



# CITY OF PORTLAND POLICE ACCOUNTABILITY COMMISSION

Public Meeting  
April 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,  
FACT-FINDING, &  
POWERS AND  
DUTIES PHASES  
(DECEMBER 2021-  
FEBRUARY 2023)

From December 2021-March 2022, the PAC worked through its Organizational Phase, followed by its Fact-Finding Phase from April-October 2022.

Using the outcomes of the Fact-Finding Phase (which assessed Portland's current system, proposals from subject matter experts and practices in other jurisdictions), the PAC developed agreements on the functions of the new system in its Powers and Duties Phase from October 2022-February 2023.

STRUCTURE AND  
DETAILS PHASE  
(FEBRUARY 2023 –  
APRIL/MAY 2023)

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

- Board Membership (size, appointment, terms/removal, training, etc.)
- Oversight Staff (process for hiring and managing Director, oversight budget, office, and position within City government)
- Reporting and Transparency (to the public and to City Council)

ADDITIONAL PHASES  
(APRIL/MAY THROUGH  
AUGUST 31, 2023)

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

This includes discussing the Transition Plan to the future system, the broader oversight system, and converting agreements into proposed City Code text, as well as continued community engagement.

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

# STRUCTURE AND DETAILS PHASE: OUTCOME DOCUMENTS

## 1. AREAS OF AGREEMENT ON BOARD MEMBERSHIP

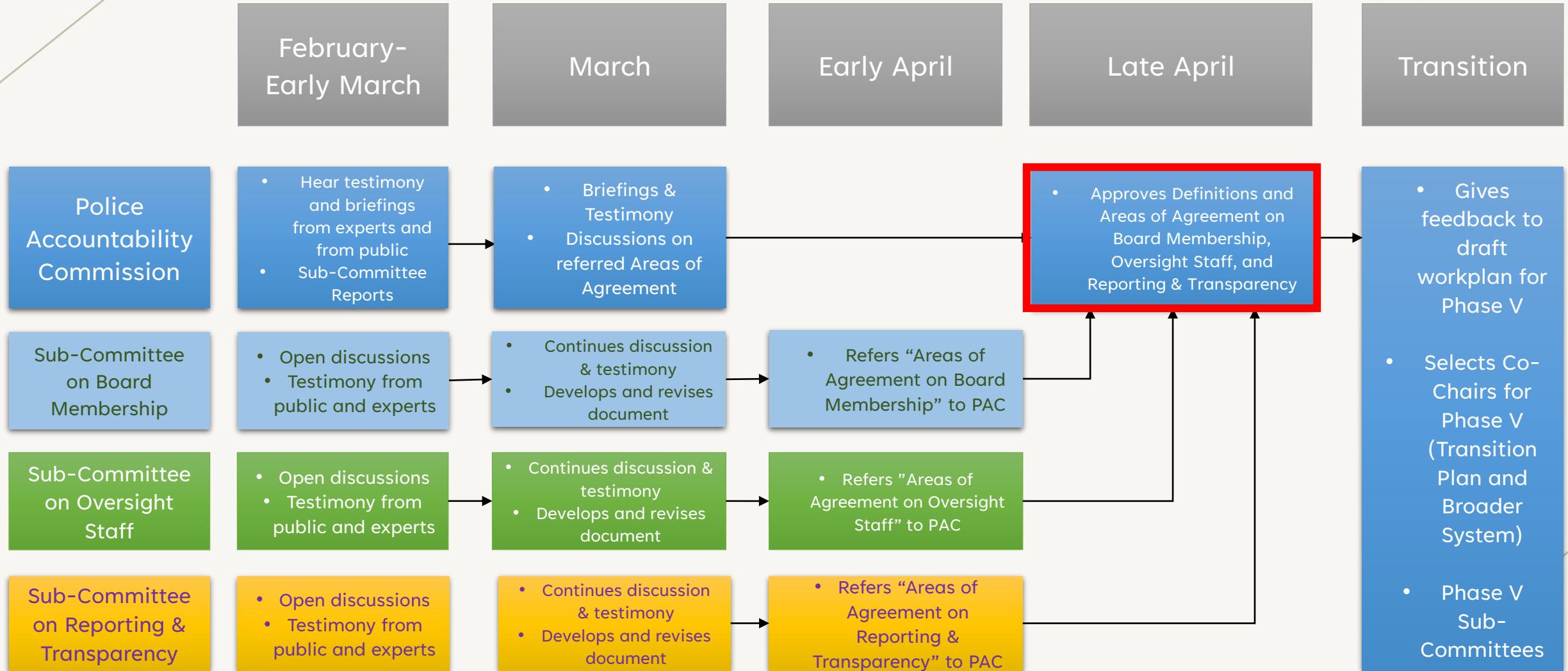
## 2. AREAS OF AGREEMENT ON OVERSIGHT STAFF

## 3. AREAS OF AGREEMENT ON REPORTING AND TRANSPARENCY

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 develop definitions of terms required under Council resolution 37548.

# STRUCTURE AND DETAILS PHASE PROJECT PLAN



# POLICE ACCOUNTABILITY COMMISSION UPCOMING MEETINGS AND EVENTS

Day, Date, Time	Meeting and Location
Monday, April 17 <b>6:30</b> -9 PM	<b>PAC Sub-Committee on Oversight Staff</b> (Zoom)
Thursday, April 20 <b>6:30</b> -9 PM	<b>Police Accountability Commission Meeting</b> (Zoom)
Monday, April 24 7-9 PM	<b>PAC Sub-Committee Meeting TBD</b> (Zoom)

Day, Date, Time	Meeting and Location
Thursday, April 27 <b>6:30</b> -9 PM	<b>Police Accountability Commission Meeting</b> (Zoom)
Monday, May 1 <b>6:30</b> -9 PM (tentative)	<b>Police Accountability Commission Meeting</b> (Zoom)
Thursday, May 4 <b>6:30</b> -9 PM (tentative)	<b>Police Accountability Commission Meeting</b> (Zoom)



# TODAY'S MEETING



## OVERVIEW OF TODAY'S MEETING

### BRIEFING WITH COMMISSIONER RENE GONZALEZ

City Commissioner Rene Gonzalez will brief the Police Accountability Commission for the first time today. This briefing will include:

- Presentation from Commissioner Gonzalez
- Member Q&A
- Public comment and Q&A with Commissioner Gonzalez

