



The Portland Committee on Community Engaged Policing (PCCEP)

November 17, 2020 Full Board Meeting Transcript

Lakayana:

(Silence) And it's here. Welcome to the November PCCEP Meeting. I'm Lakayana. I'm one of the co-chairs for the committee. If we can just go around and introduce ourselves, we will start with our steering committee. So starting with Ann and then Vadim.

Ann Campbell:

Hello everyone. Ann Campbell. I'm an alternate co-chair. Thanks for being with us tonight.

Vadim Mozyrsky:

Hi everybody. Vadim Mozyrsky. Thanks for being with us also, and looking forward to hearing from everybody.

Lakayana:

Can you guys also let folks know what subcommittees you sit on or chair?

Vadim Mozyrsky:

Yes. I'm on the Settlement Agreement of Policy subcommittee. Thank you.

Ann Campbell:

And I'm on that same committee as well. I attend other subcommittee meetings as a member, too.

Lakayana:

Cool. Let's go with Britt, Yolanda and then Amy.

Britt Masback:

Sure, thanks a lot, Lakayana. Good evening everyone. Britt Masback and I'm a member of the Youth subcommittee with Taiji and Alana.

Yolanda Salguiero:

Thanks, Britt. My name is Yolanda Salguiero and I'm a member of the Behavioral Health subcommittee.

Amy Anderson:

Good evening everyone. My name is Amy Anderson. I am the chair of the Behavioral Health subcommittee.



Lakayana:

Cool. And then let's go with Taiji, Marcia and Kea.

Taiji Chesimet:

Hello everyone. Taiji Chesimet, he, him. I'm a member or I guess one of the co-chairs of the Youth subcommittee. Thanks for being here tonight.

Marcia Perez:

Evening everyone. Marcia Perez and the chair of the Racial Equity subcommittee.

Kea Meyers Duggan:

Good evening, everyone. My name is Kea Meyers Duggan. I am... Can you guys hear me?

Lakayana:

Yep.

Kea Meyers Duggan:

Okay. I'm a new member and I am moonlighting on committees right now. Just going to everyone.

Lakayana:

That's a good strategy right there. Yeah, welcome, Kea. I not sure if Alana is on right now, but both of them were just sworn in last Thursday, so they're officially voting members. So we really welcome them and look forward to having them be on our committee. It looks like we got Elliott in the building, so I'll have him introduce himself.

Elliott:

Yeah, thanks. And thanks for calling me and reminding me it's at 5:00 and not 5:30. Elliot Young, the junior co-chair to or senior co-chair Lakayana. Right.

Lakayana:

Cool. Thanks to community for being here. We have a number of reports to discuss tonight. We have elections for new leadership. Just appreciate folks staying this time with us. So we're going to go into our subcommittee reports, but most of them have not met this month yet, because of Thanksgiving. So we had moved this up. I believe the Behavioral Health subcommittee did meet though. Is that correct? Say again.

Taiji Chesimet:

The Youth subcommittee also met.

Ann Campbell:



No, we didn't meet because of the elections and me, myself and Marcia are doing a special meeting Thursday to join the Behavioral Health subcommittee and the Racial Equity committee to have a discussion with some wonderful people. So, make sure you try to come Thursday, like day after tomorrow, the 19th. Thank you.

Lakayana:

Yeah. So that's what we'll do. We'll just make, if you didn't meet you can give us a report on what you did. If you didn't, you can tell us when your upcoming meeting is and what you got going on. We'll turn it over to Taiji and Britt on the Youth subcommittee.

Taiji Chesimet:

Awesome. Cool. So, the Youth subcommittee met last week? Yeah, the night after the election. Thankfully we didn't have to cancel it due to it not being how everyone wanted to be, I guess. We elected new... Because of Yolanda's transition to a different subcommittee, we elected new co-chairs, which includes myself and Alana. And then in addition to that, we discussed the outreach plan for new members. Also, just outreach in general for like different ways we can use the body to the best of its ability, and we have a work session for that this week. Our next meeting is on December 7th, I want to say. Claudia, can you correct me if I'm wrong? Because there's no, like the first Monday is the 30th, so we're just going to do the 7th. So it'll be at 4:00 or 5:00.

Claudia:

So the Youth subcommittee will be on the 7th and that is from 4:00 to 5:15.

Lakayana:

You said there's a work group this week, too?

Taiji Chesimet:

Yeah.

Britt Masback:

Yeah, we're also... Sorry, go ahead, Taiji.

Taiji Chesimet:

No, go ahead.

Britt Masback:

I was just saying we're finalizing the date right now. I was checking with actually all our members and then we'll also publicize that I guess, or get it out somehow. But it's going to be end of next week, so yeah.

Lakayana:



Cool. Thank you. Racial Equity subcommittee, Marcia.

Marcia Perez:

Hey everyone. Sorry I'm having some computer difficulties. I actually did not attend the last meeting so I don't know if, Lakayana, you have the updates that you want to provide. But we did meet in October and then again, like Ann said, we are having a joint meeting this Thursday, really to discuss and learn more about first responders to officer involved shootings. We'd love to have you there, but I apologize, I did not have a chance to look at all the notes from the last meeting, if any of you attended. Sorry to put you on the spot.

Lakayana:

Yeah. No, so basically, we didn't have a report back from that. So what we reviewed was we looked at the Training Advisory Council report, that's TAC, and the chair of that committee council presented on their use of force report that they put together that came out in July. So really, really useful information. And then we also shared a draft recommendation that we are working on me and Jamari, who's a member of the Youth subcommittee, on a community policing recommendations. So we got some feedback on that as well. So those are the two updates, as far as that.

Ann Campbell:

And it was Sean Campbell who presented.

Lakayana:

Yeah. What did I say?

Ann Campbell:

I don't think you mentioned this name. I just wanted to throw that in there. And I also have helped out with the Racial Equity subcommittee and the meeting this Thursday will be really terrific, so we hope that you're able to join us.

Lakayana:

Thank you for that addition, Ann. Let's move to the Settlement Agreement and Policy subcommittee with Vadim and Ann.

Ann Campbell:

We have a meeting actually tomorrow from 4:30 to 5:30. We are going to be having a presentation by Portland Police Bureau on their annual report of 2019. It's their draft report. And then also Sean Campbell from the Training Advisory Council is going to talk about the... He's going to do a presentation on the Public Safety Support Specialist program at PBB. Hope you join us. Thank you.

Lakayana:



Thank you for that. We're going to move now to Portland Police Bureau. We keep this section open to giving them a chance to update us and the community on any relevant information, projects, things, initiatives that they're working on. And I would also just like to say that I think one of the things that our committee can work on is engaging various folks within MPPB, especially when developing our recommendations and seeking input from experts from within the bureau. And even one thing we haven't done, and one of the things we're going to work on and the recommendation I just mentioned was also engaging officers who are on the ground, out in the streets. I think that there is, our recommendations can be strengthened by having more input. And I've had several conversations with folks with MPPB and they would like to see more engagement of PCCEP when we develop recommendations to seek their input the same way that we seek community input.

Lakayana:

So, one of the suggestions I had was maybe adding a box to our recommendation form, the same way that we seek input from folks experiencing mental health concerns and folks from the BIPOC communities that maybe we add a piece in there, like how did you engage PPB in there as well? So just a thought that we could put in there, but just want to encourage folks as you're developing and working on initiatives that you include them. So, I don't know if our representative from PPB is tonight, maybe it's Mary Claire. I've seen a couple other folks that are on as well, so whoever would like to give that update, you're up.

Buckley:

Lakayana, AC Resch was going to do that but I don't know if she's gotten on. I can't see all the participants.

Speaker 1:

I believe she came in.

M Buckley:

Huh?

Speaker 1:

I believe she-

M Buckley:

Is she in?

Lakayana:

I don't see her in here.

M Buckley:

She's trying to-



Chief Resch:

Yeah.

M Buckley:

... Oh, there you are.

Chief Resch:

Yeah I'm here. I'm just, I'm having some issues with my computer. I can only get on via phone, so I don't have my information. So, if you could give me just a moment.

Lakayana:

Matter of fact, what we'll do is we'll go... We forgot the Steering committee, so we'll do that and come back to you so you can prepare for that.

Chief Resch:

All right. Thanks.

Lakayana:

Yeah. Elliot, do you want to give it?

Elliot:

Yeah.

Lakayana:

Do you want me to give?

Elliot:

Yeah. We, at the Steering committee we talked about a few things. One was about leadership change and how we're going to do that and I think we're going to get to that on the agenda so I won't talk a lot about that. I also updated people on a meeting I had with the mayor's office about core patrol services. So one of the 19 point mayor plan by the mayor included PCCEP looking at core patrol services, and what that means is like the main services that the police provide, traffic, all sorts of the main functions that they do. And the San Diaz from the mayor's office has prepared a PowerPoint. He's going to come and present that to PCCEP at our December full board meeting and solicit feedback from the community, both in terms of verbal feedback, but also in terms of a survey.

Elliot:

And the idea is that based on that feedback PCCEP come up with recommendations that will then be forwarded to the mayor's office and put to city council for a vote sometime in the spring. So that's something that is coming up. Lakayana or Vadim or Ann were there any other things that we talked about that we should mention?



Lakayana:

I don't have anything to add. I think that covered most of it.

Ann Campbell:

Yeah, I think so, too. Thank you.

Lakayana:

Okay. We'll turn it back over to Assistant Chief Resch for the PPB update. Chief, are you ready? We'll do the-

Chief Resch:

Yeah, thanks Lakayana. I'm still on my phone so I'll be fairly brief. Just so folks are aware, we are scaling back our... Yeah, can you hear me?

Lakayana:

... Yeah. It was a little spotty. It's good. We can hear you. You went on mute now.

Chief Resch:

All right, is that better? Lakayana, can you hear me on this one?

Lakayana:

Yeah.

Chief Resch:

Okay, I'm going to log on my computer to work, I apologize. Okay, I think I'm good now. Sorry. So I just wanted to give folks kind of an update. We are scaling back our resources that have been designated to deal with the crowd management incidents over the last four plus months. What that means is those resources that were dedicated to crowd management will go back to the positions that they held before. So back to assisting patrol on calls for service, or if they happen to be assigned to a different unit like detectives, they will be reassigned to that.

Chief Resch:

Our incident management team is also being broken down and those folks will go back to their precincts as well. So like our incident commander will go back to being the commander of central precinct, you know that kind of thing, so everything is kind of disbanding and hopefully returning more to our normal services.

Chief Resch:

We are also working on a wellness plan for the officers who were out on the line for months at a time to ensure that when they do return to patrol that they are in healthy mindset and that they have had time to debrief with healthcare providers should they need to do so, and have had time to spend some time



with their families. A lot of those people put in multiple days, weeks and months on alternate shifts with many variations of shifts. And so, it's very important that when we have them go back to patrol that they do so in the best mindset. So like I said, we're working on a wellness program for them.

Chief Resch:

And if there's questions related to that, I'd be happy to answer that as well. That's kind of an update on the resources that we've had designated for the crowd management lately. And I know that we're having some other presentations from PPB, so I will keep my parts short. Thank you.

Lakayana:

Thank you, Chief. Is there any questions starting from PCCEP. Maybe we'll take a couple and then any from the community as well. You can just raise your hand or... Yeah, we've got a couple. Okay, cool. We'll go with Vadim and then Ann.

Vadim Mozyrsky:

Chief Resch, I read some stories from other jurisdictions about a lot of police officers taking leave for PTSD, filing claims and taking extended leave. Are you seeing any of that so far in Portland?

Chief Resch:

I don't know specifically if we've had any. We do have some officers who have taken vacation and stuff, but some of that stuff might be protected at the beginning, so if they filed that would fall under kind of a medical meeting that we have. I am not aware of any at this point. It doesn't seem to be like a huge problem. I have read some stories about other agencies that have had kind of a large influx of that. I have not seen that or heard of that so far for Portland.

Vadim Mozyrsky:

Thank you.

Ann Campbell:

Chief Resch, I'm wondering if you have scheduled a time when you're going to review with the officers that were involved with the protests, going over some of the things, the actions and procedures that took place during that time, and will there be a public report about that or any information about that to the public?

Chief Resch:

Could you clarify just a little bit more, like are we going to have a large debrief or, because we have after actions that we're reviewing. So...

Ann Campbell:

I guess what I'm wondering is after all that happened, I know we're getting to the report at a later time, but the many uses of force against protesters. I know you have action after reports. I don't think I got



that right, but I'm just wondering if there's going to be any additional work on that and kind of something to the community about things that have happened, things that you're changing, anything like that?

Chief Resch:

Yeah. I mean, I think the plan is to obviously meet with the incident commanders that were involved and some of the other members of that team to sit down and debrief, what worked well and what didn't, what things do we as the police bureau think need to be modified or changed, and what have we heard, either internally and then also from the community. So I think there is the plan to meet as a group, and because obviously with an event that took place over several months, there's obviously going to be some things that need changing and improvement. So yes, there is a plan to do that. It does not have a date set yet because like I said, we're trying to get everybody through the wellness program that we're trying to design. But there isn't a plan to do that.

Ann Campbell:

And just lastly, is there going to be a time to talk to the community about that process and what happened and the feedback from the incident commanders and all of that? Is there going to be a community meeting to kind of go over that?

Chief Resch:

I don't know. I'm sure there will be. I don't know that there's one scheduled or anything like that. We are just in the kind of planning pieces of what this is all going to look like. But like I said, that's hearing internally and externally about what worked and what didn't. So I'm sure there will be, but I can discuss that with the chief, too.

Ann Campbell:

Thank you.

Taiji Chesimet:

And I actually want to ask this question that Sarah in the chat mentioned. I didn't know if she was also planning to ask it out, but I want to make sure we could get to it. I was wondering what the, well she was wondering and I similarly am wondering, what is the projected cost of the wellness program for officers coming off of the protest duty? And also where that money will be coming from the PPB budget, considering the summer budget cuts and the exceeding amount of overtime used during the summer?

Chief Resch:

Correct. A lot of the services, to my understanding, will be covered through EAP. I don't know if there's additional funds that will be needed if that's the case and it's not-

Taiji Chesimet:

Sorry. Can you tell me what EAP stands for?



Chief Resch:

Employee Assistance Program that is run through the city. Every city employee has access to mental health services, and so I think that we're working with our employee assistance providers. I do know that we have looked at some outside providers and we are still trying to determine funding, because obviously, we don't have additional funds. Although I think this is a very important matter, and so it maybe we have to look for the funding. I don't know the cost of it right now, but we're working on it. But I do know that part of it is through the Employee Assistance Program.

