



**CITY OF PORTLAND**  
**POLICE ACCOUNTABILITY COMMISSION**

Public Meeting  
February 13, 2023



## LOGISTICAL ANNOUNCEMENTS

### LANGUAGE INTERPRETATION

We have both Spanish-language interpretation and ASL interpretation available through Zoom for today's meeting.

### PUBLIC MEETING

Subject to City Administrative Code and conducted under the provisions of Oregon Public Meetings Law (ORS 192.610-690).

### ZOOM CHAT FUNCTION

Chat transcript will be included in meeting record for this meeting.

### ZOOM Q&A FUNCTION

For **questions** only, not comment. Not all questions will be answered. If answered, both questions and responses will be included in meeting records for this meeting.

Other questions will be included in agenda planning for future PAC and sub-committee meetings.



## COMMUNITY AGREEMENTS PART 1

The Police Accountability Commission agrees to approach its work with honesty, openness, and willingness to work together to develop and achieve shared goals. The Commission will work with each other, city staff support, and external support to address issues as they arise, communicate openly, and meet each other's needs as part of working to meet the city's needs as a Commission. All Commission members, as well as city staff support and external support, will abide by these agreements as we perform the duties and mandates of the Commission.

Our expectations of ourselves, and of each other, include:

Keep the needs and concerns of the local community and the larger region at the forefront of the work.

Always confront oppression.

Keep focus on the objectives of the meetings and individual agenda items; utilize facilitators to note additional topics for discussion.

Arrive on time and prepared (to the best of your ability).

Give notice if you are unable to attend a meeting.

Keep multi-tasking to a minimum.

Contribute to the overall success of the group by finding ways to participate that best meet your needs.

Allow those who participate in different ways, or have types of participation or tasks they are responsible for, to fulfil their roles.

Model appropriate behavior, treating everyone with dignity and respect, and promoting an ethical, equitable, and inclusive culture free from all forms of harassment.



## COMMUNITY AGREEMENTS PART 2

Wholeheartedly uplift and support the Commission, our colleagues, and our collaborators, and portray them positively rather than casting them in an unfavorable light.

Act with awareness that our actions could harm our colleagues and collaborators, who have the right to be free from being unfairly criticized or cast unfavorably.

Provide space for minority viewpoints and legitimate concerns about decisions and actions, as well as complaints about conduct, without reprisal.

Listen without agenda and refrain from interruptions.

Be polite, courteous, and thoughtful.

Keep in mind that everyone has their own truth.

Assume good intentions from our colleagues and collaborators. Challenge ideas rather than individuals. Approach different opinions with curiosity. Seek to understand.

Use “I” statements.

Affirm other speakers. Do not use violent words; instead, say something positive about the previous speaker and simply add your own thoughts.

Respect privacy. Everything shared in confidence needs to be kept in confidence.

Honor the decisions of the group, even if they are not your preferred outcome. You might not personally agree with every decision.

Do not overstate or mischaracterize the work, level of agreement, or progress of the commission.