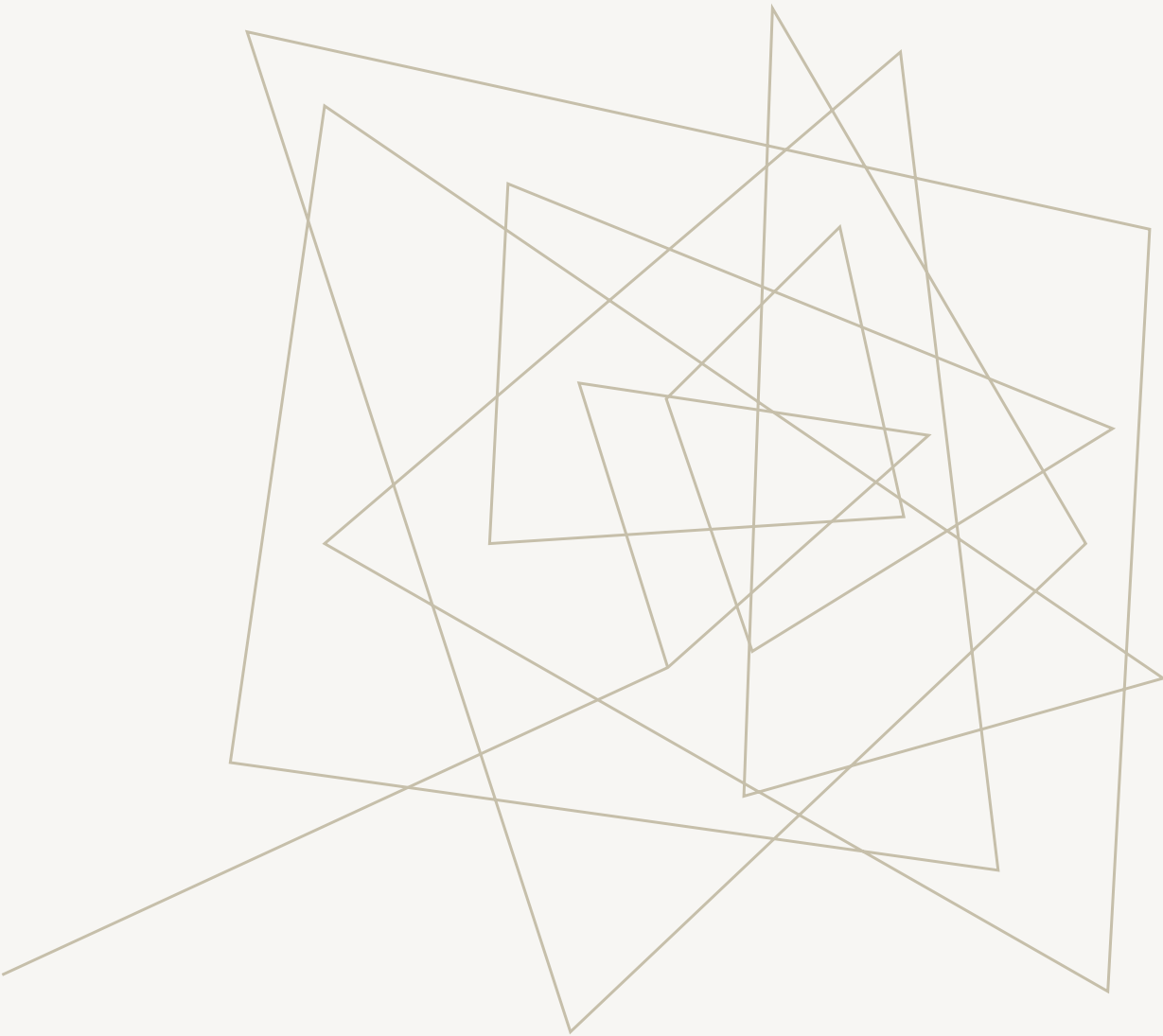
### DRAFT AREAS OF AGREEMENT ON REPORTING AND TRANSPARENCY

The Sub-Committee on Reporting and Transparency referred draft Areas of Agreement to the full commission, and the full commission will continue to discuss the document, including flagging items for further discussion, then circling back to discuss all known items and resolve remaining items.

After that will be a decision on whether to approve the document, including public comment, reviewing the PAC Values and Goals, and 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.



**BRIEFING WITH  
CITY COMMISSIONER  
RENE GONZALEZ**



**MEMBER  
QUESTIONS AND  
ANSWERS**

# Q&A PERIOD

## BE BRIEF

Anyone can ask multiple questions, but should keep their questions brief to allow for more time for responses.