PART 1 OF 6 ENDS [00:31:04]

Chief Resch:

But I do know that part of it is through the Employee Assistance Program.

Lakayana:

Thank you for that. Any other public questions, specifically for that report? Yep. We can take yours, Kea. We'll take that as the last one. And then there will be two PPB reports coming up, so there'll be more time to ask questions. But go ahead, Kea.

Kea Meyers Duggan:

Chief Resch, for the program that's being planned, two questions. Is it mandatory for officers to go through it? And are you intending to have any checkpoints for these officers as serving as criteria they're wellness prepared for duty or mindset adjusted for duty. Is any of that planned?

Chief Resch:

It is not a mandatory program. And then, obviously, if there was anybody that we felt needed additional assistance, then we would work with them. But no, at this point it is not mandatory.

Lakayana:

So thank you for that, Chief. I'll take this question here, and then we'll move on to what I was going to say. But there's one final question. What culturally specific components would be offered for the wellness program, Chief?

Chief Resch:

Well, we've looked at various things. And like I said, we are just in the beginning of this because we've realized that it's important. So I don't have all of the details. But, obviously, that we have officers from all different backgrounds, and how they deal with things is very different. And so we are looking for different ways that we can include all of our members. Like I said, it's not mandatory, but we do feel that most people will take advantage of that. But we also know that one answer on how people deal with something and how they may feel comfortable sharing that or going through it is different. So we are looking at that again, working with our Employee Assistance Program partners.

Lakayana:



Thank you. So PCCEP steering committee meets with the training advisory council, as well as the citizen review committee. And we had our chair meeting this past Monday. And one of the things we discussed was wanting to see a debrief of the summer action, fall protest kind of events. That would include community feedback and an overall report back from PPB on lessons learned, changes that they would be willing to take, because it was such a protracted series of events that we feel should have some sort of special report.

Lakayana:

And PCCEP and TAC and CRC are going to put together a work group that will put together recommendations based on our three committees of what changes we would like to see to the Bureau to make moving forward for events that might happen in this, like lessons learned and things of that nature. So just want to let the community know that, let PPB know that, and we'll be kind of following up with what the next steps are from that. And that meeting happens every three weeks.

Lakayana:

Moving on in our agenda, we have an alternate seat to fill. We just added two new members on, and there was a third one to be added. But that individuals, we weren't able to follow up with them and get them voted on to the committee. So we're going to open it back up. We have one alternate who's here with us tonight, I believe, Zeenab. So what we're going to do is we'll hear from her and then we will take a vote to recommend Zeenab as a new member of the committee. So I invite Zeenab now to share anything she would like to share about herself and why she's interested in joining the PCCEP committee.

Zeenab Fowlk:

Thank you, Lakayana, and everyone today. Again, my name is Zeenab Fowlk, and I am a native of Oregon, born and raised. However, I don't live there at the moment. I live in Washington state, and I've been living here since 2016. So I relocated from Maryland after 16 years, living in Baltimore, Maryland. Most of my time and my work and my experience, including volunteering, has been with non-profit organizations, specifically youth development, as well as the last 10 years was spent in healthcare industry.

Zeenab Fowlk:

And so when I came to PCCEP ... and man, it's been a while since I remember the first meeting I attended, but I think it was in the summer. And I was able to get an understanding of what was happening in the community. But I was led there by a community member who I thought was going to present at that meeting, but that didn't happen. And so I continue to come and participate and also go to other, as Kea said, moonlight at other subcommittee meeting just to learn more about PCCEP. And I also took the training that was just offered. And I thought this was very informative information that I've never really received, especially to understand more about the particular reasons why PCCEP was formed as well as the connections with the Portland Police Department, and also the work that's been done within the community.

Zeenab Fowlk:



And so I'm really excited to be able to share with you that I really continue to want to be a part of PCCEP. And I also feel like I can offer just my background when it comes to working in the community. Currently, I am a volunteer and executive director with Kukatonon, which when you talk about wellness program, we are just finishing up. On Thursday's our last session. We've done 12 sessions after COVID hit and having to really rethink how we approach social distancing. And we offered a wellness program for black. Well, it was supposed to be for the black community. Black women showed up. And so that's who we worked with for 12 sessions.

Zeenab Fowlk:

And we were working with our volunteers as well as our board to lead these sessions and included an aspect of working with the continent. So we had a faculty member from Rwanda lead our last two sessions. So it has been what ... one of the things is, I'm so excited to say we're almost finished. But it's been a very ... the process has been great when it comes to understanding how we can build things like this for the community. Also in engaging our board and our community to be a part of this process, to deliver programming and sessions that are creative, looking at how art and culture can really help with wellness.

Zeenab Fowlk:

So when the Portland Police Department began to focus on that and using that, I would say culturally specific components is very important, I'll just say. And even that, the trauma, the generational trauma that people go through, especially when it comes to policing in itself. And so that's my background, what I've been doing, and why I continue to be interested in the PCCEP. I'm not sure if you have any other questions, or did I not cover everything that should be covered?

Lakayana:

No, that was great, Zeenab. I really appreciate it. Thank you. So we have two other alternates that aren't here, but as a technicality, you can vote for them as well. So they are Alex and [Fabidy 00:08:32]. So you have three options, Zeenab, Fabidy, or Alex. And what I'd like you to do, if you can just private message Theo. Just want to also caution you to make sure that your private messaging Theo so that your vote stays confidential. And then, yeah, it should only take a few minutes. So I'll just give everybody time, unless there's any community questions or PCCEP of questions that they would like to ask for Zeenab.

Elliot:

Yeah. [inaudible 00:40:07].

Zeenab Fowlk:

I would like questions, if you can. Thanks.

Lakayana:

Go ahead, Elliot.

Elliot:



Yeah. My question was more to Theo about ... and Zeenab has been a steady participant and presence at PCCEP, and I think would be a wonderful member. I'm wondering, and I didn't see in the bylaws, but is there anything that would preclude someone who does not live in Portland, Oregon from being a member that you know of?

Theo:

You can live in Portland, you can work in Portland, you can worship in Portland, and you can be a member of the community. So it doesn't specify that you have to live within Portland proper. We have had members in the past who didn't live in Portland proper, but you have to work or worship in Portland. So I don't believe there's anything that would prohibit Zeenab.

Amy Anderson:

[crosstalk 00:10:06].

Elliot:

Thank you, Theo.

Zeenab Fowlk:

What was the question? I'm sorry. Was that you, Amy?

Amy Anderson:

Oh, sorry. I was going to ask you, what do you envision within PCCEP? What do you see us improving in our work going forward with the work that you're doing now? How can we be better at doing what we're doing? You know what I'm trying to say? Where do we go from here? What's your dream for us, for being on PCCEP? What would you like to see?

Zeenab Fowlk:

Well, one of the things that I really was looking forward to, but of course, I didn't make it to that last session when you first brought on people to the PCCEP, was the actual retreat that you're planning on having. I'm not sure how well the retreat went when it comes to planning. I am a strategic planner. I believe in it. And I recognize that, especially when it comes to setting goals and realistic goals. As well as when you ask, well, what do I envision? COVID has been rough for us, so I'm not sure if it's happened. But I hope to see more alignment with the police officers who are in the community with PCCEP, coming to share even best practices that they've also have experienced because while we're focusing a lot on the negative pieces, there are also people out there who are doing positive things. And I think that that's important.

Zeenab Fowlk:

And then on top of that, working. Like you said, I liked the wellness piece. I would like to hear more about how officers are being supported when it comes to that and how they can really look to the community to help with that as well. And so a continued engagement with all of the community, just being inclusive of everyone, even those who may not know about PCCEP, who can eventually learn



through everyone's commitment and engagement. Again, I've learned a lot. I've learned a lot through the training. I've learned a lot through each of you and what you share.

Zeenab Fowlk:

We talk about from summer to now, I could have made a decision not to come any longer, and I didn't stop coming. So I know that I really enjoy the conversation and hearing, even from those who are not on the PCCEP council, I love hearing from everyone and just understanding more. And hopefully we can continue to engage more people to understand and learn and want to be a part of it, either on the council or just volunteer or just being engaged with what's happening.

Zeenab Fowlk:

Also, I feel like ... because I think I've learned about different terminology too, and how I've been able to use that terminology as I continue to do work in Portland. Well, Kukatonon is based in Portland, Oregon. I have been volunteering in Portland prior to that and working in Portland when it came to work in the Urban League of Portland when I first came back in 2016. So it's not that I'm unfamiliar, and it's not that I'm unfamiliar with being a part of the other side of protesting, because I was a community activist in Portland and was a part of the Black United Front.

Zeenab Fowlk:

And so when I share this, I'm sharing it from a different perspective because I'm much older now, and I've stepped away from Oregon too. And I've been able to see it from different perspectives, even from Baltimore, Maryland when the first sergeants of the rise of Black Lives Matter was happening and seeing that happening with the youth and young people. And that's another thing too. I would love to see more young people engaged in this process and learning about this and also sitting on the council so that they can be trained and groomed to understand their role when it comes to keeping that link and engagement with policing. And I was long winded, but that's what I would say, Amy. Thanks.

Amy Anderson:

That is awesome. Thank you so much. You'll be a wonderful addition.

Zeenab Fowlk:

Thanks, Amy. Appreciate it.

Lakayana:

Any community comments before we move to a vote?

Theo:

Lakayana, one community member asked if Zeenab who was willing to share where she works in Portland or where she worships in Portland.

Zeenab Fowlk:



I work with Kukatonon. I've been volunteering with ... well, I started off with working with the Urban League of Portland in 2016 when I first transitioned back to the West Coast. And then, at that time, I actually began working with Kukatonon. We're reframing how we're working because we need to be broader than just dance and drumming. But for 35 plus years, it was dancing and drumming and with performances across Oregon. And really, up into February 29th, 2020, that's what we were doing. We were in Astoria, Oregon, and we were in Hillsboro, and we were delivering services to the Northwest Portland every weekend. Every Saturday I would drive up to Portland, or down to Portland, to do these walk workshops, which were great because it really helped build our team, who's delivering the new real hip hop circles, community healing art training.

Zeenab Fowlk:

And so with Kukatonon, while I'm a volunteer, before COVID I was often in Portland, possible every weekend. Plus, also working another job. So those are the things that I like to do. I enjoy volunteering. I enjoy giving back to my community, especially Portland, because I have an alignment with that fact that I was born and raised in the area. And I've seen a lot of changes in my community that I grew up in. I grew up on Rodney in Northeast Portland, went to school up until high school, and attended University of Oregon. So I've often seen changes, especially when it comes to how it affects my community, especially with the gentrification that happened. So believe me when I say, if I could afford to buy a house, when I was looking for a house, I would've come back to Portland. But I was priced out by the time that everything happened. Any other questions?

Lakayana:

Let's move to a vote. So again, you have Zeenab. I dropped the other names, their full names in there. But we have Alex and Fabidy. If you can message those to Theo, we will, yeah, get a result here in a second.

Zeenab Fowlk:

I want to share this too. I know you guys are doing a vote, so I should say this before you guys vote. I need to jump off this call. As a nonprofit community organizer and the volunteer, I put a lot of time into certain things, and we're still trying to plan our last event, which is Thursday. And so I really need to be able to focus on that, but I did want to come on here and make that commitment because Judith reached out to me. And so I really appreciate that, but I just want to let you guys know that in advance.

Lakayana:

And I also want to just add it. This is also a recommendation. This has to be confirmed by the mayor. Yeah. And whenever you're ready, Theo, why don't you just message me, or I don't know how you want to do it. Yeah. That's not [inaudible 00:49:35]. Okay. Yeah. So that's confirmed. Zeenab, the PCCEP committee has recommended you, so congratulations. Thank you for sharing your work and your time with us tonight. Yeah. I know there's a lot of folks who've been supportive of you joining the committee for a while now. So that's awesome to see. So moving on to another-

Zeenab Fowlk:



I want to say thank you. I appreciate it, everyone. Thank you so much.

Lakayana:

Yeah, absolutely. So we have another election tonight. This is for our steering committee. And so we have, if I can just find it here, four seats open every November, the two co-chair positions, our secretary and our alternate co-chair position. My position has timed out after two years. So I can no longer run for steering committee for the co-chair position. So there's been some conversations through email with PCCEP just about what ... well, it started in at our last steering committee meeting, just trying to navigate and figure out who's running. Do we need to change bylaws? There's probably still going to be a discussion to change bylaws, but we figured it out to a degree that we have enough folks running for the different positions.

Lakayana:

So I will ask folks in a second who are running. We'll go through, figure out who's running for what position, give them a chance to speak, give the PCCEP members a chance to ask questions, and give the community a chance to ask questions. But I want to start by just running through what the positions are. We have two documents that kind of do this. We have the PCCEP bylaws, which is what I'll start with. And then in preparation for this meeting, at our last steering committee, the steering committee decided to write up more details about what the positions were, the time commitments and things of that nature. And so I sent a document around to the steering committee, or excuse me, to the PCCEP as a whole with all of the position description. So I'll read those right after we get done with this part. Let me just pull these up, and we'll read through these.

Lakayana:

So, okay. So bylaws, we have the four positions, two co-chairs, one alternate, one secretary. Not a ton of information in the bylaws about it. It says elections will be held annually in November. No member may serve in the same officer position for more than two years, which is what I just kind of talked about. Resignation, an elected officer may vacate the position for any reason. The member will continue to participate as a full PCCEP member. PCCEP may fill a vacant position by special election. We just did this, I want to say in June or July when Andrew resigned because he was moving and we had a special election and elected Elliot to [crosstalk 00:21:47]-

Ann:

And me. And Ann.

Lakayana:

And Ann filled the vacant alternate position. The last piece of this is duties. Officers will be responsible for conducting PCCEP meetings. Officers remain voting members of PCCEP. A presiding officer will be designated at all times. Officers may request the mayor's office provide a culturally responsive facilitator to facilitate pieces of meetings. PCCEP ... excuse me. Officers will encourage full and safe participation by everyone, assist in the process of building consensus, ensure all participants abide by PCCEP's procedures. The co-chairs officer or liaison and project manager will serve as liaison between PCCEP



members and the city in consultation with a facilitator, if there is one. And project manager, officers will develop meeting agendas, establish subcommittees if needed, and ensure an efficient advisory process.

