CAMPBELL:** Okay.

1892 **LINDSEY:** Or, like, so they're armed or reported to be armed but then
1893 the weapon is no longer a threat because it has been recovered or,
1894 like, you know, they're running and they drop weapon and we pick it
1895 up, or they take the weapon, and they throw it away.

1896 **CAMPBELL:** And is there any distinction - yeah, is there any
1897 distinction in the reporting between the people who were armed and
1898 the ones who were just reported to be armed?

1899 **LINDSEY:** No. So, no. So, on the FDCRs, there is - I wonder if I
1900 could pull one up here. Maybe not. So, on the FDCRs, on the Force
1901 Data Collection Reports, there's a series of checked boxes, and

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1902 within - there's a section that's under armed, and you can checked
1903 multiple that there is actually armed or reported to be armed or not
1904 armed, and that's how we collect that data. And it is possible that
1905 they are reported to be armed, and then later on, they're actually
1906 armed, and sometimes officers will check both of those, and there's
1907 nothing that says that can't do that.

1908 **CAMPBELL:** Okay, so -

1909 **LINDSEY:** But sometimes they'll only check the one.

1910 **CAMPBELL:** The reason I'm asking about this is because this came up
1911 in a newspaper article recently -

1912 **LINDSEY:** Yes.

1913 **CAMPBELL:** That involved the Training Advisory Council. And so,
1914 within -

1915 **LINDSEY:** I can -

1916 **CAMPBELL:** Yeah, within the raw data that's available to everybody,
1917 there is a section that says, "Weapons were present or reported to be
1918 present but not used," or not used or not seen or not used or
1919 threatened, and I'm just trying to figure out what the differences
1920 are between being armed and that.

1921 **LINDSEY:** Right. So, when - have you ever - has the TAC ever seen an
1922 FDCR in the current form?

1923 **CAMPBELL:** It's been a while.

1924 **LINDSEY:** How about the next time, I'll be sure to pop one up and
1925 people can take a look at it. Does that sound good? And I can show
1926 you an example too when we're done with this if that works -

1927 **CAMPBELL:** Yeah, that will be fine

1928 **LINDSEY:** To show how we collect the data, so.

1929 **CAMPBELL:** Yeah, that would be perfect. Thank you.

1930 **LINDSEY:** Cool. So, again, unless anybody has any questions on this
1931 slide, the two big aberrations you're seeing here are those
1932 applications of the less lethal, and the aerosol restraint from that
1933 event that I spoke of earlier. Here we have the Attributes of
1934 Individuals Involved in Force continued. We track the data of force
1935 applications to subjects who are transient and force applications to
1936 subjects who are drug and alcohol affected. Again, on the transient
1937 side, there's no real huge spike or change in the numbers. You'll see
1938 it over here on the force applications of drug and alcohol affected
1939 subjects because, again, that subject that I spoke of in Forest Park
1940 was perceived to be under the influence of drugs and/or alcohol. So,
1941 that's why you see the big aberrations over here with the less lethal
1942 and the aerosol restraints.

1943 **KAHAN:** How do you determine if somebody is transient?

1944 **LINDSEY:** They tell us. Does that makes sense?

1945 **CAMPBELL:** So, it's basically anyone who either can't give you an
1946 address or refuses to give you an address?

1947 **LINDSEY:** Yes. They either - yes. Or they identify as such.

1948 **CAMPBELL:** Okay. Thank you.

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1949 **LINDSEY:** On this slide, we have our custodies. As you can see male
1950 whites - you know, 1,389 of our custodies are male white which
1951 accounted for 45.2 percent. We used force on them 61 - 61 of those,
1952 and that's 43 percent of force. And as you can see, it drops down to
1953 female white, unknown white, and then moves onto male black down
1954 below, female black, Hispanic, you know, Hispanic Native American, as
1955 such, and it keeps going down until we get to undetermined and
1956 unknown.

1957 **KAHAN:** Is this 2020 quarter 3?

1958 **LINDSEY:** Yes, it is. Yeah. All right. And then for quarter 3 2020,
1959 we did not - we had no deadly force incidents in quarter 3 of 2020.
1960 Are there any questions? I apologize. I went through that kind of in
1961 detail. I'm new at this. Forgive me. I'm new to this position, so I'm
1962 trying to be as detailed and open as possible.