## 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.



**PUBLIC COMMENT  
AND QUESTIONS TO  
COMMISSIONER  
GONZALEZ**



**BREAK**



**DRAFT  
AREAS OF  
AGREEMENT ON  
REPORTING AND  
TRANSPARENCY**

# 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.

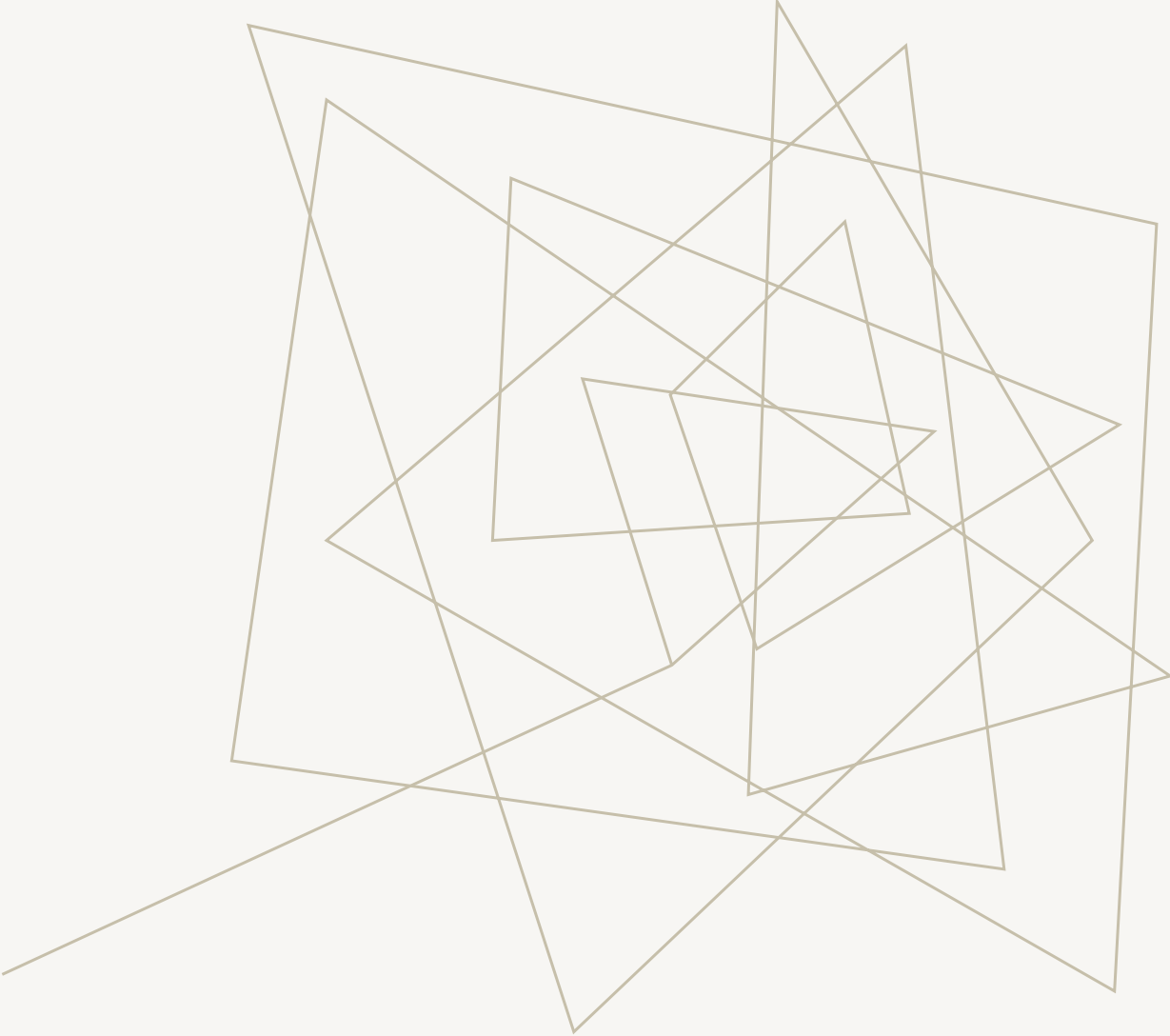
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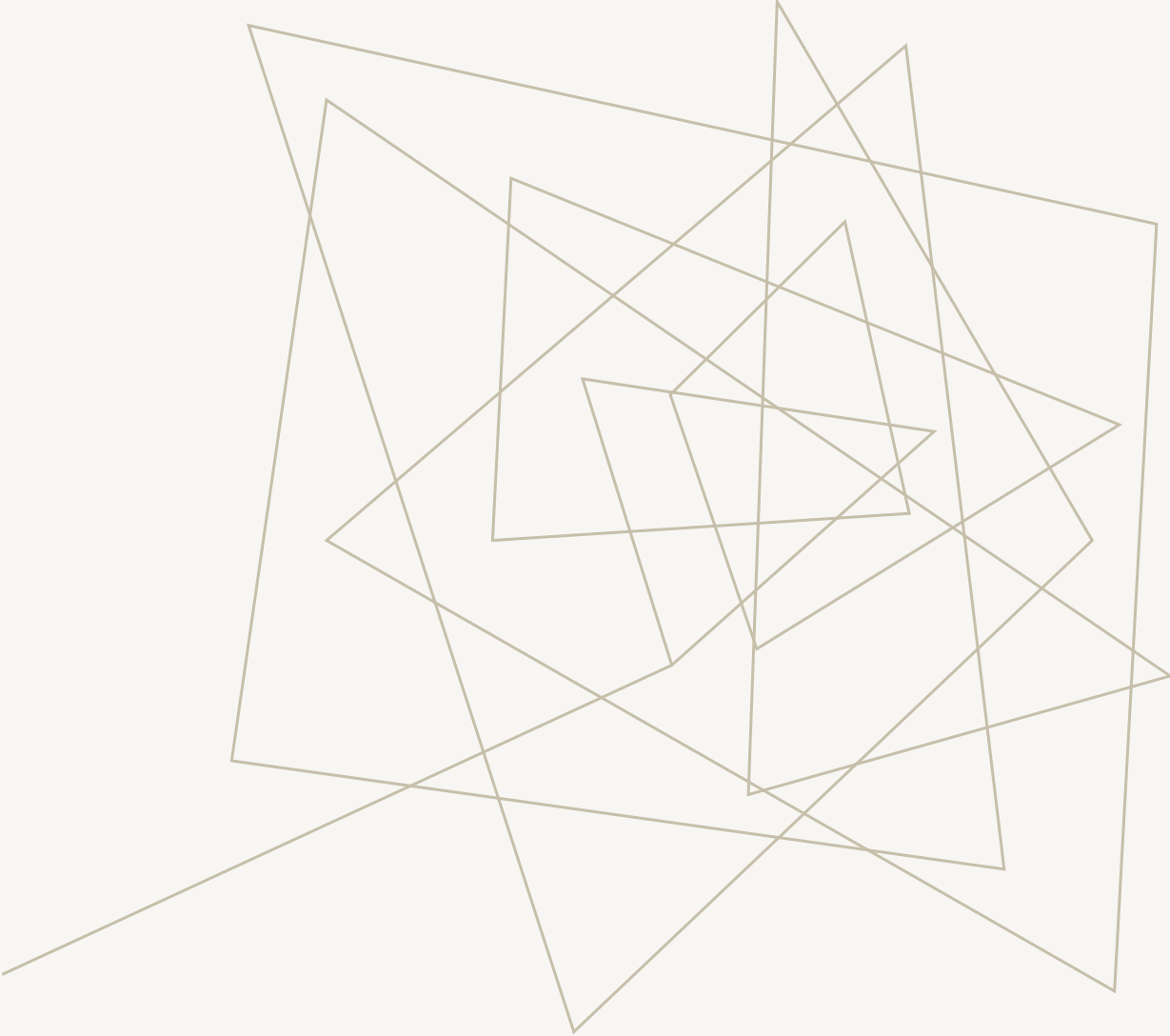
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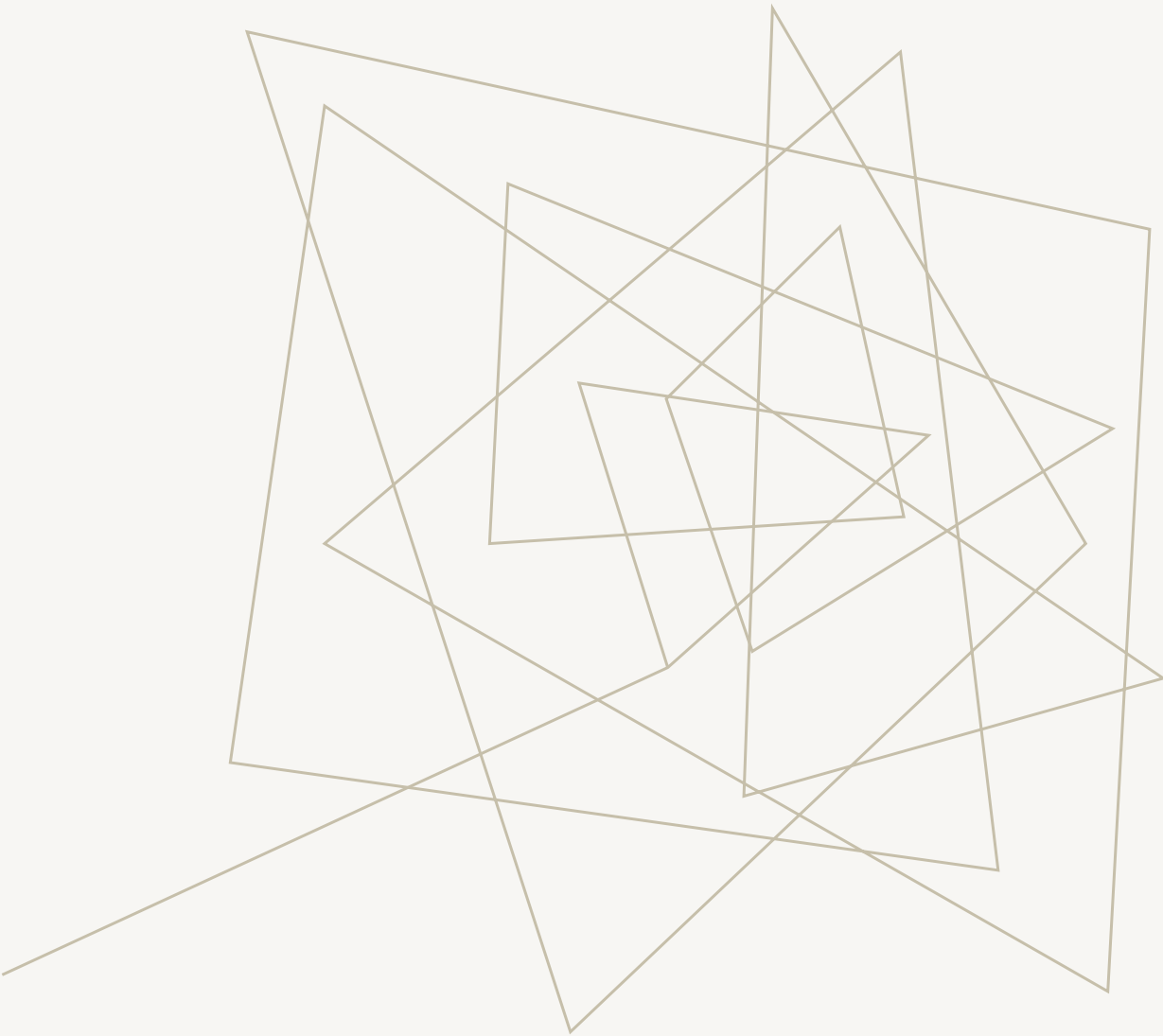