Lakayana:

So that is what is laid out there. And then from the document that I sent around to PCCEP members, I don't know if it's posted publicly. If it is, if someone could drop it in the chat. If not, I'll just read through. So co-chairs is about a seven to 12 hour a month commitment to the co-chair's responsibilities to lead the PCCEP meetings. Starts by organizing monthly meetings with the support of the steering committee. Co-chairs facilitate the monthly meetings, which involves making sure that the meetings run smoothly on both scheduling and process, managing guest presenters, facilitating dialogues between committee members and the community. The co-chairs must strive to be impartial in facilitating committee functions, such as discussions, elections, and other such events.

Lakayana:

Co-chairs must be comfortable managing often tense and difficult discussions where various participants may be upset or fail to follow meeting guidelines at times. The co-chairs work with PCCEP staff between meetings to coordinate logistics and weigh in on decisions that impact the committee. The PCCEP co-chairs attend several reoccurring meetings with the members of other policy advisory bodies, the staff of elected officials, and PPB officials. Co-chairs occasionally field inquiries from the press and media, and are generally seen as the public face of the committee.

Lakayana:

The secretary position. And we'll take clarifying questions and stuff after this, so feel free to be prepared to ask questions if you have them. Secretary time commitment, I estimated five to 10 hours a month. We'd be happy to defer to Vadim if he has other thoughts on this. But secretary's primary function is to make sure that the committee adheres to the bylaws, the PCCEP plan, and stipulations of the settlement agreement. To this end, the secretary should be familiar with the bylaws and settlement agreement and have these documents on hand during PCCEP meetings and be prepared to weigh in whenever clarification or information is needed. This individual should be detailed and process oriented. They attend the monthly steering committee meeting and have traditionally joined the co-chairs at the reoccurring meetings with members of other policy ... excuse me, police advisory bodies, the staff of elected officials and PPB officials.

Lakayana:

Alternate co-chair time commitments, 4.5 hours to 10 hours a month. The alternate co-chair primarily functions as an at-large member of the steering committee. They should be prepared to serve as co-chair in the event of a resignation, a planned absence, or other such events in which a PCCEP co-chair is not able to serve either temporarily or permanently in the day-to-day work of PCCEP. They function as a fourth set of eyes and ears on the work of the steering committee. They attend the monthly steering committee meeting and have traditionally joined the co-chairs at the recurring meetings with members of the police advisory bodies, the staff of elected officials, and PPB officials. They should be prepared to support the steering committee and overall committee as needed.



Lakayana:

I just want to start with any clarifying questions just on the roles of these positions, or commitments from folks that have been in them currently. Okay. Cool. It looks like we're good on that. So let's go through and find out who's running for what. I know that there was emails sent and folks trying to figure out what they're going to do based on and what is happening. So at this time, so what we'll do and what we have done is we start with the co-chair positions and then the alternate co-chair and the secretary. So who is planning on running for our co-chair positions?

Speaker 2:

Don't all run at once.

Lakayana:

Okay. So I actually wasn't looking. So I saw Elliot and I saw Taji

Amy Anderson:

Lakayana, I originally wanted to run for co-chair, but now that Taji has raised up and wants to be co-chair, I'm ecstatic. So I'm going to withdraw my desire to do it because I think it's going to a very good candidate who can move our movement forward. So I'm so glad, Taji, you agreed to do this. Thank you.

Lakayana:

Thank you, Amy. Okay. So we have Elliot and Taji running for co-chairs. Alternate co-chair, or do we want to start with set rules? We're already on it. Alternate co-chair, who's planning on running for that.

Ann:

I am.

Lakayana:

Okay. I'm also going to put my name in the hat for that one. Is anybody else planning on running for that position? Okay. Let's move to secretary. Vadim. Anybody else? Okay. So we're going to start back up at the top.

Ann:

Can I say something?

Lakayana:

Yeah, go ahead. So since you're running for alternate co-chair, then I'm going to not run.

Amy Anderson:

Except there may be a conflict because as an alternate co-chair, you have to be able to rise up into the position of chair, which you're already timed out at. You would have to sit out for a little while maybe. But we have to rewrite the bylaws because they don't specify. But in the current description you read,



which are awesome, you'd have to be willing to step in as a co-chair role. And that would be a kind of stepping on toes of what your previous role was, or at least in my observation. I mean, I don't know what anyone else thinks, but-

Vadim Mozyrsky:

And we have this-

Amy Anderson:

... it's a great idea for you to be we have some great ideas for you to be member. But alternate co-chair, I don't know how that applies.

Vadim Mozyrsky:

Amy, I appreciate that feedback. I want to say we did have this conversation earlier. Because it's a separate position, it is something that Lakayana could run for. And when we had this discussion, we had staff on board, and I think everybody ... nobody objected to it at that point in time. And I think that is consistent with the bylaws because it's not the exact same position as before, and certainly has different responsibilities with respect to representing PCCEP on a regular basis.

Amy Anderson:

Awesome. Then take us forward, guys. I'm thrilled. Awesome.

Lakayana:

Theo, were you going to add something?

Theo:

No, I'm going to say what Vadim said. Essentially, it's a separate position. And when it was created in the bylaws, it was meant for meeting purposes and facilitation purposes and so folks could have an officer present at all times. But they're separate positions.

Lakayana:

Yeah. Okay. So what we'll do, is there any ... well, let's have the steering committee or let's have the co-chair folks that are running for co-chair. We'll start with Elliot. If you want to just share a little bit about why you're running and then we'll go with Taji and then Vadim and then me.

Elliot:

Sure. Well, I've been serving in the role and think that there's work I would like to continue. And for continuity's sake would like to continue. I think, as I've stated before, my primary goal on PCCEP is to channel the needs, desires, and demands of the community through PCCEP to the city council mayor's office and PPB. And I think we're in a crucial moment right now where we're re-imagining the police and where the settlement agreement is still up in the air. And so I would like to continue in my role of pushing that forward and facilitating that conversation.



PART 2 OF 6 ENDS [01:02:04]

Elliot:

... of pushing that forward and facilitating that conversation.

Lakayana:

Thank you.

Taiji Chesimet:

Yeah. Oh.

Lakayana:

You can go ahead.

Taiji Chesimet:

Yeah. Okay, cool. So, in my goal in becoming the co-chair is to usher in transformative justice in Portland, and I think that is an interesting conversation that we're continuing to have within the body and we've had a lot throughout the summer. And that's really about pushing against a lot of the ways we continuously have thought about policing and public safety, and also working towards prioritizing the voices of Black and indigenous folks, queer and trans folks, voices of the disability community. And you may be wondering like what that looks like and some of those substantive pieces of it. I wanted to mention specifically a conversation I had at a town hall with Representative Bynum, from the state legislator, and she talked about the advocacy work of the deaf and hard of hearing community at the state level, to ensure that officers at the state academy were required to receive training on how to understand, interact, and best approach when they're dealing with folks in the deaf and hard of hearing community, and doing it in a nonviolent and restorative manner.

Taiji Chesimet:

And I think that idea was really unheard of, especially for marginalized communities, and I think that is exactly what we need to work towards in working towards pushing towards reasoning and looking at both sides of the community and Portland Police Bureau, bringing together those perspectives, creating policy, and advising on directives that don't just work, but are beneficial for the community. And that's why I believe I'm here, and that's why I've continued to stay on PCCEP since I first started. And I hope to continue to push for that work into the 2020... Well, yeah, into 2021, I guess.

Lakayana:

Thank you, Taji. I also wanted to just update that and just put in the chat if you'd like to run for secretary, so we'll hear from Vadim and then we'll hear from Ann. And then I can go as alternate co-chair. So, Vadim, go ahead.

Vadim Mozyrsky:



All right, everybody. It's been a pleasure serving as secretary for the past year, and I hope to continue doing that. As you know, I'm a mediating voice, a moderate voice in PCCEP, and I think I bring that to the table. Like Lakayana pointed out, this position requires a detailed and process-oriented person, and so I try to get as much information as possible. And that means getting information from all sides, to the best ability as possible. From the votes I've taken that I've tried to not only include the community members, but also PPB and other individuals that can help us form the best possible policies. And I think that's very important, and I'm glad to hear that that was reflected today, both from Lakayana and Zeenab and the desire to bring everyone to the table. Because the only way we can be successful PCCEP is to have everyone at the table.

Vadim Mozyrsky:

So, even though I think I have not agreed with everybody on every single vote, I hope you understand where I come from on all that. From a personal perspective, I do come here with an immigrant perspective, which I think is very important in Portland. That's a very unique perspective and certainly an area that PBB deals with extensively and needs to be at the table, as well. Anyways, I do appreciate it. I was going to have a little speech about Lakayana and what a wonderful job he's been doing, but I'm glad to hear that he'll be able to continue to do that in a different capacity. So, thanks Lakayana for all your work, and I'm glad to hear that you're unopposed right now for alternate co-chair and will continue to do that. Thank you.

Lakayana:

Thank you, Vadim. Let's go to Ann.

Ann Campbell:

Thank you. I am a new member of the Steering Committee. I was elected to be on that in, I believe it was July, and I want to continue to support PCCEP and the Steering Committee to amplify the voices of those who have been impacted by violence by Portland Police Bureau and the community. And I want to amplify the voices of all members in our community. I also think that my background in mediation is helpful, as well as my long history and service in public service. Thank you.

Lakayana:

Thank you, Ann. And I guess I'll just introduce myself here. Yeah. I want to serve in the co-chair... Or excuse me, alternate co-chair position, and be able to help transition the committee to new leadership, bringing the experience that I've had for two years in leading the committee. Be able to support the rest of the work, and also continue the work that's ongoing. There's several things that we've been working on with other committees that I would like to continue to serve in, continue to bring voices of youth in various communities to the table and continue to be a mediator between the different sides. I think it's a really challenging position, especially as a Black man, to be on a committee that you have to make this be a bridge between two communities that have very long historical differences and trauma involved in it, and I think I bring a lot to the table in that respect and would like to continue to serve.

Lakayana:



That being said, I'm going to start us off with PCCEP questions for any of the candidates. And just to keep us on time, we are... Oh, no we're good. We're good. Yeah. We're actually ahead. Yep. Yeah. So, I'll open it up to PCCEP questions. Use the hand raise function, if you can. If not, you can give us some verbal or a physical handwave, as well. Go ahead, Amy.

Amy Anderson:

Okay. My question is for Vadim and Ann, to make it fair. Could you please give me one situation in which your contribution made an impact this year in our committee?

Ann Campbell:

Oh wow. In our larger committee? Sorry, Vadim. Do you want to go first?

Vadim Mozyrsky:

No, no. Go ahead.

Ann Campbell:

Okay. Amy, in the Steering Committee or in PCCEP?

Amy Anderson:

Well, that's a tough question. Now you got me. Because the Steering Committee is where most, I think, of the work happens, and then the big committee, we talk about it, gay community input [inaudible 01:09:02]. So, you pick. I'll let you guys pick. Either one. I'm good with either. They're both important.

Ann Campbell:

That was a great question. I'm really proud of being a part of PCCEP in general. I'm proud of the work that everyone does, and I feel like my short time as alternate co-chair was to create a little more transparency about some of the other meetings that PCCEP members were in and sharing that information with community PCCEP members. Also, I feel like I have been a good supporter of PCCEP in various subcommittee meetings, and most recently with helping to put together the meeting this Thursday with the behavioral health and racial equity subcommittee.

Vadim Mozyrsky:

And with me, Lakayana mentioned earlier that the organizers, the chairs of the three committees, PCCEP, as well as the Citizen Review Committee and the Training Advisory Committee, have been meeting not only amongst themselves and planning out how we can help each other in our goals and reinforce our ideas, but also meeting with the mayor and other commissioner staff. So, that was initially my idea. I raised it within the chair of the CRC, and then we brought in everybody else together. And I think that has allowed, really, everyone's voice be heard much better amongst the elected officials. So, not only do we meet with the mayor and his staff on a regular, but we also meet with the other city council staff members that support the commissioners on a regular basis. And that's all come from a result of that. And so, like I said, my voice is to bring people together and whatever I can do to make PCCEP heard, and the people who can further our mission, is something that I try to do.



Lakayana:

Thank you for that. Let's go to Yolanda.

Yolanda:

Thank you. Just after hearing how important the wellness program is, we've heard an explanation of that earlier on and tonight about the mental health status as our police officers come back to work. I also want to take into consideration PCCEP members and how busy our schedules are, and most of us work full-time. So, thinking about that, I would like to know how each person that's running is balancing their obligations, and include self-care too.

Lakayana:

Let's start with Elliott and Taji, since Vadim and Ann just answered that last question.

Taiji Chesimet:

Yeah. Sure. I could go. So, if you're not familiar, outside of PCCEP, I'm also a student at the University of Chicago, and that's where I'm currently. I mean, for the next four days. And on top of that, I also am the executive director of Raising Justice, and we do similar work, mostly focused in juvenile justice work. So, it has always been a big part of my life doing this, I guess, type of work, specifically community-based work. In the sense of like how do I balance all of it? I think I best do that just with my time management and organizational skills, which has shown in the subcommittees as we've worked, and I took up a leadership role there after Yolanda's departure and during the summer, as well, in helping to push forward two recommendations. And I hope to continue to do that process and continue to be able to show my skillset in that regard in my position as co-chair.

Elliott:

Self-care, what's that? I remember they asked me on the interview for PCCEP about self-care, and I thought, "Would I even be applying for this if I understood anything about self-care?" So, yes, being a father, being a full-time teacher, trying to do academic work, activism, and be a good partner and do this work is extremely trying. And the only thing I could say is that during the time that I'm doing this, I'm making a sacrificing commitment, and not doing other things as well, and I don't intend to be doing this forever. In fact, two years would be my outward limit, so I want to give it my all while I'm doing it. But I think it is, especially since the summer, it's been very stressful, and I feel stretched thin, but I feel like I can still commit to it for the time being, at least for another year. But thanks for asking that question.

Lakayana:

Yeah. I would echo what Elliott said. The positions can be very stressful, balancing the different dynamics, and it ebbs and flows. When it feels stressful and emotional, the summer was definitely part of it. There was some early times in PCCEP that felt really, really hard. I think, for me, what I do is... Well, first of all, I have several PCCEP members that I can vent to, and I think sometimes it's good to find somebody on the committee who also knows what you're going through to be able to talk to them and get your thoughts out and help make decisions. Because there is a lot of pieces of this that it's not 100%



the right direction. Even if you take a look at these elections tonight, there's a lot of thoughts and things, so finding someone else on the committee that you can connect to. And then, personally, I like taking really long walks, I like reading, and at some point, you just got to step away from your work.

