



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:

6/15/21

Attendance (Via Zoom):

PPB Representatives:

Marlon Marion - Present

Brody Sargent – Present

Lauren Rosenstein- Present

Deanna Wesson-Mitchell- Present

Danny Peters- Present

PEAC Members:

Chair - Tony DuVoix – Absent

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 – Absent

Member – Stacy Williams - Absent

Guests:

Leah Drebin- Present

Suzie Payne-Present



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

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. The Equity Program Specialist went over the results of the online polls.
 - a. Most members who voted wanted to engage in subcommittees but a substantial minority were unsure and a smaller amount did not want to.
 - b. The most popular proposed subcommittee was Community Engagement, then Training, then the General Subcommittee and the Liaison Group.
 - c. Several subcommittees suggested were youth subcommittee, houseless informational committee; downtown social subcommittee, police subcommittee, and creating an inclusive space where employees thrive.
5. The Program Specialist posted the link for additional submissions.
 - a. Additional submissions supported the creation of subcommittees.
 - b. More members seemed to be interested in Data Management and the Liaison subcommittee than before.
 - c. Interest in LGBTQ+ recruitment and retention.
6. Members went into break out rooms. Below is a summary of each room's discussion.
 - a. Break Out Room 1 (Lauren Rosenstein, Shaina Pomerantz, Zuleyma Figueroa, David Galat, Britt Clarke, Tina Semko, Gabriella Bermudez):
 - Arguments for subcommittees included:
 - Good for having queer representation and assisting with engagement and recruitment; promote more diversity in our bureau.
 - Opportunity for non-members to take on more of an active role.
 - There has been support for subcommittees during the regular meetings.
 - More work gets done in smaller groups.
 - Arguments against subcommittees included:
 - Worry that it may not lead to outcomes.
 - Questions around subcommittees included:
 - How are we going to do the equity work?
 - Where are there opportunities for collaboration?
 - Some additional thoughts on subcommittees were:



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

- Discussion of the subcommittees relation to the Racial Equity Plan and whether or whether the Racial Equity Plan could have its own subcommittee. Alternatively, the group could work on short term plans.
- Discussion that engagement and liaison group could be particularly effective. It is important to engage officers and other groups who are doing similar work.
- Discussion that it is a good idea that subcommittees are held during regular PEAC hours.
- General consensus was that it can be more positive to have smaller group but concern around what it is going to look like. There was interest in doing a trial run to see if it would work.
- b. Break Out Room 2 (Marlon Marion, Leah Drebin, David Benson, Danny Stribling, Suzie Payne, Katrina Eerkes, LaTrece Gaither):
 - Arguments for subcommittees included:
 - Subcommittees get things done in other groups, can be more efficient and effective then larger groups. In this larger group, the focus seemed to be on procedure.
 - If subcommittees were ineffective, we can always go back. Members won't know until they try. The speed at which we are trying to do everything is stressful; it may be worth it to try a different approach.
 - Can get more interaction with police and visibility.
 - Great opportunity to try something new.
 - Arguments against subcommittees included:
 - There was concern about whether the group as a group is ready for subgroups.
 - They could have a slow start and slow down the progress of the group.
 - A trail period may leave us in the same place we are right now.
 - Worried that the subcommittees will be a side tracked. Feels like there is voice in this space. Just worried that 3 months later we will be in the same space.
 - Questions around subcommittees included:
 - How guests will participate in subcommittees?
 - How will members get into the space that they want to get into?
 - Could we consider doing a trail for subcommittees to see how effective they are?
 - Who has the nuts and bolts around what can be voted on?
 - Where is the accountability piece?



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

- Would working in subcommittees get us more engagement with police?
Will that increase our visibility?
- General consensus was that if subcommittees increase effectiveness the members support it but want to go back if subcommittees do not increase effectiveness in getting outcomes or getting advice from the broad community.
- There was a general discussion on the goals and direction of PEAC:
 - Feeling the emotion around whether or not we accomplishing anything.
 - Wants to help Equity and Inclusion Office keep PEAC accountable. Maybe we can talk about if we are accomplishing that.
 - Worry about the concerns of all the committees making a lot of demands.
 - Wants this body to bring a community voice.
 - Feels like we are trying to change police policy.
 - Frustration with wanted more guidance about what Marlon think we need to be focusing.
 - The role of the group isn't to change policy but to advice our office. Not to jump all the way up to the Chief. It should go to Equity and Inclusion Office and then go to the Chief and those changing policy.
 - Making the subcommittee align with the Racial Equity Plan.
 - Question around has the Racial Equity Plan been covered?
 - Yes it has been over the 15 months. Started off with what was in the REP, the different parts of it then had the leads come and discuss their insight. From there we were able to put some ideas together to around questions for them. That took up most of the first few months. Then further questions was developed for the chief. That is what we done so far.
- Discussed bringing sending out surveys to get more feedback.
- c. Break Out Room 3 (Brody Sargent, Danny Peters, Loresa Novy, Ana Brophy, Deanna Wesson-Mitchell):
 - Arguments For Subcommittees Included:
 - Internal Subcommittees get stuff done. You need a clear focus.
 - Arguments Against Subcommittees Included:
 - It could be too early to do subcommittees.
 - Questions on Subcommittees Included:
 - Would it be possible for subcommittee to work with division leads?
Provide direct input to leads? Its helpful to have community members at the table when things are being designed.