POTENTIAL  
AGREEMENT:

APPROVE DRAFT PAC  
AREAS OF AGREEMENT  
ON REPORTING AND  
TRANSPARENCY



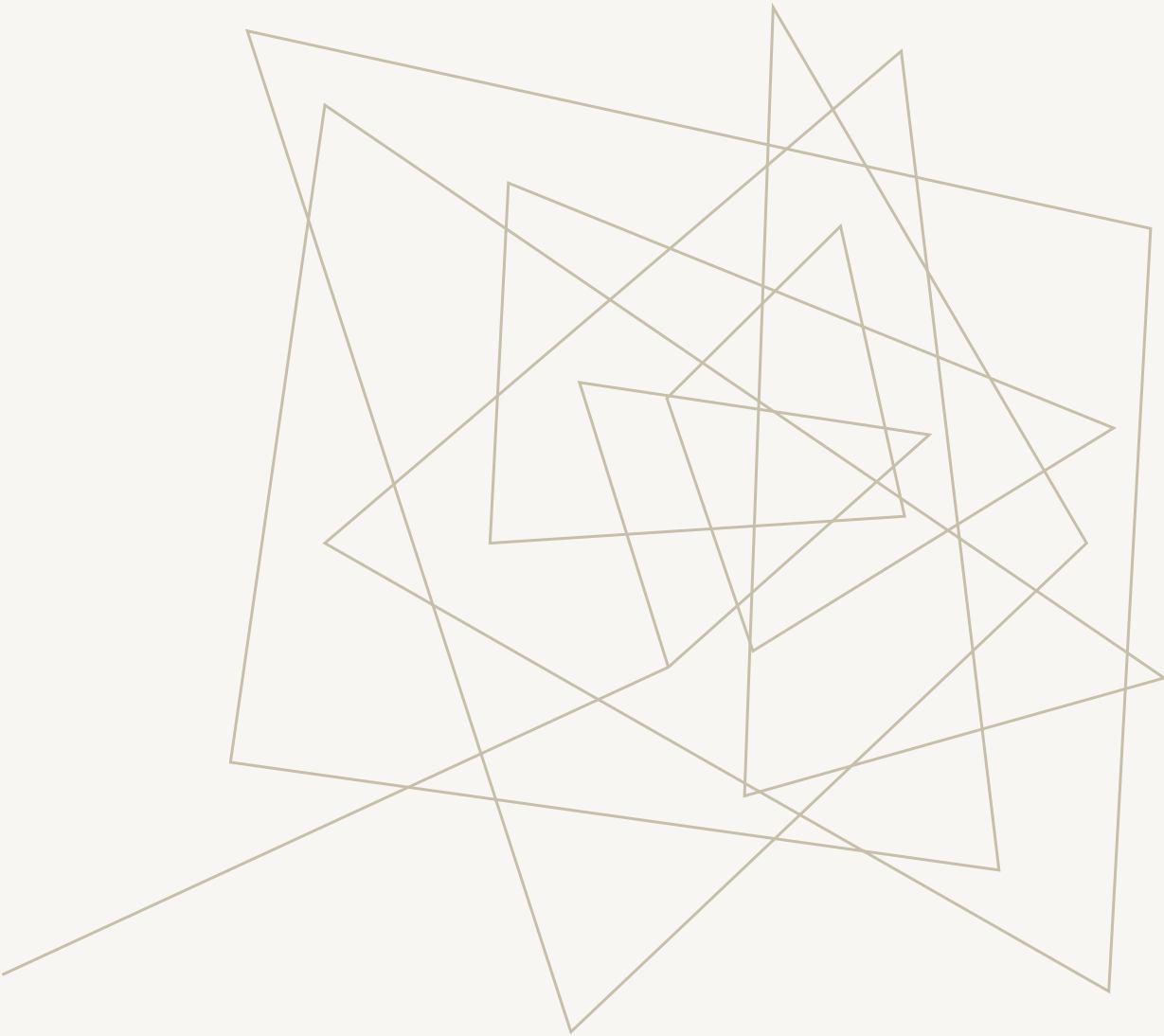
**PUBLIC COMMENT  
ON DRAFT  
DOCUMENT**