1963 **NEWMAN:** Is there any thought of having just non-binary
1964 classifications including people who are trans?

1965 **LINDSEY:** Yes. I was actually in a discussion with the force audit
1966 team about that today, and that's something - we are currently
1967 looking at updating the FDCR and the After Action, and part of - one
1968 thing we wanted to include was what you just said, sir.

1969 **NEWMAN:** Thank you.

1970 **CAMPBELL:** The question was - we've had two people bring this up.
1971 "Does this data include crowd control Portland protest activity," and
1972 also there's a question of since - earlier it was answered that it
1973 does not. Is there any reason why there wasn't any of the reference
1974 to the crowd control numbers in this report though they are in the
1975 quarter 3 report?

1976 **LINDSEY:** So, why was there no reference to crowd control on this
1977 report?

1978 **CAMPBELL:** Yeah, that's the question. Sorry.

1979 **LINDSEY:** Yeah, because that is - we separate our force audits out
1980 between our day-to-day force encounters which is what you just saw.
1981 That's our street level, patrol level force encounters. It also
1982 includes our SERT and CNT team and our investigative units. We take
1983 crowd control, and we look at that completely separately than we do
1984 on the day-to-day force applications and uses of force. There is a
1985 yearly crowd control audit that the audit team completes. Normally,
1986 it would be done by now but due to the sheer volume of demonstrations
1987 we had over the past year, they're still working their way through
1988 that. But that data will be - that data should be available here
1989 hopefully within the next month or two, but I can't guarantee that,
1990 so.

1991 **CAMPBELL:** Okay, but it is included on page 11 of the Force Data
1992 Summary Report for quarter 3.

1993 **LINDSEY:** One second. The Force Data - is that the open one -

1994 **CAMPBELL:** No.

1995 **LINDSEY:** The one that's put on the web?

1996 **CAMPBELL:** Is the Force Data Summary that's on the website. Here,
1997 I'll put the link up for you. Oops, sorry. There you go.

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1998 **LINDSEY:** Hang on. Give me a second to take a look at this.

1999 **CAMPBELL:** Yeah, it's page 12 of the PDF, page 11 of the document.

2000 Just as a reference, probably like next we have you, it would be good

2001 since that is something in there it would be good to look into or at

2002 least kind of reference, but thank you very much.

2003 **LINDSEY:** The crowd control? I'm - you said it's - I'm sorry. I'm not

2004 seeing it on the link you sent. What am I missing?

2005 **CAMPBELL:** It's on page -

2006 **LINDSEY:** Crowd Control Facts. I see what you're saying.

2007 **CAMPBELL:** All right. Is there any other questions before we move

2008 forward since we're already past time?

2009 **MARSCHKE:** This is Gary. I've got just a quick clarifying question.

2010 So, if there's an interaction between a person and a police officer

2011 and they choose not to identify nationality or anything like that,

2012 does the officer take it upon him or herself to identify them, or do

2013 they just put them down as unknown?

2014 **LINDSEY:** I think that depends on the officer. I know that generally

2015 they just put unknown if they refuse to identify themselves. That is

2016 my experience.

2017 **MARSCHKE:** Thank you.

2018 **CAMPBELL:** All right. Any other questions?

2019 **ALL:** (None heard)

2020 **CAMPBELL:** All right. Well, thank you very much. Can we get the

2021 presentation taken down, Caitlyn, so we can see everybody's happy

2022 faces? Thank you very much, Chris, and if you wouldn't mind staying

2023 on so I could just ask you a follow-up question after the meeting is

2024 closed. If you have the time, it would be greatly appreciated;

2025 otherwise, I can go through Caitlyn and try to connect with you

2026 tomorrow.

2027 **LINDSEY:** No, that's fine.

2028 **CAMPBELL:** Thank you.

2029 **MOORE:** I have on quick question that I'm hoping is, like, a split-

2030 second answer. And I'm just curious why the juvenile data isn't a

2031 part of this advisory council. If it's not a short answer, it can

2032 wait.

2033 **CAMPBELL:** So, the Use of Force Data does include juveniles. It's not

2034 in the report shown, but in the raw data, it does show the age of the

2035 people who have force used against them, and it can be divided out.

2036 **MOORE:** Thank you.

2037 **CAMPBELL:** Yeah. Any other questions?

