



CITY OF PORTLAND POLICE ACCOUNTABILITY COMMISSION

Sub-Committee on Oversight Staff

April 17, 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

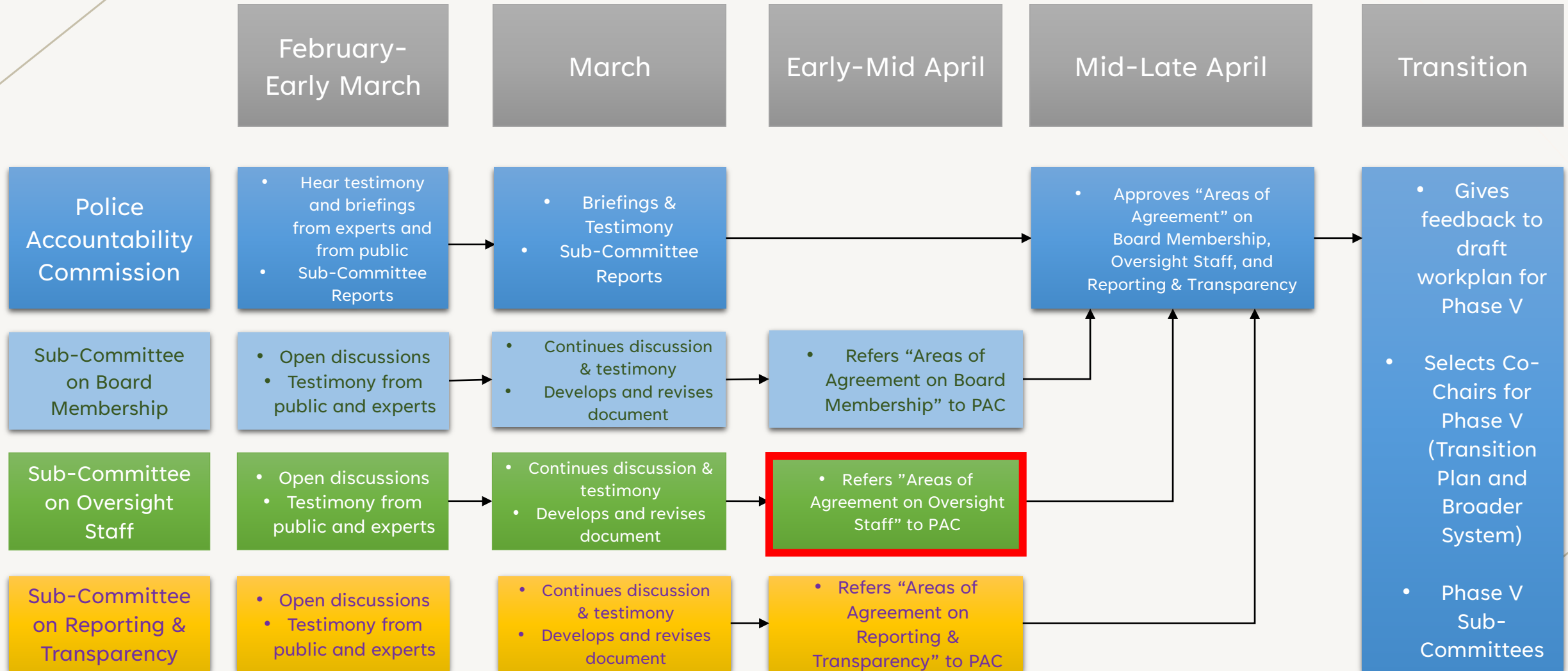
2. AREAS OF AGREEMENT ON OVERSIGHT STAFF

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.