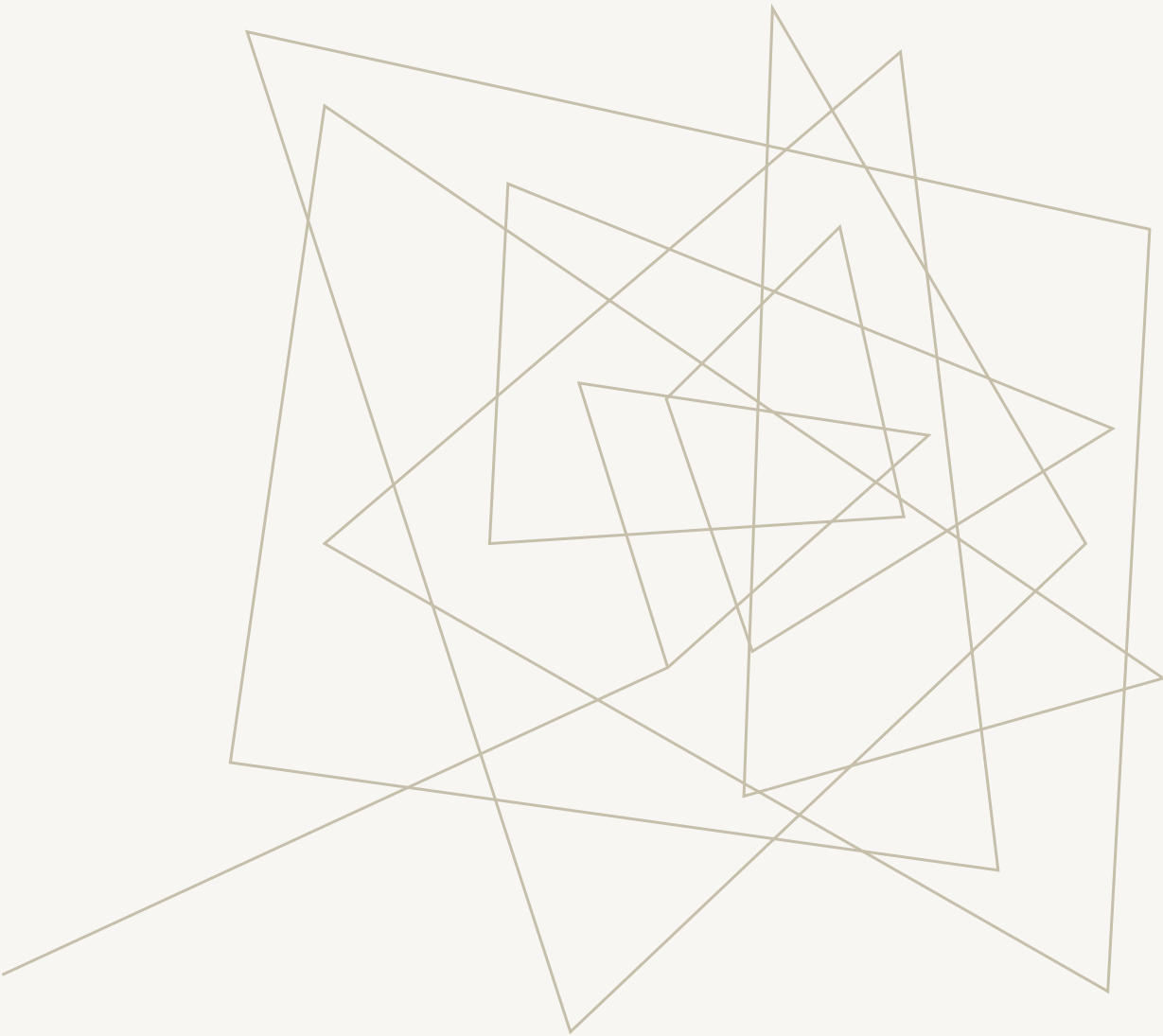
# REVIEW OF PAC VALUES AND GOALS



**BREAK**



# DEFINITIONS



**CO-CHAIRS'  
PRESENTATION OF  
DRAFT DEFINITIONS**

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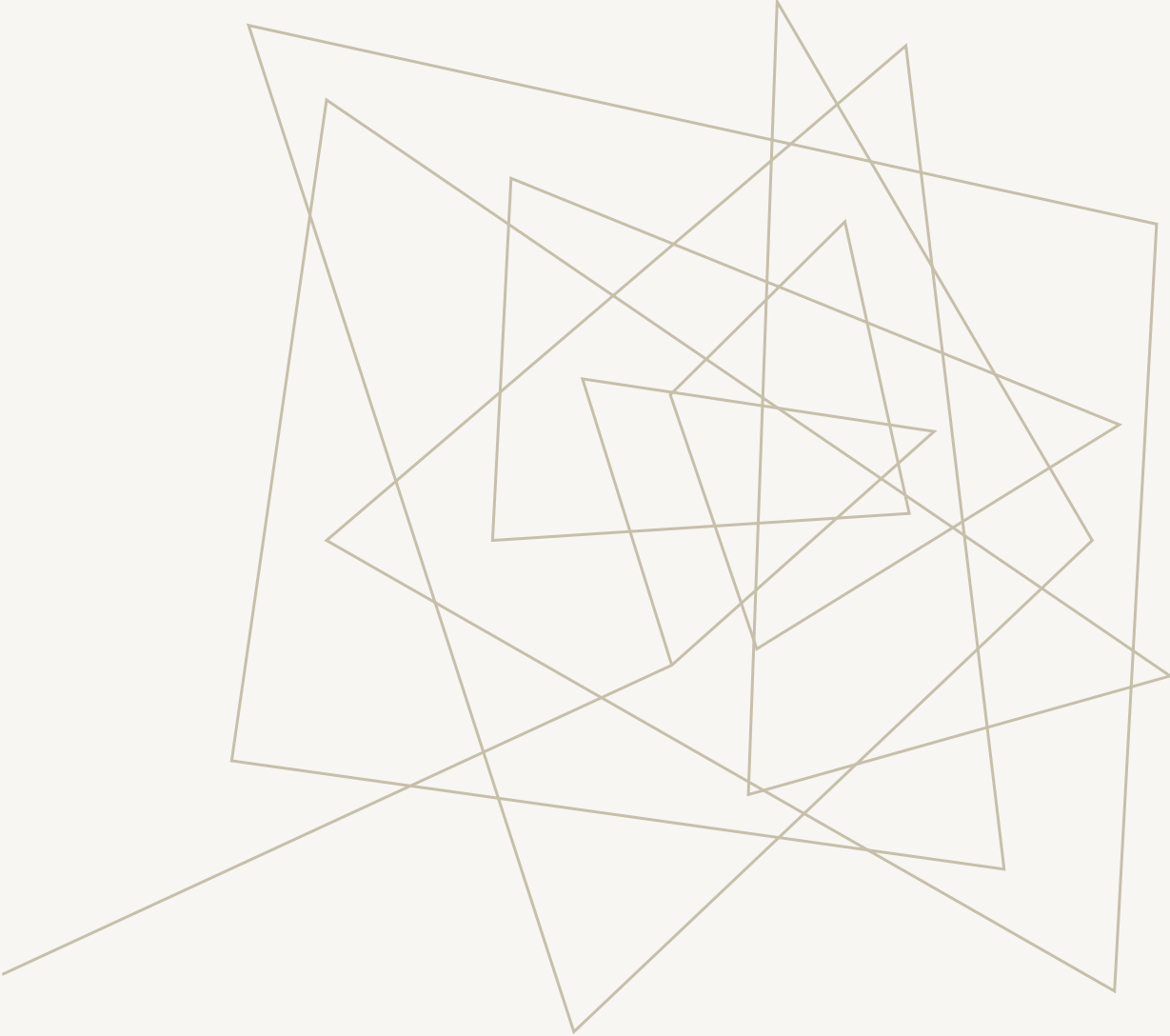