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

- What is our overall deliverables?
- Is there overlap with other committees? The Training Advisory Council has discussed potentially having an Equity Task Force (subcommittee)
- There is also overlap with other city functions? How do we centralize the effort?
- There is interest in looking at internal culture. How do change culture?
 - Looking at current structures that reinforce the current culture (e.g. Field Training Officers, Sworn/Professional staff divide).
 - Understanding the ability of BHR 2.02 to shut down Equity Conversation. The need to create a process that does not shut down conversation on race.
- Members gave lengthy discussion on what the ideal subcommittees would be. Some of the suggestions were:
 - The Liaison Group.
 - Provide other groups with an Equity Voice.
 - Find areas of overlap.
 - Training Group
 - Community Engagement
 - Looking at what trust means for community means. Defining trust.
 - Look at how to integrate community into bureau processes.
 - Recruitment and Hiring
 - We need to look at hiring data and demand to see how the hiring process is removing applicants who are people of color or women. This could be done by data group or recruitment and hiring.
 - Another possible partner is Standards and Accountability
- Other Topics Discussed Included:
 - Members want to keep the focus on Racial Equity Plan.
 - PBAC said you can have subcommittees as long its under 3 people.
 - Member Suggested that if we form subcommittees, recommend we create a work plan for the group. Here is what the work plan can address:
 - 1. Identify the Task, Purpose and General Timeline. ...
 - 2. Put Your Work Plan into Context. ...
 - 3. Establish Your Goals and Objectives. ...
 - 4. Define and Coordinate Your Resources. ...
 - 5. Understand Your Constraints. ...
 - 6. Discuss Risks and Accountability.



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

7. Members reconvened for a general group discussion. This recapped what smaller groups said. Additional topics discussed included updates on the survey results, what outcomes the committee was looking for, how the subcommittees should be run, that the subcommittees should focus on the Racial Equity Plan and how to do that, discussing members prior experiences with subcommittees, and a desire that EIO lead what the subcommittees look like and focus on where they need the most help.
8. Members voted on whether or not to adopt subcommittees.
 - a. Benson, David - Yea
 - b. Brophy, Ana - Yea
 - c. Clark, Britt - Yea
 - d. Duviox, Tony - Absent
 - e. Eerkes, Katrina – Yea
 - f. Figuero, Zuleyma- Yea
 - g. Gaither, La Trece – Yea
 - h. Galat, Dave - Yea
 - i. Novy, Loresa - Yea
 - j. Pomerantz, Shaina - Yea
 - k. Semko, Tina - Abstain
 - l. Stribling, Danny - Yea
 - m. Wilborn, Sandy – Absent
 - n. Williams Stacy- Absent
 - o. Total: 11 Yea, 1 Abstain, 3 Absent
9. Members voted on a motion that the subcommittees be selected by the Equity and Inclusion Office and focus on top areas of need as identified in the Racial Equity Plan.
 - a. Benson, David - Yea
 - b. Brophy, Ana - Yea
 - c. Clark, Britt - Yea
 - d. Duviox, Tony - Absent
 - e. Eerkes, Katrina - Yea
 - f. Figuero, Zuleyma- Yea
 - g. Gaither, La Trece – Yea
 - h. Galat, Dave - Yea
 - i. Novy, Loresa - Yea
 - j. Pomerantz, Shaina - Yea
 - k. Semko, Tina - Abstain
 - l. Stribling, Danny - Yea
 - m. Wilborn, Sandy - Absent



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

- n. Williams, Stacy – Absent
 - o. Total: 11 Yea, 1 Abstain, 3 Absent
10. 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. A member requested that at next month’s meeting we discuss the possibility of returning to in person meetings.
11. Guest Updates
- a. There were no guest updates.
12. Next Meetings
- a. July 20th
13. The Equity and Inclusion Office gave updates in place of the optional discussion.
- a. Lauren recommended that members comment on the second universal review of the policy “Interacting with Members of the LGBTQIA2S+ / Queer Community” at <https://www.portlandoregon.gov/police/59757>.
 - b. Racial Equity Plan Updates are now published on EIO’s website at <https://www.portlandoregon.gov/police/80321>. We would appreciate any feedback on how to make this more accessible and useful in keeping members updated on the progress of the REP.
 - c. Equity Retreat will be coming up in August. We hope to focus on updating the broader community to our progress. We are requesting the PEAC members send us recommendations about who should be invited.
 - d. EIO introduced the spatial observation tour (called culture walk in the meeting and since then renamed to avoid ablest language). This tour would give members time to look at different precincts and record how the decorations and layout of the area made them feel. As some members may not feel comfortable going to a Police Station we also welcome members to write in how they have felt at past experiences in a precinct, and suggestions about how the precincts could make themselves feel more inclusive.
 - e. The Program Training Specialist discussed the Red Door Project. She attended the project with two community members and one other member of Portland Police Bureau. It was decided that it is not the right approach for the bureau to use yet. The conversation from Red Door is too surface level and we need to go deeper. There also needs to be more done to build member capacity to talk about race. Members asked more question around the Red Door project and how it was facilitated, in particular the diversity of the facilitators and how deep they were willing to go when it came to race.