Lakayana:

This works has a tendency to bleed. As Yolanda said, it's a volunteer position, and sometimes it does start taking up other pieces of your work, especially if your other work is also very similar to this and it gets confusing. But I would just say for folks that are on here, finding someone on the committee that you can talk to that can help you talk through decisions or things that are frustrating, because it just is, and then finding that self-care. So, that's what I do. We'll go with Vadim and then Ann.

Vadim Mozyrsky:

For me, it's a lot of coffee. I've had a really long day to day and you need something to keep you going. But another thing that keeps me going is really the importance of our work, and I don't take that for granted one little bit. We talk about policies and we talk about visions and grand scheme of things, but when it comes down to it, really what we help the city do results in people's lives being better, or hopefully people surviving, where otherwise they might not. It troubles me that the murder rate is going up and the hard crime rate is going up right now. Those things keep me going because it is very important. Any small thing we can do here to improve the system will result in someone out there, perhaps, living that wouldn't otherwise. So, no matter how much time it takes or what you put in, I think it's important to do the best that you can here.

Vadim Mozyrsky:

And I think we are an amazing group of people. I mean, when I first joined PCCEP, I don't know what the time requirement was, like four hours over a month or something like that. It's not even close to that. Even the five to 10 hours is not really close to that, if you do the job well. But knowing how important it is and knowing that there's a lot of good people that are all trying their best to improve everything and do better for the city of Portland, really helps keep you going.

Ann Campbell:

And I would echo a lot of what has been said. I really feel that this work is very, very important. Since I had gotten onto the alternate co-chair position, there is a lot of meetings, there's a lot of outreach and collaboration with other groups in the city. And I think it's all very important. As many of you may know, I retired from public service after a 33 year career in education, and I do other volunteer work. And I'm able to balance my time because I'm not working, per se. And I also am very involved in exercising and talking with friends to debrief. And I'm really honored to be working with this group and doing this good work for our community. Thank you.

Lakayana:

I know, Amy, you have your hand up, but you did ask a question already, and I do want to be cognizant of time and open it up to community questions.



Amy Anderson:

No, that was a mistake. I thought I withdrew it. Sorry. I didn't even see it. No, I don't have a question. I'm good.

Lakayana:

Okay. Perfect.

Amy Anderson:

Yeah.

Lakayana:

Okay. I hate having to curtail questions like that. Let's open it up to community questions. If folks have comments, questions to any of the committee members who are running. Again, it's Taji, Elliott for co-chair. Me for alternate co-chair, and then Ann and Vadim are running for the secretary seat. Any questions from the community? Going once, going twice. Okay. I do want to acknowledge, also... Sorry, I'm just reading some... Yeah. Sorry. We're going to move to a vote now. Just was reading a message here. Do we need to vote on unopposed seats? Yes. I would say in the spirit of it, it would be best that we vote on them. So, what you're going to do is you're going to message your four votes, your two co-chair spots, your alternate co-chair spot, and then secretary. There's two people running for that for one position, Ann and Vadim.

Secretary:

Let's do names. You don't have to write it all out.

Lakayana:

Yeah. Yep. Okay. That makes sense. That's going to take a minute for the Theo to tabulate, so we'll give folks a chance to do that, and then I will pass it over to Elliott to take over the second half of the meeting. And as moving to a new Steering Committee, that group, I think, should take over in December. There's no more Steering Committee meetings or full body meetings after this.

Elliot:

Okay. While Theo tabulates, why don't we move on so we could take advantage of our time, because I think there's going to be a lot of discussion about some of the future issues. Next up on the agenda is a report on public engagement plan of the Police Bureau. And Mary Claire, I don't know whether anyone is prepared to present on that.

Mary Claire:

Of course we're prepared to present, Elliott, and I thank you for the opportunity. But before I introduce our presenters, I just wanted to give a little background for those who are new and haven't been around the entire year as to what we're talking about tonight. That community engagement plan is a part of the settlement agreement that the city entered into with the Department of Justice, and it required the



Bureau to develop a community engagement plan in collaboration with the PCCEP. So, back in, I believe it was March of 2019, then Chief Outlaw and Officer Natasha Huntsberger, who is with us this evening, presented before the PCCEP on our community engagement activities to introduce this subject, basically.

Mary Claire:

And then, in the spring, April and May, maybe even June, we were in attendance at subcommittee meetings talking to members about suggestions for elements to this CEO plan. We took the suggestions of the PCCEP, developed a plan, and presented it to PCCEP, I believe, last September, where it was accepted. And then, the chief presented it to the city council in October. So, it's been about a year since we started on the elements that had been approved by both PCCEP and the Bureau and thought that it would be a good idea to come before you and to give you a report on the progress that's been made, despite all the things that have gone on in the past year that we didn't anticipate.

Mary Claire:

But before I introduce Natasha, or before Natasha goes through the particular elements of the plan, which I believe she will have up on the screen for those of you who don't have the document with you, I did want to introduce Sergeant Hill, who is a member of the Community Engagement unit, and he's going to tell you a little bit... Before we get to the plan, we actually wanted to share with you some of the exciting news that the Bureau has with regard to community engagement, because that unit has actually been expanded since we talked about this a year ago, so I've asked Sergeant Hill to briefly go over that piece of news. And then, he will turn it over to Natasha, who will walk you through each of the elements and give you an update on the various aspects of the plan. So, Sergeant Hill?

Sergeant Hill:

Good evening, everyone. Sergeant Hill. I've been with the Portland Police Bureau for almost seven years. I was selected to be a part of the very new community engagement team. Just a quick little bit of my background. Before I was even a police officer, my wife and I have been, and still are, youth pastors in the city at a very diverse church within the city, and we've done a lot of community work. Also worked at a SEI for a few years, and then I transferred to a POIC under the city of Portland, the Street Level Gang Outreach Team. And after about a year and a half there, I finally got the call back from Portland Police Bureau, and I have been working as a police officer ever since. I promoted to Sergeant about a year and a half ago now, and just being really blessed and fortunate to stay in the community. And I'm in a position now where since the community knew me beforehand, in addition to all that, coaching football at Jefferson High School for a little over seven years, and I've just always been around. And my wife's family is from here.

Sergeant Hill:

And so, just being in this position now, just fortunate to be a part of this unit. I did have to do an inter-bureau application, if you will, and apply and express myself and why I felt like I was the best fit for this job. But the unit was expanded. Our current Chief Lovell, who was a Lieutenant and then was a Lieutenant here, and he and the Natasha Huntsberger did an incredible job with what they had, but as



he became the chief and things evolved over this past year, he saw a need to expand the unit for what they could. It wasn't very much, but it was more than what was there before.

Sergeant Hill:

So, we are very, very new. It's been about two months. I'm trying to catch up with everything that Natasha knows. She will share her expertise in a minute. But it is myself as a Sergeant, and I have four officers that work with me, all very diverse. Including myself, there's another African-American officer, Jakhary Jackson. There is an officer from the Russian-Slavic community, Adi Ramic. There's also an officer from the Hispanic community, David Ramos. And then, we have a officer that represents the Asian community with Officer Stephen Lye. And basically, again, we're a very new unit, but we are trying to glean as much information as we can from what was already established and the meaningful work that Natasha and Chief Lovell had already put in place, and we were just trying to learn what the framework is and build upon that.

Sergeant Hill:

And so, regarding public involvement, communication access, and training, for us, we're again, we're very new, but we have been going out. We actually had a chance to... We've been reaching a lot of community members that just want transparency and just want to know what we do, or is there a difference between what actually goes on in the Police Bureau and what is portrayed on TV? And just reaching folks where they're at. We've done several community events already. The very last one we did was a pumpkin giveaway for Halloween, and it was in the parking lot of Home Depot at mall 205. Over 600 families came out. We gave away every single pumpkin that was donated. We had a lot of community volunteers come out. There were other companies that came out and donated school supplies, Halloween candy for the kids, a vast amount of just different things.

Sergeant Hill:

Home Depot worked with us, and it was a beautiful event. We worked very close with the Sunshine Division, constantly giving out food boxes, anybody that comes to us or just says that there's a need. In addition to food boxes, the shop with a cop is very much still alive, and so we're constantly taking families out and doing that. So, we've encompassed a lot of work that was already being done, but we have the chance to do some intensive exterior work that really represents the Bureau in much needed light right now. We're just trying to find ways to reach folks. I am all about community all the time, so it was a great opportunity. It's been humbling for me.

Sergeant Hill:

But then we started thinking, "Well, how can we change the lens of what's going on intermural?" Right? Because you can't have community engagement that's only outward, and then the folks that you work with or that you used to work with never see you anymore because you're in a different unit now. And so, we try to still go to precincts. We have done plenty of precinct roll calls. Just on various shifts, letting folks know what we do, what we're here for, as we're continuing to build to form a formal infrastructure to work from the inside out. And we also respond to police calls that are going on in the city, like beyond the call. I'm currently trying to draft the SOP for this position, which I'm about halfway through. But the beyond the call aspect services the community within the Police Bureau, meaning the officers, the boots



on the ground. And so, those wraparound services that folks need and that police, we feel this unit, the Bureau feels that, we're always trying to evolve and improv, so we feel like we could do better in that area, too.

Sergeant Hill:

And so, we may respond to a hot call and there may be some family members that are injured or displaced, and some kid has seen some trauma or whatever, so instead of just making sure the person that's affected has gotten what they need as far as medical attention, or write a report, now, those officers can come to us and say, "Hey, well, there was a kid there who was fine physically, but they could use a little extra. Or maybe it seemed like they didn't really have any clothing or anything like that." We can go back after the fact and provide that and offer... We never force anything, but offer resources to the family as far as getting the kids clothing or a hot meal or just offer our resources as far as counseling services. Not that we are counselors, but just offer counseling services through different organizations that are already doing great work, as far as that.

Sergeant Hill:

So, again, we are still building. We're very much still trying to get things organized, but these officers are willing to do whatever it takes, and I'm just grateful to be a part of a unit like this. It's very, very unique. And so, the plan long-term is to hopefully build a model that we can eventually share statewide, and maybe even a national model, if we can really get things to where we want them. So, we have a lot of great support from our command staff. I send them weekly updates of what we do.

Sergeant Hill:

And also on our community engagement app here that we have, each officer is responsible for updating the contacts they've had for folks, that anybody that has anything to say, anybody that wants to talk about anything, any community events that they would like officers to just come out and shake hands, or just talk, have those tough conversations, peel some scabs off, some stuff that has gone on, and just really just talk. There's no agenda. There's no us versus them. It's really just talking and trying to rebuild relationships through meaningful interactions and community engagement. And so, I'm sure there was probably a question or two, I haven't been looking, but my phone is very small, but I thought I saw something in the chat. But that is, in a nutshell, as condensed as I can, that is a description of the unit.

Elliot:

Yeah. Thank you, Sergeant Hill. There was one question. You mentioned some acronyms, SEI at the beginning. What is SEI? Did I get that right?

Sergeant Hill:

It's a nonprofit here in the city. It's been around for a long, long time. One of the co-founders was Tony Hobson Sr, but it's Self-enhancement Incorporated. It's a nonprofit organization, and they pretty much just... They're just a community organization who has been around for a long time, just advocating for kids in the classroom and outside of the classroom [crosstalk 01:32:22]



Elliot:

Okay. Well, thank you very much. So, I think Natasha is going to go, and maybe we'll do both of them and then take comments and questions. Natasha?

Sergeant Hill:

Gotcha.

Officer Natasha Hunstberger:

Well, good evening, everyone. I hope you're all doing well. Before I start, I hope you and your family, your loved ones in your communities are staying healthy and safe and gradually recovering from a very pervasive turmoil on local and national level. So, on that note, I am working with Claudia to see if I'm able to share my screen. So, if you can bear with me... Yes. So, since I'm not able to share my screen, Claudia, I emailed you my roadmap.

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Officer Natasha Hunstberger:

Claudia, I emailed you my roadmap, actually that you all probably have, so I apologize for duplication and I believe it would be the other attachment, Claudia, but there were two. But while we are working on this ... There it is. Thank you so much. So as you all know, with your due diligence, commitment and input, we were able to in tandem with other community stakeholders and divisions of the Portland Police Bureau, create this foundational documents that is committed to frame the next couple of years, Portland Police Community engagement, strategic roadmap.

Officer Natasha Hunstberger:

While I have to give you a disclaimer, as you're well aware because you actively and intimately participate in crafting this document based on your representations of various community voices. This was tailored and designed to rather traditional format of interacting with the community members, in rather peaceful, healthy, normal times. As Mary Claire, so eloquently put it and framed it. Some of our initial plans were definitely not tailored to responding to COVID and pandemic of social injustice movements that we all experienced.

Officer Natasha Hunstberger:

So in terms of due dates, I would work with you and appeal to you to ignore those as of right now, simply because we will present you our reasoning and logic for disregarding those as we continue to work on implementing and adhering and strengthening this roadmap that we put together. So for those who are new to the committee, the public involvement, pillar, of our roadmap, I will just read it for you briefly. It actually states, the goal is to increase ongoing structural opportunities for meaningful community engagement and inclusion.

Officer Natasha Hunstberger:



So based on our input ... Could we scroll up a little bit, since I have no control. So as Sergeant Hill pointed out, even with the newly established office of community engagement, in addition to other divisions, including patrol operations and investigations, our members both sworn and non-sworn, despite challenges and barriers caused by COVID and other restrictions, continue to engage with various community segments in their capacity in the course of their duty as well. So as Sergeant Hill illustrated, there might be to a lesser degree, to limited in person interfacing any interaction.

Officer Natasha Hunstberger:

However, we have adapted like many of you, and adapted to the online virtual reality interfacing and conducting workshops, working on projects in Zoom and Microsoft teams. So it took us a little bit of time to adapt. And in addition to identifying new avenues of communication in order to maintain momentum of building, reinforcing, and nurturing trust, as a co guiding factor to community engagement, we also were informed and educated by our community partnerships that COVID really caused a lot of stress and trauma to our community members.