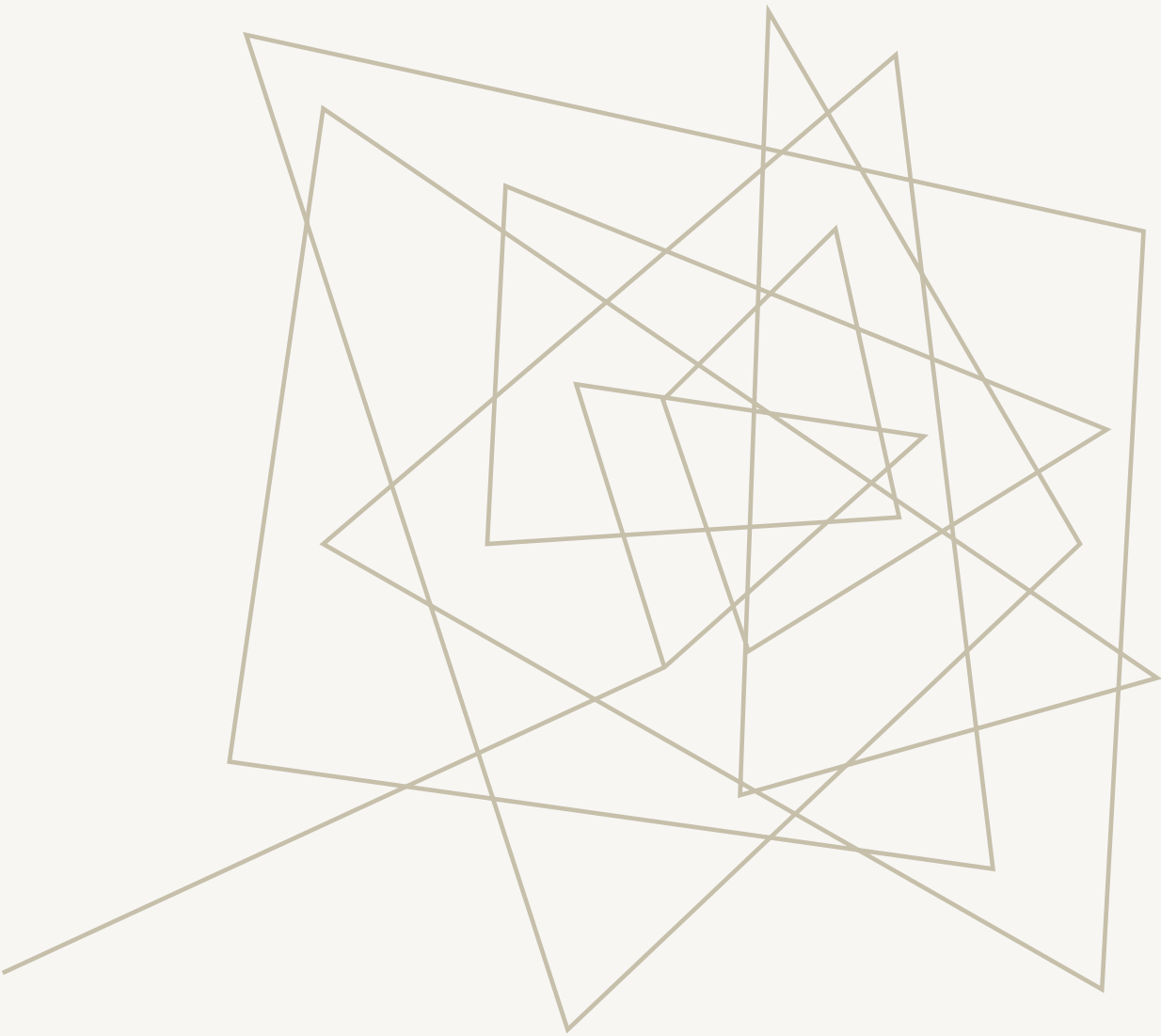
Accept non-closure.



## COMMUNITY AGREEMENTS

If you notice that a conversation is coming close to violating a community agreement, please call your fellow commission members in gently and with compassion. If you are called in, please take a moment to consider how you can best participate in the space while still respecting the community agreements and making space for everyone.

Do we all commit to following the Community Agreements for today's meeting, and to gently calling in our colleagues and collaborators if needed?



# TIMELINE

ORGANIZATIONAL  
AND FACT-FINDING  
PHASES  
(DECEMBER 2021-  
OCTOBER 2022)

The PAC met in December to get started and set up Organizational Phase, which developed Values and Goals, Agenda and Scope, Bylaws, and a Community Engagement Framework by March 2022.

From April-October 2022, the PAC developed Areas of Agreement on Barriers to Police Accountability, and Best Practices, in Portland. It also assessed other jurisdictions' practices and proposals from subject matter experts.

POWERS & DUTIES PHASE  
(OCTOBER 2022-  
FEBRUARY 2023)

**Following the Agenda and Scope document, the PAC is developing Areas of Agreement on three functions of the new system:**

- Access to Information (records, compelling testimony, subpoenas, etc.)
- Officer Accountability (including the investigation flowchart from complaint intake through arbitration)
- Structural Oversight (including policy and directive changes)

ADDITIONAL PHASES  
(STARTING FEBRUARY 2023)

The PAC will work through the Agenda and Scope's phases to develop the Community Police Oversight Board and Accountability System.

This includes developing Structure and Details; Broader System and Other Details; and Transition Plan and Final Phases. Each is expected to be roughly three months in length.

COUNCIL CONSIDERATION  
(2023)

The Commission will present proposed City Code to the City Council for their consideration and approval.

When approved, this will begin the transition process from IPR to the new system this Commission is establishing.

