



**Charter for  
Portland Police Bureau  
Police Bureau-wide Advisory Committee**

**I. Advisory Body**

The Police Bureau-wide Advisory Committee (PBAC) is established by the Police Bureau (PPB or Bureau).

PPB, through its Business Services Division (BSD) or another assigned Division, will provide administrative support to PBAC.

**II. Committee Purpose**

The purpose of the PBAC is to advise PPB, its Chief and Bureau leadership, on behalf of the Portland community. PBAC will provide input and feedback to staff on Bureau and community priorities. PBAC will review Bureau plans on long-term Bureau-wide project. PBAC's advisory focus includes: the Bureau's strategic plan; budget development; Bureau and community priorities; and performance measures and metrics. PBAC will also focus on Bureau initiatives that impact equity, diversity and inclusion, and community engagement and outreach, as well as any arising Bureau challenges and opportunities. PBAC may provide input on current City/Bureau issues to support a humane, civil, values-driven, performance measures-informed Bureau. PBAC's advisory focus will be reviewed every two years and, at such time, will be refined or renewed.

PBAC embraces these principles:

- Racial and cultural equity, diversity, and inclusion rooted in opposition to all forms of systemic and institutionalized bias and racism.
- Modern, innovative, resilient, and sustainable police services and programs.
- A climate of openness, trust, and collaboration with other bureaus, agencies, and community organizations.
- A humane approach to community policing that is guided by professionalism, respect, integrity, compassion, and humility.

- A willingness to learn and to share best practices with other affinity bureaus, agencies, and community groups.
- Social and economic justice for all Portland residents, regardless of economic status, race, gender identity, physical disability, behavioral health, criminal background, or housing circumstances.
- Transparent and robust citizen review of all incidents of police abuse or misconduct.
- Ecological/environmental protection and sustainability.

### **III. PBAC Composition**

PBAC shall consist of 12 members selected from a pool of qualified applicants pursuant to the Bureau's volunteer advisory body application process. Eligibility requires applicants to live, play, worship, go to school, work or do business in the City of Portland. Candidates are expected to have interest in the work of PBAC, be able to provide quality perspective to the PBAC, reflect the demographics and geographic diversity of the City, and be able to commit to the term of service on the Committee.

The numbers of members composing the PBAC is determined by, and subject to the discretion of the Chief.

One or more subcommittees may be established pursuant to the bylaws.

Recommendations shall be made by a majority of PBAC pursuant to the bylaws.

### **IV. Scope of Work**

The following may be included in the Scope of Work of the PBAC. Actual Committee work focus of the PBAC will be determined by Chief and the Committee.

- a. **Bureau's Strategic Plan:** Provides advice and feedback on resources, strategies, initiatives, and measures the Bureau uses to develop, implement and evaluate the Bureau's strategic plan. Modern, innovative, resilient, and sustainable police services and programs.
- b. **Budget Development:** Provides advice and feedback on Bureau budget development, fiscal goals, and related service levels, with consideration to efficient, effective, and fiscally responsible crime prevention and public safety tactics and strategies
- c. **Bureau and Community Priorities:** Provides advice and support on Bureau and community priorities such as community engagement, trauma informed policing, recruitment, and retention.
- d. **Performance Measures and Metrics:** Supports the Bureau in

evaluation of Bureau program performance effectiveness, to ensure accountability and to help identify areas for improvement. Available data, internal Bureau performance metrics, independent data sources and other applicable measures will be used. This may include review performance measures, including why these measures have been developed and how they contribute to, or detract from, program success.

- e. Police culture recommendations for change: Hold itself and the Bureau accountable for identifying systemic bias and racism that may influence police culture, and providing recommendations for Bureau cultural changes, and identifying potential opportunities for the Bureau to address structural inequities that negatively affect communities disproportionately marginalized and justice impacted.
- f. Community engagement and outreach: Supports the Bureau in evaluating, enhancing, and sustaining positive, trust-based community engagement, particularly during periods marked by budget constraints, personnel reductions, natural disaster, and civil unrest, and recommends ways to improve non-emergency response, communications and interaction with traditionally underrepresented communities.

## **V. Valuing Equity Diversity and Inclusion Goals**

PBAC will provide recommendations that include consideration of Equity, Diversity and Inclusion goals of the City and the Bureau, specifically:

- a. Having commitment to equitable services for vulnerable communities such as, but not limited to: black and indigenous people of color (BIPOC); persons with disabilities; persons with acute and chronic mental illness; LGBTQ+ communities; individuals and groups disproportionately injustice impacted; persons experiencing houselessness; and other historically marginalized persons and populations.
- b. Enhancing recruitment and retention initiatives, sustaining a well-trained police force, and strengthening community collaboration and trust. In alignment with Portland communities that are increasingly diverse and ever-changing, the Committee will support and encourage the Bureau in providing enhanced, effective, efficient public safety and security services, as well as building and sustaining a workplace

culture in which all employees are supported and valued.

- c. Supporting free-speech and advising the Bureau in opportunities to acknowledge and protect the right of all residents to demonstrate and protest legally and peacefully, and with respect for diversity of viewpoints.
- d. Identifying and providing input on Bureau policies, priorities, and activities that would best reflect a human-centered organization, align with the City's core values, improve Bureau services, and build and maintain community trust.

Received by



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Chief Charles Lovell

Date 6/9/2022