



CITY OF PORTLAND, OREGON



Bureau of Police

Ted Wheeler, Mayor

Charles Lovell, Chief of Police

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

Integrity • Compassion • Accountability • Respect • Excellence • Service

Police Equity Advisory Council (PEAC)

Date of Minutes:

5/18/21

Attendance (Via Zoom):

PPB Representatives:

Marlon Marion - Present

Brody Sargent – Present

Lauren Rosenstein- Present

Deanna Wesson-Mitchell- 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- Zuleyma Figueroa - 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

Theresa Huggins- Present

Jasmin from KBOO - Present

David Komeiji - Present



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Suzie Payne-Present

Tyler TerMeer – Present

Derek Thornton- Present

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. The group went through introductions.
4. Members reviewed new meeting agenda due to the Chief's unforeseen absence.
5. Members reviewed the past years work on the REP.
 - a. Reviewed the process of having REP leads speak
 - b. Discussed process of drafting action items for the Chief to review.
6. Members reviewed Chief Lovell's written responses to the PEAC Recommendations.
 - a. Members discussed the ABLE program and Police Officers responsibility to respond.
 - Discussion covered what the ABLE program was, whether there was data to suggest it was effective, how officers currently work together to decide on how to respond to cases, and current efforts to support accountability through statewide legislation (which as it stands has lower standards than PPB).
 - Members discussed how getting information about policies and programs is hard for much of the public to access.
 - Members expressed how important it was that officer be responsible for intervening and wanted a more robust answer from the Chief on this issue.
 - b. Members discussed the example of a dashboard given in item 18.
 - Members were curious where the data from the dashboard was coming from and were informed that the data was given as an hypothetical example and some of it was not currently being collected.
 - Members were interested in see what the Chief would want to go on the dashboard.
 - Members expressed interest in potentially working on this as a group.



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- c. Members read the response to Recruitment, Hiring, and Retention. Some of the following comments were expressed later in the conversation and moved here for the purpose of clarity.
- Link for city's workforce data was given:
<https://www.portlandoregon.gov/oehr/article/595121>.
 - Members asked how are we ensuring that the new recruits are meeting equity goals just as they would meet weapons qualifications?
 - Members asked is BHR assisting the chief to recruit women and people of color into the PPB academies?
 - Members asked if whether the bureau has any goals around hiring members of the LGBTQ+ community. LGBTQ+ status is not currently tracked by PPB or the City at large.
 - Members brought up the possibility of having points based on different identities.
- d. Members discussed the response to the Training Recommendation.
- Members heavily discussed the Chief's response to training and were in particular interested in what the basic 101 Equity training will be, how it will meet the needs of community, and how the Chief's Office will work with the Equity Training Specialist.
 - Other topics included the diversity of training needed to be an officer, the balance between use of force and communication skills, integration of equity literacy into training, addressing white supremacy culture, the need for trauma informed care, the importance of hiring members after the frontal cortex has been developed, and the potential of the PS3 program to prepare members to be Officers.
 - Some suggestions from members was that new officers should start at PS3 and move up to gaining full status, requiring community service, more training for community to understand officer role, that equity trainings should be delivered in the field, and training on officer self-care.
- e. Some other comments that resulted from the discussion was around the use of the term 'womxn' and 'womyn' and how they are often used to signal exclusion of trans women, the use of the term BIPOC, and the importance of recognizing Two Spirit identities. These discussions allowed members to share knowledge and perspectives on important topics in Equity. In general members were interest in having OEHR's definitions of terms as well as definitions from other sources.



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- f. In general, the members would like more elaboration on some of the responses to their questions.
 - g. Members stated that they would prefer that Chief have a written response to all the recommendations done before presenting to the group so they could ask him questions on all recommendations.
 - h. Members were curious if there was anything in the bi-laws to impose a time limit on when the Chief responds. EIO informed membership that there was not, partially as the group is not an advisory to the Chief but to EIO.
7. Members discussed the creation of subcommittees for PEAC.
- a. Members discussed how the subcommittees would meet in breakout rooms for the last hour of the meeting. Subcommittees would work in depth on ideas or projects and bring them back to larger group.
 - b. Some members wished to discuss subcommittees for a bit before committing to it. Feared the committee was going for too much too fast. Other members were excited by the possibility.
 - c. Some suggestions for Subcommittees were a general equity advisory committee (working on big picture and priorities), a data and budget subcommittee, a stakeholder engagement/communications and access subcommittee, recruitment and hiring subcommittee, staff development and leadership subcommittee, equity and training/equity literacy subcommittee, a community outreach subcommittee, and a Liaison Advisory Council subcommittee (which would focus on working with other bureau advisories).
 - d. Members agreed EIO should take a survey tracking interest in Subcommittees and which subcommittees members would be interested in. Some of the above-proposed subcommittees will be merged with similar ideas in the survey.
8. Members voted to approve minutes from April.
- a. Minutes were approved by unanimous vote.
9. Member Updates
- a. There were no conflicts of interest brought up during the meeting.
 - b. There was no Police Equity Advisory Council member updates.
10. Guest Updates
- a. There were no guest updates.
11. Next Meetings
- a. June 15th
12. The group engaged in an optional discussion.