

POLICE BUREAUWIDE ADVISORY COMMITTEE
REGULAR MONTHLY MEETING

Meeting Summary

Wednesday, January 19, 2022

6:00 – 8:00 p.m.

ATTENDEES:

PBAC Members:

David Komejii, Vice Chair	Margaret Vining
Don Levine	Anamaria Perez
Doug Blauer	Debra Kidney
Karin Branch	
Nirel Jackson Wardwell, PBAC Chair	

PPB Staff:

Ken Lee, BSD Division Manager
Lauren Rosenstein, Equity Coordinator
Lizzy Dreyer, PBAC Liaison
Marlon Marion, Equity Manager
Lieutenant Brian Hughes in place of Mike Leasure, Assistant Chief
Nathan Leamy, BSD Ops Manager
Pamela Neronha, Hatfield Resident Fellow

(Lizzy) Reads the Land Acknowledgement, Portland, Oregon on behalf of PBAC

The Portland Metro area rests on traditional village sites of the Multnomah, Wasco, Cowlitz Kathlamet, Clackamas, Bands of Chinook, Tualatin, Kalapuya, Molalla, and many other tribes who made their homes along the Columbia River.

Indigenous people created communities and encampments to harvest and enjoy the plentiful natural resources of the area for the last 11,000 years.

We recognize that Portland today is a community that includes diverse Native peoples who continue to live and work here. We respectfully acknowledge and honor all Indigenous communities-past, present, future.

We also acknowledge the systemic policies of genocide, relocation – [Indian Removal Act & forced encampments] – and practices of assimilation that still impact First Nation families today.

As settlers and [co-] stewards on these lands, we pledge to make ongoing efforts to recognize their knowledge, creativity, and resilience; and to that end, pledge to work together to develop accords of equity, community, collaboration, and reconciliation.

AGENDA

(Time) Welcome - Nirel Jackson Wardwell, PBAC Chair
David Komeiji, Vice-Chair

(Time) Hughes News – Lieutenant Brian Hughes here for AC Mike Leasure

A slide in a PowerPoint presentation to train the Rapid Response Team (RRT) had an inappropriate meme added to it. We are conducting an internal investigation. The same deck may have been used for other law enforcement trainings, however, perhaps the meme was not included in those slide decks. AC Leasure says there needs to be mitigation. To create a unit in the Services branch, a training unit, that is going to be a central clearing house to review training materials. This has been approved by the DOJ and needs to be vetted by the Training Division. Currently, we are conducting an internal investigation; we have no report to deliver or a timeline.

Suggestions:

1. Training needs “elevation,” and a complete “overhaul,” since the deck was offensive not just on one slide but on most slides.
2. PBAC could help in this arena and with racism issues.
3. This would be part of “restorative justice.”
4. There should be a public forum that is consumable by the public.
5. Define the language and what it represents (the meme).
6. We need to bring the community in to see what the training looks like.
7. Training Advisory Council. Consider “Protect vs Control” lens.
8. We must “own this.” There must be “accountability.”
9. We need to be specific in our language: “racism will not be tolerated anywhere.” We need to gain the public’s trust.

Questions:

1. How to mitigate this? How to define the “perceived harm?”
2. Can the Bureau determine the biases?
3. What does the public need for restorative justice?
4. How do we ensure “competence” in training?
5. Did subject matter experts create the content?
6. Is there a mechanism for the public to move things forward?
7. Is the training being hijacked?

References:

1. This is not a “one-off.” In spring 2021, there was an article. Trainers and trainees are not taking things seriously.
2. See baltimorepolice.org/policies. This is an interesting model.
3. Women’s experiences have been mentioned in the past regarding not being promoted within the Bureau.
4. Negation is not helpful: comments like, “oh well, things have gotten better.”

DIRECT ASKS:

1. *“How do we get to a zero tolerance within the Bureau to stamp out racism? We need policies.”*
2. *How do people who are dismissed file complaints?*
3. *Have reforms been announced? We need an audit. When looking at the budget, do we have the resources to address these issues?*

Action Items (Next Steps):

1. SharePoint is being utilized, for lesson plans.
2. The Chief should call for an audit of all training materials at the Bureau and announce it.
3. He should state that the language is offensive and destructive to the Bureau and goes against what the PBAC is trying to achieve.
4. Training Documents should be checked and monitored for “read only” point at the end of the process. Is the training being hijacked?