# TIMELINE FOR THE POLICE ACCOUNTABILITY COMMISSION

POWERS AND DUTIES  
PHASE:  
OUTCOME DOCUMENTS

1. AREAS OF AGREEMENT ON ACCESS TO  
INFORMATION (APPROVED 01-26)

**2. AREAS OF AGREEMENT ON OFFICER  
ACCOUNTABILITY**

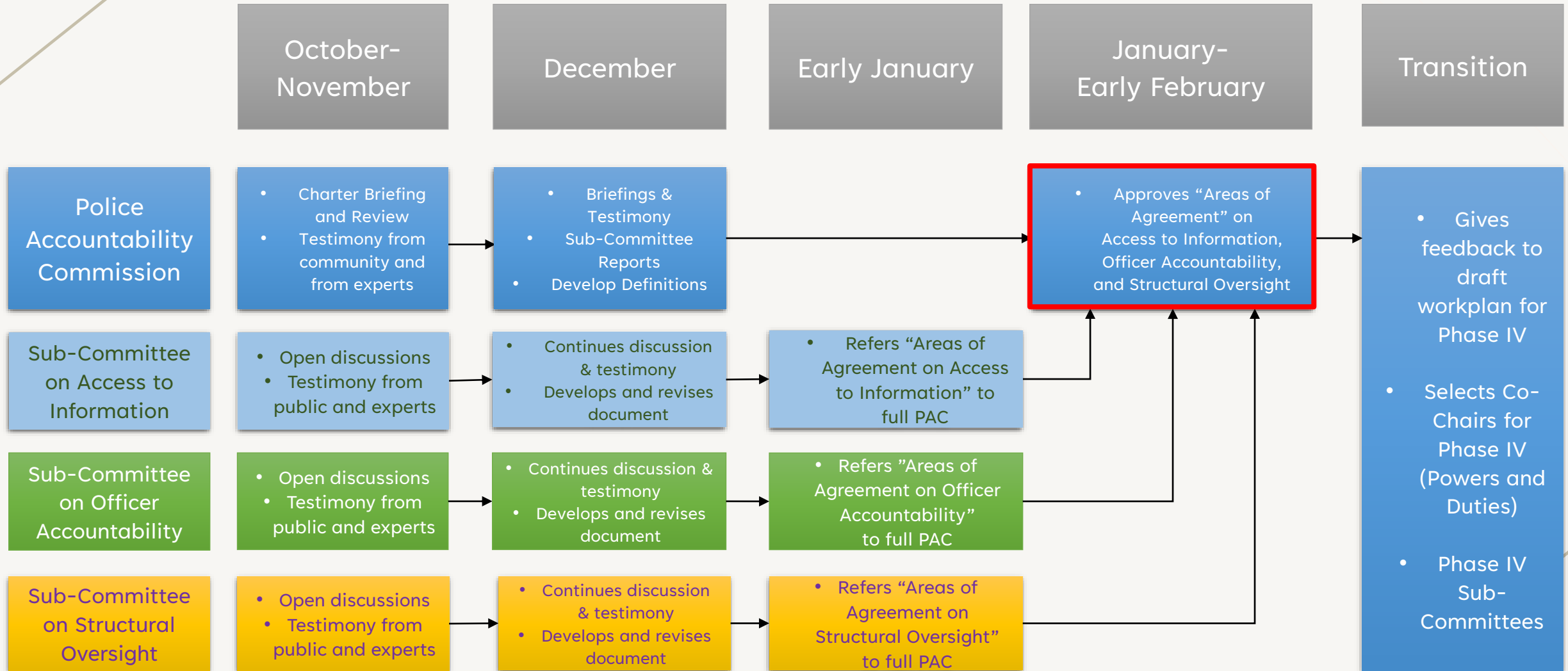
3. AREAS OF AGREEMENT ON STRUCTURAL  
OVERSIGHT (APPROVED 02-06)

Each of these documents will be developed in the specific sub-committee focused on these areas of discussion, before being referred to the full Police Accountability Commission for discussion and eventual approval.

**Additionally, the PAC is required to begin developing definitions of terms required under Council resolution 37548.**



# POWERS AND DUTIES PHASE PROJECT PLAN



# POLICE ACCOUNTABILITY COMMISSION UPCOMING PUBLIC MEETINGS AND EVENTS

Day, Date, Time	Meeting and Location
<b>No Meeting February 20</b> (City observance of Presidents Day)	
Thursday, February 23 7-9 PM (tentative)	Full PAC <b>Work Session on Community Engagement</b> (Zoom)
Monday, February 27 7-9 PM (tentative)	Sub-Committee on <b>Reporting and Transparency</b> (Zoom)

Day, Date, Time	Meeting and Location
Thursday, March 2 7-9 PM (tentative)	Structure and Details <b>Sub-Committee meeting</b> <b>TBD (Zoom)</b>
February 28 or March 1, 3, 4, or 5 (tentative)	Structure and Details <b>Sub-Committee meeting</b> <b>TBD (Zoom)</b>
Monday, March 6 7-9 PM (tentative)	Structure and Details <b>Sub-Committee meeting</b> <b>TBD (Zoom)</b>



# TODAY'S MEETING



## OVERVIEW OF TODAY'S MEETING

### DRAFT AREAS OF AGREEMENT ON OFFICER ACCOUNTABILITY

The Sub-Committee on Officer Accountability referred draft Areas of Agreement on Officer Accountability to the full commission, and the full commission will discuss the document, including:

- Discussion on the document, including flagging items for further discussion, then circling back to discuss all known items and resolve remaining items
- Decision on whether to approve the document, including public comment, reviewing of the PAC Values and Goals, and finally asking for consensus.