2038 **ALL:** (None heard)

2039 **CAMPBELL:** All right. Moving forward. We'll clear out these last few

2040 items on the agenda quick here so we can let everyone go since we're

2041 a half an hour over. The other thing that we'll be doing at our July

2042 meeting is we will be selecting focus areas for new task forces. As

2043 described in the new member orientation, most of the actual work of

2044 the TAC happens in these task forces. A lot of the times, these

2045 meetings are information and sharing things while the work with the

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2046 task forces goes on in the background. We are going to look -
2047 basically, the group has to decide what areas we're going to focus on
2048 for next year. Looking at the numbers that we have, about 24,
2049 realistically, we can probably have about four task forces. This is
2050 both with the members we have and also so we don't overwhelm the
2051 volunteers in the bureau who support us with, you know, too many
2052 people trying to get too many things done at once. Some of the ideas
2053 that we've already heard from people regarding task forces include -
2054 let me find it here. It includes an equity task force looking at
2055 equity training surrounding equity. There's also been some ideas
2056 about quality assurance, crowd control, advanced academy curriculum
2057 review, restorative justice, and possibly looking back at officer
2058 wellness. This is something that we did look back at in 2018, but
2059 maybe looking at it again seeing what's changed since it's been kind
2060 of a big thing again. But we're open to any idea from any member. So,
2061 if anybody has any ideas or things that you would like the group to
2062 consider, feel free to send it to me in email. I'll put out a request
2063 to the group as usual, and we'll add it to the list of things that
2064 can be considered in July. And basically, the way we'll do it is
2065 we'll set it up to where we'll have some breakout groups so people
2066 can talk in small groups about these things, and we'll kind of get
2067 people to decide their top four in each group and kind of mesh them
2068 together and see what the group wants to do. Task forces are created
2069 by majority votes of the TAC, so it's everybody on that.

2070 **MARSCHKE:** Shawn, can I ask a quick clarifying question?

2071 **CAMPBELL:** Yes.

2072 **MARSCHKE:** This is Gary. Where would a new member find out what task
2073 forces have been formed and generated in the past?

2074 **CAMPBELL:** Great question, Gary. The best place to do that - and this
2075 almost sounds like we're in cahoots for something, you know, like
2076 we're trying to sell someone an old car. "Man, that is the best car
2077 I've ever seen, Gary." No. The best place to be would be on our
2078 website under the recommendations we've done in the past. Here, I'll
2079 put the website in right now. If you go on the website and look at
2080 recommendations, anything marked in there as a recommendation is
2081 something that a task force created. Resolutions and support and
2082 things like that were basically much quicker, smaller things, but
2083 recommendations are something where it involved a lot of talking to
2084 community members, a lot of talking to people in the police bureau
2085 who actually do the work, and creating some recommendations around
2086 that. Any other questions? All right. The last thing that I just
2087 wanted to bring up just to let people know this took place - for some
2088 of you who might have seen, in the Willamette Week, there was an
2089 article released this morning that had some - basically was pointing
2090 out an error in one of the TAC's reports though from some of the
2091 conversations with Chris, I want to clarify that more before we make
2092 anything (inaudible). But it was surrounding a report we made about
2093 patterns in the use of force in the year 2019. And there was a
2094 section of that report that mentioned the difference between the

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2095 number of people who were reported to be armed versus actually being
2096 armed. By the time the interview - the Willamette Week reached out to
2097 us about it, we weren't sure. We didn't feel as confident about that
2098 number as when it was actually in the report. It was overall a very
2099 small part of the report. The main thing the report was about was
2100 inequities that many groups - the inequities that many groups
2101 experience regarding the amount of force they experience, especially
2102 the black community, but they really focused in on this one little
2103 thing, and basically, we kind of need to fix that within the report,
2104 and so we sent out a resolution to the group to basically give
2105 authorization to fix within that report this one little area. And I
2106 can read that resolution out loud since it was sent directly - let me
2107 get it opened up here.

2108 **KAHAN:** Can you post it on the chat?

2109 **CAMPBELL:** Is there a way to do - oh, yeah. I can post a file here.
2110 Just a second. I will post it here in the chat. There we go. It
2111 should be appearing in a little bit. Yep. So, basically, all this
2112 resolution is doing is saying, "Hey, we as the TAC recognize that
2113 there is an error within this report. It's a small error, and it
2114 doesn't take away from the main point of the report which was the
2115 focus on the inequities faced by different groups regarding the
2116 police use of force. We want to fix the inequities, and we're just
2117 letting you know that we are" - sorry. "We're just - we want to fix
2118 the error in the report, and this is just letting you know that we
2119 are fixing that error." And so, that's kind of where it's at.

