



# CITY OF PORTLAND POLICE ACCOUNTABILITY COMMISSION

Sub-Committee on Transition Plan

June 22, 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.

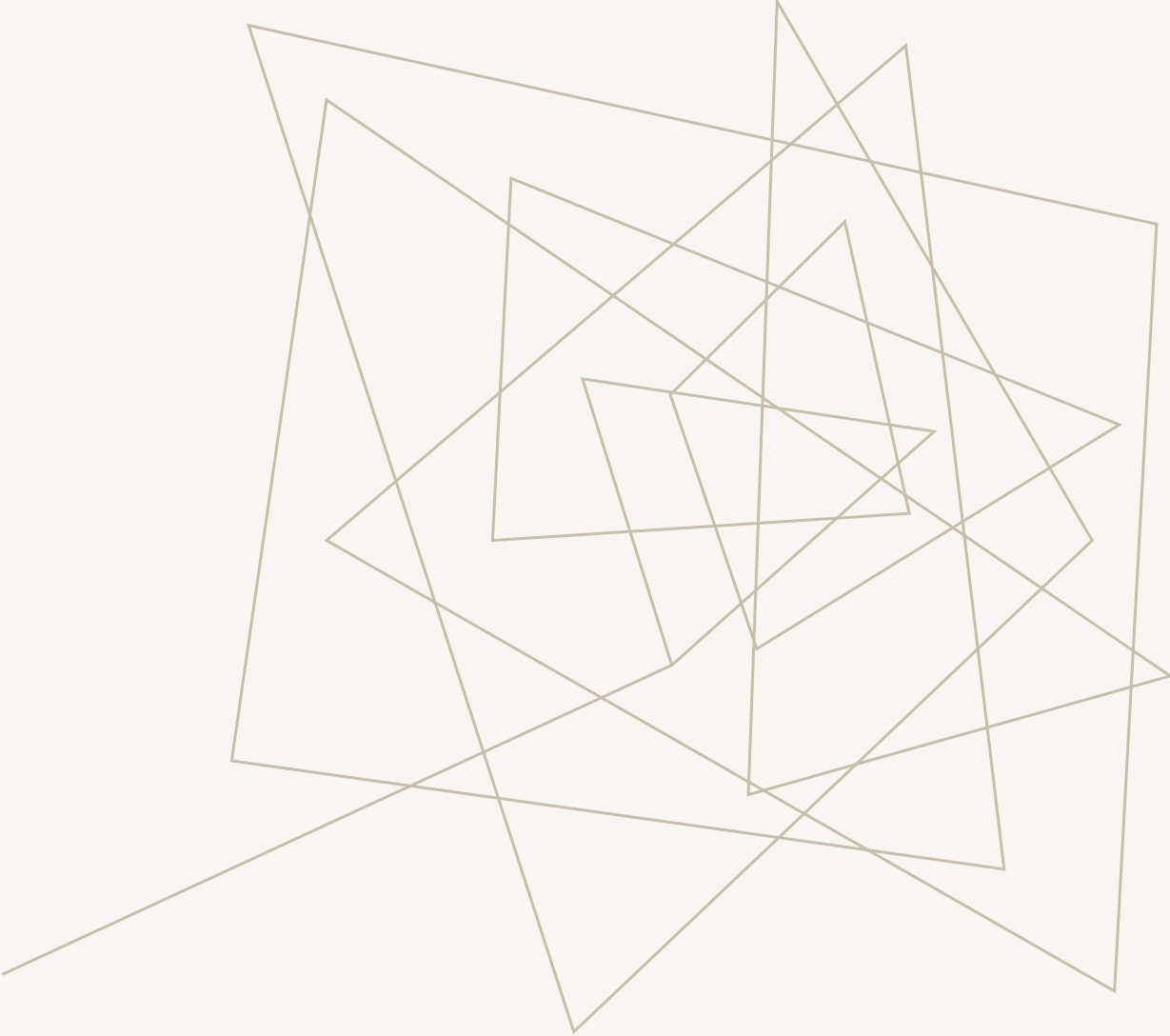
Accept non-closure.



## 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

FIRST FOUR PHASES  
(DECEMBER 2021-  
MAY 2023)

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

The PAC developed agreements on the functions of the new system in its Powers and Duties Phase from October 2022-February 2023, and on the form of the new system in its Structure and Details Phase from February-May 2023.

TRANSITION PLAN AND  
BROADER SYSTEM PHASE  
(MAY-EARLY JULY 2023)

**Following the Agenda and Scope document, the PAC is developing the Name of the Board and Bureau, and two documents:**

- Transition Plan
- Areas of Agreement on Broader System (how the new system will interact with county / state / federal governments, and how it will interact with, change, or replace parts of the current City systems)

CONCLUDING PHASE  
(JULY-AUGUST 2023)

The final phase of the PAC's work will include reviewing previous documents with legal counsel, community input, and Council feedback, and converting agreements into City Code text recommendations.