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AGREEMENT:

APPROVE DRAFT  
DEFINITIONS



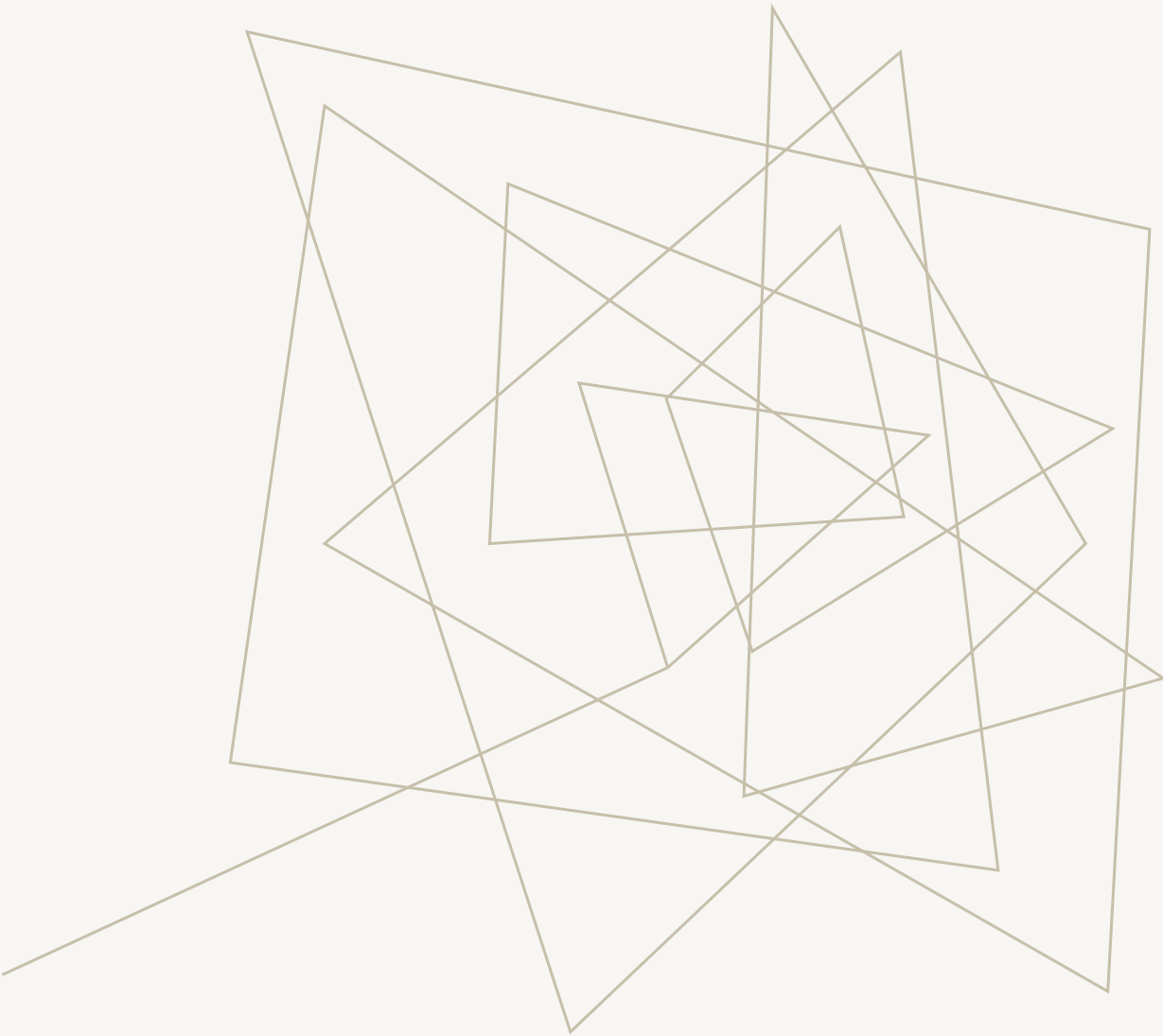
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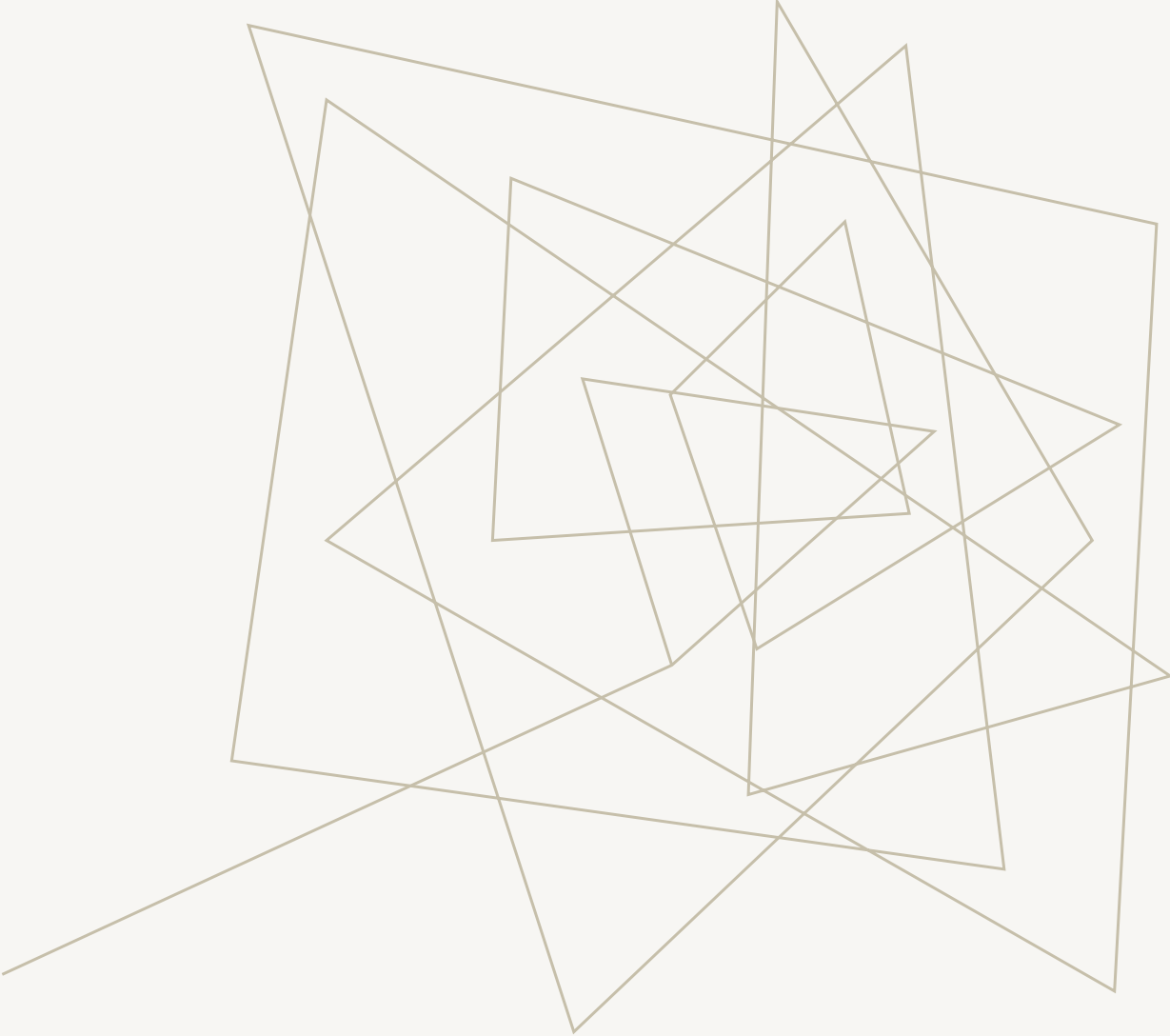
# REVIEW OF PAC VALUES AND GOALS