2120 **SCHURR:** Are we also going to make a point that we're not actually
2121 contractors?

2122 **CAMPBELL:** Yes. So, as part of the news report that came out, it
2123 referred to the TAC as contractors which is not correct. We are a
2124 community advisory group. We are most certainly not contractors. They
2125 also didn't put a link to the report. It was not a good, well-done
2126 news report as far as describing what we were doing. I did reach out
2127 to the newspaper about it, and after some finagling back and forth,
2128 they did change the article where they at least called us independent
2129 advisors as opposed to contractors which is closer.

2130 **ZINGESER:** But it's still not correct.

2131 **CAMPBELL:** Right. But it's one of those things I don't think we'll
2132 probably get any better out of them. They were a little cranky
2133 because we didn't discover this error in the report until they
2134 started asking about it and we looked into it and discovered the
2135 error. And by then, they were pretty far down in their publishing
2136 schedule, and so they had to change things up the last minute, and I
2137 don't think they were very happy about that. Either way, it is the
2138 error in a TAC report. We need to fix the error so that our report is
2139 correct. It asserts what is being said in the data correctly, and
2140 that's all that this resolution really is. Any questions about that?

2141 **KAHAN:** How close are we to a revised, corrected version?

2142 **CAMPBELL:** I have a corrected version drafted up that could be shared
2143 by tomorrow.

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2144 **ZINGESER:** Okay.

2145 **KAHAN:** Are you comfortable with the change?

2146 **CAMPBELL:** Unless the conversation I have with Chris with the bureau

2147 really changes something, yes. I mean, it matches - basically, the

2148 change now matches the definitions that the bureau uses on their

2149 website that presents the data.

2150 **KAHAN:** Okay. If it's minor and if you're comfortable with what it's

2151 going to be, I would move that the TAC delegate the steering

2152 committee overseeing the corrections. Well, first that the TAC

2153 approve this letter going to the chief, and second that the steering

2154 committee oversee the corrections that are necessary resulting from

2155 this, and so it can get out very quickly and we don't have to wait

2156 two more months.

2157 **ZINGESER:** Right.

2158 **CAMPBELL:** Do we have a second?

2159 **ZINGESER:** I second the motion.

2160 **CAMPBELL:** Second from Sylvia. Do we have any discussion, comments,

2161 or questions?

2162 **ALL:** (None heard)

2163 **CAMPBELL:** All right. Seeing none, we will proceed to a vote.

2164 Patrick?

2165 **ALEXANDER:** Yes.

2166 **CAMPBELL:** Sheri?

2167 **ANDERSON:** Yes.

2168 **CAMPBELL:** Shawn yes. Nathan?

2169 **CASTLE:** Yes.

2170 **CAMPBELL:** Tyler?

2171 **HALL:** Yes.

2172 **CAMPBELL:** Damon?

2173 **HICKOK:** Yes.

2174 **CAMPBELL:** Albyn.

2175 **JONES:** Yes.

2176 **CAMPBELL:** Jim?

2177 **KAHAN:** Yes.

2178 **CAMPBELL:** Gary?

2179 **MARSCHKE:** Yes.

2180 **CAMPBELL:** Mark M?

2181 **MILLINSKI:** Yes.

2182 **CAMPBELL:** Morgan?

2183 **MOORE:** Yes.

2184 **CAMPBELL:** Barry? You still with us, Barry?

2185 **ZINGESER:** I think he left.

2186 **CAMPBELL:** Okay. Lorena?

2187 **NOVY:** Yes.

2188 **CAMPBELL:** Gina?

2189 **RONNING:** Yes.

2190 **CAMPBELL:** Christopher?

