



CITY OF PORTLAND, OREGON



Bureau of Police

Ted Wheeler, Mayor

Charles Lovell, Chief of Police

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

Integrity • Compassion • Accountability • Respect • Excellence • Service

Police Equity Advisory Council (PEAC)

Date of Minutes:

10/19/21

Attendance (Via Zoom):

PPB Representatives:

Marlon Marion - Present

Brody Sargent – Present

Lauren Rosenstein- Present

PEAC Members:

Chair - Tony DuVoix – Absent

Co-Chair - Shaina Pomerantz – Absent

Member - David Benson - Present

Member – Ana Brophy - Present

Member – Britt Clarke – Absent

Member – Katrina Eerkes – Absent

Member- Zuleyma Figueroa - Present

Member - La Trece Gaither - Present

Member - Dave Galat - Present

Member – Loresa Novy - Absent

Member - Tina Semko – Absent

Member – Danny Stribling – Present

Member - Sandy Wilborn – Present

Member – Stacy Williams - Absent

Guests:

Leah Drebin-Present



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Discussions and Votes:

1. Members were informed that recordings of the discussion were legal but the Equity and Inclusion Office requested that all those who wished to record first inform the group. EIO would be recording this meeting for note taking purposes. EIO made clear the meeting was being recorded for note taking purposes.
2. Members were reminded of Police Equity Advisory Council (P.E.A.C.) ground rules. The ground rules included brave space, respect, accountability, ongoing learning, discretion and active participation.
3. The group went through introductions.
4. PEAC Business
 - a. Members did not vote on minutes due to lack of quorum.
 - b. Member Updates
 - The Equity and Inclusion Office briefly discussed with members that the Chairs were unable to make this meeting and had informed the Equity and Inclusion Office prior to the meeting.
 - There were no updates from the members.
 - A member requested we discuss Vaccine Mandates. Topic was discussed in optional discussion at the end of meeting.
 - c. Guest Updates
 - No Guest Updates
5. Directors Report
 - a. The Equity and Inclusion offered the following updates.
 - We are in the process of creating a new Racial Equity Plan to replace the current when it ends in 2022.
 - Next week we are holding two Department of Justice trainings on Engaging and Building Relationships with the Transgender Community. In addition, the Equity and Inclusion Office is also working a series of video lessons on the topic.
 - Racial Equity Plan updates are almost done and updated Racial Equity Plan should be out next month.
 - b. Members asked questions as it related to the Department of Justice Training.
6. EIO began The Review Process by explaining its four steps.
 - a. **RECONNECT**- Build members relationships to each other and reconnect around our commitment to the work. This stage is to build camaraderie and develop a shared understanding.



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- b. **REVISIT**- Look at the past year of work. Evaluate what has been working well and what could use improvement. This stage is to celebrate strengths and identify weaknesses.
 - c. **RE-EVALUATE**- Make adjustments to basic structure of PEAC to correct for any weaknesses. This stage is to correct weaknesses.
 - d. **RE-IGNITE**- Set clear goals for the next year of work. This stage is to move us into the next year of work.
7. The REVISIT portion of the Review Process began.
8. Members discussed the last two years of work.
 - a. Members enjoyed the last two years of work, in particular providing recommendations to and meeting with the Chief. Members appreciated the expertise of the REP leads and the role EIO played in the meetings. When asked their comfort with the REP on a scale of 0 to 5, most members indicated between 3 and 4. Members appreciated the insight from Officer Wesson-Mitchell and Gabriela Bermudez.
 - b. EIO discussed what they liked. The Program Manager appreciated the groups feedback and was glad that members were getting so much from the group. He expressed that he wished we had spent less time drafting questions and had the Chief come to more meetings. The Program Specialist appreciated how much the group learned and enjoyed the recommendation process but expressed that it would have been easier to get more details if the group had narrowed down the recommendations beforehand.
 - c. Members discussed wanting to hold council accountable. EIO reminded members they can draft a letter to council if they desire. Members can also go on the Portland website to look up the charter commission.
9. Members overviewed the goal of the PEAC *“This body exists to provide community input on both the special projects worked on by the Equity and Inclusion Office as well as advising on EIO’s progress on the Racial Equity Plan more generally. Its members are expected to give advice around how EIO can best advocate for vulnerable communities including but not limited to; communities of color, people with disabilities, the LGBTQ+ community, and individuals experiencing houselessness. This body will be reviewed for effectiveness and potentially renewed every two years”* and whether members were meeting this goal.
 - a. Members were interested in more report outs from EIO, leaders in the bureau, and members of bureau impacted by equity work. Members also discussed the importance of having clear direction and knowing what they are working on moving forward, want to focus more on intersecting identities, are interested in



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- looking more at impacts of their work, and would like to network more with affinity groups, other advisories and advocates.
- b. Members discussed that they want to work on specific projects with clear goals.
 - c. Members also discussed the importance of creating spaces for conversation and barriers to it in the bureau.
10. Members engaged in optional discussion on vaccine mandates and the potential impacts of under-policing.
11. Next Meetings
- a. November 16th
 - Continue the Review Process