It will also include drafting reports to accompany the recommendations, and continued community engagement.

COUNCIL CONSIDERATION  
(2023)

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

Council approval starts the transition process from the IPR to the new system.

# TIMELINE FOR THE POLICE ACCOUNTABILITY COMMISSION

# TRANSITION PLAN AND BROADER SYSTEM PHASE: OUTCOME DOCUMENTS

## 1. TRANSITION PLAN

## 2. AREAS OF AGREEMENT ON BROADER SYSTEM

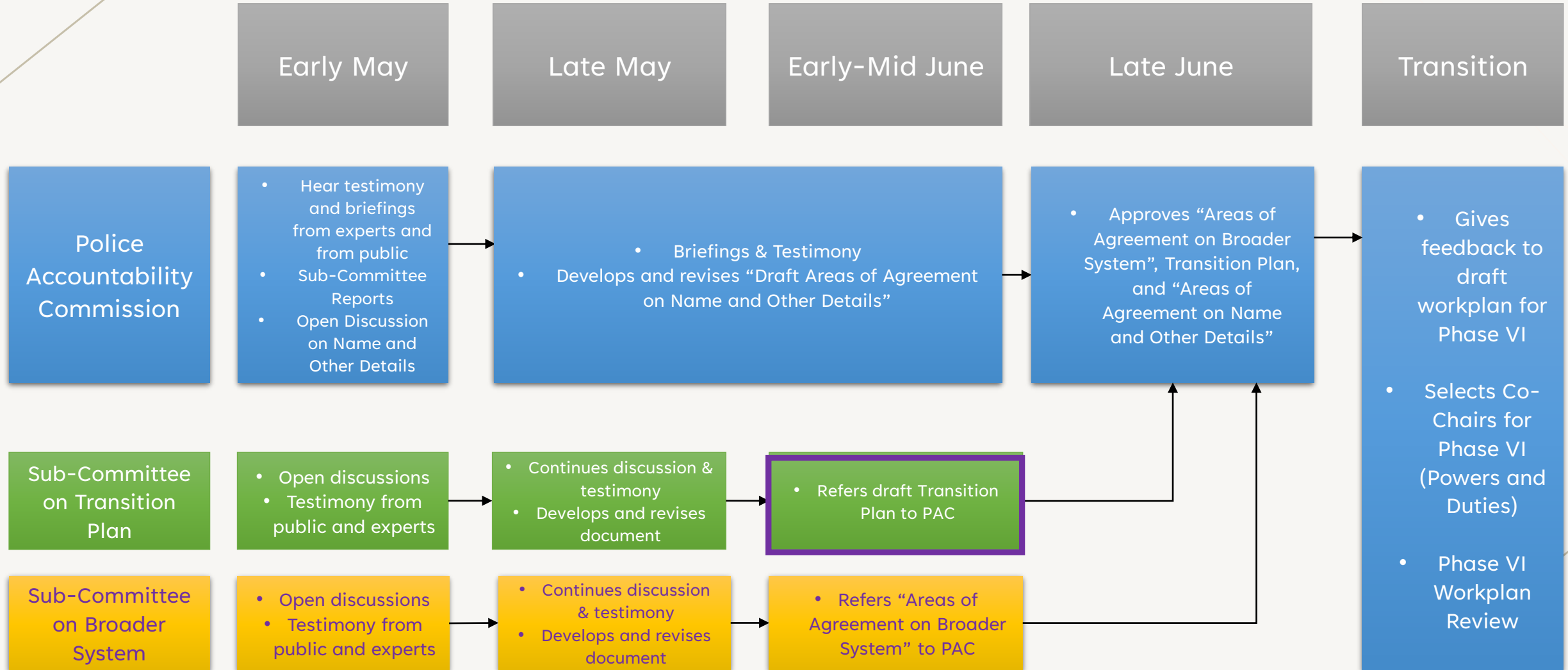
These two documents will be developed in their respective sub-committees, before being referred by the sub-committee to the full commission and eventually approved by the full commission.

## 3. AREAS OF AGREEMENT ON NAME AND OTHER DETAILS

This document will be developed and approved by the full Police Accountability Commission.