Officer Natasha Hunstberger:

So in the effort to be mindful and respectful of community needs, in regards to trauma, livability issues, and primary basic needs. We tailored and scaled down to in-person interactions and offered our support in whichever avenue where we're able to do that, whether it's via assumption division outreach, or simply providing workshop sessions with youth and families. But just acknowledging as a community organization, as Portland Police Bureau, that many families are struggling, continue to struggle, helped us really connect and tailor our strategic roadmap to really hear and be inclusive of community voices.

Officer Natasha Hunstberger:

So I'm also glad to hear and learn from Mesilla Kiana that there has been interfacing more actively between PCCEP and some of our Portland Police Advisory Councils, such as training advisory council. And we are also hoping moving forward where the degree of regaining stability and normalization that we can expand those platforms and start interfacing with other groups that are members of our organization. I'm very, very excited in terms of talking about of public involvement, which refers to enhance existing opportunities for community and police partnerships.

Officer Natasha Hunstberger:

As you all know, Chief Outlaw, provided this framework for Portland Police Bureau chief's office to set up one of those general assemblies with the various community voices that would represent the needs of marginalized communities as inclusive as one can put it together. So as a result of these efforts, but also I have to give full credit to, at that time, chief Jami Resch, who initiated weekly meetings with the old chairs of all our advisory councils in order to improve communication and increase transparency and direct access to the chief staff seen in regards to Portland Police Bureau response to social justice movements.

Officer Natasha Hunstberger:



We inadvertently, or an even better word would be organically, all came together. All advisory council in crisis, saw opportunity. And by that, I mean, they created a coalition of all advisory councils. It's also acronym is CAC. And I believe that some of my respected colleagues and some of many you probably know and I have worked in the past are in the Zoom Room, and I'm not sure if they would like to say something, but our coalition as envisioned and tailored by Chief Outlaw, came together and including voices from CIBC Advisory Council, Muslim, Latino Advisory Council, Alliance for Civic Community and Behavioral Health Advisory Council and Training Advisory Council.

Officer Natasha Hunstberger:

So it is as diverse as we ever had, I believe, in our history. This is the second time we had such a very sustainable, diverse, versatile, and very powerful group and coalition of so many voices representing an equity needs of so many more community members. I do hope that at some point you meet our coalition members and start interfacing in a very productive and meaningful way. So I'm also aware that on a city-wide level, taking ownership, first leadership by PCCEP and then mayor's office, there's been discussions and efforts to start a very innovative, yet very prevalent and old in PCCEP building processes, a concept and initiative of Truth and Reconciliation program.

Officer Natasha Hunstberger:

And I do believe that all of you would agree that no better time in our history of our city and our community to have such an endeavor unfolding and taking place when a community is hurting and there's a lot of grievances and collective trauma and pain. So it is my understanding that those conversations are in place, and that PCCEP plays a vital role and that we as Portland Police Bureau will partake in those discussions under the premise of shared responsibility and shared interests, not solely to be the driving agency behind this endeavor.

Officer Natasha Hunstberger:

I'm also very pleased and delighted to let you know that after about two years of conversations and learning about community needs, community gaps and community grievances, we came together with an immense support of Latina feminist, Ms. Marta Guembes and I believe that she's in our audience. We became back together with our Latino Advisory Council. I believe May or June of this year, and I apologize, it was the time of COVID and destruction of operations, Ms. Marta Guembes and Chief Chuck Lovell and myself.

Officer Natasha Hunstberger:

We established a Latino Advisory Council. And I do believe that at this point, which is November, we have a very strong thriving, a very diverse and very rich, culturally diverse Latino Council of about 15 members representing Central and South America. And at some point I also do hope that you get to meet them and learn from them and work jointly to address the needs and voices of our Latino immigrant and undocumented communities. I believe that Sergeant Schmaltz, and Portland Police Sergeant is here to present on the development and progress regarding Youth Advisory Council. I'll pass that mic to Sergeant Schmaltz.

Sergeant Schmaltz:



I know many of you, I've worked with many of you. But for those of you who don't know me, my name is Sergeant Aaron Schmaltz. I was a Sergeant for the youth services division that was disbanded back in June. I've been a police officer for 15 years, a Sergeant for about five. I was a member of LIPSC. I did word is bond this year with Mr. Jury. I have been doing some work recently with Taji with yet kind of auditing the work that we did there to see how we can kind of expand on that.

Sergeant Schmaltz:

And I'm also a member of the Juvenile Justice Council. We were working on putting together our Police Bureau as kind of the world closed down here in March, which kind of broke a lot of our kind of avenues to working on the things we were working on. But we had begun by doing a pilot with David Douglas, we were with their black and Latino student unions. The idea there was to see how they most, it's a very diverse school there and we wanted to kind of work with those diverse communities to see how they would best receive a relationship and how we can best receive what they had to say.

Sergeant Schmaltz:

And the chief's office has a desire to be able to hear from the youth community. This became, if you go back to last fall, we had several student walkouts that were hugely attended, real powerful moments, but certainly with all the different communities that we have in the free speech community. There was a lot of different kinds of intersections of those communities that made it difficult for the Police Bureau to manage those situations.

Sergeant Schmaltz:

So that kind of was a big part of what we were looking for as far as how we can engage with that community to make sure that we can make those events safe for them. And they have a good conduit to the chief's office. Moving forward. I've spoken with and met with PPS and with MESD. The idea is we want, again, the chief's office to have the ability to communicate with youth throughout the city, in a way that's repeatable in that is equitable and meaningful.

Sergeant Schmaltz:

A lot of the conversations I've been having with youth, they feel a lot of the time they'll hear that people want to hear their voice, but that ultimately it just falls into either on deaf ears or that it's kind of just a box to be checked, not meaningful. And so, we want to make sure that we're hearing from the whole community and that we have real work that we can get from them and help them do.

Sergeant Schmaltz:

So working with PPS, they're all kind of working on their own engagement plan, but the idea is to work with each school in the city and each district to get representatives from each of these schools, to make sure that we're hearing from all those voices throughout the city, and so that people are receiving service from the Police Bureau equally regardless of where you live in the city. That's it.

Officer Natasha Hunstberger:



Thank you Sergeant Schmaltz. And Claudia, would you be so kind to scroll up a little bit to the communication section so I can cover that one? Perfect. Thank you, Claudia. For those who are not familiar, the pillar of communication states the following, to expand and improve existing communication strategies and techniques to better communicate with those who live, work and recreate in Portland. I was fortunate to be at one of your sessions when your valuable community partners shared and echoed their concerns about Portland Police Bureau's practice is to share, inform, and engage community members in a media for media platform.

Officer Natasha Hunstberger:

And I was very glad to document those comments and take them back to our command staff who heard you, and as a result of your input and meaningful suggestions, we did identify that some of our communication strategies were purely and primarily of a digital nature using digital platform, which yes, it is a 21st century. However, there are many community members and segments that do as a result of socioeconomic, even language barriers do not have access to such a privileged medium of information and education, as we all rather take it for granted.

Officer Natasha Hunstberger:

For that reason, taking your inputs. We went back to identifying how to connect vulnerable communities, who lack access to information and keep them up to date informed and included and give them an opportunity and platform to provide input and be heard primarily. So we did the old fashioned newsletter, and we been printing those just up until May of this year when we had to reshift and pivot our operational resources and strategies. So, as you can imagine, a little bit due to COVID and a little bit due to the summer of 2020, we put on hold, we had a four month long suspension for the hard copy newsletter.

Officer Natasha Hunstberger:

However, I'm very pleased today, was in a meeting with Mary Claire. And we learned that we are going back to publishing and distributing newsletters to vulnerable communities and organizations that serve at risk marginalized communities. So I'm also very pleased to let you know that due to your input, we did create a signup sheet for a digital version of that newsletter as well, in order to enhance and broaden the scope of our audience and readership.

Officer Natasha Hunstberger:

As a result of partnerships with the community organizations, we tried our best. I understand that we can always do it better. We tried our best to translate our newsletter and most critical information in Spanish. We did start tweeting in Spanish based on our language access abilities and due to partnerships and support of our Slovak communities we were fortunate to translate those into Russian and Ukrainian languages as well.

Officer Natasha Hunstberger:

And as a result of your suggestions and inputs, we broadened our community stakeholders and partnered with Latino media and Slovak media outlets to just augment our message and allow those



communities to use those platforms, to provide feedback, share concern, and just keep us informed and educating about their needs. So on that note, there was a question that you raised last time about what are our efforts to promote TrackIT System that is an online way to access Portland Police Bureau, share feedback, share provide commendation, should anyone want to do that or complaints of course, online.

Officer Natasha Hunstberger:

And we have to tell you that those been really active. So hopefully that could be indication of more successful promotion of tracking system. The third section as details the ... Is addressing the issue of the Portland Police Bureau website, as you all know, it appears to be rather archaic and challenging to navigate. So I have to share the latest update is that I actually had to write it down. It is something called the city website is migrating to a new platform and it's currently in a state called better testing, not really sure what exactly that entails, but it means that it's in a process of development and testing and adapting to this new platform.

Officer Natasha Hunstberger:

For that reason, that delays significantly our ability to complete our new makeup or makeover of the Portland Police Bureau website that would have in theory be more easier, more equitable to navigate, provide more detailed information that is up to date. So as soon as there's a little bit more updates on the subtle level, which is absolutely out of our control. Once we reach that consensus, that we can migrate and take ownership of our web page, we'll definitely let you know and inform our community partners and work with you to make sure it's really working and it's equitable navigation of the system.

Officer Natasha Hunstberger:

And I believe so the access pillar of our strategic plan refers to ensure accessibility to the Bureau for all communities, including those with limited English proficiencies, or physical challenges. In addition to all of these pillars, this one is really particularly very dear to me. And I believe that my dear colleague, Ms. Ashley Lancaster, she's a newly appointed policy director. She's an audience with us working with PCCEP and learning about issues and perceptions and challenges. How does a police agency overcome such a significant barrier as a cultural barrier and a linguistic barrier?

Officer Natasha Hunstberger:

I'm very pleased to let you know that we took back your concerns and those about community partners, and we developed an eternal workgroup comprised of various stakeholders from various divisions and skillsets simply to enhance and augment our efforts to deliver as most equitable, inclusive and holistic and comprehensive language access program a police agency can do. What we have done so far is identified an internal ... We conducted an internal assessment needs assessment of Portland Police Bureau.

Officer Natasha Hunstberger:

I believe this is our first survey to the best of my knowledge. And I've been an officer for 14 years that we conducted a survey to gauge and scope internal demographic of bilingual and multilingual members. I do believe that our initial plan referenced to police officers only, but as a part of growth and learning



and inclusion, we extended a survey to include all of our members. As you all know, Portland Police Bureau has professional staff who are bilingual and multicultural. We have victim special agents who work in sexual assault, human trafficking, and domestic violence units who all have diverse backgrounds and invaluable language assets.

Officer Natasha Hunstberger:

So I'm very pleased to let you know that in one day of this week, I believe that was actually yesterday, nevermind. We completed a survey and Ashley and I will not go into mining the content of survey, what they will do is help us understand what is our demographic in order to support our bilingual and multilingual members and identify how can we connect them with community groups that come from similar backgrounds, actually, same cultural and linguistic backgrounds, simply to connect those marginalized communities, to be more integrated and have a pathway to address needs concerns, grievances and gaps.

Elliot:

I just want to do a time check here because we had on the schedule, this section up to 6:50 and we're at 6:50. So how much more time for your presentation? Because we also want to get public comment.

Officer Natasha Hunstberger:

Perfect. I can go to training division, because I think that's a very, very-

Elliot:

If you can just be succinct because we want to leave time.

Officer Natasha Hunstberger:

Absolutely [crosstalk 00:21:42].

Elliot:

We have another report after this.

Officer Natasha Hunstberger:

Thank you, Elliott for a time check. So as you can read all of this, most of our training pillars are very self integrated and as a result of continuous efforts to build trust and partnerships and working with various community stakeholders across sectors immigrant and U.S. born, we came to the conclusion that building yet another comprehensive platform to include those voices in partaking, in tailoring, training curriculum, providing valuable cultural perspectives based on our implicit bias in procedural justice to really deliver a product that is reflective of community needs.

Officer Natasha Hunstberger:

And we are working on our two way educational pathways, meaning to invite an onboard community organizations and community voices to be heard in a training division, but also focus on how those



voices can help to educate our police organizations, to be aware, more mindful and more in adherence with procedural justice standards. So I can answer more questions or we can come back next time to give you more detailed information, but thank you Elliott for the time check and I'll answer any other questions. Thank you for your time and all your input thus far.

Elliott:

Thank you Natasha, if Claudia, you could unshare the screen so we could see people. Why don't we just open it up to both public and PCCEP people could use the raise hand function if they've got questions for the Natasha or Sergeant Hill about the public engagement issue. So we have Taji up first and then Kea.

Taiji Chesimet:

Awesome. Thank you so much. And thank you, Natasha and Aaron for sharing your presentation. My first question is sort of rhetorical, a lot of the work and some research I've done just on like the terminology of community policing has I guess begged the question of some of the things that you put in your presentation, more specifically outreach efforts that were given to the advisory council implementation process for the Youth Advisory Council and for the Latinx Advisory Council. I'm just wondering, generally speaking, you mentioned one specific person who I guess like requested a Latinx Advisory Council. And then Sergeant Schmaltz mentioned outreached to PPS and MESD. Our body that our committee voted back in.

Taiji Chesimet:

I want to say July or August against establishing any new advisory councils until there was evaluations done. I know you mentioned, or I believe someone mentioned or acknowledged that our desire to see evaluations of the advisory councils. And then I just saw the response tonight from PPB in regards to that recommendation and specific. In that it didn't really say that whether or not those evaluations would happen or if they're going to just happen in tandem with the establishment of new advisory councils and the reason and I guess the question and the comment I had was just really about intentionality in calling this work community engaged policing.

Taiji Chesimet:

When I didn't hear anything around mental health training, that's occurring, implicit bias training, that's occurring, racial equity training that's occurring, none of that was addressed. And there wasn't much address to the protests and relation to some of this work. Because I know that community engagement work can be ever changing and it sort of has to be with the times, and I know this work's been going on a long time, so it might be hard to get all of it in encapsulated into a presentation or into a report. So those are my general thoughts. Thank you.

Elliott:

Natasha, do you want to respond?

