



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

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Executive Summary

Directive 0640.38, Interacting with Members of the LGBTQIA2S+ / Queer Community (NEW)

Introduction

The Portland Police Bureau Policy Development Team (PDT) recognized the need to address interactions with transgender community members while researching best practices in search and seizure in August of 2020. Shortly after, the PDT began working with the Mayor's LGBTQ+ Community Liaison team to develop a policy to address member interactions with transgender community members generally. In the course of research and development, the scope of the policy broadened to become Directive 0640.38, Interacting with Members of the LGBTQIA2S+ / Queer Community. This new directive is the product of increased community involvement and engagement on policy work. In particular, the participation of the Alliance for Safer Communities (ASC) and the robust feedback received during both of the Universal Review and Public Comment Periods were instrumental in creating this directive.

Directive 0640.38, Interacting with Members of the LGBTQIA2S+ / Queer Community, seeks to introduce members to important definitions for serving the Queer Community and offer clear guidance on topics such as names and pronouns, Bureau forms and records, search and seizure, and release of information to media. The Bureau recognizes that a policy standing alone cannot achieve community trust. However, this directive is an important step in building an inclusive space and towards continuing to grow as an organization.

Public Comments & Directive Highlights

The Bureau received more comments for Directive 0640.38 than any other policy in recent years, excluding force and crowd control policies. Comments varied significantly and provided learning opportunities for the Bureau and the community. A few comments were abusive or displayed transphobic sentiment. A small but significant number of comments were dismissive of the need for such a policy. Several comments displayed distrust and doubt that the Bureau would enforce the policy. Other comments indicated excitement and gratitude for the creation of the policy. Some, but not all, of the recurrent and/or significant comments and important topics are discussed here.

Gender vs. Gender Identity

The Bureau's first draft posted for public review and comment included definitions for both "gender" and "gender identity." Public comments indicated that drawing a distinction and including two definitions was confusing and unhelpful. Accordingly, the revised and final drafts removed the

definition of “gender” and adopted the definition of “gender identity” as found in ORS 161.155, Bias Crime in the Second Degree.

Terms and Defining the Queer Community

The Bureau recognizes the fluid nature of some of the directive’s definitions and expects that some terms will potentially change over time. While the terms may not be definitive or universally accepted, they reflect the community feedback received. In particular, the definition for “LGBTQIA2S+” offers a broad and inclusive meaning arrived at through collaboration with the ASC.

It and He-She as Pronouns

The Bureau received a couple comments questioning the prohibition on using “he-she” and “it” as pronouns and offering an example of a community member who goes by “it.” While the Bureau recognizes that people can choose their terms of address, the perceived potential for abuse or miscommunication regarding the terms “he-she” and “it” outweighs the benefit of creating a narrowly intended exception. Members also have the option of avoiding pronouns altogether.

Not Assuming Gender, Government IDs, and X as Sex-Identifier

Several commenters made statements about prior experience with members that invalidated, ignored, or demeaned their gender identity. In an effort to normalize not assuming gender, the policy directs members to respectfully ask a person their gender identity if and when it is needed (such as for police reports).

Suicide and Resources

A few commenters noted that suicide disproportionately affects the transgender community and suggested requiring members to offer resources or take certain actions. While the Bureau recognizes the impact of suicide on the transgender community, the Bureau can most appropriately and thoroughly address the nuance and details surrounding this topic in training.

Misgendering and Deadnaming

Several commenters highlighted the harm caused by using incorrect pronouns or a “dead” name of a person. The directive recognizes that harm, and attempts to reduce it by expressly prohibiting intentionally misgendering and deadnaming, and offering guidance if and when members mistakenly do so.

Conclusion

Directive 0640.38, Interacting with Members of the LGBTQIA2S+ / Queer Community, is an important new policy for the Bureau. It is one of many steps ahead for the Bureau towards building trust in the Queer Community and growing as an organization.

The Bureau welcomes further feedback on this policy during its next review.

This directive goes into effect on March 11, 2022. Published on February 9, 2022.

0640.38 Interacting with Members of the LGBTQIA2S+ / Queer Community

Refer:

- Human Resources Administrative Rule 2.02
- Human Resources Administrative Rule 2.04 Gender Identity Non-Discrimination
- DIR 0020.00, Mission, Values, and Goals
- DIR 0021.00, Human Goals
- DIR 0024.00, Community Policing Purpose
- DIR 0310.00, Professional Conduct and Courtesy
- DIR 0310.20, Discrimination, Harassment, and Retaliation Prohibited
- DIR 0344.05, Bias-Based Policing/Profiling Prohibited
- DIR 0640.80, Mandatory Bias/Prejudice Crime Reporting
- DIR 0650.00, Search, Seizures, and Inventories
- DIR 0660.10, Property and Evidence Procedures
- DIR 0850.30, Temporary Detention and Custody of Juveniles
- DIR 0870.20, Custody and Transportation of Subjects
- DIR 0870.25, Detention Areas in Police Facilities
- DIR 0870.30, Processing of Persons into MCDC

Definitions:

- **Deadnaming:** Using the birth or other former name (i.e. a name that is “dead”) of a transgender person without their consent.
- **Gender Expression:** External presentation of one’s gender identity, usually expressed through one’s name, pronouns, behavior, clothing, haircut, or voice.
- **Gender Identity:** A person’s gender-related identity, appearance, expression, or behavior, regardless of whether the identity, appearance, expression, or behavior differs from that associated with the gender assigned to the person at birth.
- **Gender non-conforming:** A broad term referring to persons whose gender identity or gender expression does not match societal expectations that traditionally correspond to their assigned sex at birth.
- **Intersex:** A term used to describe people born with chromosomes, external genitalia, and/or a reproductive system that do not conform to a binary categorization of male and female anatomy.
- **LGBTQIA2S+:** An acronym for Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual, Two-Spirit, and the countless affirmative ways in which people choose to self-identify. The acronym is increasingly being replaced with the term “Queer community.” In some spaces, the abbreviation LGBTQIA2S+ and the term “Queer community” encompass sexual minorities such as people who identify as polyamorous, sex workers, or part of the kink community.
- **Misgender:** To refer to a person, especially a transgender person, using a word, such as a pronoun or form of address, that does not correctly reflect the person’s gender identity.

- Non-binary: A broad term for people with gender identities that fall somewhere outside the traditional categories of woman or man. People with non-binary gender identities may use other terms to describe their genders, such as agender, genderqueer, gender fluid, two-spirit, bi-gender, pangender, gender non-conforming, or gender-variant.
- Sex: A person's biological or anatomical assignment as male, female, or intersex.
- Sexual Orientation: A person's romantic and/or physical attraction to people of their sex or gender, another sex or gender, both, or neither.
- Transgender: A broad term for persons whose gender identity or gender expression does not conform to the gender associated with their assigned sex at birth.
- Transgender Man, Trans Man, or Trans Masc.: A person who was assigned female at birth but who identifies as male or masculine, regardless of surgical status or hormone use.
- Transgender Woman, Trans Woman, or Trans Femme: A person who was assigned male at birth but who identifies as female or feminine, regardless of surgical status or hormone use.
- Transition or Transitioning: The process of changing one's gender from their sex assigned at birth to their gender identity. There are many different ways to transition. Transitioning can involve medical treatment and hormones; changing one's social or legal name and pronouns; changing one's appearance and dress; and coming out to friends, family, and work colleagues. It can be a long and ongoing process, or it can happen quickly. Transgender people may transition socially, legally, and medically, and some may transition only socially, and some may not do any of the above. A person does not have to transition to be transgender.

