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**PORTLAND POLICE BUREAU**  
**Training Advisory Council**  
**Training Division**

**Meeting Date: 07/14/2021**

**CAMPBELL:** All right, well -

**ATWOOD:** Okay, it's recording.

**CAMPBELL:** Perfect. All right. Well, welcome everybody to tonight's meeting of the Training Advisory Council. I am the chair, Shawn Campbell. We have a lot of members of the public with us today. So, just as a reminder, this meeting is recorded in order for it to be transcribed as our minutes. To make that easier, please feel - actually, we don't have to do that on Zoom. We don't have to say our names before everything because they can see all of our names in this. But feel free to introduce yourself the first time you speak so any member of the public might know. As well, please be cognizant of muting your microphone when not speaking because we have a lot of people in the room today. All right. Hold on, let me get - another person came in. Okay. To get started, we will have somebody read the mission statement. Do we have a volunteer?

**STEWART:** I can do it.

**CAMPBELL:** Thank you.

**STEWART:** The mission of the 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.

**STEWART:** Thank you. Sorry. I've got a hundred different windows I'm flipping between here. All right. Do we have anybody who would like to move to approve the prior meeting minutes?

**ANDERSON:** I move so. Sheri Anderson here.

**STEWART:** Thank you, Sheri. Do we have a second?

**KAHAN:** Jim Kahan, I second.

**STEWART:** Do we have anybody opposed to moving forward with the prior meeting minutes or anybody who has any issue with the prior meeting minutes? All right. Excellent. Just to point out, we now actually have everybody here. So, this is a momentous day. It's not often we get all 24 members in, so thank you very much, everybody, for taking the time off this beautiful summer day to be with us here tonight. I just wanted to mention prior to moving forward a couple notes that we need is I believe we were trying to get the chat function working on this for the individual members. We've had some issues with that due to basically how the bureau set it up at the time for security reasons. So, the chat is currently still to my knowledge unfunctional for most people, though you can private message me since I have been made a co-host at this time, and we'll

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53 try to figure something out moving forward. Another announcement we  
54 have is a roster has been added to the website that names the  
55 members of the TAC and when their current terms are coming to an  
56 end, and so far, that's the only information that's being put on  
57 there. This is partly to bring us more in line with our bylaws, and  
58 when we see the new steering committee, we'll talk about other ways  
59 that we can try to improve that transparency with the organization.  
60 Okay. Let's move forward to share updates. To start share updates,  
61 I'd actually like to start with the announcement that - I'm not sure  
62 if Greg has made this announcement to everybody yet but Greg,  
63 Lieutenant Stewart, is actually retiring, and I, believe, Greg, this  
64 is going to be your last meeting, correct?

65 **STEWART:** Yes, it is.

66 **CAMPBELL:** Given this momentous occasions for those of you who don't  
67 know, Greg has been working with the TAC for about three years now  
68 during his time with the Training Division, and Captain Abrahamson,  
69 who wasn't able to be here tonight due to being on vacation asked me  
70 to read a statement from him about Greg's work with the police  
71 bureau as well as I have a statement from myself as chair because we  
72 greatly appreciate the work that Greg has done with us over the  
73 years. So, if it's okay with everybody, I'd like to read that real  
74 quick.

75 **NEWMAN:** Please, go right ahead.

76 **CAMPBELL:** This is Captain Abrahamson's statement: "In February  
77 1996, Greg Stewart began his career with the Portland Police Bureau.  
78 At the onset, Greg garnered the respect of his peers by his  
79 tenacity, thorough investigations, and the extra time he would  
80 invest to provide quality service to victims. In 2006, this  
81 reputation earned Greg a position as a sergeant with the Family  
82 Services Division. While at the Domestic Violence Unit, Greg was  
83 recognized for his tireless work with victims of domestic violence  
84 by the Multnomah County Family Violence Council, the Raphael House,  
85 and Volunteers of America as he provided training and policy  
86 recommendations that improved services to victims of domestic  
87 violence. In 2007, Greg was the acting lieutenant while the unit  
88 lacked command members for nearly a year. In addition to shouldering  
89 leadership duties, Greg was nominated for the Judge Stephen B.  
90 Herrell Award which was reflective of his efforts to end family  
91 violence in Multnomah County. In 2009, Greg's analytical prowess  
92 landed him a position in the Strategic Services Division. His high  
93 abilities brought recognition to SSD and drew a supporting  
94 relationship with partners such as Portland State University's  
95 research department. Greg was sought out to participate in dozens of  
96 dispositions and author peer reviewed journals evaluating law  
97 enforcement practices. Because of this, our bureau has had the  
98 opportunity to create case studies and analysis that have helped  
99 identify and better leverage the bureau's work and services it

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100 provides. In 2011, following the U.S. Department of Justice civil  
101 rights investigation, the city was advised to employ strategies to  
102 build community partnerships to effectively increase public trust  
103 and safety. In response to these challenges, Greg collaborated with  
104 local academic researchers from Portland State University and with a  
105 policing consultant and began to design and implement a creative  
106 strategy for leveraging PPB's remaining patrol resources and reduce  
107 crime and enhance policy/community relations in high-crime areas.  
108 This initiative was called Neighbor Involvement Location or NILoc.  
109 In 2014, Rusader (sp), a well-established international tech firm,  
110 awarded Greg with their Internal Innovation Award for his strategic  
111 work on predictive crime mapping in neighborhoods through the NILoc  
112 program. This program was awarded a \$700,000 grant by the smart  
113 policing initiative. In 2016, Greg was recognized for his  
114 participation and success in the National Institute of Justice Law  
115 Enforcement Advancing Data and Science scholars program. Because of  
116 his unique ability in analyzing data and using cutting edge  
117 advancements in police research, he was invited as a keynote speaker  
118 to the annual IACP conference as well as research symposium in  
119 Washington, D.C. In February 2019, Greg was promoted to lieutenant  
120 and assigned to the training division carrying heavy  
121 responsibilities with the Department of Justice and the Training  
122 Advisory Council, reviewing analysis conducted by division analysts,  
123 proving recommendations to DOJ and mandated action items, and  
124 implementing needed changes in bureau practices through training.  
125 During 2020 and 2021, Greg was the acting captain for the bureau's  
126 Training Division. Greg's ability to create and review learning  
127 objectives and educational content for both our bureau and diverse  
128 community has far surpassed other sworn staff. During this, Greg  
129 spearheaded compliance with the Department of Justice which required  
130 balancing public interest and imploring analyst teams and  
131 instructors to change direction to integrate new concepts for best  
132 practice and accountability while successfully rolling out new  
133 curriculum to sworn members. Greg's heart for our community has been  
134 evidenced through his involvement in the ICITAP's Department of  
135 Justice 5-week mission to Bangladesh and his consistent support in  
136 Special Olympic Oregon events providing opportunities for special  
137 needs athletes. Throughout his career Greg's knowledge of leadership  
138 has been demonstrated through action and steadfast service to  
139 members of our bureau and community. The medals and commendations in  
140 his file speak to the immeasurable ways he has contributed to our  
141 bureau. However, his real impact is valued in the people that he has  
142 faithfully served throughout his career. Greg's servant leadership  
143 will be missed." I hope you all heard that in the captain's voice as  
144 opposed to mine. I had a short statement as well that I wanted to  
145 make on behalf of the TAC. As the chair who has served, during my  
146 entire tenure I have worked with - or nearly my entire tenure, I

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147 have worked with Greg, and so I wanted to say a little something  
148 before we let him go. I first met Lieutenant Greg Stewart nearly  
149 three years ago when he was assigned to the Training Division and  
150 became the TAC's primary liaison. At the time, the TAC was suffering  
151 from a malaise all too common for community advisory groups. The  
152 relationship between the TAC and the Training Division was strained  
153 and ineffective. While numerous issues were raised at TAC meetings,  
154 solutions went largely unexplored, and what recommendations were  
155 created rarely took into account the structural, financial, and  
156 legal limitations faced by the PPB. TAC members viewed the PPB as  
157 obstructionist and unwilling to discuss issues that mattered to the  
158 community while the PPB viewed the TAC as uninformed and largely a  
159 check-the-box-style venue for community members to voice their  
160 complaints. With little-to-no trust between the two groups, the  
161 exchange of information was slow, and important issues went  
162 unaddressed year after year. Lieutenant Stewart's arrival at the  
163 Training Division in early 2019 was fortuitous given it aligned with  
164 the TAC's efforts to shift itself towards being a more pragmatic and  
165 solutions-oriented organization. By gaining a better understanding  
166 of the challenges faced by the PPB and offering nuanced solutions,  
167 it was hoped that the TAC could break the cycle of distrust while  
168 still pushing forward important public safety reforms. It was not an  
169 easy start, especially given the years of past experience. I will  
170 always remember the first moment the relationship began to shift.  
171 Several TAC members were in a meeting with several members of the  
172 PPB to discuss a TAC recommendation regarding including city  
173 demographic data in the Use of Force reports. The conversation was  
174 heated, and at one point, one of the PPB members asked why we were  
175 so focused on what they viewed as being such a small thing when  
176 larger issues such as officer wellness went unaddressed. We pivoted  
177 the conversation. I will never forget the look of surprise on the  
178 faces of the members of the PPB from what was perhaps the first time  
179 we were giving evidence that our goal was not to attack the police  
180 but rather to fix all parts of a flawed, and at times broken,  
181 system. A few months later, the TAC passed recommendations to  
182 include demographic data in Use of Force reports and to create an  
183 enhanced officer wellness program. Now at this point, you might be  
184 wondering what this has to do with Lieutenant Stewart. Well, it  
185 would be nice to think that from that point forward the TAC and PPB  
186 had a brand new relationship, but that's not how things work. When  
187 two organizations begin to build a new relationship, it requires  
188 individuals who are willing to take the initial steps, people who  
189 are willing to assume the good faith of the other side. Lieutenant  
190 Stewart was one of these people from the PPB. Greg recognized what  
191 we were trying to do, and he worked to build the bridge from the  
192 other side. When the TAC needed information from the PPB, he has  
193 tried to get it to us as quickly as possible. When we had questions

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194 about policy, directives, training courses, or even the politics of  
195 situations, he always made the time to meet with us and give us or  
196 find us answers. He made himself an intermediary, someone who could  
197 vouch for us within the PPB, giving us access to a greater multitude  
198 of officers and other personnel. When our recommendations failed to  
199 take into account important factors, he did not dissuade us but  
200 rather worked with us to find ways around such obstacles. I believe  
201 that the work of the TAC over the past few years is proof of the  
202 importance of creating a good working relationship, one not where  
203 both sides always have to agree but where they both are at least  
204 willing to fully consider the view from the other side. I do not  
205 think this relationship would exist in its present form without  
206 Lieutenant Stewart which means without him, many of the good things  
207 the TAC has accomplished in recent years would not likely have taken  
208 place. I will miss working with Greg. Over the past three years, he  
209 has been the foundation for the relationship between the TAC and the  
210 PPB, remaining a constant through four different heads of the  
211 Training Division, including himself for a period. I greatly admire  
212 his dedication to analytic-driven decision making, thinking outside  
213 the box, effective community engagement, and constant personal and  
214 organizational improvement. I consider him a colleague and a friend,  
215 and it is as a friend that I wish him the best in his well-deserved  
216 retirement. Good luck to you, Greg. Please move on to the next part  
217 of your life knowing that you have made a difference. Thank you.

218 **STEWART:** Thanks, Shawn. Thanks. It's bittersweet. Just thanks to  
219 everybody for participating as well. I appreciate you guys all  
220 taking your time, so - I'm sincerely appreciative of the work  
221 everybody has done on the TAC, so thank you.