### DEFINITIONS

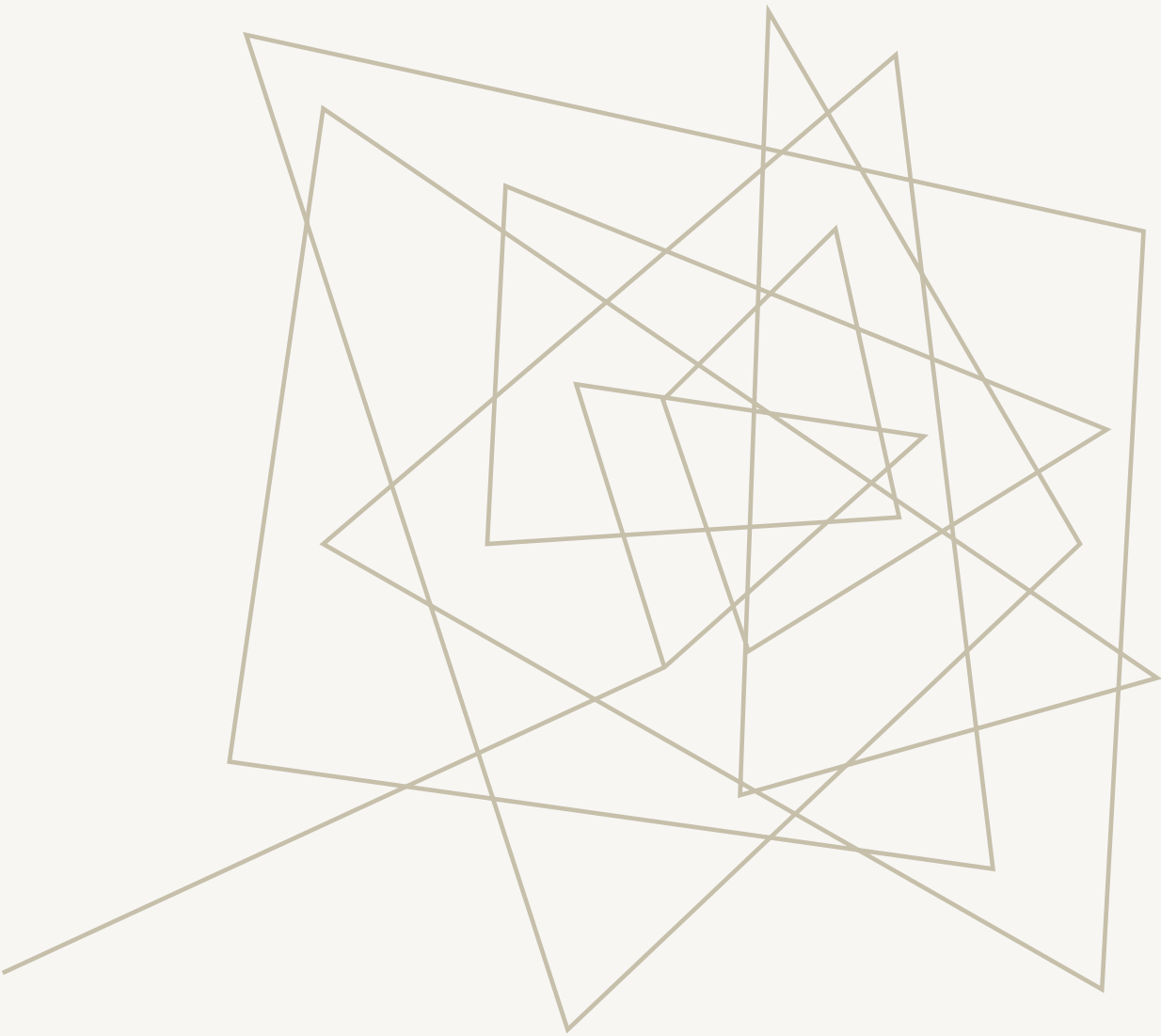
The PAC will continue open discussion on the definitions of “Accountability” and “Independent Judgment,” both required by the City Council of the PAC, which may include a decision on whether to approve the draft definitions.