Policy:

1. The Portland Police Bureau is dedicated to preserving life, maintaining human rights, and treating all people with compassion and respect. The Bureau understands the importance of both acknowledging, and respecting a person's sexual orientation, gender identity, and gender expression.
2. Public trust and confidence in the police is essential for the Bureau to effectively serve the community and enhance public safety. The Bureau recognizes the need to earn trust in the LGBTQIA2S+ / Queer community and repair relationships.
3. This directive establishes policy and procedures to guide member interactions with members of the LGBTQIA2S+ / Queer community.

Procedure:

1. Discrimination Prohibited.
 - 1.1. The City and Bureau prohibit harassment or discrimination based on gender identity, gender expression, or sexual orientation.

- 1.2. Members shall not use gender identity, gender expression, or sexual orientation in exercising discretion to conduct a search, seizure, or contact with any person, except as part of an actual and apparently credible description of a specific suspect, victim, or witness in any criminal investigation.
 - 1.3. Members shall not ask any person questions about their anatomy, medical history, or sexual practices unless directly relevant to a criminal investigation.
 - 1.4. Members should not make assumptions about a person's sexual orientation or gender identity.
 - 1.5. Members shall comply with Directive 0310.20, Discrimination, Harassment, and Retaliation Prohibited, and Directive 0344.05, Bias-Based Policing/Profiling Prohibited.
2. Name Usage, Forms of Address, and Gender Identity:
 - 2.1. Acknowledging a Person's Gender Identity.
 - 2.1.1. Members may need to ask a person what their gender identity is to complete a police report, evaluate a bias crime, or for another official purpose.
 - 2.1.2. When a member needs to determine a person's gender identity, they shall respectfully ask the person how they identify in terms of gender. For example, "I identify as female and use she/her pronouns. For this report, what should I put for your gender?"
 - 2.2. Names and Pronouns.
 - 2.2.1. Members shall not intentionally deadname or misgender any person after that person has made their name and/or pronouns known to the member. Members shall address people using names and pronouns expressed or requested by the person.
 - 2.2.1.1. Note: this requirement does not preclude members from investigating whether a person is giving false information to a police officer.
 - 2.2.2. When in doubt, members should avoid pronouns or use gender-neutral pronouns such as "they" or "them." Members shall not use the term "it" or "he-she" or other derogatory language.
 - 2.2.3. Members should be aware that peoples' names may change over time, whether due to marriage, changes in gender identity, or other factors, and should address people by the name they currently use.
 - 2.2.4. If a member mistakenly misgenders a person, they should apologize, move on, and use correct pronouns going forward.
3. Bureau Forms and Records.
 - 3.1. Members shall complete paperwork using a person's legal name and sex as stated on any legal or government-issued identification.
 - 3.2. If a person's provided name or gender identity varies from their legal name or sex as stated on government-issued identification, members shall record the person's provided name, gender identity, and/or pronouns under "Remarks."

3.2.1. For example: “Provided name Sally, transgender female, uses she/her pronouns” or “Provided name August, uses they/them.”

3.3. Some government-issued identification cards (including Oregon’s) have sex identifier options such as X for non-binary, in addition to female and male options.

3.3.1. X is not a recognized sex identifier under federal reporting requirements. Accordingly, for some forms the only options are female, male, and unknown. For federal reporting, the “X” sex identifier will be reported as “unknown.”

4. Search, Seizure, Arrest, and Transport.

4.1. Search and Seizure.

4.1.1. Members shall adhere to Directive 0650.00, Search, Seizures, and Inventories.

4.1.2. If any person to be searched requests that a member of a particular gender conduct the search, the member should accommodate the request if safe and feasible.

4.1.3. Members shall not frisk or search any person to determine that person’s gender identity, sex, or to view or touch the person’s genitals, or for any demeaning or harassing purpose.

4.1.4. Members shall not perform a more or less invasive search or frisk of a person based on that person’s gender identity.

4.2. Arrest and Transport.

4.2.1. Members shall adhere to Directives 0870.20, Custody and Transportation of Subjects, 0870.25, Detention Areas in Police Facilities, and 0870.30, Processing of Persons into MCDC.

4.2.1.1. If a member is aware that a person is transgender, the member shall verbally inform the intake deputy at MCDC.

5. Medical Treatment.

5.1. Members shall treat prescription hormones like any other medication necessary for a person’s health and wellbeing.

5.2. Members shall handle requests for medical attention by transgender persons with the same urgency and respect as requests by non-transgender persons.

6. Release of Information to the Media.

6.1. Bureau media releases shall refer to transgender persons using their provided name and pronouns that reflect their gender identity.

6.2. If gender identity is unknown and/or cannot be confirmed, the Bureau will use gender-neutral pronouns such as “they” or “them.”

6.3. If a person is deceased and their name is in dispute, the Bureau will use the name as identified by the Office of the Medical Examiner.

6.4. The Bureau will not intentionally deadname transgender people in media releases, but sometimes may list multiple names for clarity, public interest, or investigatory purposes.

7. Restroom Use.

7.1. Members shall not stop, question, or arrest transgender persons solely for using a gender-segregated or single-sex restroom, including public restrooms.

7.2. Members shall allow transgender persons to use the restroom in accordance with their gender identity or where they feel safest while in police custody.

8. Juveniles.

8.1. Members shall adhere to DIR 0850.30, Temporary Detention and Custody of Juveniles.

8.2. Members shall not disclose a juvenile's actual or perceived gender identity, gender expression, or sexual orientation to the juvenile's parents or guardians without the juvenile's consent unless it directly pertains to the case.

8.3. Members should be aware that disclosing this information to parents or guardians may put the juvenile at increased risk for violence or rejection in the home.

9. Training.

9.1. The Bureau shall provide introductory and ongoing training to all members that emphasizes developing an understanding of gender identity and fosters the professional growth and continued development of members.

History:

- Originating Directive Date: 03/11/2022
- Last Revision Signed: 02/09/2022
 - Effective Date: 03/11/2022
- Next Review Date: 03/11/2023

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, February 01, 2021 9:40:16 AM
Last Modified: Monday, February 01, 2021 9:51:13 AM
Time Spent: 00:10:57

Page 1

Q1

Please provide feedback for this directive

3.3.1. Regarding X designation on government ID- specify what officers should put in corresponding box, Unknown?

4.1.2. If a person identifies as TGN, members shall ask the TGN person their preference with respect to the gender of the member conducting the search, and accommodate the preference, if safe and feasible. Issue with "shall." Language should align with directive 650.00 ss 3.2.

9. Privacy- in conflict with section 3 of this directive, which directs officers to record one's gender identity and/or pronouns in the remarks section.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#2

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, February 01, 2021 9:51:18 AM
Last Modified: Monday, February 01, 2021 9:55:37 AM
Time Spent: 00:04:18

Page 1

Q1

Please provide feedback for this directive

The phrase and corresponding acronyms “male to female” / “female to male” should be dropped. Many trans folks have always been trans even if they didn’t always have a name for it, so they were never “male” or “female” and were always a woman / man / other gender nonconforming. Trans man means that person was assigned female at birth. Trans woman means that person was assigned male at birth. So just use trans man / woman. If that’s confusing your staff, then your staff should be trained on what those words mean.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, February 01, 2021 11:47:46 AM
Last Modified: Monday, February 01, 2021 11:53:22 AM
Time Spent: 00:05:36

Page 1

Q1

Please provide feedback for this directive

Section 4.1.2 states members "shall" ask a TGN person their preference with respect to the gender of the member conducting a search. This language makes this a requirement, despite the fact the request may be impossible to accommodate. Additionally, no such requirement exists for people who are not TGN. Making it a requirement here creates a situation in which TGN people are treated differently based on their status as TGN.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#4

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, February 01, 2021 12:13:40 PM
Last Modified: Monday, February 01, 2021 12:15:30 PM
Time Spent: 00:01:49

Page 1

Q1

Please provide feedback for this directive

using the "they" is very confusing for talking about someone. It tends to denote more than one person.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#5

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, February 01, 2021 6:35:43 PM
Last Modified: Monday, February 01, 2021 6:38:03 PM
Time Spent: 00:02:19

Page 1

Q1

Please provide feedback for this directive

This would be great. I personally know transwomen who were misgendered and deadnamed on purpose to humiliate only about a month ago. I hope a standard code of decency and respect like this is not only adopted, but also enforced.