222 **NEWMAN:** Well, and can I put a motion on the table that we should  
223 not allow Greg to leave?

224 **CAMPBELL:** I think it's a little beyond our control.

225 **ANDERSON:** I second.

226 **CAMPBELL:** I agree. I believe it's been an excellent relationship,  
227 Greg, and you're going to be hard to replace, but we wish you the  
228 best of luck.

229 **MALE:** How about appointing him an emeritus member of the committee?

230 **KAHAN:** They're moving out of Portland.

231 **MALE:** There's Zoom.

232 **CAMPBELL:** All right. Is everybody moving comfortable with moving  
233 forward? I'm not the best with emotional moments, so I kind of just  
234 move forward from them.

235 **NEWMAN:** Yeah, I was serious though about not letting him leave. You  
236 know, that was not a joke.

237 **SCHURR:** The poor man deserves to retire. He's worked hard.

238 **ANDERSON:** Well, I will add, Greg, that you are an impressive guy,  
239 and you've been wonderful to work with and to learn from. It's been  
240 a pleasure.

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241 **STEWART:** Thank you.

242 **CAMPBELL:** All right. We're a little behind schedule, so we'll get  
243 moving again here, but I just thought that was a good thing to bring  
244 up since - with the good working relationship we've had. Chair  
245 updates, let's start with update on work with other police advisory  
246 groups. The TAC continues to work with two separate coalitions of  
247 advisory groups in order to keep ourselves informed of what they're  
248 doing as well as to help them keep informed of what we're doing. One  
249 of these is the Coalition of Advisory Groups which includes the  
250 majority - most of the community advisory groups within the bureau  
251 that represent the African American, Latino, LGBTQ, Muslim, Slavic,  
252 and behavioral health communities. Currently, we are taking - for a  
253 long time, the TAC has taken kind of a commanding role in this  
254 trying to push forward the broadening of this coalition. From some  
255 discussions at the last meeting, we're going to be taking a step  
256 back to basically hand the reigns fully over to the community groups  
257 because the original idea of this coalition was to really raise up  
258 their voices rather than our own since we already have a lot of good  
259 connections with the bureau as is. So, we're basically still going  
260 to still be attending these coalition meetings so that we can hear  
261 the concerns of these different community groups as well as keep  
262 them informed what we're doing, but we're kind of going to be seeing  
263 ourselves more as guests in that location than what we previously  
264 have been. The other coalition that we work with is the PCCEP and  
265 CRC where we have monthly meetings with the city officials as well  
266 as some leadership from the bureau. Those are continuing. We have  
267 run into some issues where our meeting the previous month was not  
268 well attended by many members of the city, and at this previous  
269 meeting, we had discussions about basically how do we want to see  
270 this kind of group going forward, and it looks like it's largely  
271 going to shift towards a venue where we can keep city council  
272 members from the city council offices informed of the work of the  
273 various advisory groups and for them to also kind of tell us what  
274 they're working on so we know what they currently see as important.  
275 Beyond that, we are also beginning some preliminary work to look at  
276 working with the bureau's Budget Advisory Council and Equity  
277 Advisory Council on some kind of joint working group that will look  
278 at some of the equity issues in police training and the development  
279 and basically looking at some strategies to open it up so that the  
280 wider community, especially marginalized communities, have more  
281 input on the type of training police get. Is there any questions  
282 about any of that?

283 **ALL:** (None heard)

284 **CAMPBELL:** Okay. The other thing that we have from the chair update  
285 is that we - excuse me - we recently got a response to our  
286 leadership recommendations that were sent in. Those can be found on  
287 the website underneath the 2021 Recommendation Leadership.

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288 Basically, the bureau is in agreeance with all of our  
289 recommendations with the caveat - with a few of them that why they  
290 think it's a good idea and why (inaudible) to pursue it with the  
291 current resource or budgetary - they're not sure if they have the  
292 ability to do it right at this moment. Overall, this is a good  
293 thing, and this meets the 60-day response as required by our bylaws.  
294 Any questions or comments about that? Jim?

295 **KAHAN:** One more thing that Greg did, he really, really helped  
296 getting this to the chief's office, and he endorsed everything, and  
297 he also had a keen understanding of what was feasible for budgetary  
298 reasons and what was not feasible for budgetary reasons, and this  
299 was very, very well reflected in the reaction that we got. So, thank  
300 you once more, Greg.

301 **CAMPBELL:** Thank you, Jim. And thank you, Dan, for putting the link  
302 up there for everyone. Is there any other questions about that  
303 before we move forward?

304 **ALL:** (None heard)

305 **CAMPBELL:** All right. That moves onto the next item on the agenda  
306 which is update on Training Division Activities. Greg?

307 **STEWART:** Yeah. We are in our Advanced Academy right now. We have  
308 about a 30-person Advanced Academy which is the largest we've run in  
309 quite some time. That ends August 4<sup>th</sup>. So, that will be nice. Those  
310 individuals, once they complete that academy, they'll be in a  
311 position to go out onto the street and advance to a phase where they  
312 can work by themselves. So, that will be important because we've  
313 been losing a lot of people lately. So, getting some folks out there  
314 to help out will be very nice. From there on, we'll have a very  
315 short break, and then early September, we're hoping to start the  
316 Crowd Control Training which a number of TAC members came to and  
317 viewed, but we've had to change the format someone both because we  
318 have to deliver it in a month and because we needed to get some  
319 things cleared up before we started issuing it. But we're hoping to  
320 get that out over the month of September. Today - and thank you to  
321 Mary Claire for all of her assistance, we're working on our Active  
322 Bystandership ABLE policy. That's moving forward, and once we have  
323 that policy in place, we hope by October, we will start the Active  
324 Bystandership for Law Enforcement Training which is going to be a  
325 bureau-wide 8-hour training on active bystandership and the duty to  
326 intervene. So, that's out of - Georgetown University provides - it's  
327 kind of a national program that they've helped develop, and we're  
328 really excited to get that going. So, getting the policy will be an  
329 important first step in delivering that training. We hope to deliver  
330 that training over the course of October. We'll have several  
331 satellite instructor In-Services and those sorts of things probably  
332 running through the holiday and then start into our next In-Service  
333 session probably mid-January into February. We're also working on  
334 our Needs Assessment right now, getting that going, and then we'll

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335 start building the classes. That will probably be what we do for a  
336 lot of November and December. We'll also run an Advanced Academy  
337 coming up during that time period and probably run some more  
338 instructor schools because we're going to be needing those in the  
339 next year, especially because we anticipate at least two Advanced  
340 Academies next year if the hiring - if we're able to hire to meet  
341 with attrition. So, that's kind of the next 6-8 months or us. Things  
342 are going well. It's really busy, but things are going very well.

343 **CAMPBELL:** Thank you, Greg. Is there any questions? Lorena? You're  
344 still muted.

345 **NOVY:** I pressed camera again. Sorry about that. Greg, I was  
346 wondering with the crowd control training, there was talk about  
347 getting all of the parties involved with the - all of the  
348 pieces/parts of the presentation together in one room just to hash  
349 out everything. Has that been able to be done, or has there been  
350 some sort of scheduled time for that?

351 **STEWART:** We've dry run it a couple of times now, and what we're  
352 doing is to be able to deliver it in the time frame we've got, we  
353 have to run two sessions a day which necessitates no more than five  
354 hours, you know, no more than five hours per session. So, we've  
355 been able to do that, and Shawn and all of you from the TAC were  
356 kind of enough to give us the feedback which we've incorporated. We  
357 don't do it exactly like we do with the recommendations, so I can't  
358 remember every piece that we've incorporated, but I know we've  
359 incorporated a lot of it. And then what we're going to do - we're  
360 still working out how to deliver the scenario portions of it. We're  
361 going to have to deliver that in a different setting. So, it didn't  
362 really - it ended up getting broken up, and we didn't really want to  
363 run it as one block. But we don't anticipate that being a  
364 particularly large problem because the scenarios in the classroom  
365 aren't - they don't build on each other. They're kind of independent  
366 of each other, so we don't think we need - we think we can deliver  
367 the classroom independent of the actual scenarios.

368 **NOVY:** So, Greg, I don't - maybe I need to ask my question a little  
369 bit better. What I meant is all the people that were involved in  
370 making each presentation, there was talk about having all of those  
371 people who created their parts of the presentation together in one  
372 room just to work on making sure it would all be smooth and  
373 consistent and not doubling on someone else and making sure it was -  
374 or contradicting. So, I want to make sure that that part has been  
375 done because that's what we talked about at the second dry run of  
376 having that happen. So, was - did that ever happen, or has there  
377 been a schedule for that?

378 **STEWART:** I'm sorry. I misunderstood. We - so, we've gotten  
379 together, and we've squared them all. We haven't delivered them  
380 concurrently yet. We'll probably do that one more time at least  
381 before we kick it off, but because we're doing it - because we've

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382 moved it back to September, it's bought us a little more time, so I  
383 suspect we'll be doing that in August.

384 **NEWMAN:** So, yeah, hi, Barry Newman here. So, I think one of the  
385 questions, and I'm not sure if this got addressed as part of what  
386 she was asking, but one of the big issues was some discrepancies in  
387 terms of recommendations from the legal team as opposed to what was  
388 supposed to be done on the front lines, and it was - a lot of that  
389 required clarification. And so, did that stuff get clarified? You  
390 know, did that - was that able to be incorporated, or are we still  
391 looking at a situation where the legal issues are not really tied up  
392 neatly yet? And the other question that I was going to kind of also  
393 add in there was with the en masse resignation or stepping aside of  
394 the strategic response team, has that had any impact on, you know,  
395 the training or the ability of Portland Police Bureau to move  
396 forward with crowd control? Has that had an impact at all?

397 **STEWART:** So, yes and yes. The delay - the reason we've kind of  
398 moved it to September and are doing the half-day sessions is to work  
399 on the issues that you're describing and that came to light  
400 particularly in that second - in the second dry run with the  
401 Training Advisory Council participants. So, we have not resolved all  
402 of those issues yet which is part of the reason why we've moved it  
403 to September. And then part of the reason we had to redo the  
404 scenarios was also because with the Rapid Response Team resignation,  
405 it did impact our crowd control training, and we've kind of been  
406 working through that. I believe they have that resolved. I spoke  
407 with Jake Clark actually earlier today, and it sounds like we are  
408 going to be able to deliver those - the actual scenario trainings.  
409 But initially, that was part of the reason that we were bifurcating  
410 it out. So, I guess, the answer to that is yes, it did impact it,  
411 and I can't say that we've resolved all of the issues yet with the  
412 city attorney's office, but I'm confident we'll be able to get them  
413 resolved by the September start date for the training.

414 **CAMPBELL:** Morgan.

415 **MOORE:** Thank you. This might seem like an unimportant question  
416 after all those other ones, but I was at the first dry run, and one  
417 of the things that stands out to me was that Resch was not going to  
418 be able to be there to give her statement, and I'm wondering if  
419 that's going to change now that it's been moved back to September?

420 **STEWART:** Yes. She was just on vacation, so she'll be there, and I  
421 think - I can't promise that she'll be at every one, but if she's  
422 not there, we'll have another one of the assistant chiefs or the  
423 chief or the deputy chief there. So, and I'm - I need to check. I'm  
424 not sure the format we're doing this. We may end up moving it to an  
425 online-type format which would sort of make it easier for them to  
426 participate. So, yeah. So, anyways, it should be her mostly, but it  
427 may be one of the other assistant chiefs at some point.

428 **MOORE:** Thank you.

