



CITY OF PORTLAND, OREGON



Bureau of Police

Ted Wheeler, Mayor

Charles Lovell, Chief of Police

1111 S.W. 2nd Avenue • Portland, OR 97204 • Phone: 503-823-0000

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Police Equity Advisory Council (PEAC)

Date of Minutes:

4/20/21

Attendance (Via Zoom):

PPB Representatives:

Marlon Marion - Present

Brody Sargent – Present

Lauren Rosenstein- Present

PEAC Members:

Chair - Tony DuVoix – Present

Co-Chair - Shaina Pomerantz – Present

Member - David Benson - Present

Member – Ana Brophy - Present

Member – Britt Clarke – Present

Member – Katrina Eerkes - Present

Member - La Trece Gaither - Present

Member - Dave Galat - Present

Member – Loresa Novy - Present

Member - Tina Semko – Present

Member – Danny Stribling - Present

Member - Sandy Wilborn – Present

Member – Stacy Williams - Present

Guests:

Leah Drebin- Present

Zuleyma Figueroa - Present

Suzie Payne-Present

Tyler TerMeer – Present



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Discussions and Votes:

1. Members were informed that recordings of the discussion were legal but the Equity and Inclusion Office requested that all those who wished to record first inform the group.
2. Members were reminded of Police Equity Advisory Council (P.E.A.C.) ground rules. The ground rules included brave space, respect, accountability, ongoing learning, discretion and active participation.
3. Police Equity Advisory Council (P.E.A.C.) Members, PPB Staff, and guests did introductions in chat.
4. Members voted to approve minutes from March. The following changes were proposed.
 - a. Add that Brody reviewed the ground rules with the Team. The list included brave space, respect, accountability, ongoing learning, discretion and active participation.
 - b. Under Item 6, b, can you change the last sentence to read: PPB Leadership is interested in addressing the conflict.
 - c. Add that the responsibilities of the Vice Chair were discussed prior to asking who wanted to be Vice Chair.
 - d. Add that Ashley Tjaden, who oversees the Citywide Advisory Bodies program, said that she introduced herself to Lt. Morgan and expressed her interest to work with the advisory bodies.
 - e. Specify that the hostility in 6A was Anti-Blackness.
 - f. Change BIPOC to marginalized groups under the letter C.
 - g. Spell out all the acronyms in the document to make it more accessible.
5. The Program Manager and Co-Chair presented on the updates on the Chief's Advisory Group situation.
 - a. Marlon, Shaina, and Tony have met with the Chief to go over option.
 - Tony said the meeting was frank but good.
 - They discussed at length what happened
 - They discussed the possibility of the group being removed or disbanded
 - It is too late for an apology
 - Discussed the pattern of anti-blackness with the group
 - Shaina gave update to the Chief on how the Police Equity Advisory Council.
 - b. Marlon will check in with the Chief next meeting around next steps
 - c. Members asked questions around the Chief's Advisory Group meeting.
 - d. The following ground rules were recommended for the Chief's Advisory Council
 - Be mindful of how you speak of the Committee's work



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- Be tough on ideas but gentle on people
 - Be genuine and transparent
 - Change your mind in light of new information
 - Complain only to those who can do something about it
 - Confront and challenge your discomfort
 - Do not interrupt
 - Do not make negative attributions about the beliefs, values, and motives of other participants
 - Engage in the inquiry
 - Ensure community voices are heard
 - Honor commitments
 - Maintain confidentiality
 - Contribute honestly, positively, and respectfully
 - Refrain from gossip
 - Respect and support the process, whatever it may be
 - Step up and step back
 - Suspend judgment (positive or negative)
 - Value diversity of thought and recognize individuals are coming from different backgrounds and experiences
- e. Members also suggested other potential improvements
- Ground rules should be emailed prior to the meeting
 - Assume people are coming a place of good intentions
 - Model empathy
 - Implementing Progressive Stacking Order
 - Tend to impact
6. Equity and Inclusion Office Updates
- a. The Equity and Inclusion Office has begun to meet with the Racial Equity Plan leads and plan on posting regular Racial Equity Plan updates starting next month.
 - b. The internal Police Equity Council (PEC) is interested connecting with the Police Equity Advisory Council (PEAC).
 - c. Training Updates.
 - The Equity Training Specialist is creating a plan to engage community in vetting and providing input to future trainings.
 - The Equity Training Specialist is piloting a Community Engagement plan for the Advanced Academy.



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- The Equity Training Specialist is partnering with the Policy team in the creation of the Queer Policy Training which will address how Officers interact with members of the LGBTQ+ community.
 - d. The Equity and Inclusion Office answered questions relating to the above items during the session.
7. Member Updates
- a. There were no conflicts of interest brought up during the meeting.
 - b. There was no Police Equity Advisory Council member updates.
 - c. There were several topics requested for future Police Equity Advisory Council meetings:
 - Diversity at the Portland Police Bureau
 - Culture Work at the Portland Police Bureau
 - Next Year's Training
 - Discussion around creation of PEAC subcommittees
8. Guest Updates
- a. There were no guest updates.
9. Next Meetings
- a. April 20th
10. Members were asked to complete the following Online Trainings and submit a Conflict of Interest Form to the Program Specialist.
- a. HR: <https://bit.ly/30DwlC0>
 - b. Equity Training: <https://bit.ly/3fPHyWp>
 - c. Public Officials: <https://bit.ly/30xGr7z>
11. The Equity and Inclusion Office began the onboarding presentation. The presentation covered facts around the Equity and Inclusion Office, Portland Police Bureau, The Racial Equity Plan, and the internal Police Equity Council. It then covered the purpose and expectations for the Police Equity Advisory Council. Throughout the presentation member questions were address by the Equity and Inclusion Office.
12. The open slots for the group were filled (with one open spot remaining)
- a. Ana Brophy will take the remaining 2 year spot
 - b. All other new members will receive 1 year renewable spots
13. The group engaged in an optional discussion.