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **nonbinary citizen**

#6

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, February 01, 2021 9:30:11 PM
Last Modified: Monday, February 01, 2021 10:55:32 PM
Time Spent: 01:25:21

Page 1

Q1

Please provide feedback for this directive

I agree that the Bureau and its members should strive to treat everyone with compassion and respect regardless of ones personal beliefs or preferences. However, my objection with this policy has to do with the stated definitions and the changing of language. The proposed definitions confuses objectivity with subjectivity. It places ones psychology over their biology. It is essentially asking that I deny observable reality. Gender is not a 'social construct' it is a biological reality. The proposed definitions are dangerous (IMO) because it makes gender a category that exists objectively only in the realm of linguistics. It doesn't point to anything tangible and instead refers to a psychological reality and subjective preference that is independent from biology and science. At best, these terms describe how one feels, not who they objectively are. I can wish to be seven feet tall, but it doesn't change the reality that I am not. Additionally, it would not be right for me to hold you accountable for not accommodating my wish.

There is also a fair amount of contradiction in these terms. For example, if gender truly is a 'social construct' how can you even use terms such as LGBTQ? If there is nothing that requires a man to identify as a male or a woman to identify as a women, why even maintain such rigid definitions?

By suggesting that gender is a social construct (which it may be in part but not the whole) and asserting that truth is based on a persons self-perception, rather than an objective standard, how does this translate to other social realms such as the investigation of crimes? Do I use an objective standard of evidence or is probable cause now based on how I feel? I do not accept these definitions and I believe this policy would be better by simply asking members to respect ones expressed preference without asking folks to change language, deny science, deny observable reality, deny genetic DNA, and to deny their conscience.

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **Jason**

#7

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, February 02, 2021 6:19:24 AM
Last Modified: Tuesday, February 02, 2021 6:20:24 AM
Time Spent: 00:00:59

Page 1

Q1

Please provide feedback for this directive

Why are you catering to the mentally ill?

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#8

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, February 02, 2021 8:17:08 AM
Last Modified: Tuesday, February 02, 2021 8:18:26 AM
Time Spent: 00:01:17

Page 1

Q1

Please provide feedback for this directive

This feels like a training subject not a policy. Not sure why we are creating a policy for this.

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **Craig Dobson**

#9

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, February 02, 2021 10:42:38 AM
Last Modified: Tuesday, February 02, 2021 10:45:09 AM
Time Spent: 00:02:31

Page 1

Q1

Please provide feedback for this directive

3.2.1. For example: "Goes by Sally, uses female pronouns" should be changed to "uses she/her pronouns", as someone who is female may use a range of pronouns.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#10

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, February 02, 2021 7:12:54 PM
Last Modified: Tuesday, February 02, 2021 7:17:29 PM
Time Spent: 00:04:35

Page 1

Q1

Please provide feedback for this directive

Unnecessary. This type of directive is exercise in redundancy. Members have clear understanding of the expectation that they will treat the citizenry with respect and dignity. It serves no purpose to require members to learn of pronouns, etc.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#11

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 03, 2021 9:15:30 AM
Last Modified: Wednesday, February 03, 2021 9:19:54 AM
Time Spent: 00:04:23

Page 1

Q1

Please provide feedback for this directive

Section 8 Restroom Use.

This section seems problematic as it is foreseeable to receive a call of a person who presents as a man using a women's bathroom. For example a call comes in of a report of a suspicious man using a the women's/girls bathroom at a school. This directive would not allow officers to speak to this person. This directive also foregoes the general public's safety of a person who may present as a man yet chooses to use the women's restroom and elevates the individual person's feeling of safety.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#12

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 03, 2021 6:54:47 PM
Last Modified: Wednesday, February 03, 2021 6:57:24 PM
Time Spent: 00:02:37

Page 1

Q1

Please provide feedback for this directive

Other sexual minority groups are those practicing BDSM and non-monogamy, and sex workers. PPB should have diversity training for them too.

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **Lark Ryan, LCSW**

#13

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 03, 2021 7:54:46 PM
Last Modified: Wednesday, February 03, 2021 7:55:14 PM
Time Spent: 00:00:27

Page 1

Q1

Please provide feedback for this directive

Quit your job!

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#14

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 03, 2021 8:07:25 PM
Last Modified: Wednesday, February 03, 2021 8:08:49 PM
Time Spent: 00:01:24

Page 1

Q1

Please provide feedback for this directive

why bother if your idiot cops will just ignore it when they feel like demeaning queer people

fuck you

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#15

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 03, 2021 8:09:19 PM
Last Modified: Wednesday, February 03, 2021 8:09:29 PM
Time Spent: 00:00:10

Page 1

Q1

Please provide feedback for this directive

quit your job!

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#16

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 03, 2021 8:09:37 PM
Last Modified: Wednesday, February 03, 2021 8:10:01 PM
Time Spent: 00:00:23

Page 1

Q1

Please provide feedback for this directive

retire and donate your pension to reparations funds

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#17

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 03, 2021 8:10:24 PM
Last Modified: Wednesday, February 03, 2021 8:11:06 PM
Time Spent: 00:00:41

Page 1

Q1

Please provide feedback for this directive

queer people dont want cops
we want liberation

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on
PPB's website)

#18

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 03, 2021 8:13:46 PM
Last Modified: Wednesday, February 03, 2021 8:14:19 PM
Time Spent: 00:00:33

Page 1

Q1

Please provide feedback for this directive

the best way a cop could interact the queer community would be to quit their job.

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **no**

#19

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 03, 2021 8:13:45 PM
Last Modified: Wednesday, February 03, 2021 8:18:02 PM
Time Spent: 00:04:16

Page 1

Q1

Please provide feedback for this directive

It should be standard procedure for officers interacting with the public to ask for a person's pronouns when asking their name. There is no reason to assume anyone's gender. I am trans, and have never been asked my pronouns by the cops, and I have had several interactions with the PPB, all of which I was misgendered, and even harassed for not conforming to the gender the officer believed me to be. Because of this I am never inclined to share my personal information, including my name with the police, since I have had too many interactions with PPB where they unintentionally and intentionally disrespected me on the basis of my gender

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **Non-binary community member, they/them.**

#20

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 03, 2021 8:19:02 PM
Last Modified: Wednesday, February 03, 2021 8:19:34 PM
Time Spent: 00:00:31

Page 1

Q1

Please provide feedback for this directive

Leave queer people alone and quit your jobs. You don't protect us.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#21

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 03, 2021 8:11:34 PM
Last Modified: Wednesday, February 03, 2021 8:20:50 PM
Time Spent: 00:09:15

Page 1

Q1

Please provide feedback for this directive

This directive is a waste of time. I have only been met with disrespect and disgust when addressing my gender or sexual orientation. When i have corrected multiple officers of my pronouns usage, they are ignored or actively misgender me. I have been asked my sex rather than gender for no needed reason. Ive been called a fag by multiple officers during numerous contacts with police with no provocation of any kind. Having police presence during pride events just rubs salt in the wound. Queer people are not safe with police, and pithy measures like this only serve to placate the community and posture portland as a safe place for our community. Pass this as you want, but whatever issues brought this idea to your attention wont change, and will get immediately worse as the police refuse to comply.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#22

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 03, 2021 9:05:38 PM
Last Modified: Wednesday, February 03, 2021 9:08:18 PM
Time Spent: 00:02:39

Page 1

Q1

Please provide feedback for this directive

Depending upon the specific jail, is there is a need to state that trans/non-binary folks should be put in gendered cells according to their preference? For example, FtoM given the option to go into the male jail cells?