### PHASES OF WORK TRANSITION TASKS

The PAC will continue its planning for the next phase of work (Structure and Details), including discussion of sub-committees and co-chairs.



DRAFT PAC  
AREAS OF AGREEMENT  
ON OFFICER  
ACCOUNTABILITY



## DISCUSSIONS

# DISCUSSIONS

## BE BRIEF

Anyone can speak multiple times, but should take no more than two minutes each time they speak. Our second facilitator will help everyone stick to this time so more people have an opportunity to speak.

## BE FACILITATED

Raise hands on Zoom and allow the facilitator to call on people in a way that promotes conversation, keeps things moving, and allows everyone to speak.

Please remember that facilitators use a weighted stack and will not always call on the first person to raise their hand.

## BE CONSTRUCTIVE

Look forward and discuss how to make the commission's work more successful in the future on each question.



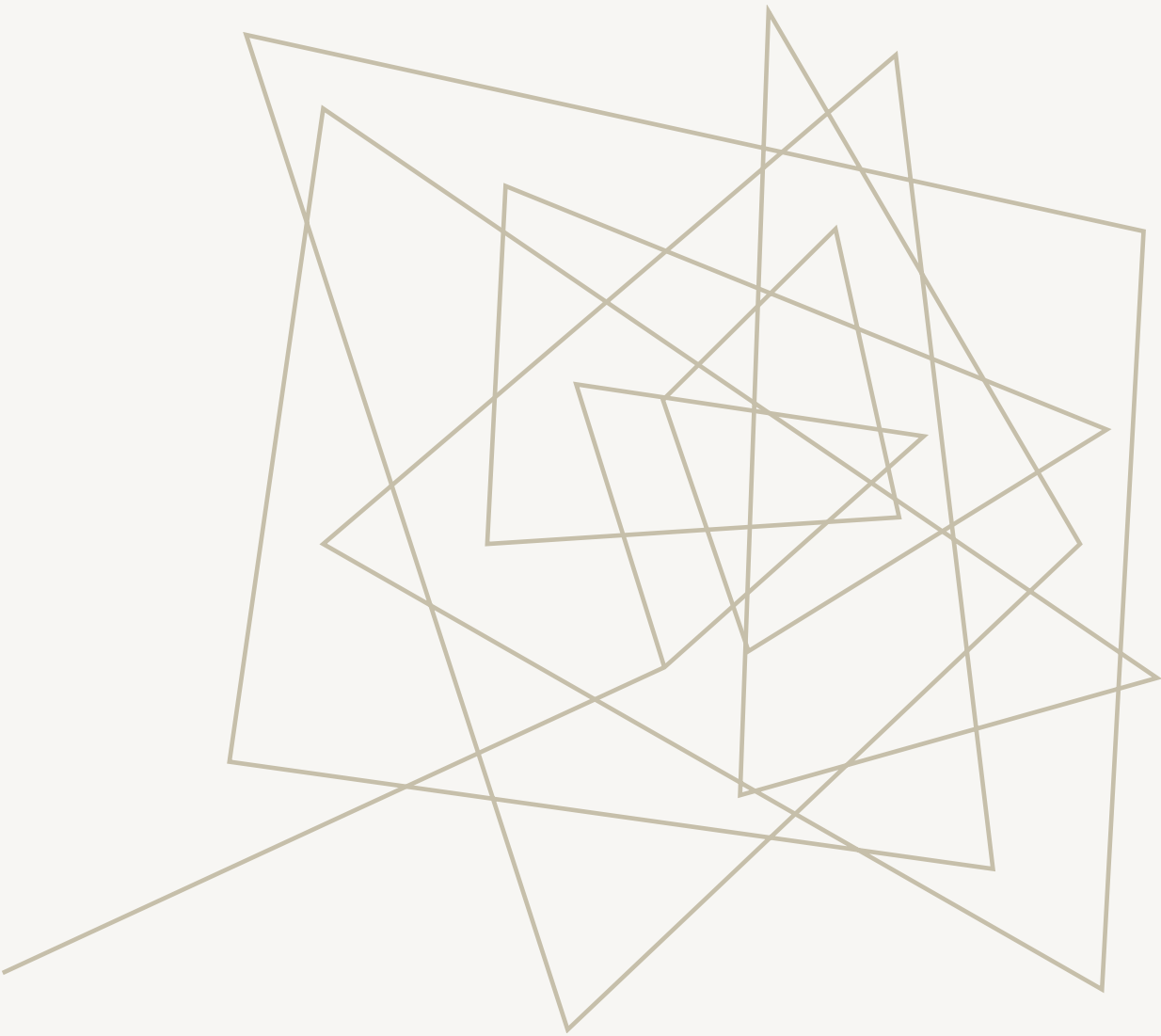
POTENTIAL AGREEMENT:

APPROVE DRAFT AREAS  
OF AGREEMENT ON  
OFFICER  
ACCOUNTABILITY





# PUBLIC COMMENT



# REVIEW OF PAC VALUES AND GOALS



**BREAK**



## DEFINITIONS

- ACCOUNTABILITY
- INDEPENDENT JUDGMENT

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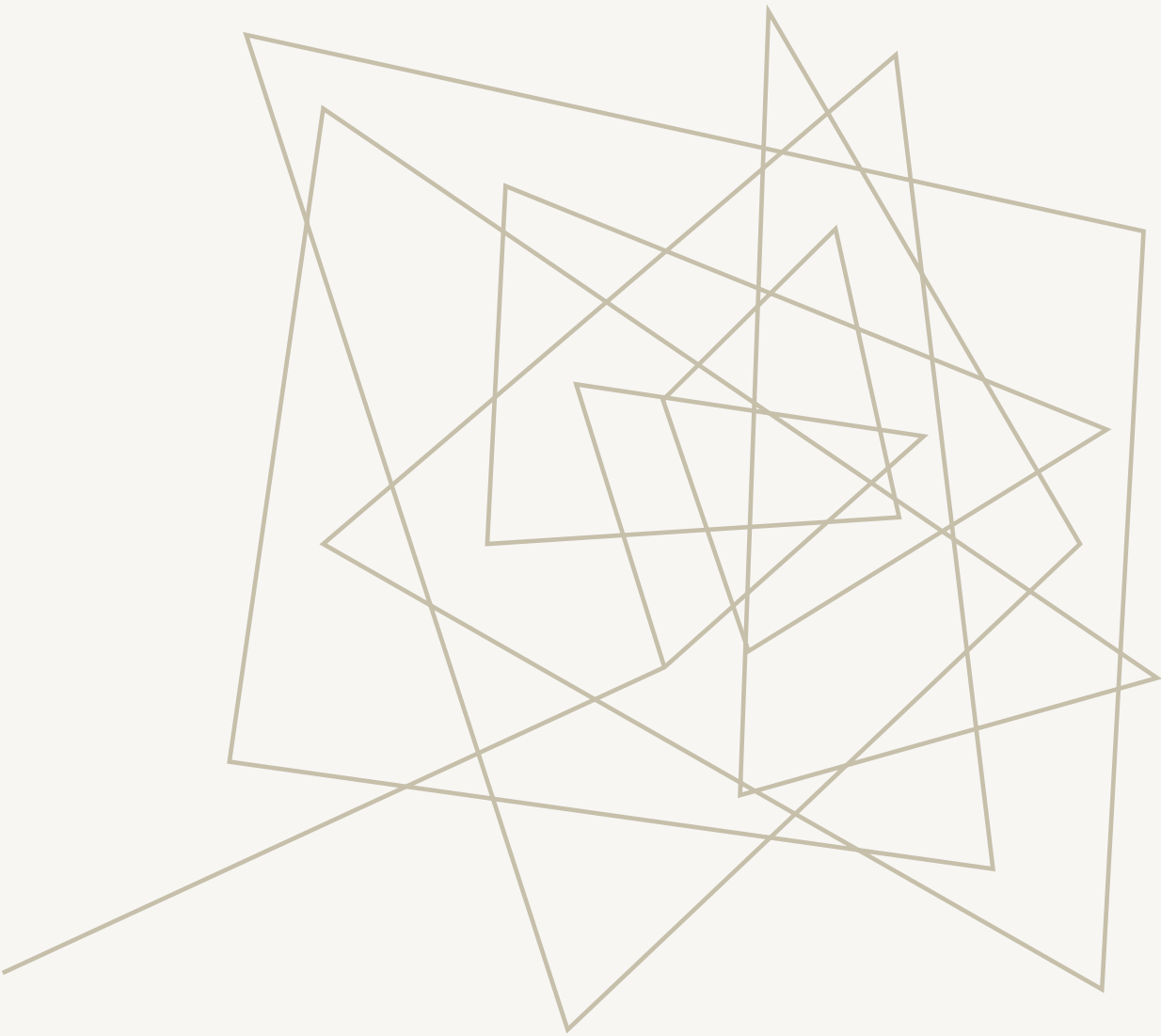
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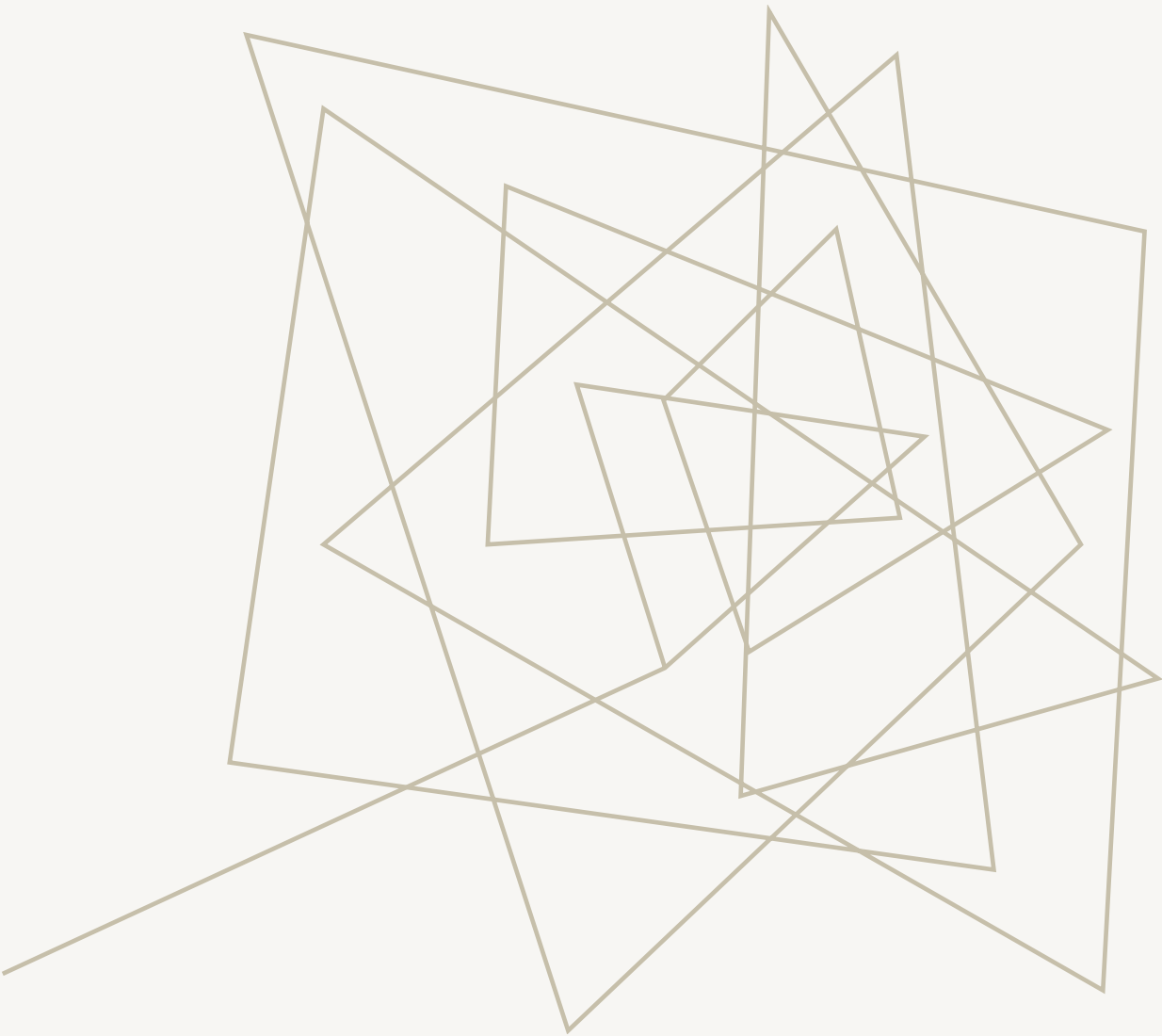
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**GENERAL  
PUBLIC COMMENT**