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429 **CAMPBELL:** Any other questions about the crowd control or any other  
430 activities of the Training Division?

431 **ALL:** (None heard)

432 **CAMPBELL:** All right. I - oh, sorry. Go ahead, Barry.

433 **NEWMAN:** I do have one quick question, Greg, actually, it occurred  
434 to me. As you're stepping aside, is there a plan in place for  
435 replacing you with someone who is as good or better than you are?

436 **STEWART:** Yes. And we don't - I do not know who that person is going  
437 to be. I think I have an idea, but there hasn't been any sort of  
438 official announcement made yet, but they have told me that they will  
439 get my replacement in shortly so we can start - and I'll still be  
440 going to the TAC steering committee. So, when that replacement  
441 arrives, I'll be able to at least introduce him to the steering  
442 committee. And, again, I don't - I've heard a couple names. If it's  
443 - there's one person in particular that I'm hoping we'll get who is  
444 - you know, I do do a lot of research with Portland State, but I'm -  
445 and I teach up there, but education is not really my background. I'm  
446 more research oriented, and I'm hoping the person that they're going  
447 to bring in is a stronger educator than me, so - which I think would  
448 be great for the division to bring in an officer who also has a  
449 background in education.

450 **CAMPBELL:** Any other questions?

451 **ALL:** (None heard)

452 **CAMPBELL:** All right. I'll say, Greg, with my understanding, we are  
453 currently working with the bureau in order - to try to get us a  
454 viewing of the ABLE training as well. Is that correct?

455 **STEWART:** That's actually - yes. You'll be able to view it. I've  
456 already talked to Todd, so - and it will be done - and this  
457 hopefully will be helpful, but we'll be able to - the training  
458 itself is going to be delivered via Zoom, so we can - I'm hoping  
459 that will make it easier and sort of more accessible to everybody on  
460 the TAC, but that will happen. They don't have the dates yet that  
461 they're going to do the dry runs on that, but I asked him to get you  
462 those dates as far in advance as possible. The big issue, and it  
463 just kind of - so, we have to have a policy to train. So, we're -  
464 we've got the training built pretty much because it's a package from  
465 George Mason - I'm sorry. Georgetown. But getting this policy in  
466 place that we're working on today is going to be really big for our  
467 ability to train to it. Once we have those things in place, they'll  
468 set up the dry run dates and give you as much - I asked them to give  
469 you as much heads up as possible.

470 **CAMPBELL:** All right. If there is not anything else, we'll move  
471 forward onto the next item in the agenda. All right. The next item  
472 is Crowd Control Training feedback. So, as was referenced in some of  
473 the questions you heard during the Training Division update, during  
474 late May and early June, we had several members who took the  
475 opportunity to view dry runs of the crowd control training. And what

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476 the TAC does when we see dry runs is we collect all of our feedback  
477 into a single document for that day and that group that viewed what  
478 they did, and then we send it to the Training Division within a  
479 couple days afterwards. However, we also like to post these on the  
480 website for transparency so anyone in the public knows what we're  
481 doing and what we kind of saw and commented on. So, we do have to  
482 have, basically, a procedural vote to permanently put it on the  
483 website. Currently, it's just up there on draft format. If there's  
484 any questions about anything or if anybody who attended any of the  
485 crowd control training would like to speak, we can take that  
486 opportunity now, and then we can move forward with the procedural  
487 vote.

488 **ALL:** (None heard)

489 **CAMPBELL:** Okay. Do we have a motion to put the four comment  
490 documents for crowd control on the website?

491 **KAHAN:** Jim. So moved.

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

493 **MALE:** I'll second that.

494 **CAMPBELL:** All right. So, we're going to go through and vote really  
495 quick the way we always do in this Zoom setting. So, I will say your  
496 name. Please say yes, no, or abstain. Patrick?

497 **ALEXANDER:** Yes.

498 **CAMPBELL:** Sheri?

499 **ANDERSON:** Yes.

500 **CAMPBELL:** Jillian?

501 **BURKE:** Yes.

502 **CAMPBELL:** Shawn is a yes. Nathan?

503 **CASTLE:** Yes.

504 **CAMPBELL:** Cheryl?

505 **EDMONDS:** Yes.

506 **CAMPBELL:** Tyler?

507 **HALL:** Yes.

508 **CAMPBELL:** Damon?

509 **HICKOK:** Yes.

510 **CAMPBELL:** Albyn?

511 **JONES:** Yes.

512 **CAMPBELL:** Jim?

513 **KAHAN:** Yes.

514 **CAMPBELL:** Kwame? Are you there, Kwame? We'll come back. Phil?

515 **LEVINSON:** Yes.

516 **CAMPBELL:** Gary?

517 **MARSCHKE:** Yes.

518 **CAMPBELL:** Mark M.?

519 **MILLINSKI:** Yes.

520 **CAMPBELL:** Morgan?

521 **MOORE:** Yes.

522 **CAMPBELL:** Barry?

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523 **NEWMAN:** Yes.  
524 **CAMPBELL:** Loresa?  
525 **NOVY:** Yes.  
526 **CAMPBELL:** Gina?  
527 **RONNING:** Yes.  
528 **CAMPBELL:** Chris?  
529 **ROSSI:** Yes.  
530 **CAMPBELL:** Mark? I'm sorry. Mark S.?  
531 **SCHORR:** Yes.  
532 **CAMPBELL:** Sarah?  
533 **SCHURR:** Yes.  
534 **SUNIGA:** Yes.  
535 **CAMPBELL:** Oh, I have two Sarah Ss.  
536 **SCHURR:** Well, we both said yes, so we're good.  
537 **CAMPBELL:** There we go, and I'll quit joking about that by next  
538 meeting. Kristina?  
539 **URSIN:** Yes.  
540 **CAMPBELL:** And Sylvia?  
541 **ZINGESER:** Yes.  
542 **CAMPBELL:** Kwame? Are you there? All right. So, hopefully Kwame can  
543 get back with us here. He might be having some technical  
544 difficulties, but that is the call passing with 23 yes, 1 abstain,  
545 and 0 nos. Thank you. Kwame, if you are trying to get on, we do see  
546 that your phone - it says that you're on but your phone connection  
547 is on mute. All right. Motion passes. They will be permanently left  
548 up on the website for anyone from the public to see. Thank you very  
549 much. All right. Moving forward with the next item on the agenda,  
550 and we're only four minutes behind schedule, so good job, everybody.  
551 The next is the vote for new steering committee members. To start  
552 out, I would first like to recognize the currently serving steering  
553 committee members. We have Jim Kahan, Sylvia Zingesser, Mark  
554 Millinski, Sheri Anderson, and Gary Marschke. Did I get everybody,  
555 or did I miss someone?  
556 **ALL:** (None heard)  
557 **CAMPBELL:** Yeah. So, that's everybody. I would just like to take a  
558 moment to say thank you very much to the steering committee for  
559 serving. I don't know if anybody noticed, but the past 12 months  
560 have been fairly eventful in the world of public safety reform, and  
561 this group really stepped it up and went above and beyond what we  
562 usually expect steering committees to do, at times actually meeting  
563 weekly just so that we could keep up on things and make sure that  
564 the TAC had a voice as things moved quite rapidly for a period of  
565 time. And usually, we only expect steering committee to meet  
566 together once a month, and they were very flexible. We started  
567 having the meetings around and doing all sorts of stuff, and so I'd  
568 just to very much say thank you for all the hard work and effort you  
569 put in and thank you for your time of service with the steering

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570 committee. Morgan, the list again is Jim Kahan, Sylvia Zingeser,  
571 Gary Marschke, Mark Millinski, and Sheri Anderson. And I'm glad to  
572 see that the closed captioning has butchered everyone's name  
573 terribly. So, moving forward, we are now looking to elect the new  
574 steering committee which will serve for a one-year term and will be  
575 basically the group that directs a lot of the - is basically the  
576 executive committee and directs a lot of the leadership. We have a  
577 total of six candidates who are Jim Kahan, Barry Newman, Kristina  
578 Ursin, Patrick Alexander, Gina Ronning, and Nathan Castle, and we  
579 have five positions. So, we're going to have to have a vote for  
580 this. To start out so everyone has an idea of who everybody is,  
581 we're going to give each member who is running two minutes to speak  
582 on their behalf of why they would like to be on the steering  
583 committee, and then we are going to open it up where any individual  
584 member can ask any candidate a question or all of the candidates as  
585 a group a question if they want to, and then we will have a vote.  
586 And when we get to the voting section, we'll go over how that's  
587 going to be done. So, let's go ahead, and we'll open it up, and I'll  
588 tell you what, I'll just close my eyes and point here and decide who  
589 gets to go first. Let's start with Gina.

590 **RONNING:** Can you hear me okay?

591 **CAMPBELL:** Yes.

592 **RONNING:** Okay. Thank you. I was having issues. So, my name is Gina  
593 Ronning. I am a restorative justice practitioner and educator as  
594 well as trainer. My passion is in building restorative justice  
595 capacity. So, in other words, a lot of the work that I do isn't so  
596 much direct mediation between victims and offenders so much as it is  
597 educating and working with community groups and organizations to  
598 build capacity to start practicing restorative justice protocols and  
599 practices and also sort of identifying needs and challenges in  
600 communities where they feel restoration is most needed. And so, my  
601 passion for this work as it applies to the Portland Police Bureau is  
602 that because of the work I'm doing in the field, I'm aware of the  
603 fact that the Portland Police Bureau, one, has a couple of mandates  
604 coming down through the Department of Justice in their settlement  
605 agreement that specifically identifies restorative justice as a  
606 priority of projects and a topic that they need to be exploring and  
607 working on. And then the other piece of it, just because of some  
608 work that I've done, I know that the bureau is also working on a  
609 scoring potential for restorative justice processes, and there's a  
610 variety of different ways that that might look and take place. So, I  
611 really support the idea of creating a training advisory group or  
612 steering committee that specifically sort of zeros in on this very  
613 nuanced part of social change and reform within the justice system  
614 but particularly as it pertains to policing. It is definitely a  
615 conversation that is happening at a lot of tables, and I think it  
616 would be very beneficial, particularly for those us and you all who

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617 have a background in advising around training, to start having these  
618 conversations with the bureau now. So, I don't know if that's the  
619 fully two minutes, but that's my pitch.

620 **CAMPBELL:** Thank you, Gina. Next up with the random pointing, let's  
621 go with Jim.

622 **KAHAN:** Okay. I've been on the steering committee for the past year,  
623 and I've really loved it, and I want to stay on for that reason.  
624 What are my reasons? First of all, it's work that is productive  
625 work. It's a congenial group, and we make - I'd like to believe that  
626 we've made life a lot easier for this group because of the way in  
627 which we can structure how these meetings are going to take place.  
628 We're also sort of a beta test. If somebody wants to come in with a  
629 recommendation from a task group, we get to see it and get some  
630 friendly advice. We also speak for the Training Advisory Council in  
631 other venues. I'm very pleased to serve with Shawn on the Coalition  
632 of Advisory Groups, and I feel that we've had a fairly substantial  
633 impact there, some a little bit contentious, as Shawn said, in the  
634 beginning, but a lot of it really very friendly. And we have reached  
635 out successfully to these communities that are, shall we say, less  
636 well representative of the hierarchy of the City of Portland. So,  
637 it's a working job. It's the kind of work I like. It's attention to  
638 detail, but it's thinking about the big picture, and I want to keep  
639 on doing it. So, that's my spiel.

640 **CAMPBELL:** Thank you, Jim. Let's go with Patrick.