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2191 **ROSSI:** Yes.
2192 **CAMPBELL:** Mark S?
2193 **SCHORR:** Yes.
2194 **CAMPBELL:** Sarah Schurr?
2195 **SCHURR:** Yes.
2196 **CAMPBELL:** Sarah Suniga? Am I saying your last name right?
2197 **SUNIGA:** Yeah, that works, and I'm a yes.
2198 **CAMPBELL:** And Sylvia?
2199 **ZINGESER:** Yes.
2200 **CAMPBELL:** That motion passes with 18 yes, 0 no, and 1 abstain by
2201 absence. All right. Well, we'll get to work and fix that. We'll move
2202 now into the last portion of our meeting which is public comment. If
2203 you want to make - if you're a member of the public and would like to
2204 make comment, please send a - put a message up in the chat, and we
2205 will go in order.
2206 **MARSCHKE:** Shawn, before you do that, I just want to make a quick
2207 comment for the good of the group. This is Gary again. I just want to
2208 congratulate the - no reflection on those that voted - but
2209 congratulate the new members who followed their conscious and chose
2210 to abstain.
2211 **CAMPBELL:** Sorry, what was that, Gary? I was trying to do two things
2212 at once.
2213 **MARSCHKE:** That's all right. I just wanted to say, recognize, the
2214 courageousness of the two members who voted to abstain and followed
2215 their conscious with no reflection on those who did vote.
2216 **CAMPBELL:** We're a group where you vote the way you want, and we do
2217 not judge you for it. That should go without saying because this is
2218 how any kind of democratic group works.
2219 **ZINGESER:** Yeah. Right. And I agree with Gary.
2220 **MARSCHKE:** Well, being new to the group, I just wanted to make sure
2221 they know how we feel.
2222 **CAMPBELL:** Thank you, Gary, and thank you, Sylvia. All right. Public
2223 comment. I see Dan with Portland Cop Watch.
2224 **HANDELMAN:** Good evening, everybody. My name is Dan Handelman. I'm
2225 with the group Portland Cop Watch. We've been around for 29 years,
2226 and we promote police accountability through citizen action. We
2227 actually have a newsletter that comes out three times a year. We're
2228 the only place that, except for that Willamette article, that has
2229 ever covered the Training Advisory Council. I just posted a link to
2230 the PDF version of our most recent issue, and you'll see there's a
2231 whole article about your group in there. I had a question about the
2232 oversight committee. I heard that you were going to make
2233 recommendations about what that oversight body should look like. Are
2234 you going to take public input on that? That's my question. You don't
2235 have to answer it until I'm done with my comments. The mentor program
2236 - yeah, the issue about not having Internal Affairs being able to
2237 talk to mentors is very troubling because let's say that the mentor
2238 is like the training officer who was reported in the last police

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2239 review board report that pulled over the car on a way to a mental
2240 health check and told the other trainee not to worry about it and
2241 then told the neighbors that they didn't have to chase after the
2242 person when they walked away because the Obama presidency had created
2243 a thing that said they can't chase after suspects which is not true.
2244 So, if that kind of thing happens, it needs to be investigated, you
2245 know, even if the mentor is not the official mentor. So, I really
2246 highly object to the idea of that. We have encouraged your group and
2247 others like you to continue to use titles for the police officers who
2248 are in your meetings so that people a) don't get confused as to why
2249 they're speaking at the meetings, like, say, you know, Captain
2250 Abrahamson. And, also, for you as being community members who are
2251 kind of trying to oversee and advise the training division, it makes
2252 it seem like less like you're good buddies with them and more like
2253 you're there as people who are trying to make recommendations to
2254 improve the system. I mentioned in the chat that the Independent
2255 Police Review or IPR does got out to deadly force incidents. They're
2256 not allowed to investigate because of problems with the police
2257 contract that should change with the new board. That was part of the
2258 ballot measure. It's very interesting that we got numbers read on
2259 almost every datapoint on the Use of Force Report until we got to the
2260 point where it showed that 20 percent of the people who received
2261 force were black in a city that's 6 percent black and that 25 percent
2262 of the uses of force were against people that were black. That is one
2263 of the highlights of that report that Erik Campbell was talking
2264 about, and I don't - I think it needs to be discussed publicly and
2265 openly especially after a year of protests about racial injustice.
2266 And, you know, my last comment for now - I'll try to send you follow-
2267 up comments that I have of the ones that I find in this notepad - but
2268 is that when there was discussion about the perpetrators of crimes
2269 and the victims of crimes, it's a very tricky discussion, and
2270 sometimes it can come off as people - implying that black people
2271 commit more crimes than white people. It's actually more likely that
2272 people commit more kinds of crime that the police pay attention to
2273 than the kinds of crimes that white people do like say sporting
2274 cocaine inside expensive lofts Downtown. So, I really hope that you
2275 don't fall down that rabbit hole of making it sound like black
2276 people commit more crimes than white people do. That's a very
2277 dangerous place to go. And thank you very much for your time.