**BREAK**



# GENERAL PUBLIC COMMENT



## NEXT STEPS



**MEMBER  
CURIOSITIES**



# PHASES OF WORK TRANSITION TASKS

A. NAME OF THE BOARD AND OTHER DETAILS

B. HOW THE BOARD WILL RELATE TO OTHER CITY ENTITIES FOCUSED ON POLICE (PCCEP, FIT COG, ETC.)

C. WHICH ENTITIES WITHIN THE CITY NEED TO BE ADJUSTED TO FIT WITH THE NEW BOARD?  
(INTERNAL AFFAIRS, ETC.)

D. HOW DOES THE NEW BOARD RELATE TO THE COUNTY / STATE?

E. HOW DOES THE NEW BOARD RELATE TO THE DOJ AND SETTLEMENT AGREEMENT PROCESS?

F. TRANSITION DETAILS

I. IPR CONTINUING AND CONCLUDING WORK ON ONGOING INVESTIGATIONS

II. KEY DATES AND TRANSFER OF RESPONSIBILITIES

III. WILL EXISTING STAFF (IPR/IA/ETC.) GET PREFERENCE TO APPLY?

AGENDA AND SCOPE  
DEFINITION –  
TRANSITION PLAN  
AND BROADER  
SYSTEM PHASE

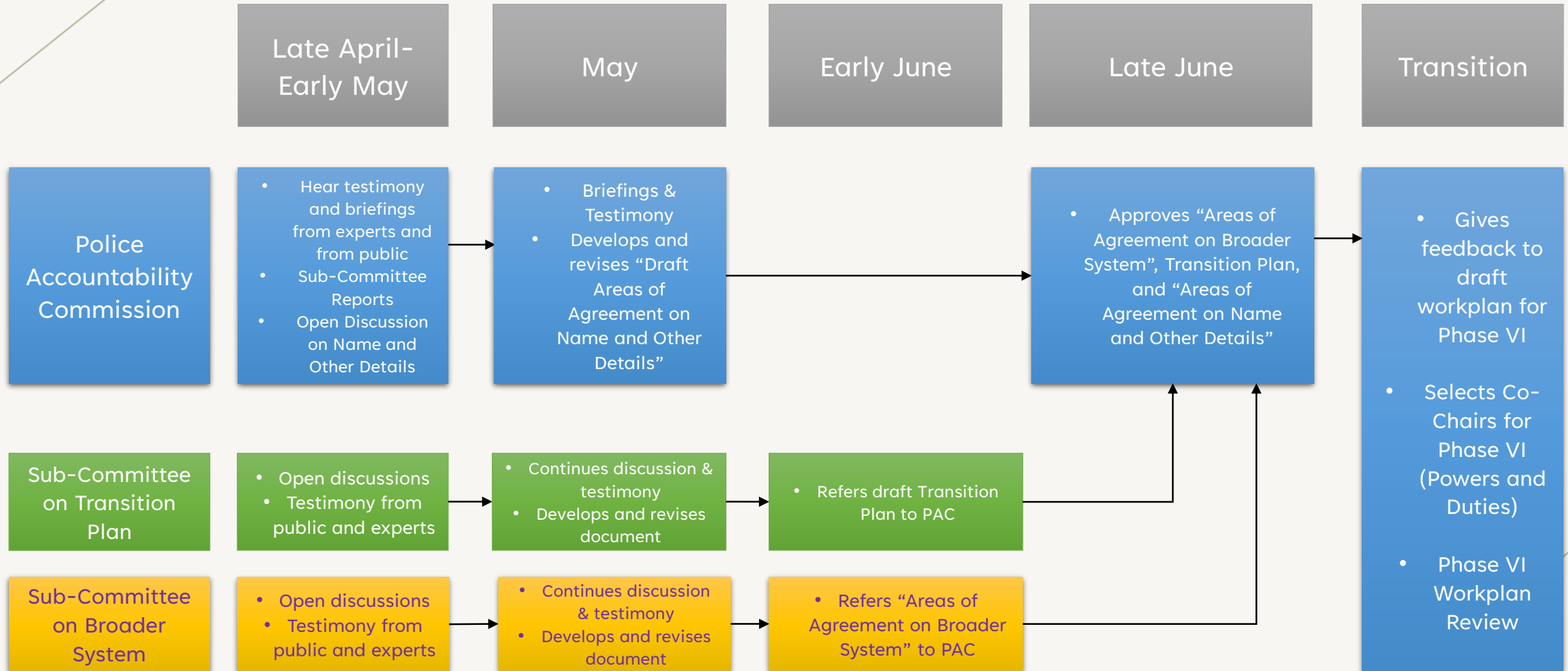
**1. AREAS OF AGREEMENT  
(NAME AND OTHER DETAILS)**