641 **ANDERSON:** Hi, everybody. I'm Patrick Alexander, but unfortunately,  
642 I will have to withdraw from being on the steering committee because  
643 I've got a few other obligations that were delayed and now that came  
644 back up that I will have to take on. Thank you.

645 **CAMPBELL:** Sorry to hear that, Patrick. Okay. Let's then go with  
646 Kristina.

647 **URSIN:** All right. Hi, everybody. I'm Kristina Ursin. I'm new to the  
648 TAC. Just a kind of quick introduction if I haven't met all of you  
649 before. I grew up in Portland. I went to U of O. I got my MBA from  
650 Willamette University focusing on operations. I came back to  
651 Portland. I'm an active neighborhood emergency team member since  
652 2015. In the past, I've developed processes and programs in business  
653 continuity, safety, and security for a large, local footwear and  
654 apparel company. Currently, I manage the portfolio and improve  
655 internal processes for the consumer data analytics team. Now, my  
656 focus is project management, process improvement, change management,  
657 and data analytics. So, obviously, it's just all sorts of things  
658 that, you know, get put in tables very organized. Over the last year  
659 or so, I learned a lot personally about our greater community and  
660 interactions with the police, and I want to use my experience to  
661 improve our community which inspired me to get involved with the TAC  
662 in the first place. And I'm interested in being a member of this  
663 steering committee as continuous improvement is really a passion for

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664 me, and I'd like to use my training and expertise to ensure that the  
665 TAC is continuously improving and focusing and progressing on the  
666 right work, driving towards the mission, and as a new member, I'm  
667 hoping to offer a fresh perspective.

668 **CAMPBELL:** Okay. Thank you. Let's next go with Barry.

669 **NEWMAN:** Hi. Well, first of all, any of you who've spent any time  
670 with me will tell you that it's unlikely that I will be able to  
671 finish this in a few minutes, but I actually originally offered to  
672 Shawn that if they needed people and had trouble filling spots that  
673 I would be happy to serve on the steering committee. And after  
674 thinking about it some more, I actually - I think that not only  
675 would I enjoy it, but I think that I might have a lot to offer. I  
676 think, you know, as has been mentioned, these are really trying  
677 times. There is so much contention that's going on on all sides of  
678 the aisle here, and I think that, you know, trying to find  
679 collaborative means of working with the police and with the  
680 community to make life better for everyone here in the city really  
681 is an important thing. You know, I'm not going to dwell - I have  
682 more degrees than I have body parts probably at this point, but you  
683 know, I think that - you know, I pride myself on my strategic  
684 thinking, and I also pride myself on independent thinking, you know,  
685 based on facts. And I think that, you know, being able to work with  
686 whoever replaces Greg is going to be really important, and I would  
687 look forward to serve, and I'm happy to do that. I guess that's  
688 pretty much what I have to say.

689 **CAMPBELL:** Thank you, Barry. And then Nathan.

690 **CASTLE:** Hi, I'm Nathan, a new TAC member this year. I signed up for  
691 steering committee mainly just because I wanted to serve TAC as much  
692 as I could. I joined TAC originally because I'm deeply curious about  
693 the issues affecting policing and police-community relations and  
694 ensuring that we get really great outcomes for all Portland  
695 community members including people within and outside of the bureau.  
696 In my day job, I work as a product engineer and a Scrum Master at a  
697 software company. Scrum Master is just a really fancy term that's  
698 sort of confusing because you're not a master of anything, and you  
699 don't control anything. You just sort of organize things and run  
700 meetings and tell people things they already know. Yeah. That's me.

701 **CAMPBELL:** Thank you, Nathan. Is there anybody else who would like  
702 to put their name forward as a candidate for steering committee?

703 **ALL:** (None heard)

704 **CAMPBELL:** Okay. Just to kind of keep everybody abreast of  
705 something, historically, steering committee meetings were open to  
706 any member to attend. We kind of went away from that this past -  
707 over the past 12 months because of having to move everything to  
708 Zoom, but one of the goals that we have for this year is moving back  
709 to where if any member wants to attend a steering committee meeting  
710 to see the work being done, they have the ability to do that, so

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711 just so everybody knows. We can open it up for questions now of the  
712 candidates. I will say that currently we have five candidates and  
713 five seats, so if we wish, we can simplify this by simply doing a  
714 vote, a motion, to accept all five candidates and then a vote on  
715 that if we want to make this simple or whatever the group would like  
716 to do.

717 **FEMALE:** I move we go ahead and vote.

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

719 **MOORE:** Well, just so I'm informed, what would be the alternative  
720 (inaudible)?

721 **CAMPBELL:** Yeah, the alternative would be we would have everybody  
722 vote -

723 **MOORE:** Okay.

724 **CAMPBELL:** And we would probably end up with the same result.

725 **MOORE:** Okay. Okay, okay, okay. Thank you.

726 **CAMPBELL:** Yeah.

727 **MALE:** Hey, Greg? I mean, Shawn?

728 **CAMPBELL:** Yeah.

729 **MALE:** Wasn't - Sheri, weren't you running? On my list, I had you on  
730 here.

731 **ANDERSON:** You did, but I've got a lot going on, so I took my name  
732 off. Thank you for noticing it.

733 **MALE:** Sylvia, the same?

734 **ZINGESER:** Yeah. Yes. I did also. I was an alternative if there  
735 weren't enough.

736 **MALE:** So, you're all cowards like me.

737 **ZINGESER:** No, I've been on it for quite a while, so.

738 **MALE:** All right.

739 **ANDERSON:** We can be the shadow committee.

740 **ZINGESER:** Yes, we can.

741 **NEWMAN:** Morgan, do answer your questions is the alternative is that  
742 if we don't vote on the people who were there, we would elect you to  
743 be on the steering committee.

744 **MALE:** All right. Well, I would like to second the motion to proceed  
745 with a vote on all five.

746 **ZINGESER:** Agree. Yeah.

747 **CAMPBELL:** Thank you. All right. So, we have a motion and a second.  
748 Is there any comment before we begin to start the voting?

749 **FEMALE:** I do have a comment. I just want to ask, you know, I guess  
750 for, you know, Jim, Barry, and Nathan as I'm assuming you are white  
751 presenting males, how do you see yourselves as making sure that  
752 training has an equity focus?

753 **NEWMAN:** I'll answer that from what I can answer for myself was  
754 that, you know, I have a long and very broad history with  
755 involvement with police. I was a child of the 60s. I went to college  
756 in Philadelphia where Frank Rizzo's goons were wearing leather  
757 jackets and knee-high boots and look like they could have been

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758 straight out of Nazi Germany. The - you know, I think that, you  
759 know, people who are given authority, regardless of the color of  
760 their skin, regardless of their background, their gender, or  
761 anything, have a higher bar to earn that authority. And what's more  
762 is that I think that they have to be held to a higher level of  
763 accountability. And that accountability, you know, there's two parts  
764 of that, and I think one of them is training, and the other one is  
765 accountability. And I think that if you have improved training and  
766 people are held accountable for their actions, I think the equity  
767 will come.

768 **CAMPBELL:** Thank you. Jim?

769 **KAHAN:** Okay. And first of all, I agree with everything that Barry  
770 said. Second of all, my entire career has been dedicated to the  
771 concept of quality and assurance and accountability, and equity is  
772 an inherent part of that. And unless you have equity built into  
773 that, it simply doesn't work. And I engaged in stuff that  
774 (inaudible) myself throughout my entire career with people who are  
775 very unlike myself, and I like to believe I've been doing well at  
776 it. It's my intention, for example, we're going to get to the task  
777 groups later, and my passion is the Accountability Quality Assurance  
778 Group. And I think one of the things we have to do quality assurance  
779 about is equity, and then (inaudible) equity group, but I want to  
780 take that concept and incorporate it into the task group of quality  
781 assurance.

782 **ZINGESER:** Right.

783 **KAHAN:** Equity is excruciatingly important for police work and  
784 indeed anything having to do with public safety.

785 **CAMPBELL:** Thank you, Jim. And I believe Nathan was also asked the  
786 question as well.

787 **CASTLE:** Yeah. So, I really like this question. I think it's  
788 something I think a lot about in terms of just one of the ways I  
789 like to think about equity is ultimately part of the focus on  
790 outcomes, and the bureau's mission is fundamentally, I think, not  
791 well served when we're not creating excellent outcomes for all  
792 members of the community regardless of any particular demographic  
793 categories. I think you see in the data that there is strong  
794 evidence for some inequities and significant disparities, and that's  
795 something that I'm really curious about and doing research on is how  
796 do you put systems in place. Obviously, there's outcomes, there's  
797 training, there's systems. If the system isn't set up to create the  
798 conditions for success in achieving equity, you can't train around  
799 that. So, I'm really thinking about systems. In terms of culture, I  
800 think the other big piece that I didn't touch on is culture. I'm  
801 still very new to this, so I don't know all of the challenges and am  
802 very curious about learning more about where the successes and  
803 failures currently are, but certainly, culture is an important part  
804 of that. And I'm curious - I hear we have, I think someone said, 30

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805 new people coming on board, two more Advanced Academy cohorts coming  
806 in, so it will be really interesting to see how we can through  
807 training ensure that the people coming in are ready to serve  
808 Portland, all Portlanders, regardless of community membership,  
809 equitably, fairly, and justly. And, I guess, the one final thing  
810 I'll touch on because I realize that I'm rambling is that when you  
811 have equity failures, when certain groups are underserved or poorly  
812 served or treated unjustly, in addition to making their lives worse,  
813 which is obviously what needs to be focused on, it makes the job of  
814 the police harder. I think we all know that the year of unrest we  
815 just experienced and potentially will continue experiencing wouldn't  
816 have happened without issues like systemic racism and police  
817 brutality at the national level but also at the local level here in  
818 Portland.

819 **CAMPBELL:** Thank you. Mark, you have a question. Mark S.

820 **SCHORR:** Yeah. Just in the interest of not perpetrating any sort of  
821 bias, how about it's addressed to the whole committee, all members?

822 **CAMPBELL:** Fair enough. Kristina and Gina, would you like to answer?

823 **RONNING:** I can answer. Can you hear me okay?

824 **CAMPBELL:** Yes.

825 **RONNING:** Yeah. So, obviously, as a white-presenting individual, I  
826 have certain experiences that I cannot relate to on the ground  
827 level, so it's really important for me to be an active listener and  
828 to really hear the experiences of others. But it's also important,  
829 and I take this work very seriously too, and as one of the things  
830 that I'm committed to doing as a person in an advisory position is  
831 to always continually consult and work with individuals in the  
832 community who may not be represented here in this specific group.  
833 So, I'm connected with the restorative justice community. I'm  
834 connected with ongoing activist and advocacy groups that are BIPOC  
835 led, and it's - and these conversations come up, and it's something  
836 that I'm doing to constantly increase my own learning so that I can  
837 be the best ally that I can be. I obviously will always have a  
838 certain degree of blind spots, and I can only speak and work from  
839 the place of my own experience. But I remain committed to  
840 deconstructing things like colonialism and unpacking things like  
841 explicit bias and taking a deep, hard look at the way my experiences  
842 have shaped my lens but also using my power and my white privilege  
843 in a positive way to help amplify voices and to carry out messages  
844 out and carry those messages forward that might otherwise might not  
845 be heard in this particular space simply because maybe certain  
846 voices can't be here or are not present. And so, there's a certain  
847 degree of mindfulness, obviously, that has to go into this work. The  
848 other piece of it, of course, is that the content, restorative  
849 justice explicitly, at least for me because this is the topic that's  
850 most passionate to my heart, is deeply influenced by voices that are  
851 contrary to the traditional white narrative. And so - and I think

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852 that for folks that are committed to the work of social change, it's  
853 really important that we're educating ourselves and also speaking  
854 from a place that challenges the normative assumptions and the  
855 narratives traditionally espoused by white culture and white  
856 supremacist culture, and that can be hard and difficult. And so, my  
857 hope is that in our groups that we can create the kind of space  
858 where we can explore those topics even when they're uncomfortable  
859 and be ready to listen and learn. I am ally, but I have so much more  
860 to learn and grow in on this topic, and I'm sensitive to it, but I'm  
861 also a fierce advocate for change and racial equity and justice, and  
862 so I remain deeply committed to that work and doing what is  
863 necessary to make that happen including not being the person to be  
864 on the committee, actually, or speak if there's somebody else that  
865 would be a much more appropriate fit. But I'm passionate, so I'm  
866 making myself available. But I'm always open to make room and space  
867 that would be a better voice.