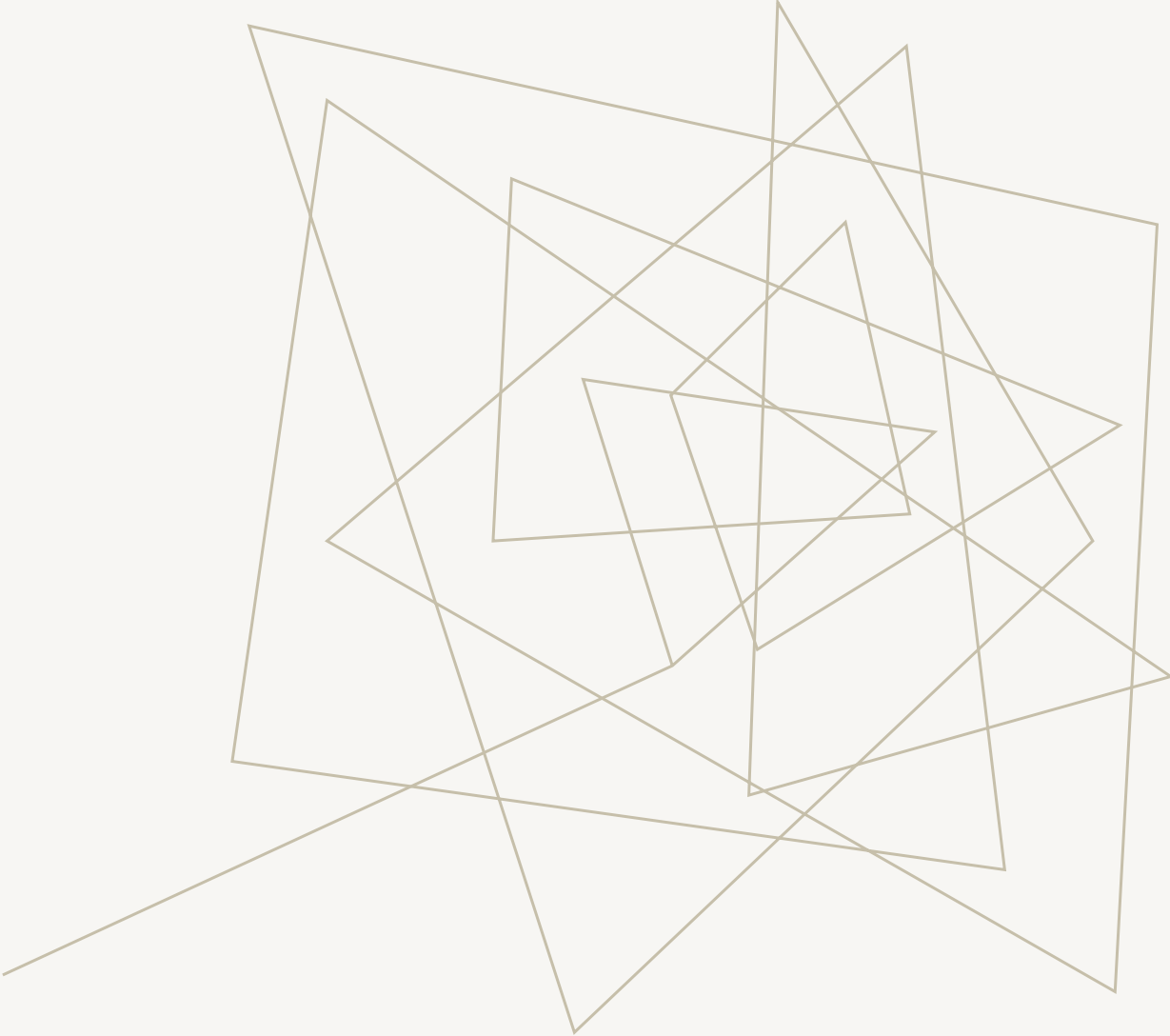
STRUCTURE AND DETAILS PHASE PROJECT PLAN



POLICE ACCOUNTABILITY COMMISSION UPCOMING MEETINGS AND EVENTS

Day, Date, Time	Meeting and Location
Thursday, April 20 6:30 -9 PM	PAC Sub-Committee on Board Membership (Zoom)
Monday, April 24 6:30 -9 PM	PAC Meeting TBD (Zoom) Will be a Full Commission Meeting unless one or both sub-committees does not finish today (April 17) and/or Thursday (April 20)