This is a step in the right direction, perhaps make it clear how often these directives should be reviewed with officers?

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#23

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, February 04, 2021 10:05:44 AM
Last Modified: Thursday, February 04, 2021 10:15:41 AM
Time Spent: 00:09:56

Page 1

Q1

Please provide feedback for this directive

Daniel Duvall
dduvalljohn320@hotmail.com
503 890-1515

I really like the directive pretty much as drafted. One glaring thing does stand out however.

Members of the LGBTQ+ community, generally, struggle with nearly 4 times the national suicide average. How that breaks down in suicide attempts vs. suicide completions and which sub set of LGBTQ members are the most at risk, I cant remember.

It does seem that this directive might give mention to the increased risk of suicidal thought and actions among LGBTQ+ community members, and set officers on a course to:

1. Use Columbia Suicide Risk Assessment model to identify immediate or imminent suicide risk.
2. Identify when bringing necessary clinical support personnel resources to the scene would be advisable.
3. To provide the same protections against denial of care, to ensure fair treatment, and reduce stigma around the provision of mental health care for any LGBTQ+ community member.

Just an idea.

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **Daniel Duvall dduvalljohn320@hotmail.com**

#24

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, February 04, 2021 10:25:22 AM
Last Modified: Thursday, February 04, 2021 10:29:03 AM
Time Spent: 00:03:41

Page 1

Q1

Please provide feedback for this directive

I understand why you included the sentence which forbids the use of pronouns like "it" because many trans or gender-nonconforming people are offended by it. However, it is equally important to acknowledge that some trans people ONLY use the pronoun "it." PDX community member Rosie is a good example, they only accept "it." This draft would benefit from a rewriting of the sentence: officers should not use pronouns which could be construed as derogatory (for example, "it") unless explicitly requested by the TGN person in question.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#25

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, February 05, 2021 11:34:15 AM
Last Modified: Friday, February 05, 2021 4:08:27 PM
Time Spent: 04:34:12

Page 1

Q1

Please provide feedback for this directive

PPB members should treat all people, including LGBTQ+ persons, with dignity and respect. I'm glad to see the department moving in the right direction.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#26

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Sunday, February 07, 2021 5:08:26 AM
Last Modified: Sunday, February 07, 2021 5:10:46 AM
Time Spent: 00:02:19

Page 1

Q1

Please provide feedback for this directive

Sometimes it is necessary to make inferences about a persons sexual orientation when a suspect description is put out and that person matches the given descriptor.

For medical purposes on overdose calls it is important to know the persons sex assigned at birth due to the fact that certain medications affect gender differently and could be more deadly for certain genders.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#27

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, February 08, 2021 1:58:53 PM
Last Modified: Monday, February 08, 2021 2:17:38 PM
Time Spent: 00:18:45

Page 1

Q1

Please provide feedback for this directive

When "gender" is first defined the words "man, woman, both, or neither" are used. In "gender identity" the words "male, female, both, or neither" are used. I think that gender identity should follow the language of the definition in "gender: since "male" and "female" are sex and not gender.

I personally do not like the Q standing for "questioning" as it makes it seem like "queer" is a question.

2.1.1.2 "A member has reason to believe the person may be TGN based on the person's gender expression, the member's prior interactions with the person, and/or background information." feels at odds with 1.4 Members should not make assumptions about a person's sexual orientation based on that person's gender expression or gender identity.

We cannot recognize someone's gender identity by looking at their gender expression. There are many people who dress in a masculine way or have a short hair cut and still identify as a woman and/or female. The only way a person may be identified is if the person shares their identity.

2.1.2.1-- I wonder if this question can be a little less authoritative: Are you comfortable sharing your pronouns with me? Are you comfortable sharing your gender identity with me? Or even, "Hi, I'm Officer ___ and my pronouns are _____. Are you comfortable..."

I am very excited to see this directive and the voice it is giving to the community. Thank you.

Q2**Respondent skipped this question**

Contact Information (optional - your name will be visible on PPB's website)

#28

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, February 09, 2021 12:14:39 PM
Last Modified: Tuesday, February 09, 2021 12:15:00 PM
Time Spent: 00:00:21

Page 1

Q1

Please provide feedback for this directive

Ok

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **Elle**

#29

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, February 09, 2021 12:16:13 PM
Last Modified: Tuesday, February 09, 2021 12:22:38 PM
Time Spent: 00:06:25

Page 1

Q1

Please provide feedback for this directive

Oops, second try. My first response was "OK".

"1) Gender: The social construct used to classify a person as a man, woman, both, or neither." This is incomplete and confusing, it should include examples of how people might identify, such as "nonbinary, agender, gender-fluid"

"3) Gender identity" - same here, more examples need to be included rather than "man, woman or neither"

I like that wigs and prosthetics, etc will not be removed unless necessary

I would also provide internal support and resources for officers who might be considering transitioning but are too afraid to

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **ellestanger@protonmail.com**

#30

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, February 09, 2021 2:31:16 PM
Last Modified: Tuesday, February 09, 2021 4:10:50 PM
Time Spent: 01:39:33

Page 1

Q1

Please provide feedback for this directive

From a Cupcake Girls Team member: I do not consider myself to be an expert on this by any means. However, this document appears to me to take into account and cover the bases well with thoughtfulness and respect.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#31

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 10, 2021 11:44:34 AM
Last Modified: Wednesday, February 10, 2021 11:47:34 AM
Time Spent: 00:02:59

Page 1

Q1

Please provide feedback for this directive

This form used appropriate language, was respectful, and reflected the requests of the LGBTQ+ community well. Whether or not the directives are followed is another thing, but I think the directive is very well written and a really important step of the bureau to take.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#32

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 10, 2021 12:15:15 PM
Last Modified: Wednesday, February 10, 2021 12:25:55 PM
Time Spent: 00:10:39

Page 1

Q1

Please provide feedback for this directive

Much of this directive is either already in practice, or is needless woke pandering. This opens to the door to abusive manipulation of policy in order to get police in trouble.

2.2 may seem reasonable, and an officer shouldn't use "it", but most of this section is totally subjective.. one officer may quickly assume a suspects "gender identity" while another may not. There can be no OBJECTIVE standard for this directive. Now an officer could be disciplined for a subjective interpretation of how a suspect looks. Dumb.

4.1.2: Police now need to ask a suspect who they want searching them? This has NEVER been the case, but now the police will have to treat certain people differently? Some people are now special and can dictate the actions of the police, while others cannot? Have you heard of the 'equal protection' clause and the tenet of treating people equally as to not show preference and erode the trust of the public? Treating people differently in this manner goes against the ideals of Procedural Justice.

4.1.3: do you really expect a police officer to grab a suspects privates to determine their sex? Really??? If you think this happens and is likely to happen, you need your head examined.