868 **CAMPBELL:** Thank you, Gina. Kristina?

869 **URSIN:** Thank you. So, I talked about it before, my passion for  
870 continuous improvement, and you can't do that by doing the same  
871 thing over and over again, by listening to the same voices over and  
872 over again. It's really important to hear new perspectives from  
873 people who are different than us, allowing us to learn and drive  
874 towards opportunity for improvement. And I think I completely agree  
875 with everything else that was said, and I don't think I could say it  
876 any better. But I really appreciate everybody feeling like this is  
877 really important.

878 **CAMPBELL:** Thank you, Kristina. Are there any other questions for  
879 the group prior to moving towards voting?

880 **ALL:** (None heard)

881 **CAMPBELL:** All right. Seeing none, we will now move to the voting.  
882 The usual thing, when I call your name, please say yes, no, or  
883 abstain. The motion is to place the five candidates as the new  
884 steering committee. Patrick?

885 **ALEXANDER:** Yes.

886 **CAMPBELL:** Sheri?

887 **ANDERSON:** Yes.

888 **CAMPBELL:** Jillian?

889 **BURKE:** Yes.

890 **CAMPBELL:** Shawn is a yes. Nathan?

891 **CASTLE:** Yes.

892 **CAMPBELL:** Cheryl?

893 **EDMONDS:** Yes.

894 **CAMPBELL:** Tyler?

895 **HALL:** Yes.

896 **CAMPBELL:** Damon?

897 **HICKOK:** Yes.

898 **CAMPBELL:** Albyn?

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899 JONES: Yes.  
900 CAMPBELL: Jim?  
901 KAHAN: Yes.  
902 CAMPBELL: Kwame? Are you there, Kwame? I see your icon is up and  
903 your phone is muted. We'll come back to you if you get it fixed.  
904 ATWOOD: Shawn, he just answered via chat.  
905 CAMPBELL: Oh, perfect. Thank you, Kwame. Thank you for catching  
906 that, Caitlyn. Phil?  
907 LEVINSON: Yes.  
908 CAMPBELL: Gary?  
909 MARSCHKE: Yes.  
910 CAMPBELL: Mark M.?  
911 MILLINSKI: Yes.  
912 CAMPBELL: Morgan?  
913 MOORE: Yes.  
914 CAMPBELL: Barry?  
915 NEWMAN: Did you say, "Barry?" Are we voting on ourselves?  
916 CAMPBELL: Yeah. You can vote for yourself. It's all right.  
917 NEWMAN: Okay. I vote myself out. No, no, no. No. I'd say yes. Thank  
918 you.  
919 CAMPBELL: Thank you, Barry. Loresa?  
920 NOVY: Yes.  
921 CAMPBELL: Gina?  
922 RONNING: Yes.  
923 CAMPBELL: Chris?  
924 ROSSI: Yes.  
925 CAMPBELL: Mark S.?  
926 SCHORR: Yes.  
927 CAMPBELL: Sarah Schurr?  
928 SCHURR: Yes.  
929 CAMPBELL: Sarah?  
930 SUNIGA: Yes.  
931 CAMPBELL: Kristina?  
932 URSIN: Yes.  
933 CAMPBELL: And Sylvia?  
934 ZINGESER: Yes.  
935 CAMPBELL: Motion passes unanimously with 24 yes, 0 nos, and 0  
936 abstains. Congratulations to the new steering committee. I look  
937 forward to working with you. At the end of this meeting, please stay  
938 on a little longer, and we can kind of set out some of the details  
939 as far as setting up when we'll be meeting next and things like if  
940 you wouldn't mind. All right. Let's move on to the main event of the  
941 night. So, the main event tonight is obviously talking about  
942 establishing task forces. Earlier, over the past couple weeks, we -  
943 or over the past month or so, we have sent out calls for different  
944 TAC members to send in ideas of where they think task forces should  
945 be, and then we sent out a survey to all TAC members asking them

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946 what would be their preferences on the suggested task forces that  
947 were put out. The task forces that were originally put out to  
948 everybody was crowd control training, quality assurance, a review of  
949 the Advanced Academy, a task force to look at the integration of  
950 equity into training, restorative justice, training in regard in the  
951 interaction with the houseless, as well as officer wellness. We sent  
952 out the results of this survey to all members, and it showed that  
953 the four task forces that had the most kind of people with immediate  
954 interest were crowd control, quality assurance, restorative justice,  
955 and officer wellness. We then also did some suggested assignments  
956 based upon the preferences that people gave which I will read out in  
957 a second, but just to let everybody know, just because we can only  
958 focus on four at a time, because that is kind of the amount that the  
959 Training Division can support us in doing our work, at the same  
960 time, even though something on this list might not be included with  
961 this round this time of task forces, it doesn't mean that we won't  
962 be refocusing on them at a later time. The suggested - from  
963 everybody's surveyed answers, the suggested membership in these  
964 groups were for the Crowd Control Task Force, we had Jillian Burke,  
965 Tyler Hall, Barry Newman, Chris Rossi, and Sarah Suniga. Sorry Sarah  
966 if I'm mispronouncing your last name. I'm constantly worried I am.  
967 **SUNIGA:** Most people do. That's okay. (Inaudible).  
968 **CAMPBELL:** What's the proper pronunciation?  
969 **SUNIGA:** The proper pronunciation is Sarah Suniga.  
970 **CAMPBELL:** All right. I will do my best. Quality Assurance Task  
971 Force is Nathan Castle, Albyn Jones, Jim Kahan, Phil Levinson, Mark  
972 - is it Shore or Score as long as we're here admitting my terrible  
973 name pronunciations.  
974 **SCHORR:** Shore like seashore.  
975 **CAMPBELL:** Okay. Mark Schorr and Sylvia Zingeser. For the  
976 Restorative Justice Task Force, the proposed members are Sheri  
977 Anderson, Cheryl Edmonds, Damon Hickok, Kwame Kinobo, Morgan Moore,  
978 Gina Ronning, and Sarah Schurr. Is it Sure or Scur?  
979 **SCHURR:** Sure.  
980 **CAMPBELL:** Thank you. And for the Officer Wellness Task Force:  
981 Patrick Alexander, Gary Marschke, Mark Millinski, Loresa Novy, and  
982 Kristina Ursin. Is there anybody - a, so now we can open up for  
983 discussion, is there anybody who would like - doesn't think that  
984 these should be the four task forces, and is there anybody who  
985 thinks that they would prefer to be on a different task force than  
986 these four?  
987 **FEMALE:** I have a question as a newish person.  
988 **CAMPBELL:** Yes.  
989 **FEMALE:** So, I think these are fine task forces, and I'm happy with  
990 the one where I have been placed, and I am concerned that the  
991 unhoused are the - the unhomed are - we don't have a task force, and  
992 does that mean - I mean, how do issues around training, around

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993 working with people who are living on the streets, how does that get  
994 addressed if we don't have a task force?  
995 **CAMPBELL:** Basically, what will happen is most of these task forces  
996 are designed to last 6-9 months. That's usually just with people who  
997 are volunteers, and the expectations of the work, that's kind of a  
998 realistic timeline on it. What will happen is once these task forces  
999 are complete, we will create new task forces, and the houselessness  
1000 will be brought back up as a suggested on, and we can, again, allow  
1001 the group to recalibrate and decide where the priorities lie.  
1002 **FEMALE:** Great. And if there's some kind of a crisis in that topic  
1003 when we don't have a task force, can we still address it in some  
1004 way?  
1005 **CAMPBELL:** Yeah. So, oftentimes, we used this a lot during the  
1006 events of the summer of 2020 is if the TAC does see an immediate  
1007 need to say something, we do have the option of creating a  
1008 resolution.  
1009 **FEMALE:** Thank you very much.  
1010 **CAMPBELL:** Yep. And to answer your questions, Dan, I'm not on a task  
1011 force because I'm going to be kind of overseeing and making sure the  
1012 work gets done in all of them as kind of a supervisory role as  
1013 chair.  
1014 **NEWMAN:** Yeah. Shawn -  
1015 **CAMPBELL:** Yes, Barry?  
1016 **NEWMAN:** Jim had asked Gina in the text message, you know, in the  
1017 interest of having someone from the steering committee on all of the  
1018 task forces, if she would be interested in moving to the Restorative  
1019 Justice. I was actually going to ask Gina if she was interested in  
1020 doing that anyway because it sounds like that's, like, her whole  
1021 main bag is restorative justice, but that's not something that I can  
1022 answer for her. But what I was going to ask for myself, is there any  
1023 reason that we couldn't have, like, be on two of these or be  
1024 involved on any of them in addition to the primary one that we're  
1025 on?  
1026 **CAMPBELL:** I'm open to people being involved in more. Realistically,  
1027 from experience, if people - it's hard to keep volunteers focused on  
1028 one thing over 6-9 months, and these tend to have a little bit of  
1029 burnout over time, so we really like to have people focus on one  
1030 thing to try to make sure that that gets done. But I'm not opposed  
1031 if people feel they have the time to be involved in more than one.  
1032 And just for - Gina, we have moved - on her request, we have moved  
1033 her down to the Restorative Justice Task Force. In the original  
1034 document I sent out to everybody, she had been in Quality Assurance,  
1035 but she had reached out prior to this meeting asking to be moved  
1036 down to that group.  
1037 **RONNING:** Yes. Thank you, Shawn, and I would say that I think on my  
1038 part, there was some confusion as to why I was on the steering  
1039 committee, so I am happy just being on the restorative justice

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1040 group. That is more my capacity level, and I'm totally fine with  
1041 that and also think that is appropriate.

1042 **CAMPBELL:** And just to clarify, this is separate from the steering  
1043 committee where - the steering committee is just the executive  
1044 council. Steering committee members still serve on task forces as  
1045 well.

1046 **RONNING:** Okay. I guess I'm confused because I got the sense that  
1047 maybe people don't double dip like you're not on a steering  
1048 committee and also on a task force. Is that -

1049 **CAMPBELL:** No. We just try to avoid people double dipping on task  
1050 forces themselves.

1051 **RONNING:** Right. Okay. No. I only want to be on the Restorative  
1052 Justice Task Force, and then if folks would like to see me serve on  
1053 the steering committee, I'm happy to do that, but I'm also happy to  
1054 not do that if for some reason folks think that that's not  
1055 appropriate, so - because I'm new to all of this, so.

1056 **NEWMAN:** Gina, you're stuck on the screen.

1057 **ZINGESER:** Both.

1058 **SCHURR:** I would love to have your perspective on the steering  
1059 committee and have faith in you as a leader of this group.

1060 **RONNING:** Okay. Then I'm happy to serve.

1061 **CAMPBELL:** Is there any - sorry.