## NEXT STEPS

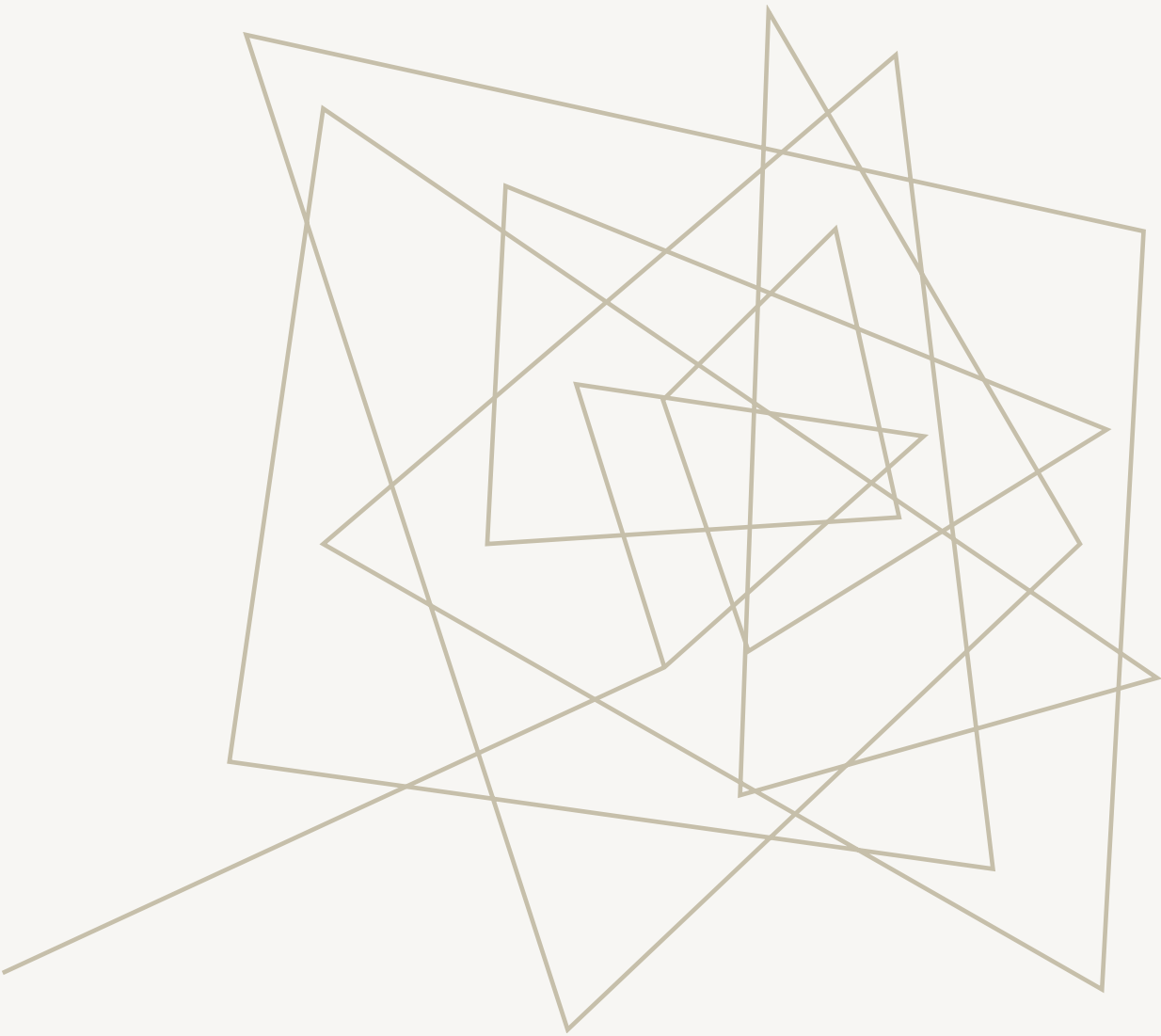


**MEMBER  
CURIOSITIES**





# PHASES OF WORK TRANSITION TASKS



# GARDEN PLOT RECAP



The Police Accountability Commission now accepts Advance Public Comment in three ways:

- 1. Online Webform:** Community members can send public comment to the Police Accountability Commission and/or specific sub-committees at <https://tinyurl.com/portlandpaccomment>.
- 2. Voicemail:** Community members can leave a voicemail at **503-823-3346**, which will be transcribed (and if necessary translated) before circulation to PAC members.
- 3. Postal Mail:** Mail sent to the new PO Box will be transcribed and, if necessary, translated:

Police Accountability Commission  
City of Portland, Community Safety Division  
**PO Box 9065**  
Portland OR 97207

Public comment received by Tuesday at 8:00 AM is circulated in advance of the Thursday PAC meetings. Public comment received by Friday at 8:00 AM is circulated in advance of the following Monday's PAC meetings.

ADVANCE  
PUBLIC  
COMMENT

# THANK YOU!



Thank you for your contributions today!

Thank you also to the interpreters supporting access to meetings of the Police Accountability Commission and its sub-committees for all Portlanders.

Thank you to the members of the public for being here and contributing your questions and thoughts. You can give written public comment in advance of future meetings at [tinyurl.com/pacpubliccomment](https://tinyurl.com/pacpubliccomment)

Please sign up for email updates on the Police Accountability Commission at: [tinyurl.com/portlandpacupdates](https://tinyurl.com/portlandpacupdates)