2278 **CAMPBELL:** Thank you, Dan. Jonas, I see that you had some questions
2279 here in the chat. Do you want to speak, or would you like any kind of
2280 response or -

2281 **JONAS:** Respond to the questions. If it's too lengthy and it's quite
2282 late on your side too as it is for Loresa and me on the East coast or
2283 eastern times at least, you could respond directly by email.

2284 **CAMPBELL:** Okay, yeah, if - do you have my email?

2285 **JONAS:** I do not. Could you post it in the chat?

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2286 **CAMPBELL:** Yeah, I'll post the general TAC one, and then we can go
2287 from there. There you are. All right. Any other public comment before
2288 we close?
2289 **ALL:** (None heard)
2290 **CAMPBELL:** All right. Seeing none, we will move to close.
2291 **MOORE:** Can I ask one quick question before we close, just a process
2292 question for moving forward?
2293 **CAMPBELL:** Of course.
2294 **MOORE:** Since we're - given the work that I do, I'm sitting here, I'm
2295 watching people on video, and I'm seeing reactions, and I'm wondering
2296 are we as a council, do we - if I see a reaction out there, do we -
2297 can I say, "Hey, community member, I see you reacting to this," or do
2298 we not engage in that way?
2299 **CAMPBELL:** Historically, we have not engaged community members in the
2300 middle of meetings.
2301 **MOORE:** Right, not in the middle, but I guess -
2302 **CAMPBELL:** Right.
2303 **MOORE:** If you were to reflect at the end, "I saw something."
2304 **CAMPBELL:** Yeah. I mean, if - yeah, I guess it's the balance of
2305 between reaching out and asking, "Would you like to speak," which is
2306 a lot easier when you're actually in a real space compared to Zoom."
2307 **MOORE:** Yeah.
2308 **KAHAN:** I tried to get the private chat enabled so if you saw
2309 something with somebody, you could reach out to them privately and
2310 see whether or not - just talk to them, and that was not possible in
2311 this meeting. We're going to try and see if it could be possible in
2312 future TAC or Zoom meetings. It has been possible in the past.
2313 **ATWOOD:** Yeah, our next TAC meeting, I'll look into see if that's a
2314 setting that I can check or uncheck, but as the administrator in
2315 here, it's not giving me the option to do individual-to-individual,
2316 but I will definitely look into that for our next meeting.
2317 **MOORE:** I appreciate that. Just thinking of everybody's wellbeing.
2318 So, thank you.
2319 **CAMPBELL:** And thank you for bringing that up. It's always good to
2320 make things as comfortable as possible. Oh, sorry. Lorena.
2321 **NOVY:** Oh, also, is there a way to, just because some people may need
2322 subtitles, is there a way to have subtitles added because I think
2323 that is an option that you can check as well.
2324 **CAMPBELL:** We'll have Caitlyn look into that.
2325 **ATWOOD:** Yeah, I'll look into that. I mean, at the very least, it's -
2326 after the fact, I mean, we'll have the minutes with everything that
2327 was said. So, yes, I will look into that for our next meeting.
2328 **SCHURR:** I Zoom all day. There is a setting for closed captioning
2329 that the host can enable, and then other people can then pick up on
2330 it.
2331 **ATWOOD:** Oh, okay. Okay. Yeah. I'll definitely - I'll definitely look
2332 into that.
2333 **CAMPBELL:** Excellent. Thank you. Anything else before we close?

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2334 **ALL:** (None heard)
2335 **CAMPBELL:** All right. And thank you, everybody. We're 40 minutes over
2336 time. This is - do you have something, Damon?
2337 **HICKOK:** No, I was saying goodbye to everybody.
2338 **CAMPBELL:** All right. Apologies for being 40 minutes over. This very
2339 rarely happens. Unless there is any reason why we should not close,
2340 then we will close at this time.
2341 **ALL:** (None heard)
2342 **CAMPBELL:** All right. Well, thank you very much, everybody, for
2343 staying, and I hope you have a wonderful night.
2344
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2346 Transcribed 06/15/21 @ 10:08 a.m. Elice Turnbull (0612et01)