8.2 so you're saying a huge, burly, bearded man can claim to be a woman and just walk into a women's restroom. This is so ripe for abuse it's laughable. Suspects already lie and fake things in order to get police in trouble, and this would make it much, much more difficult for police to just do their jobs.

This directive is ridiculous, and whoever wrote most of this should be ashamed.

Q2**Respondent skipped this question**

Contact Information (optional - your name will be visible on PPB's website)

#33

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 10, 2021 3:22:14 PM
Last Modified: Wednesday, February 10, 2021 3:24:12 PM
Time Spent: 00:01:58

Page 1

Q1

Please provide feedback for this directive

2.1.2.1. Examples include, "How do you identify in terms of gender?" or "What are your pronouns?"

Recommend Replace with:

2.1.2.1. Examples include, "I identify as male and use he/him pronouns. How do you identify in terms of gender?" or "I use she/her pronouns. What pronouns do you use?"

2.2.2.If it is not possible or appropriate to assess a person's gender identity, members should avoid gendered language, and use gender-neutral language such as "they." Members shall not use the term "it" or other derogatory language.

Recommend Replace with:

2.2.2.If it is not possible or appropriate to assess a person's gender identity, members should avoid gendered language, and use gender-neutral language such as "they" or "them". Members shall not use the term "it" or "thing" or other derogatory language.

Recommend Add section 2.2.4 Correcting improper pronoun use.

Invariably members will mistakenly use pronouns inconsistent with the person's gender identity. First Apologize, then correct yourself by using the correct pronouns. Likewise, if another member uses the wrong pronouns during an interview, politely correct them.

Example: "Ms. Smith uses she/her pronouns".

Recommend Add 2.3 Gender Slurs and Sexual Slurs

2.3.1. Just like racial slurs, gender/sexual slurs can be seen as highly offensive to person(s) in the LGBTQ community. Members should avoid words like Cross Dresser (CD), Fag, She-male, Heshe, Sissy, Faggot, Tranny, Fem, Butch, Fairy, Dyke, Lez, Etc. Members should be cognizant that some LGBTQ persons may use these terms to describe themselves or directed toward other LGBTQ persons. This is not an invitation for Members to use these terms or sanctioning or normalizing their use by members outside the LGBTQ community.

3.3.1. "X" is not a recognized sex identifier under federal reporting requirements for arrestees. Accordingly, for some forms the only options are female, male, and unknown.

Note: An issue is identified in 3.3.1, but no guidance is provided for the member. Recommend that policy provide member guidance for this situation.

4.1.5. Members shall not remove appearance related items such as prosthetics, clothing, wigs, or cosmetics from TGN persons unless non-TGN persons are also required to remove said items under the same or similar circumstances

Recommend expansion or new section. How are members to request removal of said items when it is required? Some TGN only items like breast forms and STP (stand-to-pee) prosthetics may need to be removed under some circumstances such as officer safety or contraband concealment.

6.2. If gender identity is unknown and/or cannot be confirmed, the Bureau will use gender-neutral terms.

Replace with:

6.2. If gender identity is unknown and/or cannot be confirmed, the Bureau will use gender-neutral terms. Example: "They were transported to a medical facility for treatment" or "PPB staff conducted a field interview with them"

8. Restroom Use.

Recommend expand and add 8.3

8.3. If Members respond to complaints from the public related to non-conforming individuals using single gender specified restrooms, please direct them to Portland City Code 14A.50.110, Misuse of a Public Restroom, (14A.50.110 (H)). The above requirements do not excuse a failure to provide reasonable and appropriate accommodations permitting all persons access to restrooms consistent with their expressed gender.

9. Privacy.

9.1. Members shall not disclose a person's status as TGN to the public or other members, absent a law enforcement purpose, such as informing the intake deputy at MCDC.

Replace with,

9. Privacy.

9.1. Members shall not disclose a person's status as TGN to the public or other members, absent a law enforcement purpose.

Examples are medical staff attending to the TGN person, a member responsible for transporting the person, or the intake deputy at MCDC.

Request adding

10.4 Members shall not disclose a juvenile's actual or perceived gender identity, gender expression, or sexual orientation to other detainees if transported to the Donald E. Long Juvenile Detention Center or other holding facility.

Add section where appropriate to address the heightened need for "harm prevention" on the part of the member. Studies have shown that Transgender people have the highest suicide rate of any marginalized sexual minority, estimated as high as 40%.

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name

Gretchen Brown

#34

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, February 16, 2021 6:20:07 AM
Last Modified: Tuesday, February 16, 2021 6:20:42 AM
Time Spent: 00:00:34

Page 1

Q1

Please provide feedback for this directive

1

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **1**

#35

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, February 16, 2021 2:45:45 PM
Last Modified: Tuesday, February 16, 2021 2:48:20 PM
Time Spent: 00:02:34

Page 1

Q1

Please provide feedback for this directive

While these are good starts, I need reassurance that PPB will have motivation to adhere to these requirements, and will be reprimanded if they do not. I also would like to see specifics regarding BIPOC persons who are also LGBTQ+ and how they will be protected from mistreatment.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#36

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, February 16, 2021 3:33:36 PM
Last Modified: Tuesday, February 16, 2021 3:36:57 PM
Time Spent: 00:03:20

Page 1

Q1

Please provide feedback for this directive

Cascade AIDS Project and Prism Health support the Portland Police Bureau's efforts to develop its members' capacity to respectfully interact with LGBTQ+ people, and we appreciate the opportunity to provide feedback on these directives.

However, we believe that many of the interactions the Bureau currently has with LGBTQ+ people are unnecessary, because the Bureau's role in ensuring community safety is inappropriately broad. What LGBTQ+ people—particularly Black LGBTQ+ people—need in order to truly feel safer is a significant reduction in the Bureau's scope and corresponding expansion of crime-preventing social services such as mental health and addiction treatment.

Furthermore, CAP & Prism believe that under its current labor agreement with the Portland Police Association, the Bureau cannot sufficiently hold members responsible for violating these and other directives. LGBTQ+ people cannot begin to feel safer in their interactions with Bureau members until the labor agreement is renegotiated to ensure member accountability.

Please see below for our specific feedback.

- In the definition of gender, replace “both, or neither” with “non-binary, or possessing another identity related to masculinity and femininity.”
- In the definition of gender identity, make the same replacement.
- In the definition of gender non-conforming, change “sex” to “assigned sex at birth.”
- In the definition of intersex, remove the word “medical,” replace “for” with “used to describe,” and replace “that make their sex ambiguous” with “that do not conform with traditional categorization of male and female anatomy.”
- In the definition of LGBTQ+, replace “societal movement towards greater inclusivity and the reclaimed, positive use of the term queer” with “the unlimited diversity of sexual orientation and gender identity.”
- In the definition of sexual orientation, replace “of a particular, or not particular, sex or gender,” with “their own sex or gender, another sex or gender, both, or neither.”
- In the definition of transgender, remove “or behavior” (because behavior is an aspect of gender expression).
- In the definition of transgender man, remove “a person who is in the process of transitioning, or has transitioned, from female to male”; the second definition is preferable. Replace “as male” with “as a man.”
- In the definition of transgender woman, remove “a person who is in the process of transitioning, or has transitioned, from male to female”; the second definition is preferable. Replace “as female” with “as a woman.”
- Procedure 1.4: Replace “based on that person's gender expression or gender identity” with “or gender identity.”
- Procedure 2.1.1: Add “If directly relevant to a criminal investigation” to the beginning of the sentence.
- Procedure 2.1.2.1: Remove “or “What are your pronouns?””.
- Procedure 2.2.1: Remove “appropriate to the person's gender identity, as.”
- Procedure 2.2.2: Replace “gender-neutral language such as “they”” with “the gender-neutral pronouns they, them, and theirs.” Remove

0640.38 Directive Feedback (1UR)

"Members shall not use the term "it" or other derogatory language."