1062 **FEMALE:** It's good that, you know, you're on the Restorative Justice  
1063 Task Force as part of the steering committee too because that way  
1064 you're a lead from TAC on this task force. So, I think that's really  
1065 important, especially given your background and passion.

1066 **CAMPBELL:** Thank you.

1067 **KAHAN:** I would like to make a comment about serving on multiple  
1068 task forces. In talking to Morgan and Gina, even though my first  
1069 allegiance is with quality assurance, I'd be willing to participate  
1070 in a minor role in the restorative justice because I'm deeply  
1071 interested in that as well. And I'm not going to commit to a certain  
1072 amount of time, but I certainly will (inaudible) my heart and soul  
1073 to the quality assurance one because that's a passion that Sylvia  
1074 and I have been chasing now for 12 years. And now that we have a  
1075 chance to do it, we're not going to give it up.

1076 **CAMPBELL:** All right. Is there any other comments or anything prior  
1077 to seeing about putting a motion on the table to make this official?

1078 **NEWMAN:** Yeah, I will -

1079 **NOVY:** Shawn, I just have a question -

1080 **CAMPBELL:** Sorry, Barry. Let's do Lorena, and then we'll do Barry.

1081 **NOVY:** I just have a question because when I selected my - I was  
1082 really between restorative justice and officer wellness, but the  
1083 part of restorative justice that I'm interested in is restorative  
1084 discipline. So, if there's anything involved with restorative  
1085 discipline, I may want to flip over; however, if not, then I will  
1086 stay with Officer Wellness.

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1087 **CAMPBELL:** Currently as described, I believe the restorative justice  
1088 will largely focus on a community restorative justice model at this  
1089 time.

1090 **MOORE:** Can I - sorry. Am I interrupting the line? I am.

1091 **CAMPBELL:** Yeah, sorry. Let's do Barry, and then we'll do Morgan.

1092 **NEWMAN:** Well, I was going to make a motion to approve the four task  
1093 forces as listed including the membership on those task force  
1094 working groups.

1095 **CAMPBELL:** Okay if we let Morgan ask her question, and then we'll  
1096 see if anyone else (inaudible) -

1097 **NEWMAN:** Yeah, no, no, no. That - I just - I didn't know anyone had  
1098 more questions, so I just was going to offer that as a motion.

1099 **CAMPBELL:** All right. Morgan?

1100 **MOORE:** Thanks, Barry, and I'm sorry I interrupted you. This isn't  
1101 really a question so much as just maybe a new perspective for TAC  
1102 here. I think as a restorative practitioner myself that every single  
1103 one of these task forces should be looking through the restorative  
1104 justice lens and restorative practices lens and that there's no  
1105 reason we shouldn't be bringing those philosophies and ideologies  
1106 and practicalities into each one of these teams in the way that its  
1107 necessary for that. So, Loresa, I'm hearing you say - I have a big  
1108 interest in officer wellness as well, and that comes from my work,  
1109 my career, as being a fitness and wellness instructor for 25 years,  
1110 but I hear what you're saying as far as restorative discipline, and  
1111 I think that could fit there, right? So, rather than block ourselves  
1112 into these barriers of these titles, maybe expand what we can put  
1113 into these titles and all of us come from a restorative lens and  
1114 support each other in that and help each other in that because -  
1115 just because maybe Gina and I work in that particular title right  
1116 now doesn't mean - I mean, it's a way of being, right? It's a way of  
1117 living. It's not a job title. So, I would just like to offer to the  
1118 group that we all come to it with this perspective of healing and  
1119 restoration and helping. Thank you.

1120 **CAMPBELL:** I fully agree, Morgan. It's a similar - we also expect  
1121 all groups to also take into account issues such as equity, or  
1122 officer wellness can obviously fit into many different things, and  
1123 it's not uncommon to find different crossovers where the different  
1124 task forces can support each other. And as chair, part of my role is  
1125 to try - if I see the different task forces coming into similar  
1126 areas to try to make sure that they don't have recommendations that  
1127 conflict with each other or anything like that, to kind of help all  
1128 of the groups work together where there is crossover. Any other  
1129 questions or comments?

1130 **KAHAN:** I'll second Barry's motion.

1131 **CAMPBELL:** There we go. We have Barry's motion and then a second  
1132 from Jim. So, I -

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1133 **MALE:** I have a question. So, as I understood Barry's motion, it was  
1134 to formalize the committees as listed which I thought - I mean, I  
1135 got the email, but that included, I think, Gina in the whichever  
1136 committee she was in and not in the restorative justice one.  
1137 **CAMPBELL:** I'll do this. I'll share the current list with the update  
1138 with Gina if that works for everybody, and I'll send out this update  
1139 to everybody too just so that everything is copacetic. So, Barry,  
1140 would you say that your motion is for this list as is?  
1141 **NEWMAN:** Yes. I was offering that motion with the understanding that  
1142 Gina had been moved down or was going to be moved down to the  
1143 Restorative Justice Task Force. And, you know, I think that even  
1144 with the motion as it is, if people decide that that they want to  
1145 switch around and it's feasible to do that, I think that there  
1146 should be enough flexibility to allow that to happen. Don't you  
1147 think?  
1148 **CAMPBELL:** Yes. Yes, I do. Jim, do we have a second still?  
1149 **KAHAN:** That's what I thought I was seconding.  
1150 **CAMPBELL:** All right. And do we have any questions before we go  
1151 through and vote? Okay. So, the vote is to establish these task  
1152 forces with the assigned membership with the understanding that  
1153 members can work together because we do definitely want to see that  
1154 happen. So, let's start backwards with voting today or this one.  
1155 Let's go with Sylvia.  
1156 **ZINGESER:** Yes.  
1157 **CAMPBELL:** Kristina?  
1158 **URSIN:** Yes.  
1159 **CAMPBELL:** Sarah Suniga.  
1160 **SUNIGA:** Yes.  
1161 **CAMPBELL:** And Sarah Schurr?  
1162 **SCHURR:** Yes.  
1163 **CAMPBELL:** Mark Schorr?  
1164 **SCHORR:** It's Schorr, but yes.  
1165 **CAMPBELL:** Chris?  
1166 **ROSSI:** Yes.  
1167 **CAMPBELL:** Gina?  
1168 **RONNING:** Yes.  
1169 **CAMPBELL:** Loresa?  
1170 **NOVY:** Yes?  
1171 **CAMPBELL:** Barry?  
1172 **NEWMAN:** Yes.  
1173 **CAMPBELL:** Morgan?  
1174 **MOORE:** Yes.  
1175 **CAMPBELL:** Mark M.?  
1176 **MILLINSKI:** Yes.  
1177 **CAMPBELL:** Gary?  
1178 **MARSCHKE:** Yes.  
1179 **CAMPBELL:** Phil?

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1180 **LEVINSON:** Yes.  
1181 **CAMPBELL:** Kwame?  
1182 **KINOBO:** Yes.  
1183 **CAMPBELL:** Jim?  
1184 **KAHAN:** Yes.  
1185 **CAMPBELL:** Albyn?  
1186 **JONES:** Yes.  
1187 **CAMPBELL:** Damon?  
1188 **HICKOK:** Abstain.  
1189 **CAMPBELL:** Tyler?  
1190 **HALL:** Yes.  
1191 **CAMPBELL:** Cheryl?  
1192 **EDMONDS:** Yes.  
1193 **CAMPBELL:** Nathan?  
1194 **CASTLE:** Yes.  
1195 **CAMPBELL:** Shawn is a yes. Jillian?  
1196 **BURKE:** Yes.  
1197 **CAMPBELL:** Sheri?  
1198 **ANDERSON:** Yes.  
1199 **CAMPBELL:** And Patrick?  
1200 **ALEXANDER:** Yes.  
1201 **CAMPBELL:** The motion passes with 23 yeses, 0 nos, and 1 abstain.  
1202 All right -  
1203 **NEWMAN:** Can I ask a question? Not to put anyone on the spot. I  
1204 think it was - was it Damon who abstained. Did you have suggestions  
1205 or questions that you thought would make this a better - like, make  
1206 better choices or make better options?  
1207 **CAMPBELL:** No. I just went to the bathroom during the last part of  
1208 the conversation and the beginning of the vote, so in case there was  
1209 something imperative that I missed, I just didn't think it was good  
1210 for me to vote yes kind of blindly.  
1211 **NEWMAN:** Yeah. I didn't want to put you on the spot, you know,  
1212 although I did put you on the spot.  
1213 **HICKOK:** Yeah. No worries. I like being on the spot.  
1214 **NEWMAN:** If you had questions or qualms or concerns, I just wanted  
1215 to make sure that, you know, they could get addressed. That's all.  
1216 **HICKOK:** Yeah, no. I'm sure it will be fine. I just didn't hear all  
1217 of it, and so it would be unauthentic if I just voted yes because  
1218 everybody else was when I didn't really hear everything.  
1219 **ZINGESER:** Agree. Yeah.  
1220 **CAMPBELL:** Thank you. So, just to - all right. So, just to clarify,  
1221 we just voted on creating the Crowd Control, Quality Assurance,  
1222 Restorative Justice, and Officer Wellness Task Forces with the  
1223 membership as listed. So, what next we're going to do is we're  
1224 actually going to break up into breakout rooms based upon these task  
1225 forces for about the next - let's see, it's 7:55, so about the next  
1226 40 minutes. Basically, what we're looking for you to do in these

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1227 breakout rooms is to introduce each other, trade contact information  
1228 though given that the Zoom chat isn't available to everybody - well,  
1229 it should be within the breakout rooms where you should be able to  
1230 comment to each other, so share contact information with each other.  
1231 I would like to see each of the groups choose a task force lead.  
1232 This person isn't in charge. This person is just kind of my main  
1233 contact point when I need to know what's going on in the task  
1234 forces. Also, I would like for you to start discussing kind of your  
1235 central focus areas where you think this task force should go, maybe  
1236 create an initial list of questions and some types or individuals  
1237 that you wish to talk to or groups that you think you should talk to  
1238 to help gather information. And then, please as well, agree to your  
1239 next meeting time since most of the work the task force does does  
1240 not happen in these central meetings of the TAC but rather happens  
1241 separately. Any questions about any of that?  
1242 **FEMALE:** Shawn, Dan had a question about the public.  
1243 **FEMALE:** Shawn, those people who are part of the public?  
1244 **CAMPBELL:** Yes. So, anybody who is part of the public, please remain  
1245 in the main room for a second, and then once everyone is broken out,  
1246 you can tell us which room you would like to go to, and we will send  
1247 you over to that room. I will say members of the public, as well, if  
1248 you want to come out of the room, you can do that as well, and we  
1249 can put you in another room depending on what you request.  
1250 **ATWOOD:** And to Shawn's sentiment, I was just going to say if for  
1251 any reason you are put into the wrong room or you weren't assigned  
1252 to the correct room, just reach out to Shawn or myself, and we'll  
1253 get you in the right room. So, hopefully this will all work, but  
1254 we'll see. Just let us know if you're not in the right room.  
1255 **CAMPBELL:** We're in a new realm of Zoom technology here for the TAC,  
1256 so please do be patient with us. As for me, I'll kind of travel  
1257 around to the different rooms just to kind of check in on everybody,  
1258 and I think - is everybody good with getting started with this?  
1259 **ZINGESER:** Yeah.  
1260 **CAMPBELL:** All right. Let's give her a go. Caitlyn?  
1261 **ATWOOD:** Maybe they are -  
1262 **CAMPBELL:** People are disappearing, so that's a good sign.  
1263 **ATWOOD:** Good.  
1264 **FEMALE:** Caitlyn, can you - when you have a second, can you put the  
1265 four task forces in the chat so the community members can see them?  
1266 **CAMPBELL:** Here, I'll take care of that right now if you want to put  
1267 people -  
1268 **ATWOOD:** Yeah, I'm going to go through and get - it looks like a few  
1269 people weren't assigned, so I'm going to get you to the right rooms.  
1270 I just need to -  
1271 **CAMPBELL:** I'll start helping you out here, Caitlyn.  
1272 **ATWOOD:** Yeah. I'm trying to find who - which rooms - or which  
1273 groups everybody is in. Oh, there we go.