Officer Natasha Hunstberger:



Thank you, Elliott. I wasn't sure of my time. I'll be very brief and mindful of your time. And thank you Taji for your constructive input and sharing your concerns. I'm very pleased to let you know that our efforts building Latino Council, were not driven or instigated by a single person's request or demand. Those were rather very organic long- term planting deceit. It just happened that Taji sometimes people walk into your life and there's a momentum, there's a community grievance, a community event that just promotes and request that those organic efforts be a little bit more expedited.

Officer Natasha Hunstberger:

And that's how we came to fruition with a Latino Advisory Council and Latino advisory council Taji, I have to tell you, even before I moved to America, Hispanic Advisory Council was in place in 2000, right? So there's a long history of involvement, but also disconnect. And I'm glad that you mentioned mental health conversations. I wish I had more time to expand on those, but all of the tenants that you mentioned are actually integrated in foundational work of all of these advisory groups. I only had enough time to mention that kind of a logistical infrastructure, but now when we have the infrastructure in place, we're going to address all of the issues that you mentioned. So thank you.

Elliott:

Okay, Kea.

Kea Meyers Duggan:

Thank you, Natasha and Sergeant Hill and Sergeant Schmalz for your presentations. My question, I have two questions for Sergeant Hill. So for the inter-bureau work that you are doing with other police officers sharing what you're doing, what the community engage unit is doing, are you hearing buy-in, are you hearing interest from these police officers to work with you on certain initiatives, et cetera?

Sergeant Hill:

Absolutely. There's ... With everything that's going on in the city, especially with the unique thing was with this unit coming on after some of the events in the city, or actually the events nationwide had already transpired. There was a need and a want for more to be done, but we have the bodies that we have. And so kind of for this unit to be expanded and for people to actually say, well, thank you because I know that I have a certain amount of time here and there are more people requesting police services, but there's more that needs to be done here to be able to get ahold of the office of community engagement and say, hey, this kid he's asking for a pair of shoes or it looks like he's a little hungry or something like that.

Sergeant Hill:

And for us to be able to come back same day or next day, or set up something with the family, it's been speaking volumes for those that we've been able to help. And so there has been a lot of buy-in from just people thanking like Bureau members thanking us for just being there to offer additional support and still be police officers, but kind of like humanizing the efforts that are going forth. And so it's actually been kind of refreshing. Again, it's only been a few short months, but it's been refreshing to be up here and be able to do it.



Kea Meyers Duggan:

Thank you for that. And my second question is, since this unit is new, what references or inputs are you using to build your model? Are you connecting with other police departments that have community engagement, units or divisions or community relations teams? What are you using as inputs to build this model?

Sergeant Hill:

The goal is absolutely when I got up here, you can't get up to a position like this, and know that there's so much work to be put in and think you know everything right off. And so the long-term goal is to yes, reach out to some folks that are already doing great work within the state and nationally. But right now there has been a great need in the city, and there have been some emergencies that we have had to get handled. So I'm slowly reading up and trying to build something like I said, from the inside out.

Sergeant Hill:

But I also have probably been taking heed more to what the community has been asking or just people that have asked us, hey, can you guys do this? Can you show up at this event? This is what we want because when you bring things in and just start implementing them, that might not be specific to your community. And so I think really trying to figure out, just hearing right now, not even doing a whole lot of talking, just doing a whole lot of listening on what communities in Portland are actually saying they need.

Sergeant Hill:

And then being able to build these positive relationships with actually taking action and fulfilling the request of those communities at the time, whether it's just showing up at an event, like I said, bringing sunshine division to drop off food boxes and household items, toiletries, and that kind of thing. So it's a good mix of both, but yes, that's the long-term goal to reach out to other successful police agencies that are doing the work. But I also want to be mindful and not just bring something here that maybe a good idea on paper-

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Sergeant Hill:

... mindful, and not just bring something here that may be a good idea on paper and look good on paper, but it's not what these communities are asking for. So just trying to find a balance of both. And that's another reason why I'm grateful for the Bureau to reach out to somebody like me, because I'm not just, I'm not just a police officer. If we're being honest and we're talking about race and we're talking about equity and all these things, I'm a black man. When I take my uniform off and my kids are in this community, and my kids have always been in this community. I worship in this community. I work in this community. I live in this community. I've been in this community, I've been here.

Sergeant Hill:



So it speaks volumes when you can actually go out to these people, whether you're in uniform or not. And they know you prior to you ever becoming a cop, and you're able to just sit down and ask them, what, what, what would you like to see? What are your needs? And not just throwing stuff at them because it works somewhere else, if that makes sense.

Kea Meyers Duggan:

Yeah. Makes perfect sense, and I really, really appreciate your response and your input and your personal experience. So thank you for that, and thank you for the work you're doing.

Sergeant Hill:

Absolutely, thank you.

Elliot:

Thanks. Next up, we have Portland Copwatch.

Dan Handelman:

Hi, this is Dan Handelman from Portland Copwatch, and I just listening to this discussion from officer Houseberger and the other officers. I'm not hearing any acknowledgement that the protests that were out the summer were about the police and the police use of violence. That there's references to it being racial justice. Yes, that's an important piece of it, but part of it too, is the police violence. And then these protests were met by more police violence, which I know you're going to talk about in your next segment.

Dan Handelman:

And I think while you're working on the idea of a truth and reconciliation commission, I think it doesn't hurt to put a little bit of the cart before the horse and have the police start to acknowledge that. There was talk earlier about how officers are traumatized from being out on the street every day and needing to go to therapy and stuff. But there's no acknowledgement of the harm that was done to the community members in that time. Or the fact that police were using brutality against people who were protesting against police brutality.

Dan Handelman:

So I would like to hear the Bureau use more of that language to acknowledge the harms that are being done in terms of helping people out who need shoes or food. I think those are great and worthy things, but it's not something that police officers need to do. There are social service agencies that do that kind of thing. And doing that kind of thing doesn't erase the history of violence or the institutional violence that the police are set up to do in our communities. So I would really caution against making that a primary function of the community outreach instead of building bridges about all the problems that have happened.

Dan Handelman:



And finally, since I don't see it anywhere on the agenda today or yesterday, maybe. The Bureau posted two directives that came back for more discussion, and I don't know if the PCCEP is going to address those in any way. But one is the one about searches and seizures, and the other one is about the so-called Brady list, where officers who have committed acts of misconduct or lied are not allowed to testify in court. So, thank you for your time.

Elliot:

Thanks, Dan. Just on the question of the police directors, I think we're going to be bringing those up in the steering committee because we had a full schedule tonight. But is there anyone from the Bureau who wants to respond to the question of emphasis or lack of emphasis on acknowledgement of police violence around protests this summer?

Sergeant Hill:

I won't answer if chief [inaudible 02:07:39] or anybody else's of command is online, they can chime in. But just very briefly, there are agencies out there that are doing a ton of great work. But there's no definition of what a police officer should not be doing. And if it's edifying restoring humanity to the position and aiding needs of community at the same time, that's exactly what we're supposed to be doing. And speaking to the violence that happened this past summer, I did not have a chance to speak to that. But part of what we have been doing, I do have officers on my team that are involved in speaking. I was on Zoom last week. The gentleman does not wish to be identified at this time.

Sergeant Hill:

And we told him out of respect for him and his identity, we would honor that. But he has come forward and he is a African-American male that has been leading a large amount of the Black Lives Matter protest at Rev Hall. And he was talking to us about reconciliation between the Portland community. Not even just the African-American community, but the Portland community, as well as the police department. And how we can integrate better serving the community by steps that the police Bureau can take and steps that the Portland community can take as well.

Sergeant Hill:

And so we are having those conversations. I just didn't want to take up too much time. And he already asked us last week on Zoom to not reveal his identity, just because it's a sensitive area for everybody. So just out of respect for him, I will not do that. But I would just say, we are having those conversations. We're not perfect. I can't give you a plan from A to Z right now, what everything looks like and what things will look like in the future. But I will say we are talking to activists and folks that want to see change every day. And we were speaking about that very thing specifically.

Sergeant Hill:

We're not speaking about clothing and shoes and doing for families all the time. There are people that come to us and want to know specifically about protests. And so, we do what we can to answer those questions and also hear them, and then send those concerns to the chief's office to try to get a better



overall view of how we can support, how we can be better. This is just about being better in supporting the community. So that is all I will say about that. Thank you guys for your time.

Elliot:

Thanks Sergeant Hill. And we are going to be getting on too soon after Lakayana's question onto this question of the police use of force this summer. So Lakayana will be, and then Sean, but that will be our last question, because we do want to move on and have plenty of time for the report. So, Lakayana.

LaKayana:

Yeah. Thank you both for the presentations. Just a couple of questions I have, Sergeant Hill. What are your thoughts since your unit does so much community engagement on the possibility of officers without weapons being part of that work. Curious about that. Also, we're developing a recommendation to increase officers living within the city. And as someone who's lived here, and as you had mentioned has done a lot of work already before becoming part of the Bureau. What do you think the impact is of having officers that live and are embedded within the community. Any thoughts on the... Right now it's currently 20% of Portland police officers live within the city of limits. So your thoughts on that and what you think would be a reasonable number. And then any engagement that you guys have, or cross collaboration with the Office of Violence Prevention.

Sergeant Hill:

Again, to be mindful of the time, as far as... I'll try to answer both questions. It's relationship, right? I mean, there is a new sergeant in our personnel division as well. And so, part of what I thought, I tried to be very thoughtful in what I put in my cover letter, and for what I think the officers in this position and the sergeant in this position should be seeking. And it's relationship, right? So at some point, there's directives, there's policy, there's X's, and O's. There's things that have to be done, there are things that shall be done. But at some point, it's relationship. If you go back to when there was a moment in time where there were more community members that actually trust us, then what do now.

Sergeant Hill:

And I think some of it is relationships. So even if you have officers that don't live in the city, I can't speak to that. I'm not the gears that make this whole place turn. But what I can say is that we have been trying to have small conversations. There's nothing on paper. There's nothing that's been formalized. But I've been having conversations with the new sergeant about, if there is a time when we are able to ever hire again. Who you hire in the first place. And also, if there are officers that come here from other places seeking employment opportunities, what does the onboarding process look like for them? Like how much time are they spending with community members before they are officially off probation and are solo officers, so to speak, so that when they go back into these communities, folks already know them. Because they spend a considerable amount of time or a protracted period of time with these communities beforehand.

Sergeant Hill:



And so, the former human resources sergeant or personnel Sergeant, while he was a lieutenant. A really, really great guy. He's already got some work and done some work around having new officers in the community before they're off probation. So that people in different ethnic backgrounds, in different communities, religious backgrounds, faith-based communities know who they are before they're on their own. So that there's a familiar face showing up. I can't necessarily do anything about officers that don't live here. But it doesn't matter where you live if you have a relationship. I don't know everybody that I come across, but when I say, "Hey, I coached football at this high school. I was a math tutor at this high school. I worked in the community for a nonprofit organization in this area beforehand." They already know, you can ask around, and people will begin to know you.

Sergeant Hill:

And so, when the relationship is better, which is what we're working on, because we know it's not the greatest, right? It can't be, there's no way that it is. But when you work on that piece, it makes the transition into what we are asked to do, because this is a very delicate position when you look at what a police officer is there to do. It speaks volumes. So, as far as the Office of Youth Violence Prevention, I'm barely familiar with Nike Green. That's the relationship piece I was just talking about. I worked with her and Antoinette Edwards before her. I worked with him a great deal before I was ever even a police officer.

Sergeant Hill:

And so she called me last week, just, "Hey, I got 10 families that need X, Y, and Z right now, can you help me with it?" I called over Sunshine Division, had everything mapped out. And they were able to come over and get what they need so that they could serve those families. So I worked with them a ton. I work with [inaudible 02:14:53] a ton, and all the Gang Outreach workers in the Office of Youth Violence Prevention. I'm on board with what they do. We need them and we need to utilize them more. And so, I agree with what she's doing right now, and I think she's running a great program.

LaKayana:

So my first question was just about officers in your unit not having weapons. Do you think some of your work could be done done with officers that are not armed?

Sergeant Hill:

Well, some of the officers in my unit not having weapons?

LaKayana:

Yeah. Could the work that they're doing, like outreach to families, and some of the work that you were describing. Do you believe it could be done without armed officers?

Sergeant Hill:

Some of the work that we do we're not... A lot of the work that we do. We dress just like this. And so, it depends on what we're doing and what capacity we're in. Do I believe that police officers in uniform serve a function or a purpose? Absolutely. But not to get too far down the rabbit hole. There are plenty



of work that we do where we are dressed in street clothes, because a community member is just asking us to stop by and talk a kid about something, or they need a little bit of help with something. And they're wondering how something works as far as the legal system.

Sergeant Hill:

So there's a lot of days I come to work in just a flannel and jeans, but there's definitely a significant purpose in a role for when I should be in uniform. This is what I signed up to do. And so when I do my job the right way, I'm not worried about whether I'm armed or not. I know that I'm here to serve. And so, there is a capacity in which we serve where it absolutely is necessary to have uniforms on, yes. But there's work that we do also where we come to work dressed just like this.

LaKayana:

And when you're saying you're coming to work dressed like that, do you have weapons on you or not?

Sergeant Hill:

Are we on course for the meeting? I just don't want to get too far down.

LaKayana:

Yeah, I think we're fine. I mean, it's just quick yes or no question. Just like when you're saying you are coming without a uniform, you mean like you're just in plain clothes or you're in plain clothes, but you're still armed.

Sergeant Hill:

I mean, it's my job. So we have sidearms, but when we go into certain places if they request that, and it's feasible for us to do so. We don't always have weapons, but our day-to-day function is if we are dressed like this, we do have sidearms on, it's not glorified or something that we reference. Or it's not a go-to, it's just that we are police officers, and so that is our dress code.

LaKayana:

Yeah. And I'm just asking that because there is the Portland Street Response Unit that's being done in a large call from community to see less armed response. And it sounds like some of the work that you're doing could be done without weapons. I'm just wondering.

Elliot:

Okay. So Sean, I'm going to, unfortunately I think we do need to move on because we're at 7:15, we've got 45 minutes and the next presentation is-

Sean Campbell:

I can say it in 30 seconds. It's not a question it in 30 seconds. I would just like to say, I'm Sean Campbell, the chair of the TAC. And we have worked with the PCCEP over this last year. And I think it's been a very good relationship we've had because you have 13 members, we have 25 and many hands make light



work kind of deal. It's good not to double up. I just wanted to speak really quick about the recommendation you put out in July that was mentioned about the evaluation of advisory groups.