- Procedure 3.2.1: Replace "Goes by" with "Provided name" and "female" with "feminine" or "she/her/hers."

- Procedure 6: Add sub-procedure directing that Bureau media releases refer to TGN persons using names provided, rather than legal names.

- Procedure 7 does not address sexual orientation and is not sufficiently specific about the Bureau's commitment to training (e.g., mandatory/optional, frequency, etc.)

- Procedure 10.2: Replace "actual" with "self-identified."

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **Cascade AIDS Project (CAP) & Prism Health**

#37

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 17, 2021 10:08:19 AM
Last Modified: Wednesday, February 17, 2021 10:08:57 AM
Time Spent: 00:00:38

Page 1

Q1

Please provide feedback for this directive

Stop enabling mental illness

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#38

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 17, 2021 10:30:28 AM
Last Modified: Wednesday, February 17, 2021 10:34:22 AM
Time Spent: 00:03:53

Page 1

Q1

Please provide feedback for this directive

Under 4.1.2 the word "feasible" should be removed - our police should take the time to make it feasible to provide the correct gender during a search and they should not get to fall back on non-descript language for why they did not do their due diligence. Also on federal form that do not provide a non- binary option there was no direction to officers on how they address the discrepancy. That needs further delineation.

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **Hire more social workers**

#39

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 17, 2021 5:07:59 PM
Last Modified: Wednesday, February 17, 2021 5:12:54 PM
Time Spent: 00:04:55

Page 1

Q1

Please provide feedback for this directive

So happy about this, thank you for doing it. It's heartening seeing our police force doing what they can to better understand and interact with the community they are protecting, especially a vulnerable community like ours. The journey of a thousand miles begins with one step, and this is a good step in the right direction.
Cheers

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#40

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 17, 2021 5:50:37 PM
Last Modified: Wednesday, February 17, 2021 5:51:57 PM
Time Spent: 00:01:19

Page 1

Q1

Please provide feedback for this directive

I feel bad for our officers that repeatedly have their jobs made more difficult by stupid shit like this.

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **Robert Sotir**

#41

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 17, 2021 6:08:02 PM
Last Modified: Wednesday, February 17, 2021 6:09:06 PM
Time Spent: 00:01:04

Page 1

Q1

Please provide feedback for this directive

This is really good work

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#42

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, February 17, 2021 6:52:35 PM
Last Modified: Wednesday, February 17, 2021 6:53:19 PM
Time Spent: 00:00:44

Page 1

Q1

Please provide feedback for this directive

- 2.2.3. Not concise language. Members should use legal or preferred names would have sufficed.
 - 8.2 Remove "or where they feel safest while in police custody."
 - 9.1 Remove the example it makes the language confusing. MCDC is not defined on this policy.
 - 10.3 Define " this information" as information pertaining to gender identity or sexual orientation.
-

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#43

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, February 18, 2021 10:07:31 AM
Last Modified: Thursday, February 18, 2021 10:28:05 AM
Time Spent: 00:20:33

Page 1

Q1

Please provide feedback for this directive

2.1.1 things like these leads to a lot of alienation for people who look "too trans" or "not trans enough." Using gender neutral language until you can ask someone's pronouns for EVERYONE eliminates this.

2.1.2.1 Asking for pronouns is great but I would be furious if someone asked what my gender identity is, as it could come off as "what are you?" In most cases, one's gender identity is completely irrelevant to the conversation. If they need to know for purposes outlined later in the document, such as holding, restrooms, or frisking, asking which population they feel most aligned/safest with is appropriate.

2.2.2 some people use it/its pronouns

3.3.1 having policy to check "unknown" for all people with X designations on their licenses would be most respectful

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#44

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, February 19, 2021 4:34:27 PM
Last Modified: Friday, February 19, 2021 4:35:12 PM
Time Spent: 00:00:45

Page 1

Q1

Please provide feedback for this directive

Thank you for making this so inclusive and thoughtful. As a member of the queer and gender-nonconforming community, this is good to see.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#45

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, February 23, 2021 10:12:28 AM
Last Modified: Tuesday, February 23, 2021 10:27:13 AM
Time Spent: 00:14:44

Page 1

Q1

Please provide feedback for this directive

I discussed this directive with several PPB supervisors and other personnel. This feedback represents the consensus opinion of that group.

It seems the intent of this directive is to ensure that people who identify as sexual minorities are treated with dignity and respect by the police officers they come into contact with. This clearly should be happening, and where we fall short corrective action should take place. It's doubtful that this directive will further that effort much, however, since so much of it is duplicative of other directives or would be better delivered as a training module.

It seems that a lot of the information in this directive is covered in other directives, such as Bias-Based Policing/Profiling Prohibited (344.05) and Professional Conduct and Courtesy (310.00). Making a special directive that says we can't discriminate against people based on gender, on top of the other directive that already says the same thing, doesn't make a ton of sense. It also potentially sets a precedent that will cause us to create directives to emphasize that we cannot discriminate against people based on their racial group, ethnic group, or housing status. It also creates a problem of ensuring that all directives are updated at the same time. This was a problem with the EIS directive (345.00) for a long time--it continued to reference Directive 940.00, After Actions, long after that directive had been rendered null and void.

A good portion of this directive also seems to be something that could be better addressed as a training issue. For example, all of section 2 is informational and better delivered as an LMS training. Preferably, that training would feature members of the sexual minority community who are willing to talk about how they prefer to be addressed and the effect it has on them when others consciously disregard their preferences. Putting real faces and real stories to this topic would help keep it top of mind.

Q2**Respondent skipped this question**

Contact Information (optional - your name will be visible on PPB's website)

#46

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Sunday, February 28, 2021 3:34:47 PM
Last Modified: Sunday, February 28, 2021 3:34:52 PM
Time Spent: 00:00:05

Page 1

Q1

Please provide feedback for this directive

0640.38

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#47

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Sunday, February 28, 2021 3:36:53 PM
Last Modified: Sunday, February 28, 2021 3:42:40 PM
Time Spent: 00:05:47

Page 1

Q1

Please provide feedback for this directive

2.1.2.1 Change the language used. "How do you identify in terms of gender" should not include the word "identify." "What is your gender?"

3. Add a marker to all Bureau Forms next to legal name and legal gender, to indicate if this is not the information to be used to refer to the person either directly or in public statements.

3.3.1 Change PPB Policy to always use "unknown" if the person does not use their legal gender.

6. Change the language used: "...using pronouns that reflect their gender." Do not use the word "identity."

6. Add: Bureau media releases shall refer to TGN persons using the name that reflects identity.

General comment: Maybe there needs to be a clear and consistent term/definition to distinguish "legal" name and gender from "common" name and gender. I'm not sure that "common" is the right distinguishing word (influenced by terms such as "common-law marriage"). It doesn't work to use "preferred" for gender (because it's not a preference, just a fact)

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#48

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, March 01, 2021 9:58:30 AM
Last Modified: Monday, March 01, 2021 9:59:35 AM
Time Spent: 00:01:05

Page 1

Q1

Please provide feedback for this directive

Do you actually hold people accountable to these policies? I've never seen this policy followed. Why do you even have policies when police clearly don't follow them?