**2. AREAS OF AGREEMENT  
(BOARD RELATIONSHIP WITH OTHER  
ENTITIES, CHANGES TO OTHER CITY  
ENTITIES AS PART OF BOARD  
IMPLEMENTATION)**

**3. AREAS OF AGREEMENT  
(TRANSITION PLAN)**

**OUTCOMES –  
TRANSITION PLAN  
AND BROADER  
SYSTEM PHASE**

# TENTATIVE TRANSITION PLAN & BROADER SYSTEM PHASE FLOWCHART



MORE FREQUENT SUB-COMMITTEE MEETINGS, 1-2 FULL COMMISSION MEETINGS A MONTH

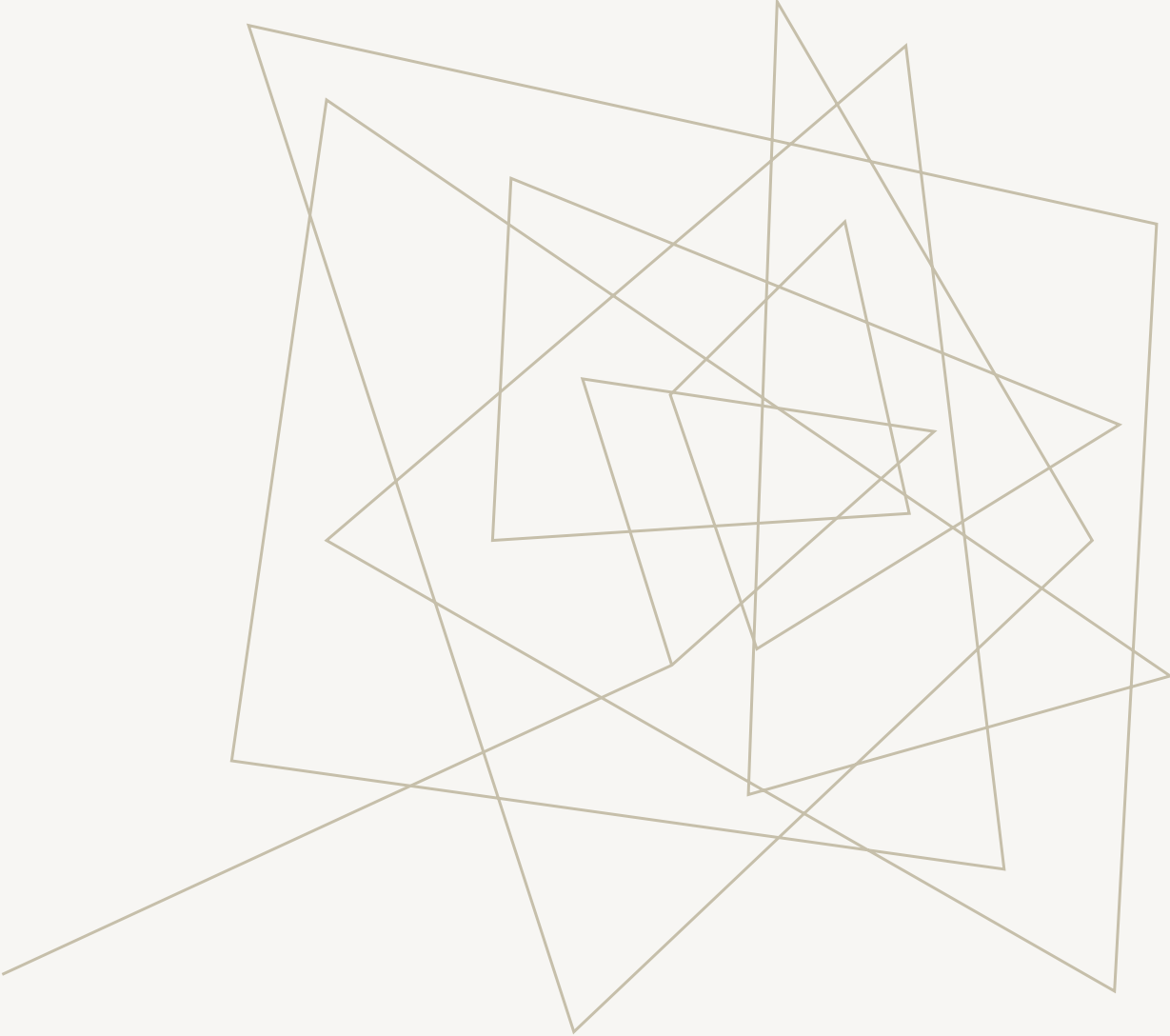
EACH SUB-COMMITTEE ONLY HAS ONE OUTCOME DOCUMENT

SUB-COMMITTEES OR FULL PAC MAY INVITE BRIEFERS AND TESTIFIERS DIRECTLY

NAME AND REVISIONS APPROVED BY FULL COMMISSION

CONTINUED COORDINATION ON COMMUNITY ENGAGEMENT EVENTS

CONTINUING PHASES  
3-4 STRUCTURE



# 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:** Leave a voicemail at **503-823-3346**.
- 3. Postal Mail:**

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)