Sean Campbell:

And I guess all that I would request from the PCCEP is perhaps, humble yourself a little bit and think about how that sounds to many of these advisory groups. Basically, saying that you want to evaluate their purpose without having any feedback from them in the first place. I know that was brought up in the initial meeting by Mr. Clipper. I believe that the PCCEP never reached out to any of our groups before making that recommendation.

Taji:

There was outreach done to the groups.

Sean Campbell:

I don't want to get into who said what here, that's because that's not what I've heard from different people.

Elliot:

Okay. Why don't that's-

Sean Campbell:

All I'm saying is there's a lot of groups that are here. Many of the members are here right now, and it would be a good time to maybe reach out and start talking to us more. Make it [crosstalk 02:19:06] this meeting, but in the future.

Elliot:

Okay, Sean, that's a good information feedback to have. And I think we could take that up in the other committees, unless Taji, do you want to respond to that briefly?

Taji:

Briefly, I mean, Mercy, if you would rather respond.

Marcia Perez:

There was some outreach here and there and I can agree that we could have done a better job. One of the reasons there wasn't a lot of outreach was that we didn't have the information in regards to when the meetings were being scheduled. So part of the recommendation, which I helped develop was to say, "We have community feedback that says that the city is not keeping the website up to date. We do not know when these groups are meeting." It wasn't until in aftermath, a conversation that I had with someone else about advisory council being developed. And so it just seemed like the communication was pretty poor on behalf of the Bureau's part, and not communicating that they were having these dialogues with folks.



Marcia Perez:

And again, could we have done better? Absolutely. But essentially, part of the recommendation that I helped draft, and that I brought forward was to say, "We want to have information that says that you guys are meeting, when you're meeting. PCCEP tries to get our information out there. Where can we find the information? Can we attend these meetings? What is the progress?" And so-

Taji:

And what's being advised on, and what's [crosstalk 02:20:39] taken.

Marcia Perez:

Like what's the impact, yeah.

Elliot:

Okay. So what I hear is agreement that we need better coordination facilitation from both sides. And I think we all want to move forward with that. So I do want to move on with that, because the next report is going to be a big one. But before we do that, Theo is going to give us the update on our election, which is not going to take as long as the presidential election to decide. You're on mute.

Theo:

Well, we will see if it takes us long, it's a little bit complicated. But congratulations to Elliot, congratulations to Lakayana, and graduations to Taji, two chairs and one co-chair. Ann and Vadim, you've tied, five to five. So if there's several different ways that you all could go about doing this, I mean, I'm not going to recommend anything to you all. But I think it would be best to wait until the committee is full. You have 10 members on right now, or you had at the vote. It might be good to wait until you have all 13 folks to go. Jumari did vote, yeah, I believe. I'd have to check my tally. So you all can decide how you want to do that.

Elliot:

That sounds like a good plan to be able to break the vote as to when we have more members or an odd number, hopefully we'll be able to come to a decision. So if there are no objections to that, we could do that. And in the meantime, have Vadim continue in the position until we're able to take that full vote at the next board meeting.

Vadim:

And I think maybe Ann and I can have a talk also. Maybe we can come to some understanding as well. That might be another possibility. This was all, I think, a surprise to everybody how it cascaded, so we'll see.

Elliot:

Okay. So that's great. You can have a conversation and where we could figure this out. But I don't want to spend a lot of time with this, but thank you, Theo. And I predicted too soon that we were going to



resolve this easily. Let us move on. So Mary Claire, you're going to do the report on the use of force. We have 40 minutes left in our meeting. I do want to leave ample time for community comments. So would you be able to keep your report within 20 minutes?

Mary Claire:

I'm sure we can, but once again, I bring folks with me who are much better at it. So, we are going to present the third quarter report tonight, as well as an addendum to the second quarter report that wasn't available when we issued that quarterly report. And to do that, we have with us this evening, acting Lieutenant John Sapper, who is currently the force inspector for the Bureau and Shannon Smith, who is a force audit analyst, who helps prepare these reports. So I will without further ado, turn it over to them. I expect we do have a PowerPoint, but I expect we can get through that within the 20 minutes period and then have the question. I'll get up.

Elliot:

Right.

John Sapper:

All right. Thanks Mary, go ahead.

Mary:

Does anybody need a [inaudible 02:24:18] screen?

John Sapper:

Yes, yes, I would need it. All right. Thanks, Mary. And as Mary said, my name is John Sapper. I've been with the Bureau for about 11 years. I've worked at all the precincts. I came up to the inspector's office from Central Neighborhood Response team after the events of the end of May and June to help out with the protest related force reporting. And I've been working in that office since. So I do have a presentation. I will keep it brief because I know there's going to be a lot of questions regarding the protest related force. So what I'll do is I'll cover quarter three on what I call a regular force, non-crowd control related force. And then at the end, we'll go over the crowd control force and there'll be ample time for questions. Can I get a head nod if you can see that? Thanks.

John Sapper:

All right. So starting out quarter two, quarter three, over quarter two, we've had a drop in custodies in general. Almost a 25% drop in custodies. In addition to that, we had quite a substantial drop in calls. Force involved custodies relatively stayed the same. There was about a half a percent increase in that. As far as the drop in custodies, we know that that COVID has played a huge factor in a lot of stuff. This quarter covers July and August. Those are summer months. Those are normally months where there's a lot more disorderly crimes. People being arrested that normally aren't there. We're not getting calls about that type of stuff.

John Sapper:



Okay. So for quarter three, this is just a breakdown of how the different applications of force breakdown. And on the next slide, you'll see it quarter over quarter for the last year. So as you can see at the top, you have control against resisted handcuffing, which those are the lowest levels of force. Category four, an example would be if somebody is being arrested and they pushed back a little bit from the officer, but there is no injury. The officer just has to overcome a little bit of resistance. That's the type of force that we're looking at there. So when we include pointing of a firearm, not to discharge, just pointing.

John Sapper:

Controlled takedowns, which is also a category four, we're looking at about 60% of our force applications are really low uses of force. You will see there's one anomaly that hit all of our reporting for this quarter, and we'll touch on that. That's regarding the 107 applications of less lethal, so we'll talk about that here in a second. In addition, as in the first slide, you could see the drop in calls and custodies going quarter four, from 19 to now. You can see a dramatic drop in calls for service. Again, we attribute a lot of that to COVID-19.

Elliot:

There was a question about, what is the definition of less lethal?

John Sapper:

Yeah. And we will get into that, that specific... Less lethal is a 40 millimeter sponge round. And I'll touch on that in just a second as well. Did that answer the question though, for whoever had that question?

Speaker 3:

I'm sorry, can you repeat that?

John Sapper:

Yeah, the less lethal 40 millimeter is a blue sponge round. So it's an impact round made of foam.

Elliot:

Okay. Why don't you continue, and then we'll take questions later.

John Sapper:

Yep. So in addition, going back, almost a year to now, you can also see a dramatic drop in the custodies. And as expected you would see a drop in the individual force events as well. So I think I mentioned there was an anomaly. If you're going down quarter three 2020, you'll see 107 less lethal applications and it looks pretty bad when you go quarter four, there's four there's 10, and then there's seven. Now there's 107. There was an incident if you guys recall in Forest Park, where the SERT team was called out. There was a standoff with a guy who had tried to break into a house.

John Sapper:



And then he had attacked somebody with a knife, and was walking on Forest Park. And he holed up behind a log, and so we had a 24 hour standoff with him. 91 less lethal rounds over the course of 24 hours were applied during that situation. And so, that is one instance that doesn't apply to the others. That guy was eventually safely taken into custody without injury. He was taken to the hospital. And we'll also see on the other slides, how that one incident affects some of the other ratios.

John Sapper:

Okay. So as I mentioned, this is going to be our force events against those who are reported to be armed. And then on the right side, you'll see that these are force events with subjects who are in mental health crisis. Again, quarter over quarter, you can see our applications drop. But this last quarter that the individual that we had that standoff with, there was a lot applied there. And so skewed both of these categories because he was armed and he didn't go to the hospital for mental health issues. Okay. Okay, looking at our force applications to transient subjects quarter over quarter. You can obviously see that quarter three, we had more than in quarter two. Quarter two, we had a lot less dealings with people out in the public due to COVID. If we look back to quarter four, 19 and quarter one of 2020, these numbers go back to pre COVID levels.

John Sapper:

Okay. Here's our demographic data. We'll let you guys take a look at that and we'll answer your questions here in a minute, when we get through the other slides. For the third quarter, there were no deadly force incidents, which is good. Okay, [inaudible 02:32:23] stated. Well, we'll talk about some of the numbers on the crowd control events for a quarter three, and then we'll touch upon quarter two which the report was amended. So briefly, I will have Shannon talk about the methodology, and how we came up with the minimum number of applications here. And you can go ahead, Shannon.

Shannon:

Okay. Just briefly, we present the total applications, but those are a reflection of what's captured on the officer's force data collection report, FDCRs. And for some of the FDCRs, where the officer was specific in the number of applications they use, or they provided an estimate, let's say, "I pushed someone three to five times." We counted that either the specific number they applied or in that case where they provided an estimate, we took the higher number. So in the three to five times, we counted five applications for the particulars force type.

Shannon:

An estimated FDCR, or a force type that was considered estimated, the officer did not provide an estimate. They were not able to remember exactly how many, or they couldn't provide even a range. So the example we give is, "I pushed multiple persons at multiple locations with my baton throughout the night." And that's the most details that they gave. And we counted those as one application. So the minimum number why we are reporting it is the minimum number is because, well, it truly is the minimum number, just simply. So hopefully, that's clear.

John Sapper:



All right, thanks Shannon. So yeah, looking on the left side of this chart, you can see the different categories of force. There are some here that are specific to crowd control events that the regular street officers don't use, and feel free to ask questions about those. Okay. So for quarter three, July, August, and September, the minimum number of applications that we've counted is 3,871. More than 50% of those, going back to our category for the lowest level of force, which is control against resistance are...

PART 5 OF 6 ENDS [02:35:04]

John Sapper:

For the lowest level of force, which is control against resistance, that would count as pushing people who don't want to leave, resisted handcuffing, other low level stuff like that. This is crowd controlled 2, which we did amend the second quarter for summary report. You can see a clear difference in the numbers for a second quarter. Our number of applications was 2,400. And that's roughly for one month when we look back at quarter 3, spanning three months were under 4,000. Big difference. It was a little bit busier there in the first month.

Shannon:

I ask a question?

John Sapper:

Yes.

Shannon:

I actually just wanted to read the question from the chat from Samantha Lau. If applications couldn't be... It went up now hold on. I'm sorry. Samantha, I've lost your question. Would you please ask that?

Elliot:

Let me just ask. Are you done John, with the presentation?

John Sapper:

Yeah. Let's let's bring it up to questions.

Elliot:

Okay. Maybe we could get out of share screen and we could start with-

Amy Anderson:

Well, I can read it real quick. It says if applications couldn't be estimated by officer, why was the decision made to count these as just one? That was one question. And then doesn't this imply there were too many to count? That's her second question.

Shannon:



Thank you, Jamie.

John Sapper:

I'll answer the second question and then I'll let Shannon cover down on the first question. There are times where it is extremely chaotic. Officers are getting attacked. It's dark. It's hard to see it. It is reasonable that they're not going to remember how many people they touched had to move. And so they chose to come up with one and I'll let Shannon answer that.

Shannon:

Yes. We decided to count it as just one for the sake of trying to be transparent rather than just leaving it off completely, not reporting that force type completely. To at least counted as one, which is an imperfect system. But I felt that when the other analyst felt as well, that not counting it entirely would be less than perfect, I guess.

Elliot:

Okay. Thank you, Shannon. So John, could you stop sharing the screen just so we can see everyone. Thanks. So-

Speaker 4:

Elliot, real quick. Dan asked a question kind of in the chat. So just before the share screen is gone, he mentioned the demographics. He didn't get to see the demographics long enough. Is that right, Dan?

Elliot:

Why don't we ask Dan to ask his question and then we'll take the list. So Dan?

Dan Handelman:

Yeah. I was just making a comment that when the first presented at the Training Advisory Council, Lieutenant Sapper did not discuss the demographics that show consistently the 25 to 30% of the people who received force are African-Americans in a city that's 6% black. There's an addendum to the quarter three report that explains why they use a different metric to measure that. But I should also point out to the numbers about the protest actions are not broken down by race at all. And I'm wondering if those numbers are available.

John Sapper:

No. That's incredibly difficult data for us to at all accurately gather. People are masked up, people are running, we can't interview them because of safety reasons of that information, other than a video that you see, we don't have that data.

Elliot:

And what about arrests made at protests? Are those included anywhere? Are those in the regular demographics or where do they show up in this?



John Sapper:

I'll let Shannon answer that.

Shannon:

Yes, they would be included with the regular demographic data for summary report where we have the custody data broken out by demographic. They would be lumped in with that.

Elliot:

Okay. So there's no separate looking at who was the demographic information about who was arrested at these protests? Because I believe there was information that was in the news about that in June suggesting like the number of African-Americans, black people who were arrested. So is that... I would imagine that data is available?

Shannon:

I would assume. So we would have to work with our other analysts in another division. They give us the arrest data to break that out for just the protest events.

Elliot:

Okay. I see Ann has her hand raised.

Ann Campbell:

Yes. I just have a follow-up question. I'm trying to understand some of what you've presented. So is it true that an officer can push or strike a community member a number of times, they might not remember how many times and by your measurement you're only counting that once.

Shannon:

Yes. If they did not provide an estimate, we reported it as one time.

Ann Campbell:

I am very concerned about that in general. I'm very concerned about that based on all of the people that were injured by police officers during the protests that went on this summer. I'm very concerned about that. I'm not feeling that your numbers are accurate.

Taiji Chesimet:

Is there a way to put another section to Ann's point? Is there a way to put another, instead of not putting any, like there's not only two options, couldn't you put another one that I don't know how this works analytically, but to include a unknown or more than one section, instead of, this amount of or how many officers said, I don't know how many people I beat, so let's just make this as one. Let's put a specific section for that as opposed to just summarizing as one, because then that just comes off as problematic nonetheless.



Shannon:

Right. And we do provide the number of reports where we couldn't determine where the officer didn't provide anything. And that's for example, Q3, it was the 70 reports where this occurred at least one time for at least one for force type. But no, that's definitely something to consider is just break it out not provide everything total together and I'll bring that back to the other analysts to discuss.