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name	Miles
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#49

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, March 02, 2021 10:31:52 PM
Last Modified: Tuesday, March 02, 2021 11:16:10 PM
Time Spent: 00:44:17

Page 1

Q1

Please provide feedback for this directive

1. The definition for LGBTQ+ needs broadening. Although it is controversial in the Queer Community, there are many who believe that the Queer tent also includes people defined by non-mainstream relationships, as well as non-mainstream approaches to sexual and gender identity. This includes: sex workers, people in polyamorous relationships, and kinky people who practice power exchange forms of sexuality. This understanding is important for several reasons:

a. many folk who identify according to non-standard gender and/or non-standard sexual identities also are in non-standard relationships with their own dynamics. Having a general understanding of these types of non-standard relationships and being able to relate to them non-judgementally and appropriately is every bit as important for the dignity of a person as appropriately relating to their gender or sexual identity.

b. People in non-standard relationships share certain risks with other queer people. Sex workers, poly people, and kinky people all run the risk of loss of employment, of having their parental rights taken away, and of public shaming and abuse, as well as doxing. Therefore, cops in doing their jobs need to know enough to be able to address those concerns. People who are scared of being outed are people who are especially fearful of dealing with law enforcement. It is up to cops to demonstrate that the life choices of witnesses, victims, and even suspects will be treated respectfully and carefully.

People in these types of non-mainstream relationships are every bit as marginalized as people who are gay, bi, or trans. The ASC, as the Queer Community advisory group to PPB, officially regards LGBTQ+ and other Queer designators as including these non-mainstream relationships. In fact, it's written into the ASC bylaws.

2. The policy should in some way address the fact that there is no one standard label for this diverse community. While the list shows LGBTQ+ as what seems to be The Queer Designator, it's not the only one. Far from it. The term "Queer," which is referred to only at the end of the definition of LGBTQ+, often is seen as a alternative catch-all term. For that reason, "Queer" (capitalized) should be given it's own entry in the list of terms. Also, there are a number of other acronyms, some of which are quite different - such as GLBTQQ. Cops need to understand this in order to be able to communicate with queer folk effectively and gain trust.

3. The directive does not seem to include any reference to "Deadnaming", which is a very important thing for a non-Queer person to know about.

4. This directive is being written as a basic guide for non-Queer cops as well as a set of policies. Therefore, for context and education of cops who probably don't know, it needs to explicitly refer to the long history of police violence and hostile treatment against Queer folk, both in Portland and nationally.

5. This directive should make clear that Queerness is NOT a psychological problem that needs to be fixed. This is particularly important because the Queer Community tends to be over-represented in situations involving behavioral health emergencies and problems. There are likely many cops who do not know this.

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name

K. Avi Klepper, ASC Chair

#50

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, March 03, 2021 4:43:33 PM
Last Modified: Wednesday, March 03, 2021 4:43:50 PM
Time Spent: 00:00:16

Page 1

Q1

Please provide feedback for this directive

COMMENTS ON LGBTQ+ DIRECTIVE, FEBRUARY/MARCH 2021

To Chief Lovell, Capt. Parman, Lieutenant Morgan, PPB Policy Analysts, Compliance Officer/Community Liaison Team, Portland Committee on Community Engaged Policing, US Dept. of Justice, Citizen Review Committee and the Portland Police Bureau:

Below are comments from Portland Copwatch (PCW) on the all-new "Interacting with Lesbian, Gay, Bisexual, Transgender and Queer/Questioning" (LGBTQ+) Directive posted in February for comment (<https://www.portlandoregon.gov/police/73677>).

Please be aware that Portland Copwatch is a group focused on police accountability and our comments should be read in that context. As in the past, we urge the Bureau to do outreach to the affected communities to be sure this policy is inclusive, non-offensive, and doesn't accidentally make things worse by trying to make things better.

While we generally have positive thoughts about the content, we still believe the Directives would be easier to read and cite if the Bureau would give all sections-- including the "Refer" and "Definitions" sections-- letters and numbers for easy reference, to avoid confusion when there is more than one "Section 1." The references below are to Procedure Section unless otherwise noted.

DIRECTIVE 640.38 Interacting with Lesbian, Gay, Bisexual, Transgender and Queer/Questioning

Overall, this appears to be one of the most progressive and forward-thinking policies we've reviewed since the Bureau started posting Directives seven years ago. It appears to include language from the affected communities which serve to educate officers on the human beings they encounter on a daily basis.

It is particularly important that the PPB has expanded on questions we've raised for years about searches. Section 1.2 prohibits searches (or seizures/contact) with people based solely on "gender, gender identity, gender expression or sexual orientation." Section 4 calls on officers to ask a Transgender, Gender Non-Conforming / Non-Binary person their preference of what gender officer should conduct searches (4.1.2) and prohibits frisking to determine a person's gender (4.1.3). That said, gender expression appears to only be considered for non-traditional gender identities. We believe that all female expressing persons should also have the same right to state a preference of searching officers, whether they are cis-gender or fit into any of the categories listed in 4.1.2. It's understandable that this isn't included because of the title of the Directive, but we hope the policy will be clear on this point as it addresses gender issues.

We're impressed by the Section on "Forms of Address" (Section 2), including the requirement to ask a person their pronouns (2.1.2.1) and to use names and pronouns preferred by the subject (2.2.1). It would be good to add specific language that is easy to accidentally fall back on such as "sir," "ma'am," and "you guys," to make officers aware of the offense that can be done by misgendering.

It may cause problems for officers to identify a person based on and officer's "reason to believe" their gender identity based on gender expression, prior interactions or background information (2.1.1.2) rather than letting the person self-identify.

It's also important that the Directive addresses Oregon's ID cards allowing non-binary options, while the federal government hasn't caught up to this yet (3.3). This brings to mind that officers should not apply laws about giving false information to the police if a person uses their preferred name. Moreover, until the federal government catches up with Oregon, listing "unknown" should be suggested rather than an officer checking male or female on their form; this can be added to Section 3.3.1 which merely says options may be "female, male and unknown."

Other privacy considerations including protection of LGBTQ+ juveniles (Section 10) are also important steps for a Bureau that is often out of touch with community concerns. It can be extremely dangerous to "out" LGBTQ+ youth to their families (as recognized in 10.2 and 10.3).

CONCLUSION

We continue to appreciate the ability to comment on these Directives. It's still bothersome that, for instance, the Portland Committee on Community Engaged Policing is still working on the Force policies whose comment period closed a month ago. We are also troubled by the Tentative Agreement the City has signed with the Portland Police Association enshrining their ability to review "final" drafts. Since members of the community have a deadline for input, and our input is posted online for everyone else to read, we would like to see the PPA comment publicly during the same time frame as everyone else. "Some community members are more equal than others," otherwise.* Please note that our comments on the process should not take away from what seems to be an effort to improve community-police relations in the new Directive.

Thank you,
--dan handelman (and other members of)
--Portland Copwatch

*-and we say this aware that less than 1/3 of Portland Officers actually live in our community.

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **Portland Copwatch**

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, June 15, 2021 10:49:57 AM
Last Modified: Tuesday, June 15, 2021 10:50:59 AM
Time Spent: 00:01:02

Page 1

Q1

Please provide feedback for this directive

6.1 should be scrapped because police should refer to people by their legal name not their provided name. The media should should've legal names not provided names.

