

Portland Police Bureau Training Advisory Council

Date: January 12, 2022

From: Shawn Campbell
Chair, Training Advisory Council

To: Chief of Police Chuck Lovell

Subject: Civilian Dean of Training Division

On behalf of the Portland Police Bureau's Training Advisory Council (TAC), I am writing regarding the appointment of a non-sworn person to the Portland Police Bureau (PPB) to hold the position labelled Dean of the Training Division. While the TAC recognizes that many of the particulars of this new position will be, or have been, decided based upon negotiations between the City of Portland and U.S. Department of Justice, we do believe that it is appropriate for the TAC to provide advice regarding the qualities that any person appointed to the position should hold and what the duties of that position should entail. As of the present, we have been unable to find any public statement about either of these; in short, there is a position to be filled, but no specification of what qualities that person should have or what the job description of the position will be.

With regards to the hiring of this new position, we believe that it is appropriate for the TAC to review the position description prior to sending it out and for a representative of the TAC to serve on the selection committee which reviews candidates and have a voice in deciding whom should be offered the position. Furthermore, given the importance of training to all facets of policing in Portland, efforts should as well be made to gain input from the Portland Committee for Community Engaged Policing, Citizen Review Committee, the Behavioral Health Unit Advisory Council, the Police Equity Advisory Council, and the PPB's community and culturally specific advisory councils.

In terms of the qualifications of the person who will hold this position, beyond knowledge and experience in curriculum development, the most important one is experience in public safety training, with particular emphasis on community policing, restorative justice, officer self-awareness, and situational awareness. It would also be helpful if the person had awareness of Portland—the people who live here, its history, and its traditions. Previous service in public safety should not be a reason for excluding candidacy.

Considering that the position is being created because of the Settlement Agreement between the City and the Department of Justice, the origins of the need for that Settlement Agreement are important as the new Dean considers both revisions of the curriculum and—more importantly—revisions to the orientation underlying the nature of the curriculum. Therefore, candidate experience with training to recognize mental health issues beyond the capability of an officer,

crowd control, implicit bias, and attending to an officer's own mental health are all also desirable.

While the TAC is supportive of the idea of this position, especially given the often previously noted need for the PPB to shift its training towards a curriculum-based education model, we believe its success will be dependent upon the authority vested in the position. The Dean of Training must have the ability to fully pursue and implement long-term training goals as developed jointly by sworn and non-sworn training staff and PPB leadership. This is of especial importance given the historically high turnover in the sworn officer leadership of the Training Division and the resulting hinderances in implementing effective long-term training reform.

Yours Truly,
Shawn Campbell
TAC Chair

About the Training Advisory Council:

The TAC was created in 2012 as a police bureau advisory body by city resolution 36912. The TAC is a citizen's group with the mission of providing ongoing advice to the Chief of Police and the bureau's 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 TAC is also tasked by Section 86 of the DOJ settlement agreement with the City of Portland to identify and report to the Chief of Police any patterns in the bureau's use of force. Website: <https://www.portlandoregon.gov/police/61449>