Elliot:

And Shannon, this group that is going to be meeting up the TAC, the PCCEP and CRC, could you provide the FDCR reports to us so we could do our own analysis of the data?

Shannon:

Well, I would have to defer to Mary Claire. Who's our manager on that as far as the workload, but she's on the call.

Elliot:

Mary Claire?

Mary Claire:

I don't know that we can do that. We have yet to even do that for DOJ or Coco. It is a, as you can tell from the numbers, it's a huge number in a manual poll, and I would even have to check further to see whether we would release the FDCRs, because to be honest with you, but I can get back to you on that, but it would take a substantial period of time.

Elliot:

Not received any of the FDCRs.

Mary Claire:

Pardon me?

Elliot:

You indicated the COCL has not received the FDCRs.

Mary Claire:

No. We're in the process of pulling. There are so many that we're going to do a random sample for them and for the Department of Justice. We are in that process or beginning that process.

Elliot:

If you could... in addition to COCL and the justice department send along that random sample to us at PCCEP, CRC, and TAC, because the things we're charged with doing is analyzing data. And so far the only data we get is the publicly available data. And I think for this kind of thing, you have one chart in this which gives some information, but I think a lot of the questions have to do with digging beneath that. So



I think a random sample would allow us as well as the DOJ and COCL to interpret it. So we will send along a formal request, but just wanted to let you know that that would help us. Thank you. Next up, we have Taji. Was that the question you already asked her.

Taiji Chesimet:

No, sorry. It was a question I thought of earlier and Ann was gracious in sharing that information. So I just threw it in there. I had two questions and they sort of relate to each other. The first is that what was the exact aggregate amount of uses of force incidents recorded? And then was that I guess, compared or looked at in comparison with the amount of reports that the IPR received during that same period. And then that's one question and the other two relate to each other, which is what is the process from here now that you understand all the use of force reports and/or not understand all of them. Now that you have at least some degree of information about quarter three, the plan of action for the officers and whether there are some officers who met a certain threshold of using force and exceedingly a large amount of time that then will then be further investigated, or is there a threshold at which they won't be investigated?

Taiji Chesimet:

And then furthermore, for the officers that were federally deputized, where they separately looked at in this information or were all of those officers also included in this. And I guess third to that is were there are any instances of use of force from the federally deputized officers or to the federally deputized officers that were moved forward to fit in process of what assaulting a federally deputize officer would do, or what if a federally deputized officer assaulted you or use use of force, excuse me.

John Sapper:

That was a lot of questions there. Can you repeat your first question with that [crosstalk 00:11:38]?

Taiji Chesimet:

Yeah. The first question was exact number of total aggregate uses of force that were recorded during quarter three and was that information compared to IPR and does anyone know the amount of reports received from IPR. I know Director Ross Caldwell's on the line if might know that number.

John Sapper:

Okay. Yeah. I wouldn't know the number that was sent to IPR. But I'll let Shannon answer the total aggregated number of applications.

Chief Resch:

Taji, when you're referring to reports to IPR, are you referring to complaints?

Taiji Chesimet:

Yes. Obviously some will have more validity than others, but just generally across the board for IPR.

Chief Resch:



The data that we have is not compared to the data that in relation to the number of complaints or commendations that IPR receives.

Taiji Chesimet:

No. Yeah. I was just wondering if that information, how many that they received and then just the total amount, if Shannon knew for the amount. You all put together in total the aggregate, and then the separate question was around discipline of officers who use force, different thresholds and then the federally deputized officers and if any force was used against or from them.

Chief Resch:

Right. If director Caldwell is still here, he could speak to the number of commendations and complaints that his office received as far as the... So the federally deputized officers confirm were only deputized in that federal area, in the protection of federal structures. So there were no officers that charged federal crimes on a custody sheet for the Portland Police Bureau. If that answers your question. I do not know if any of the cases that were submitted to the DA's office, if any of those cases were looked at federally for assaulting a federal officer, I don't have that information. That's a decision that's made after those reports are already turned in by the DA's office and the U.S Attorney's office. And then I'm sorry, you asked a lot of questions. Am I missing another one?

Taiji Chesimet:

Last one was just discipline of officers. Was there any thresholds to certain officers using use of force within the quarter three that were noted. And was there like if officer only used one incident of use of force, was that just like put away, because it's too many to do? How are you handling discipline?

Chief Resch:

Right. So every use of force is looked at in the after action process in regards to crowd management, just like it is in any other instance in the Bureau. So just like if an officer was working patrol and there was a use of force, all of the uses of force that were documented under the crowd management have been looked at. We did not change anything in our employee information system, which is a system that tracks use of force and that sends alerts to supervisors that says this officer has reached a certain threshold.

Chief Resch:

And there's thresholds for different things, but that wasn't changed at all either. So when those thresholds were met, even for the officers engaged in crowd management, that was looked at also by a supervisor. So that did not change in relation to whether or not the officer was working regular patrol or whether they were working crowd management, all of the uses of force are supposed to be put through the same lens as any other use of force.

Taiji Chesimet:



Just generally, I guess it's not a yes or no, but was there any officers who did pass that threshold and that where then what sort of happened there if you do have any of that information available or is that still available?

Chief Resch:

Well, there were. I mean, obviously the threshold because of the officers that were out on the line every night, there were multiple officers that surpassed that and each one of them was reviewed. I don't have numbers specific for did anybody, was there anything Bureau initiated? I know that the Bureau did initiate some internal cases either to IPR or to internal affairs based on our review of various things, whether or not it came through an after-action report, whether or not the officer self-reported it, whether or not it came from a supervisor, whether or not it was sent in from a community member, whether or not we saw a video of it. So the Bureau itself did generate multiple like I said referrals either to internal affairs or IPR. I don't have a breakdown of how many of those came from a review of a threshold break. I just know that multiple were sent over.

John Sapper:

That's correct. And I would add Jamie that the crowd control events actually get an additional layer of review as opposed to the other uses of force. There's really five layers. You have the Sergeant and it goes to the Lieutenant and then it goes to a Captain and then it more or less goes up to Lieutenant who works in the chief's office. I can tell you firsthand that there are officers that have been referred to IA where those are in the investigation that has to play its course out. But throughout that review officers are interviewed, videos watched, because there's plenty of video online. Sometimes there is video from Fed. So there are channels internally these are pushed through.

Elliot:

Thank you. Just to clarify, there was at least one person who was federally charged as a result of a alleged assault against a deputized police officer. And I put the news report in the chat. So I don't know if there's been others since October 20th, but there's been at least one of those. Next up, Vadim.

Vadim Mozyrsky:

I kind of have a two-part question. I'll try to keep it short though. The use of force for crowd control events is spread out over the course of three months of course. Am I correct in assuming that many nights there were not very much use of force against crowd control but then there were some series of nights, three, four, 10, whatever it might've been that had the vast majority of these, or would I be wrong about that?

John Sapper:

It would be a fair assessment that some nights we didn't use force, some we used more, and some were more chaotic than others. Yes. That's a fair assessment.

Vadim Mozyrsky:



So the second part of that question is I'm assuming from just a training perspective or a reflective perspective going forward in case this ever happens again, there might be a lot of lessons learned from those nights where whether it's downtown or in the East Precinct or whatever this might've happened, where crowd control tactics and things like that yielded information, not unexpected information perhaps, or why so much happened during one night. Is there any way to kind of, first of all, I guess, has it been focused in, on where you all discuss those big nights and second of all, is there any way within the Training Advisory Council or however you all want to do this, where lessons learned from those big episodes, the majority of these use of forces can be kind of brought to light in some way?

John Sapper:

Yeah. I can tell you that things have finally gotten to the point and slowed down to a level where we can seriously address how our responses and our tactics and how we go moving forward, especially from the reporting and accountability side. These are all things that we currently have meetings scheduled for and we are addressing these issues now. I can't speak for the side of the tech though.

Vadim Mozyrsky:

Okay. Thanks. I noticed had two questions. That's probably four, but thanks.

Elliot:

Lakayana?

LaKayana:

Yeah. Lieutenant, I just kind of following with what you're saying. I personally believe that. I think the citizens of the city deserve a full account and report of what happened. I appreciate the support, but I think all the things that you just mentioned about lessons learned, use of force. I mean, there's so much data going around. I think that the best way to do this and what we've discussed amongst our three committees TAC, PCCEP, and CRC is that a report should be generated that really captures all of this together and helps break down for community members what happened? What was taxpayer dollars used for? What was use of force?

LaKayana:

The use of force numbers that were in here specific to the protests. What was the results of officers that were disciplined? All of that information, a centralized location along with lessons learned. And I think community members could weigh in on it as well as far as what they want to see in, what changes does the Bureau plan on making moving forward? That's that's my suggestion. So just curious what your thoughts are on that and if the Bureau has any plans to do something like this. Because I don't categorize this as just like a regular summer by any standard.

John Sapper:

Right. I would agree. And coming from the inspector's office we have to a degree limited scope on what we're looking at, which is a force reporting. Seeing things from a bigger picture would definitely be beneficial to all involved. I do know that we have meetings moving forward, looking at things from a



different perspective, but I would let either Mary Claire or the Chief address if anything is planned in specifically what you're talking about.

Chief Resch:

Yeah. Lakayana, this is Jamie. So I think I mentioned at the beginning that we are planning on bringing the incident commanders and other members of our incident management team who worked the vast majority of these nights together to do that debrief. I hope everybody here has the understanding that we just got this data as well. The inspector's office has been working very diligently. We assigned additional resources to it to try to get everything done and accomplished. And so yes, we do have to take a moment step back, say, okay, now we have this information. What are we going to learn for it? This is what we've learned from it. Then take it to our community partners and say, this is what we've learned from it. What additional questions do you have? And then not only what have we learned from it, but what are we going to do in the future to make things work better for us and for the community and then also get the community's feedback on that as well.

Chief Resch:

So in answer to Rochelle's question, PPB has learned a lot of things throughout this event. I think it would be unfair for me to try to characterize all of them right now, but you can't experience this as a Bureau and as a community and not learn things from it. So yes we have that subpoena. That's a very simple answer. I hope to bring forward more concrete details of what we've learned from it. I think there's a lot of learning on all sides. And then in, I think earlier in the meeting, somebody referenced and Dan, it might've been you who referenced acknowledging force and stuff used by the Bureau. And I'm very conscious of when I do those things because I'm very conscious of trying to be sincere in my acknowledgements to the community.

Chief Resch:

And for me to just come on to a meeting and say, I'm going to acknowledge actions of the police Bureau and have nothing to back it up and no way to make that feel articulate or sincere, I don't think is fair to anybody here. So when the Bureau does need to do that, I am very hopeful, I'm very confident that we will do that, but I also want to make sure that it's done in a very sincere and respectful way for when we have made mistakes and we need to acknowledge them. So hopefully that helps a little bit. And like I said, again, we just got this information as well, and we are trying to do as much of it as we can. I think there was a very good point made. I'm not sure who made it. Taji, it might've been you.

Chief Resch:

When you look at the quarter two amended in the quarter three stats, it does say, I think in the footnotes when it comes to the number of reports where we couldn't estimate the actual number of use of force. So to take those out and make separate and do an analysis of those based on the information that we do have, but then present the vast majority number. Because I think there's only, I don't know how many there are, but that's a small number. So I think that is a very fair assessment that we should be able to take that out. Explain it a little bit more, take the numbers that we do know and use those moving forward and then learn from why is it that the officer couldn't articulate that and try to be able



to also communicate that to the community as to why there wasn't an exact number like there are on some. So hopefully that helps answer some of the questions and comments I heard as we moved along.

Elliot:

So Trudy poses a question in the chat Trudy Cooper, which is, the end of it is did the leadership of PPB over many months of protests attempt to explore other ways to respond over this time period. So even without the data it was clear that there was lots of use of force happening and lots of conflict happening in the street. So the question is, did the PPB change tactics try to adjust its strategy?

Chief Resch:

Yes. As you can see throughout the course of the events, there were nights where depending on the information we had, a lot of our tactics are based on information we have prior to is, we would try things like we wouldn't even be visible. We would be inside Precincts or we would be staged a ways away and only respond when it became that life safety issue. A good example of that is at East Precinct, when they tried to light that building on fire, there were no police officers present at that time. There were officers inside, but there were no crowd management officers present at that time. So every single day our incident commander took the information that we had and adjusted the tactics to try to engage as little as possible and only at the most life safety critical times. And that was a daily occurrence.

Elliot:

Okay. One question I had is about the reporting of this crowd control stuff separately. In the settlement agreement it indicates that all use of force should be sort of reported together. And I'm wondering on the dashboard for use of force, is the crowd control use of force now included in that data?

Shannon:

No. The crowd control use of force is not in the dashboard data. It is in the force summary report and largely it happened because we audit these force cases as part of the settlement agreement. And we do a separate audit for crowd control to the crowd control policies. And that's a whole separate report from the non crowd control force. So, that's sort of how they broke out is they're separate audits basically. And we gathered the data separately using different methodologies in terms of which questions we ask in which policies they're audited to.

Elliot:

So if the public went to the use of force data page, they would not be able to track that on the dashboard, the use for us during the crowd control incidents, is that correct?

Shannon:

Correct. They would have to get it from the force summary report.

Elliot:

Okay. Well that seems like if the point of that dashboard is to make this data visible to the public so that they could track it, it would seem that even if you're going to report it separately, that graphs and data



should be available to the public on that dashboard in the interest of transparency. But we are at the end of our time, I want to thank the Shannon and John and Mary Claire and all the folks from the Bureau who've made the various reports tonight. And also thank all of the PCCEP members who participated in our little form of democracy here and at our elections. And I want to add a personal note of gratitude and thanks to my exiting co-chair Lakayana Drury who has really led PCCEP up over the last two years and been a model for me of how to be a co-chair. And I hope that Taji and I could follow in his footsteps in the coming months. And we're happy to have him along as alternate co-chair to mentor us and keep us steady. So thank you, Lakayana.

LaKayana:

Thanks for that Elliot, I appreciate it. And I'm excited to see the new leadership and continue to watch the committee grow. So thanks.

Elliot:

All right. Thanks everyone. We will see you at sub committee meetings and next month on the 15th of December, a little early for the full board meeting. Take care. Goodnight.

PART 6 OF 6 ENDS [03:05:36]