People don't just get to make up whatever name they want and have the government use that this isn't how the law works.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#2

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, June 15, 2021 11:38:27 AM
Last Modified: Tuesday, June 15, 2021 11:40:55 AM
Time Spent: 00:02:27

Page 1

Q1

Please provide feedback for this directive

This whole directive seems more like a training subject than a Directive. There should only need to be a couple lines added to an already existing Directive on this topic. As "Jason" stated in the comments, there are legal issues with many parts of this Directive. I see the point of showing respect but adding the demands to a Directive has to be reviewed more on how it affects current laws and enforcing those laws since this is still a law enforcement agency.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, June 16, 2021 2:01:24 AM
Last Modified: Wednesday, June 16, 2021 2:13:36 AM
Time Spent: 00:12:11

Page 1

Q1

Please provide feedback for this directive

This codling of our progressive city is excessive. This is a call to not only limit speech but compel speech, particularly from police who are here to protect physical safety and assist in justice of the law. Our beautiful city is progressive and liberal, and needs to stay true to these values, rather than succumbing to a politically correct culture attempting to vanquish perceived insults. Life is not simple or without insult. Not everything should be perceived with great disgust, and the liberal attitude of our community used to embrace this.

Fight crime, not pronouns and speech. Continue making our city physically safe again and shed these new proposed policies.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#4

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, June 30, 2021 1:17:25 PM
Last Modified: Wednesday, June 30, 2021 1:24:42 PM
Time Spent: 00:07:16

Page 1

Q1

Please provide feedback for this directive

Section 2.2.2. Names and pronouns

The section reads "members shall not use 'he/she' pronouns" and defines them as derogatory language. The language of "shall not" is unreasonable and should be modified to "should avoid," given the context of the statement. "Shall not" could have very substantial disciplines consequences, even if the terms were used accidentally. "He/she" pronouns are not inherently derogatory, as the statement reads. These pronouns would only be derogatory based on the context and intent in which they were used. Labeling them derogatory in this context is inappropriate.

Q2

Respondent skipped this question

Contact Information (optional - your name will be visible on PPB's website)

#5

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, July 05, 2021 10:43:01 PM
Last Modified: Monday, July 05, 2021 10:43:52 PM
Time Spent: 00:00:50

Page 1

Q1

Please provide feedback for this directive

The Portland Police Bureau will always treat individuals and groups with the utmost respect.

Unfortunately, this directive is very cumbersome and confusing due to the amount of definitions. I feel that portions of this directive could create more problems rather than help. "Deadnaming" is a horrible term. If someone yells that you are deadnaming them, it could cause unneeded concern and scrutiny from the community.

Documenting the desired name the person may cause issues for record keeping but having to document pronouns could open the member up for a policy violation.

Notifying jail seems like it could open liability for the bureau. I think it is appropriate for the individual to have that discussion with the jail staff.

Officers cannot be responsible for not knowing what drugs are hormonal. It should be the responsibility of the medical staff at jail to determine and store all medications that are delivered.

This directive needs to be started over with more stakeholders involved to balance the communities' expectations with the real world application.

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name **Central**

#6

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, July 14, 2021 5:00:49 PM
Last Modified: Wednesday, July 14, 2021 5:01:18 PM
Time Spent: 00:00:29

Page 1

Q1

Please provide feedback for this directive

COMMENTS ON LGBTQIA2S+ AND OFFICER WELLNESS DIRECTIVES, JULY 2021

To Chief Lovell, Capt. Parman, Lieutenant Morgan, PPB Policy Analysts, Compliance Officer/Community Liaison Team, Portland Committee on Community Engaged Policing, US Dept. of Justice, Citizen Review Committee and the Portland Police Bureau:

Below are comments from Portland Copwatch (PCW) on the revised and renamed Directive on police interactions with the LGBTQIA2S+, first posted in February, and for the new Officer Wellness Directive (<https://www.portlandoregon.gov/police/59757>).

Ahead of our previous comments on the former policy, we encouraged the PPB to reach out to the affected community for feedback. Many of the changes indicate that this may have happened. We note our logic for doing so is to ensure the PPB's policy is "inclusive, non-offensive, and doesn't accidentally make things worse by trying to make things better."

The Officer Wellness policy, while internally focused, hints at but should emphasize the benefits to the community of cops who take care of themselves physically and psychologically.

We continue to ask the PPB to make the Directives more consistent by giving letters/numbers to all the sections including "Refer" and "Definitions," to make referring to certain passages easier. The reference in our comments are to the Procedure Section unless otherwise noted.

DIRECTIVE 640.38 Interacting with Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual, Two-Spirit and Other Communities

As noted in our earlier comments, this appears to be one of the most progressive and forward-thinking policies the Bureau has posted for review since it began seeking community input in 2014. The combination of instruction and education for officers could be duplicated in many other policies, including interactions with persons experiencing houselessness, protestors, immigrants and people of color.

There are some changes we want to highlight for the Bureau to explain, clarify or revisit.

Unclear Cut: It's not clear, in a Directive that heavily relies on the use of the term "gender," why the Definition of "gender" is being proposed to be cut.

Who Searches Whom?: In the previous draft, we applauded that officers were required to ask transgender persons if they prefer a particular gender officer to conduct a search. We noted that all female expressing persons should also be granted that right. The Directive now asks that officers consider a request by a person regardless of who they are and comply with the request if it is "safe and feasible" (Section 4.1.2). While the expansion to "any person" can be an improvement, the rampant sexism of male presenting cis-gender men in our society should be considered when offering this option broadly. While we may be stereotyping here a bit, it seems more likely cis-gender hetero males will seek female officers to search them for the wrong reasons. Perhaps that is covered in the "safe" caveat. In any case, the new Directive now puts the burden on the person being searched to ask for their preference; we believe there should be a middle ground where officers offer the options to people in custody.

Language Matters (Again): We suggested adding reminders not to use the words "sir" or "ma'am" to avoid misgendering, which the PPB did not include. Instead there is additional language in Section 2.2.2 about not referring to a person as "he/she." A community ally notes that if a person tells the officer they prefer the pronoun "he/she" (or even, occasionally, "it"), that would be an exception to the way the rule is written now.

Good Additions: We appreciate giving officers a phrase to ease into asking for a person's pronouns, by stating their own pronouns (Section 2.1.2), and the caution against "deadnaming" or misgendering people once they have stated their preferred name and pronoun

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(Section 2.2.1). This carries further in Section 2.2.4 where officers are to apologize and the use correct pronouns later on (though that Section might also carry the same warning for using the wrong name).

Per Our Suggestion: We appreciate that Section 3.3.1 now says to put "unknown" on federal forms if a person uses the "X" gender identity on their Oregon ID, as recommended by PCW.

Was It Too Much?: Previous Section 4.1.5 which protected a person against having the Bureau remove appearance-related items unless police would remove them in every circumstance is being struck. Was it too specific, or did the PPB feel it was unnecessary since those items (prosthetics, clothing, wigs) are taken off in all custodies?

Privacy Update?: Similarly, a provision cautioning against relaying a person's gender identity when it does not serve a law enforcement purpose (Section 9) is being struck, but it's not clear why.

CONCLUSION

Portland Copwatch has a goal to see a Bureau free from racism, brutality and corruption. These terms are broad and yet don't capture the specifics of ending homophobia, transphobia, and general contempt of people who do not conform to societal (or officer) expectations. These Directives can help move the Bureau in the right direction, while the community and City continue to redefine what public safety needs to look like in a broader context. We continue to urge the Bureau to contact affected communities, give people ample time to provide feedback, and rethink the idea of having the Police Association get the final say over policies which involve harm reduction such as these and the ones governing use of force, for instance. So long as there are still police, we look forward to more transformative ideas coming from the PPB.

Thank you,
--dan handelman and other members of
--Portland Copwatch

Q2

Contact Information (optional - your name will be visible on PPB's website)

Name

Portland Copwatch