(Lt. Hughes) – The Training Advisory Council, the Budget Advisory Council, and the PBAC are all very useful in this regard. The Training Division is strong. We are searching for a Dean of Education – a civilian position at the captain level, that can lend a non-police view. The Chief is committed to it.

(Lt. Hughes) – We need to obtain the facts first; it is a process. Then the Chief can make an educated decision on how to move forward.

(Lt. Hughes) – SharePoint is being used, and this will address accountability which is what the DOJ wants.

(Lt. Hughes) – We all have biases.

(Marlon) – Equity and Inclusion Office

1. A psychologist evaluates new sworn officers; that they are not racist. There is psychological training.
2. We are working on restorative justice and truth and reconciliation between the community and the Bureau and discussing it with other bureaus.
3. The Equity Office wants to train everyone in the Training Division, taking a holistic approach.
4. The intersection between race and gender – I have heard of this. We are planning cultural conferences within the Bureau to address this.
5. We have no micro-aggression policy in place.

(Time) Decision Package Update – Nathan Leamy, BSD

(Lt. Hughes) – Decision package to the mayor will increase personnel to do background checks (known as backgrounders). It takes 18 months to get an officer on the street making decisions on their own; 6 to 9 months for a background investigation; 10 to 18 backgrounders came on FT this week.

Suggestions:

1. Needs actual transformation; health and wellness are very important; training is key.

Questions: None

References:

1. Due 1/26/22. Review of PowerPoint slide of decision packages.
2. We received a Grant in early 2020 for \$1M to adapt for COVID. We are closing out the Grant this month.
3. The American Rescue Plan – federal money for infrastructure improvements, children and families, COVID-19 and the economic fallout.
4. The City Council had a two-part plan for 2021 and 2022. There were eight proposals; one was accepted – funding for “board-ups.”
5. A federal grant is subsidizing it for the next three years.
6. Now in 2022, the money is being paid directly to the community.

DIRECT ASKS:

1. *Where can we begin support for internal cultural changes?*
2. *Can we expand the role in the Equity Office?*
3. *Did we get emergency funding from the state for the homeless?*

Action Items (Next Steps):

1. ADA position; Curriculum Manager (with the two-year Grant).
2. COPS – Community Oriented Police Service: there is a lot of free content there.

(Lt. Hughes) – Leaves the Meeting.

(7:20 pm) PBAC Work Session

Suggestions:

1. We need to add solid recommendations for training.
2. We need to address what services we provide and how we provide them.
3. There needs to be an audit of any training materials regarding validity, for both sworn and non-sworn, seen through an anti-racist lens.
4. Soliciting community input on specific training.
5. Offer incentives to personnel who want to teach and train them from within the Bureau.
6. The selection process for teachers should be part of the culture review, including the job descriptions.
7. We want to see anti-racism, qualitative, and cultural changes.
8. There must be a selection process for the trainers.
 - a. Trainings should also be accessible by the community for feedback.
 - b. They must pass anti-bias training, etc. before they start.
 - c. There must be filters for racism and sexism, etc.
9. An experienced adult educator – they can train the trainers, including ongoing mentoring and evaluation.
 - a. Can combine an audit of the curriculum, the content, and presentation skills.
 - b. It would also be good to have an “observer” for the trainer.
 - c. Need known contractors; non-sworn employees that are temporary or PT, that won’t get moved around in the bureau.
 - i. But this will be costly.
10. Need to look at Testimony Opportunities.

Questions:

1. Is the audit accurate?
2. Does it fit within the values and measures of the PPB?

References:

1. The *Recommendation Letter* is the strongest tool we have. In 2021 – we looked at “the what.” In 2022, it is evolving into “the who.”
2. Sent to CAG – Coalition of Advisory Groups
 - a. Response came from the Training Advisory Committee.

3. The use of SharePoint will help.
4. Hiring a dean and teachers who know about adult learning, content development, assessment, and periodic check-ins.
5. There is a “legitimacy” issue within training if you have not been in the field for a long time or are not sworn.

DIRECT ASKS:

1. *How much money, and community organizations and programs, will it take to reform and transform this?* It needs to be bold.
2. *How do we make training more robust?*
3. *How do they get into the Training Division? What is the selection process? What are the criteria for who is teaching?*
4. *The question then becomes how? From a cost standpoint. Hire a consultant?*
5. *How do we do this without a consultant right now?*

Action Items (Next Steps):

1. See COPS – HOST: Homeless Outreach Service Team.
2. There are work sessions in March, May, and June with the council.
3. The next step is it goes to the CBO.

(Time) Closing

MEETING ADJOURNED AT 8:15 pm.