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1274 **CAMPBELL:** Okay. I think that's all of the members. Now, does  
1275 anybody from the public want to go - oh, let's get Tyler. I think we  
1276 have assigned him. He just hasn't gone in. Let's see. Portland Cop  
1277 Watch, Dan, we'll send you over there, and we'll make sure to get  
1278 both your phone and your computer.  
1279 **ATWOOD:** Would you like me to do that, or are you doing that, Shawn?  
1280 **CAMPBELL:** I just took care of it.  
1281 **ATWOOD:** Okay. Thank you.  
1282 **CAMPBELL:** Okay. Any other community members? Barb, do you want  
1283 Wellness or Community?  
1284 **RAINISHALL:** I guess Wellness.  
1285 **CAMPBELL:** Barb, Wellness.  
1286 **ATWOOD:** And it looks like Debbie would like Restorative Justice.  
1287 **CAMPBELL:** Yep. Got her put in there. Lauren, do you want to be put  
1288 in any or -  
1289 **ROSENSTEIN:** I could go to Restorative Justice.  
1290 **CAMPBELL:** Okay. And then Greg, Liesbeth, and Mary Claire, do you  
1291 want to go to any of them?  
1292 **STEWART:** I was going to stay out here just in case people needed  
1293 anything. Caitlyn and I can stay out here and kind of monitor the  
1294 general room in case anyone comes out if that's helpful.  
1295 **CAMPBELL:** Okay. Liesbeth or Mary Claire?  
1296 **GERRITSEN:** Hey, there. I just noticed that everybody is gone. I was  
1297 just talking to Mary Claire about restorative justice, and while we  
1298 were talking, everybody disappeared. Is this a - what are we doing?  
1299 Sorry about that.  
1300 **CAMPBELL:** We're breaking people out into breakout rooms to talk  
1301 about our - based upon the task forces they've been assigned to. We  
1302 have Officer Wellness, Restorative Justice, Quality Assurance, and  
1303 Crowd Control. And if -  
1304 **GERRITSEN:** Well, I know that just from being part of the Training  
1305 Division, I'm pretty involved in the crowd control, just being  
1306 there, you know, the dry runs, the lesson plans, looking at those,  
1307 and things like that, so that's probably where I would put myself in  
1308 terms of just being able to liaison with them. I know that's not the  
1309 group I'm in right now, but that's probably where I'll find myself.  
1310 **CAMPBELL:** Okay. We'll send you over there. Thank you.  
1311 **GERRITSEN:** Okay.  
1312 **CAMPBELL:** And Mary Claire, would like to be sent anywhere?  
1313 **BUCKLEY:** Paris? No. Well, wherever - I mean, does it matter to you?  
1314 I mean -  
1315 **CAMPBELL:** No. It's entirely up to you.  
1316 **BUCKLEY:** Let's see. Well, crowd control certainly seems to the  
1317 topic du jour, so if that's not too many to go there.  
1318 **CAMPBELL:** Nope. All right. We'll send you right over. Thank you.  
1319 **BUCKLEY:** Thank you.

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1320 **STEWART:** I don't know if it actually works, but I tried to  
1321 broadcast that Caitlyn and I would be in the main room if people  
1322 needed any help to come out or wanted to talk to one of us for  
1323 whatever reason, so hopefully that went out.  
1324 **CAMPBELL:** Okay. I'm going to go over to Restorative Justice, and  
1325 then I'll pop back out. I think - ooh. How do I - can I just click  
1326 on a room and go there? Oh, yeah. I can. I don't even need you guys.  
1327 Man, so much power.  
1328 **STEWART:** If you think I should go to a particular room or if you  
1329 need help monitoring rooms, let me know, and I can just into  
1330 wherever.  
1331 **CAMPBELL:** It might be good if people have some initial questions.  
1332 Would you mind going to, let's see, maybe either Officer Wellness or  
1333 - I can say Officer Wellness. We have quite a few people in Crowd  
1334 Control from the bureau, and we have - and I'm going to Restorative  
1335 Justice, and Jim has Quality Assurance, so they'll keep them pretty  
1336 (inaudible).  
1337 **KAHAN:** Okay. I will jump over there.  
1338 **ATWOOD:** And Shawn, do you need me to go anywhere, or do you want me  
1339 to hang out here?  
1340 **CAMPBELL:** I think as long as you have this open, you can see who is  
1341 out unassigned, and you can just kind of keep track of it to make  
1342 sure that if any community members want to switch around.  
1343 **ATWOOD:** Okay.  
1344 **CAMPBELL:** Otherwise, you're free to wander around as you will.  
1345 **STEWART:** I think, Caitlyn, you or I, one of us, should be out here.  
1346 **ATWOOD:** Right.  
1347 **STEWART:** To just kind of be available, so I'll jump into Officer  
1348 Wellness for a bit and then jump out if you want to jump into one.  
1349 **ATWOOD:** Okay. If people pop out, I'll just ask them if they want to  
1350 go into another room or, yeah, just monitor.  
1351 **STEWART:** Okay.  
1352 **CAMPBELL:** Perfect. Thank you for taking on the exciting part.  
1353 **STEWART:** I'll be back in a few.  
1354 **CAMPBELL:** All right. And keep in mind that the main room is still  
1355 recording as well.  
1356 **ATWOOD:** Okay. And Shawn, the last question is you said about 40  
1357 minutes. Are they automatically going to - do I need to go in and  
1358 say close all rooms or how is that -  
1359 **CAMPBELL:** Yeah, I think - maybe use the broadcast message to all to  
1360 give them a 5-minute warning.  
1361 **ATWOOD:** And did we started at, what, 8:00, or what do we want to  
1362 say is the 40-minute mark?  
1363 **CAMPBELL:** Well, we started at about 7:50 when we started putting  
1364 people into rooms, so I would say -  
1365 **ATWOOD:** So, 8:30?

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1366 **CAMPBELL:** Yeah, so at 8:25/8:30, let's go ahead. That way we can  
1367 kind of stay on schedule.  
1368 **ATWOOD:** Got it. Okay.  
1369 **CAMPBELL:** All right. And we can probably stop recording this and  
1370 just restart it again when we get back to everybody together.  
1371 **ATWOOD:** Okay. I think I can pause recording, so I'll just pause it.  
1372 **CAMPBELL:** Okay. Yeah, that way you don't have to sit here worrying  
1373 that something is going to end up on the transcript with you alone  
1374 here.  
1375 **ATWOOD:** Oh, I was just going to mute and turn off my camera.  
1376 **CAMPBELL:** Okay. Well, and if any community members come on, I don't  
1377 want them to worry about that either, so.  
1378 **ATWOOD:** Yeah. Yeah.  
1379 **CAMPBELL:** All right. Thank you.  
1380 **ATWOOD:** Thank you.  
1381 **BREAKOUT ROOMS**  
1382 **CAMPBELL:** We have everybody back in? Perfect. Thank you, Caitlyn.  
1383 **ATWOOD:** Yeah.  
1384 **CAMPBELL:** All right. Welcome back, everybody, from the breakout  
1385 rooms. I hope that it was productive, and this is just a very  
1386 initial thing. Basically, the next step from here is for the task  
1387 forces to meet separately. We will try to set up the meetings where  
1388 we can also bring in people from the Training Division to help with  
1389 making any contact points with personnel or other resources within  
1390 the bureau that might help you with the work you're doing. We can  
1391 also help - both myself as chair and Caitlyn can also help with  
1392 setting up meetings via Zoom for the group if that's the way that  
1393 you choose to meet as opposed to meeting in person. It's really up  
1394 to everyone to decide amongst their task forces. Before we move into  
1395 public comment, is there any questions or anything that people would  
1396 like to have answered before we move towards closing?  
1397 **KAHAN:** I just want to comment that the QA was a love fest.  
1398 **CAMPBELL:** Well, that's good to know. We don't want to start out a  
1399 task force with a lot of butting heads or anything, so that's good  
1400 to know. Basically, we'll be looking for everyone to be setting up a  
1401 meeting, their initial meetings, within the next month, hopefully a  
1402 little sooner. We really like to hit the ground running on these  
1403 things. And with that, let's move into public comment. Yes, Dan?  
1404 **HANDELMAN:** Hi. This is Dan Handelman with Portland Cop Watch, and I  
1405 was able to listen to the end of the meeting of the Crowd Control  
1406 Task Force and was actually watching the main room on the computer,  
1407 and I got - my phone got dropped, but I don't think I missed  
1408 anything here in the main room. So, here are my comments for the  
1409 day. I had a question in the breakout room about whether or not  
1410 public members can sit in on any of the task forces. I know it's not  
1411 generally been done in the past, but I just wanted to know. I'm  
1412 particularly interested in crowd control. We've been working on that

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1413 issue for years. You don't have to answer me now but maybe when I'm  
1414 done with my comments. We at Portland Cop Watch looked at the  
1415 Independent Police Review's annual report which came out on June 3<sup>rd</sup>,  
1416 I think it was. It was about 7 pages long with 6 pages of  
1417 appendices, and we made a 14-page analysis of our own, and I'm going  
1418 to put that in the chat right now. They didn't discuss some of the  
1419 things that I think the community is real interested in like, oh,  
1420 when police officers use deadly force which happened twice last  
1421 year. Even though nobody got killed, it was still of interest. They  
1422 also hire somebody every year to do an analysis of deadly force, but  
1423 they didn't even mention this thing that they paid for. So, I hope  
1424 you have time to look at that. We worked really hard on it. In terms  
1425 of - you know, I did not have time to read the crowd feedback that  
1426 you all had voted in very quickly this evening. There was no actual  
1427 presentation of the substance of any of those documents, and it kind  
1428 of felt like there was more time spent on the - you know, voting on  
1429 the steering committee than there was in the substance of those  
1430 comments. I know there's only a few community members here tonight,  
1431 but I think a lot of people are interested in that. One thing that  
1432 jumped out in the one piece that I did look at quickly is their use  
1433 of the term *anarchist* to kind of describe, I think, maybe you meant  
1434 certain kinds of protesters or maybe the bureau meant that. I raised  
1435 this issue before that anarchism is a philosophy about non-  
1436 hierarchical stuff, and it's not like when you see people outside of  
1437 an abortion clinic you label them all Christians. So, just because  
1438 somebody might have an anarchist philosophy, I don't think that's  
1439 necessarily what you're trying to get at when you're using that  
1440 term. There was also - and speaking of the officer-involved  
1441 shootings, there was an officer-involved shooting that happened  
1442 about 2½-3 weeks ago. Michael Townsend was shot by an Officer Curtis  
1443 Brown at a motel. He had called the police for mental health help,  
1444 and he ended up getting shot in killed. The officer apparently in  
1445 the video was backing up into and backed themselves into a corner  
1446 which (inaudible) happened before. The used a gun instead of a less  
1447 lethal weapon inexplicably, and the person had mental health issues.  
1448 And as far as we can tell, it's the first time an African American  
1449 officer shot and killed somebody in the years that we've been  
1450 studying the Portland police. We may be wrong about that, but that's  
1451 all I could find. And I guess I also - I don't want it to go without  
1452 saying that Lieutenant Stewart himself was involved in an officer-  
1453 involved shooting at his home in Scappoose in 2007, the same year  
1454 that he was made an acting lieutenant. And I'm not bringing this up  
1455 to - you know, like, the police often won't let people forget their  
1456 criminal histories, and I'm not bringing it up to kind of needle  
1457 Lieutenant Stewart, but I think generally speaking, part of the  
1458 healing, the truth and reconciliation that's trying to go on between  
1459 the community and the police is that they say, "I was involved in an

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1460 officer-involved shooting in blah, blah year, and you know, this is  
1461 what happened" or "This is how it affected my life" or just  
1462 something to acknowledge that, but that was not part of either  
1463 biography that was given tonight. And my last comment is, I believe,  
1464 and I'm sure the chair will correct me if I'm wrong, they believe  
1465 that the lieutenant who is the current - Lieutenant Lindsey, the  
1466 current inspector, presented the quarter 4 - the quarter 3 2020  
1467 force data last time. The quarter 4 data still hasn't been  
1468 presented, and I'm assuming that the quarter 1 data are ready to go.  
1469 So, I don't know if that means you're going to have two quarters  
1470 worth of data at the next meeting, but it's a very important  
1471 function of the TAC to review that. And thank you very much for your  
1472 time.