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



TODAY'S MEETING



OVERVIEW OF TODAY'S MEETING

DRAFT AREAS OF AGREEMENT ON OVERSIGHT STAFF

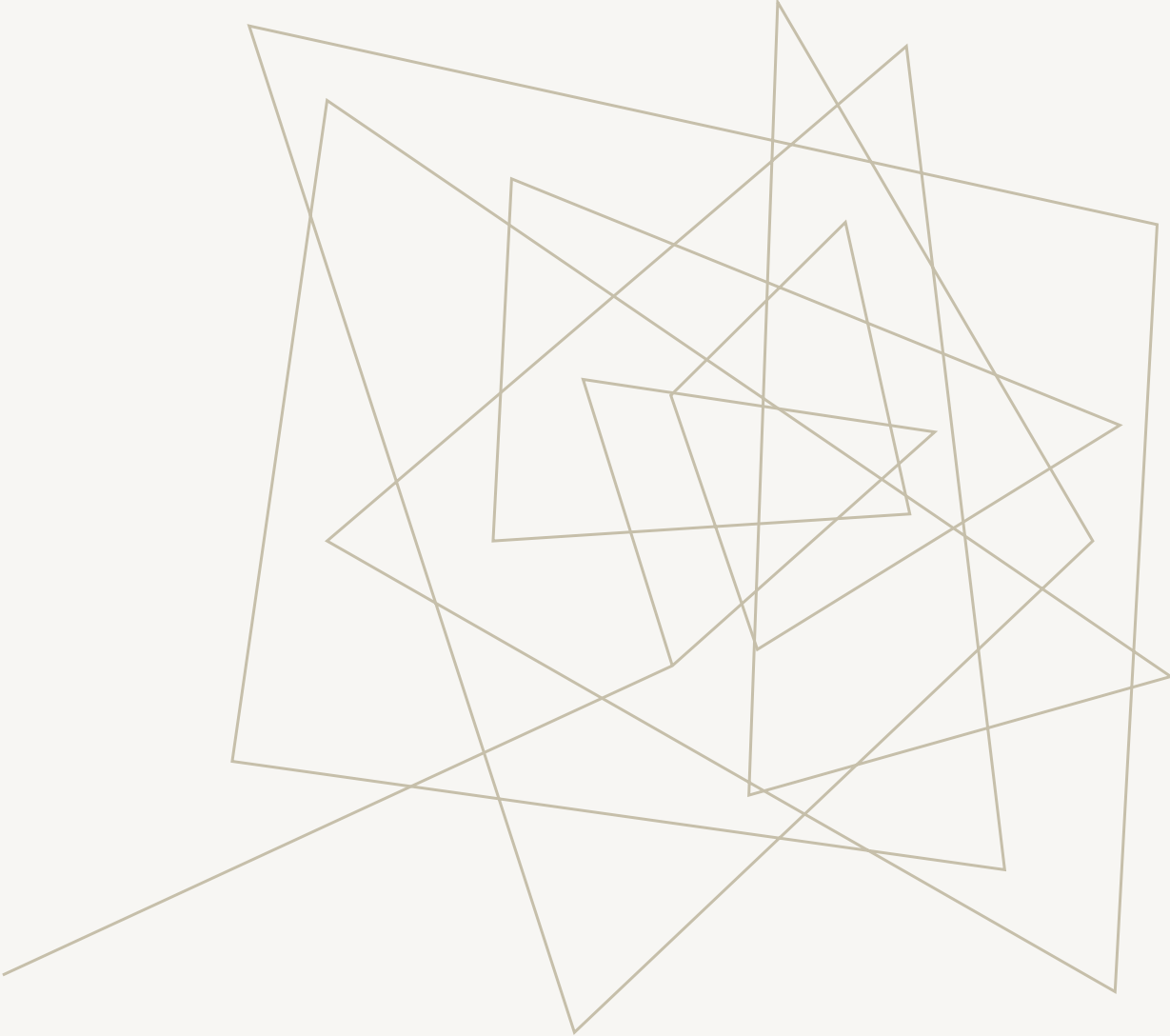
The Sub-Committee will have discussion on the draft PAC Areas of Agreement on Oversight Staff, including three parts:

- Co-Chairs' Walkthrough of the updates to the text, including the creation of a new draft, since the last sub-committee meeting on April 3
- 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 refer the document to the full PAC for consideration: The referral decision will include hearing public comment, then asking for consensus among sub-committee members on referring the document to the full Police Accountability Commission for its consideration and approval beginning at its April 24/27 meeting.