1473 **CAMPBELL:** Thank you, Dan. And to answer your first question about  
1474 public work with the task forces, historically, the task force  
1475 meetings themselves have not been open, though I leave that up to  
1476 the tasks forces themselves to decide. There are times when they do  
1477 meet with, say, individuals from the police bureau or something  
1478 where it's you tend to get more information outside of a public  
1479 setting than within it, but again, I will leave that up to the task  
1480 forces. And I certainly encourage the Crowd Control Task Force to  
1481 reach out to Portland Cop Watch given the work that you have done in  
1482 that area over the years. Any other public comment prior to closing?

1483 **ALL:** (None heard)

1484 **CAMPBELL:** All right. Seeing none. Thank you very much, everybody,  
1485 for attending tonight, and do we - oh, yes?

1486 **FEMALE:** I think Jim had a question. Jim?

1487 **KAHAN:** Jim had a response to something that Dan brought up. We are  
1488 looking at the shooting that most recently occurred, and indeed, as  
1489 long as you're here, Liesbeth, I would like to talk with you about  
1490 it and about how ECIT covers that kind incident. And I've been given  
1491 some of the lesson plans - Greg has sent me some of the lesson plans  
1492 for ECIT, that's Enhanced Crisis Intervention Training, and I want  
1493 to see what, if anything, that relates to that and how the training  
1494 may or may not have related to what happened in that incident  
1495 because that's a way we as a training advisory council can look at  
1496 this. It may well be that stuff happens. It may well be that  
1497 training could have prevented it. We don't know, but unless we start  
1498 looking and asking, we can't know. So, this is something that is  
1499 being chased up, and that's, in essence, a small element of what  
1500 quality assurance is all about. I'm not going in assuming the  
1501 officer is guilty. I'm going in assuming that something needs to be  
1502 discovered about how it happened and how it might have been  
1503 prevented, if it could have been prevented.

1504 **CAMPBELL:** Thank you, Jim. Anything else before we close? Please,  
1505 the new steering committee members, please stay on for five minutes

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1506 after the close just so we can set something up. Other than that, do  
1507 we have a motion to adjourn?  
1508 **NEWMAN:** I so move.  
1509 **CAMPBELL:** Do we have a second?  
1510 **FEMALE:** Second.  
1511 **CAMPBELL:** Any opposed?  
1512 **ALL:** (None heard)  
1513 **CAMPBELL:** Thank you. With that, the meeting is adjourned. Thank you  
1514 very much for spending your evening with us and for taking the time,  
1515 and I look forward to seeing the work of the task forces.  
1516 **MALE:** Thank you, Shawn.  
1517 **FEMALE:** Goodnight.  
1518 **FEMALE:** Goodnight.  
1519 **FEMALE:** Congratulations to the new steering committee. I look  
1520 forward to seeing what you have to do, what you're going to be  
1521 doing. Cheers.  
1522 **CAMPBELL:** So, just what I wanted to check in real quick was we used  
1523 to - the steering committee used to historically always meet on the  
1524 last Monday at about 5:00-5:30 of each month; however, those days  
1525 are not CAG meetings, and so I just wanted to check with everybody  
1526 on what date would be - work for a regular steering committee  
1527 meeting on a monthly basis so that we can kind of keep it consistent  
1528 and allow everyone to be able to participate here because obvious -  
1529 once a month, usually after work hours, but soon after work hours.  
1530 **NEWMAN:** You were saying the - it was - that was the last Monday of  
1531 the month?  
1532 **CAMPBELL:** Right. But we can't do that anymore because that's when  
1533 the Coalition of Advisory Groups meet which we're a part of.  
1534 **NEWMAN:** Okay. The - I'm going to apologize in advance just because  
1535 my schedule is kind of screwed up because I have on-call duties, and  
1536 I hate to, you know, be involved with the steering committee that  
1537 obviously, you know, we have a commitment to show up. So, even if we  
1538 set up a regular meeting and a regular time, you know, I would  
1539 request that if there are times - since there are only, you know,  
1540 five of us and maybe a couple of other people who show up from  
1541 Portland Police Bureau, if we can maintain some flexibility so that  
1542 if one or more of us can't be there, can we find another time? So,  
1543 that would be my only request respectfully. You know, because I  
1544 don't want to, like, miss then because I'm on call and I have  
1545 emergency case or something like that, so.  
1546 **CAMPBELL:** We've worked around this kind of stuff in the past,  
1547 Barry, and if it becomes too much of an issue, we can figure  
1548 something out. But, yeah, we can build in some flexibility. It's  
1549 just mostly so we can have something regular enough so people have  
1550 it on their calendar with the understanding that if something does  
1551 come up, we might have to move some stuff around.

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1552 **NEWMAN:** So, in general - Monday evenings generally are reasonably  
1553 protected for me. They're not really protected, but you know, if I'm  
1554 on call on the weekend, I'm usually done by the afternoon of Monday.  
1555 So, if there is another Monday that works for people, you know, that  
1556 would be at least a good starter for my standpoint. I'll offer that  
1557 thought. I don't know what other people's availability is, so I  
1558 can't speak for anyone else.

1559 **CAMPBELL:** Gina, did you have something? If I might, I would suggest  
1560 perhaps the third Monday because one of the things that we need to  
1561 be cognizant of is we are setting agendas for the meeting, and we  
1562 need to set it far enough ahead of time so that we can send out to  
1563 the lists or the agenda. By our bylaws, we have to do it at least a  
1564 week ahead of time. Would that work for everybody?

1565 **RONNING:** Mondays are also fairly protected for me. Thursday nights,  
1566 I cannot at all. I have another commitment that happens Thursday  
1567 evenings, but I'm in a similar boat as Barry is. I have a new job,  
1568 and I have this moving work schedule. And so, it's hard at times for  
1569 me to commit because sometimes I don't know what my schedule will be  
1570 like, but Mondays are typically available for me.

1571 **CAMPBELL:** What about Nathan and Kristina?

1572 **CASTLE:** So, I'm generally free. The only thing I'm watching out for  
1573 is PCCEP meetings because I like to attend those sometimes. I don't  
1574 think any of those ever happen on Monday.

1575 **CAMPBELL:** To my knowledge, most of them - the main meetings are on  
1576 Tuesdays usually, and most of the subcommittee meetings tend to be  
1577 on Tuesdays, Wednesdays, or Thursdays. Kristina?

1578 **URSIN:** Yes. My Mondays are typically clear.

1579 **CAMPBELL:** Okay. And Jim got off too soon to get on this, but I know  
1580 from working with him before, he's retired, and so his schedule is  
1581 flexible in a way that I will always be jealous of.

1582 **NEWMAN:** I'm jealous too.

1583 **CAMPBELL:** Okay. So, how about if we put on the calendar for the  
1584 next day we'll meet is Monday the 19<sup>th</sup>, and we'll kind of go from  
1585 there if that works for everybody. Would the time of 5:30 be okay  
1586 with the understanding that initially this will be a Zoom meeting,  
1587 and then we will kind of go from there to figure out if we want to  
1588 switch more to live now that things are opening up.

1589 **NEWMAN:** Yeah, I would also - so, first of all, Monday the 19<sup>th</sup> works  
1590 from my standpoint. In fact, the next couple months, I think, it  
1591 looks like my schedule is free those days. But I would also add  
1592 that, you know, even with things opened up to the point where to the  
1593 point where we're able to meet in person, I think having the Zoom  
1594 option would be a valuable benefit just to be on the safe side, so.

1595 **CAMPBELL:** That's - this is something we can discuss because one of  
1596 the things the steering committee will have to discuss is whether or  
1597 not we go back to live meetings or whether we have Zoom meetings or  
1598 anything like that. But just for tonight so we can get everybody

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1599 back into their evening, like, I have a steak waiting for me to eat,  
1600 would 5:30 on the 19<sup>th</sup> work for everybody?  
1601 **NEWMAN:** Yep, for me. Yes, for me.  
1602 **CAMPBELL:** I see Gina. I see Nathan. I see Greg and Caitlyn. Work  
1603 for you, Kristina?  
1604 **URSIN:** Yep.  
1605 **CAMPBELL:** Perfect. All right. Well, I'll make sure to send out a  
1606 reminder, and I look forward to - we'll kind of go over some of the  
1607 things that have been going on in the TAC at this meeting as well as  
1608 getting you all up to date and up to speed.  
1609 **ATWOOD:** Shawn, this is July 19<sup>th</sup>? This is -  
1610 **CAMPBELL:** Yes.  
1611 **ATWOOD:** Okay. I will be out of town, but if I have cell service, I  
1612 can see about popping on.  
1613 **STEWART:** I can (inaudible). You and I can talk, but I'll be there  
1614 the 19<sup>th</sup>.  
1615 **ATWOOD:** Okay. Okay.  
1616 **NEWMAN:** I have one other quick question. So, the steering committee  
1617 meetings, how long typically do those go for? Like, for an hour and  
1618 a half? Is that what we should plan for?  
1619 **CAMPBELL:** We tend to shoot for an hour -  
1620 **NEWMAN:** Okay.  
1621 **CAMPBELL:** For most of them, and it's been very rare that we haven't  
1622 been able to hit that. This first one might go a little bit longer  
1623 just because I imagine there will be a lot of questions about some  
1624 of the work that we do with, like, the coalitions and stuff like  
1625 that.  
1626 **NEWMAN:** Right. I was going to suggest for the first meeting perhaps  
1627 make it a little bit - just plan on it being a little bit longer for  
1628 that because I think there's a lot of newbies, like myself included  
1629 here, new to the committee as well as new to the steering committee.  
1630 So, you know, I think I'm looking forward to having my ears full of  
1631 a lot of information, so. All right. Thank you very much. Do we have  
1632 anything else?  
1633 **CAMPBELL:** Nope, unless anyone has any other questions before we let  
1634 anyone go.  
1635 **NEWMAN:** No. I have 5-day old pizza waiting for me unlike  
1636 (inaudible).  
1637 **CAMPBELL:** Sounds good. All right. Well, thank you, everybody, for  
1638 spending the extra time with us and looking forward to working with  
1639 you.  
1640 **STEWART:** Yeah. Thank you, all. Thanks for volunteering.  
1641 **NEWMAN:** Thank you, all, and Greg -  
1642  
1643 TAC 7-14-2021  
1644 Transcribed 08/25/2021 @ 9:26 p.m. Elice Turnbull (0819et01)