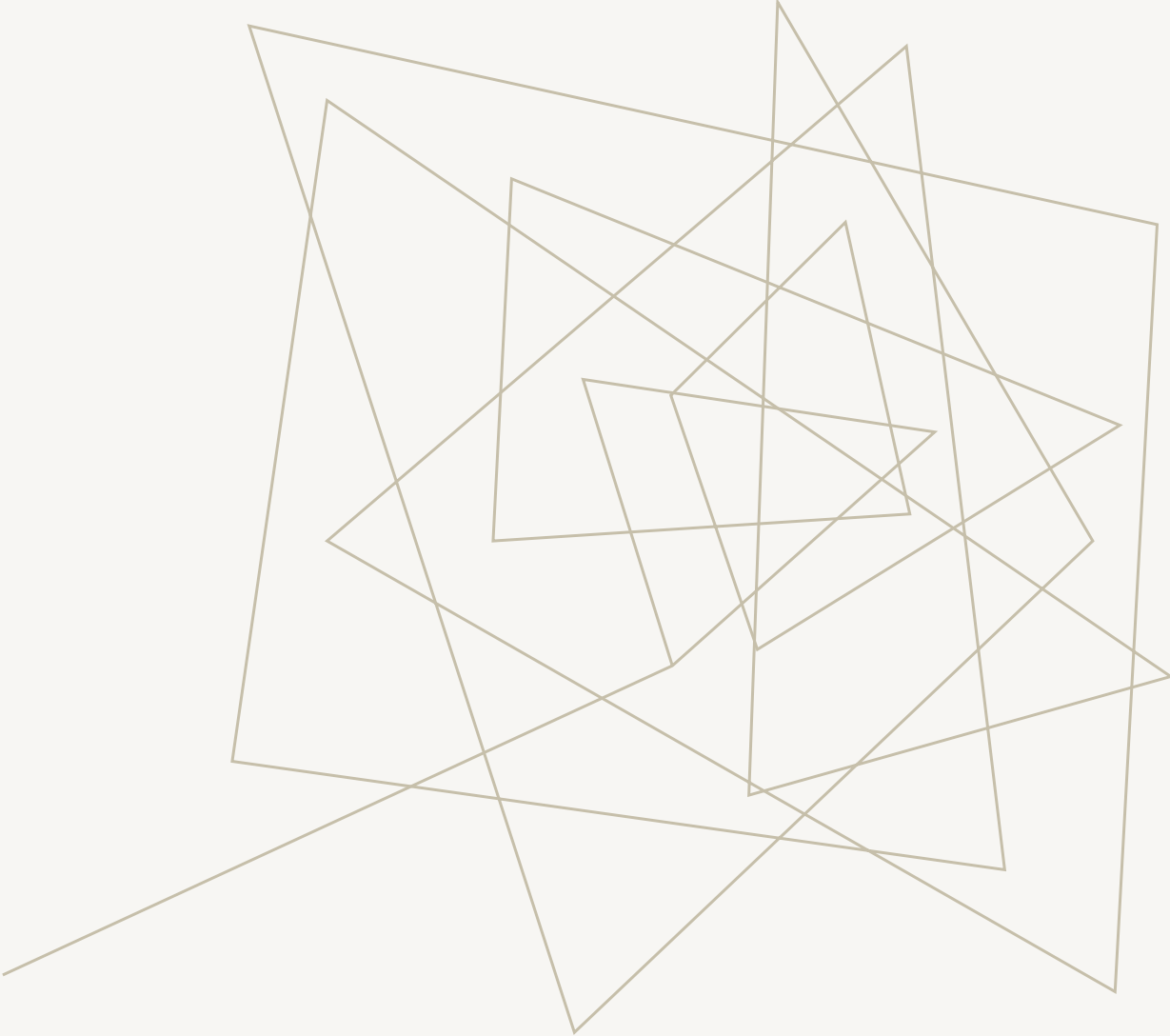
PUBLIC COMMENT

Public comment will be taken prior to any decision on whether to refer the Draft Areas of Agreement to the full Commission.

If the document is **not** referred, there will be an open public comment period.



DRAFT AREAS OF
AGREEMENT ON
OVERSIGHT STAFF



**MEMBER UPDATES SINCE
04-03 MEETING**



CO-CHAIRS'
WALKTHROUGH OF
DRAFT AREAS OF
AGREEMENT



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.

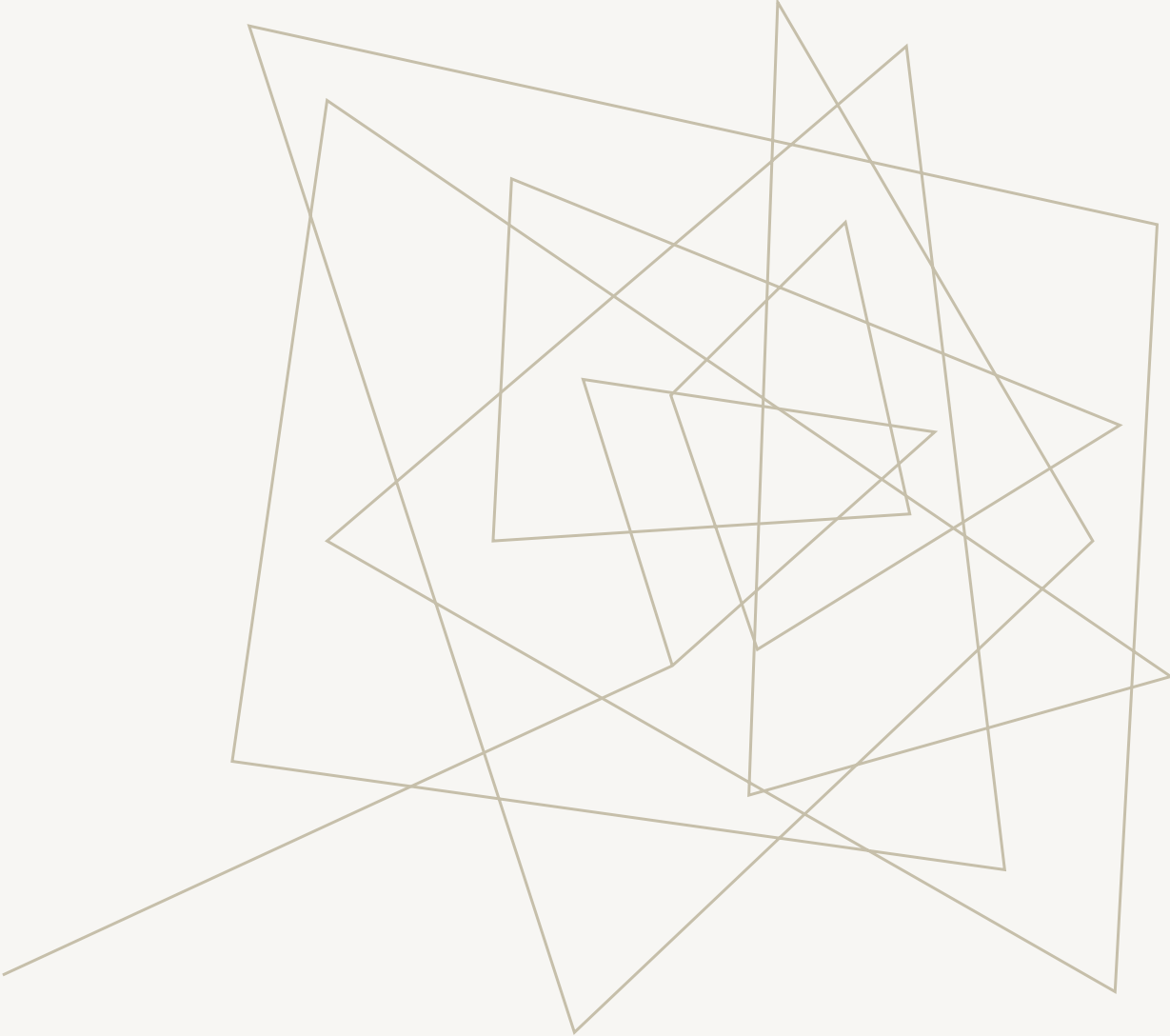
Please remember that facilitators use a weighted stack and will not always call on the first person to raise their hand.

BE CONSTRUCTIVE

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



BREAK



POTENTIAL AGREEMENT:

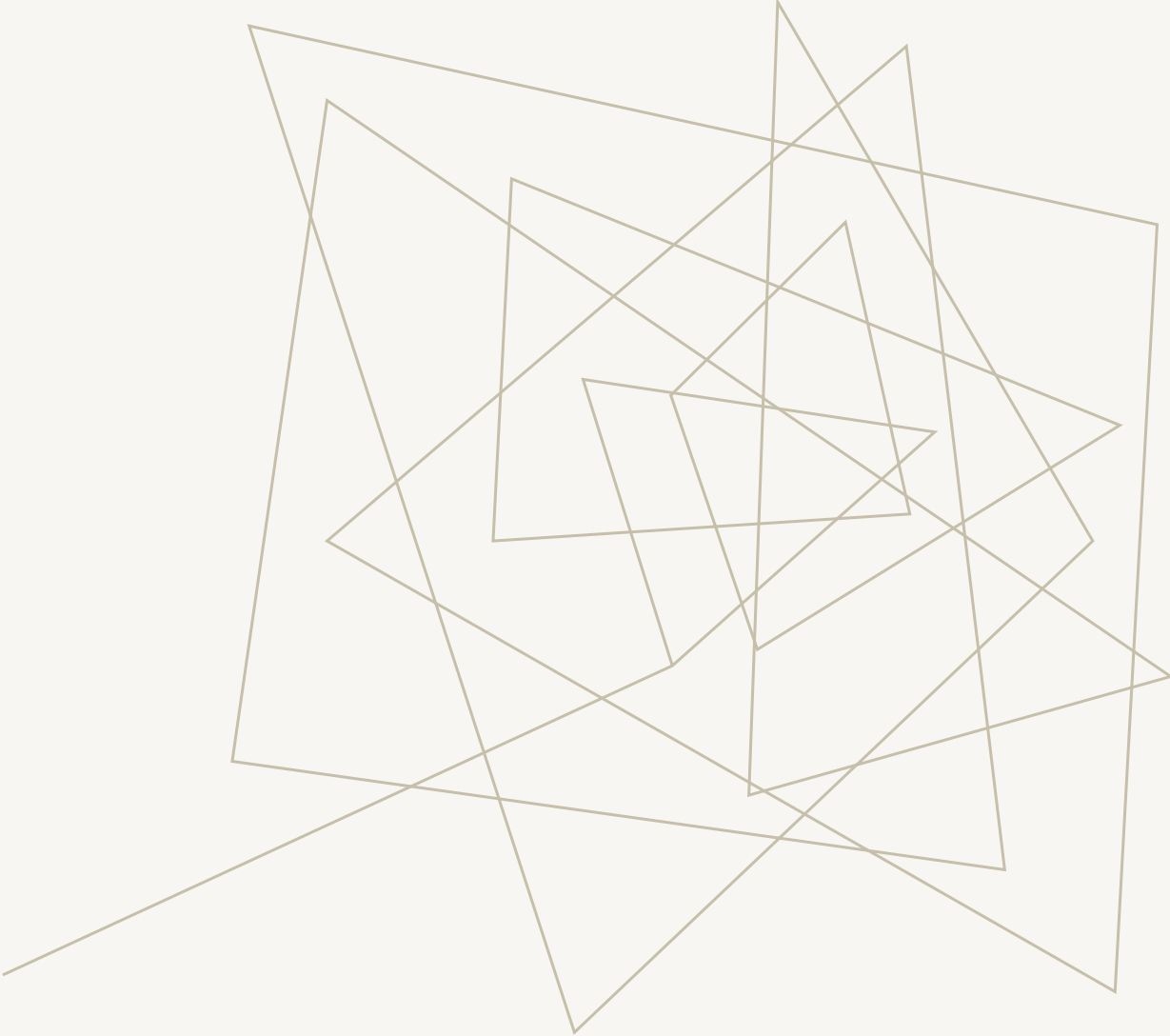
REFER DRAFT AREAS OF
AGREEMENT ON
OVERSIGHT STAFF TO
FULL PAC



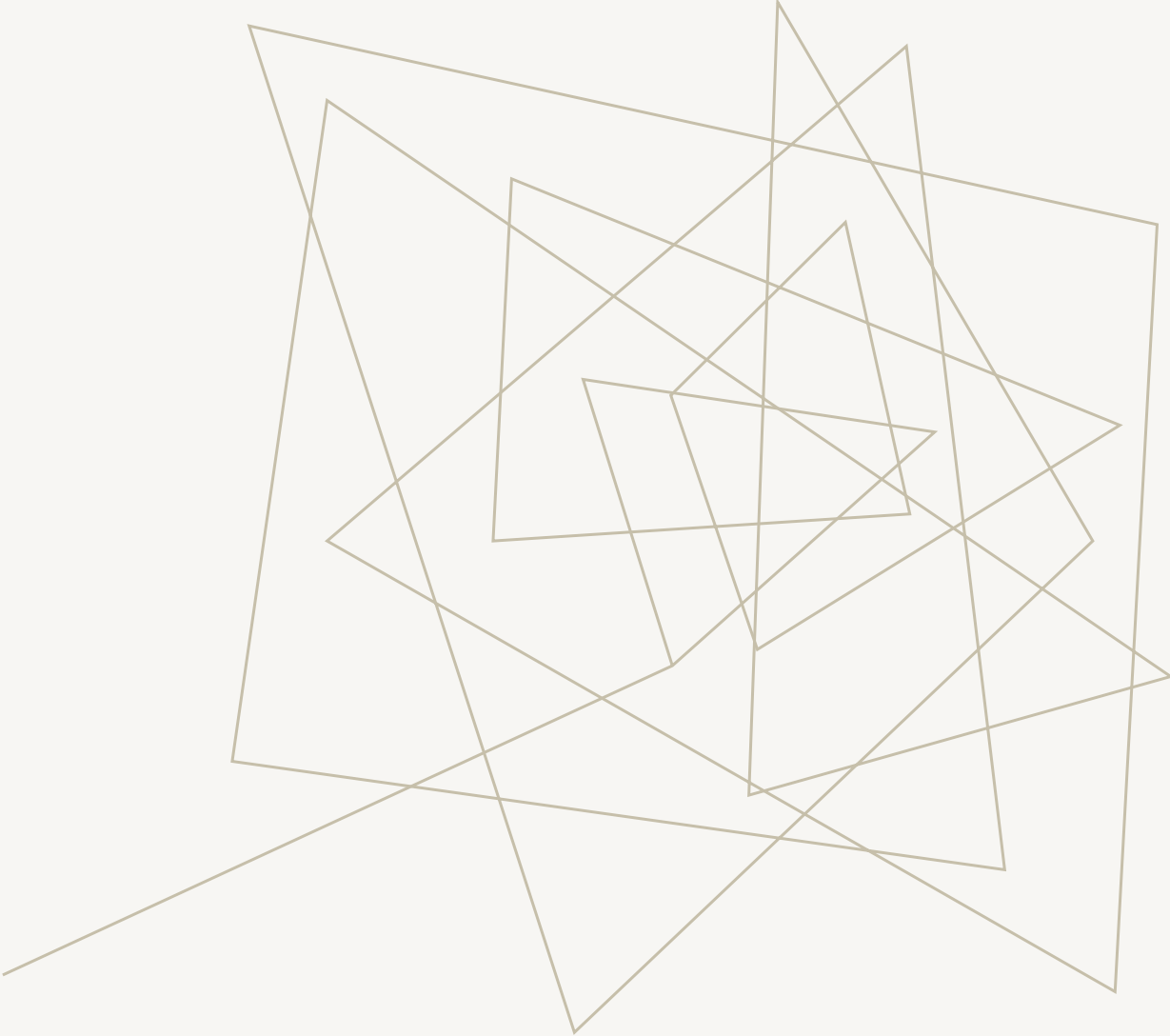
**PUBLIC COMMENT
ON DRAFT
DOCUMENT**



NEXT STEPS



**GENERAL
PUBLIC COMMENT**



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

Please sign up for email updates on the Police Accountability Commission at: tinyurl.com/portlandpacupdates