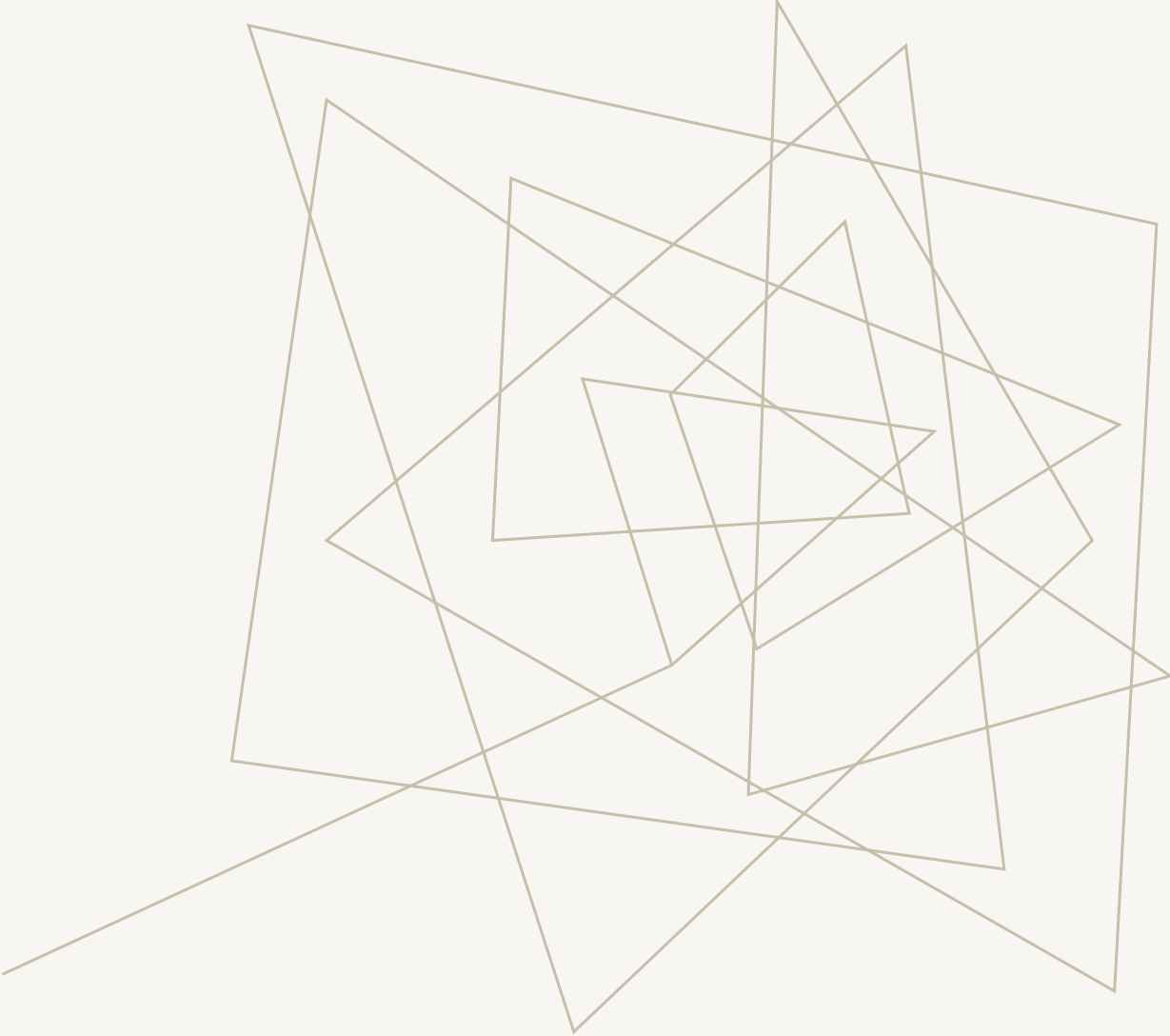
# TRANSITION PLAN & BROADER SYSTEM PHASE FLOWCHART



# POLICE ACCOUNTABILITY COMMISSION UPCOMING MEETINGS AND EVENTS

Day, Date, Time	Meeting and Location
Monday, June 26 <b>6:30-9 PM</b> (tentative)	<b>PAC Sub-Committee on Transition Plan, if needed</b> (Zoom)
<b><u>Tuesday, June 27</u></b> <b>11:30 AM-1:30 PM</b>	<b>PAC Community Information Session</b> (Zoom)
<b><u>Tuesday, June 27</u></b> <b>6:30-9 PM</b> (tentative)	<b>PAC Sub-Committee on Transition Plan, if needed</b> (Zoom)

Day, Date, Time	Meeting and Location
Thursday, June 29 <b>6:30-9 PM</b>	<b>Police Accountability Commission Meeting</b> (Zoom)
<b>No Meeting July 3</b> in observance of Independence Day (July 4)	
Monday, July 10 <b>6:30-9 PM</b>	<b>Police Accountability Commission Meeting</b> (Zoom)



# TODAY'S MEETING



## OVERVIEW OF TODAY'S MEETING

### WALKTHROUGH OF UPDATES TO DRAFT TRANSITION PLAN

Co-chairs will walk through the Draft Transition Plan with updates they have made to the document since the 06-12 meeting.

### DISCUSSION ON DRAFT TRANSITION PLAN

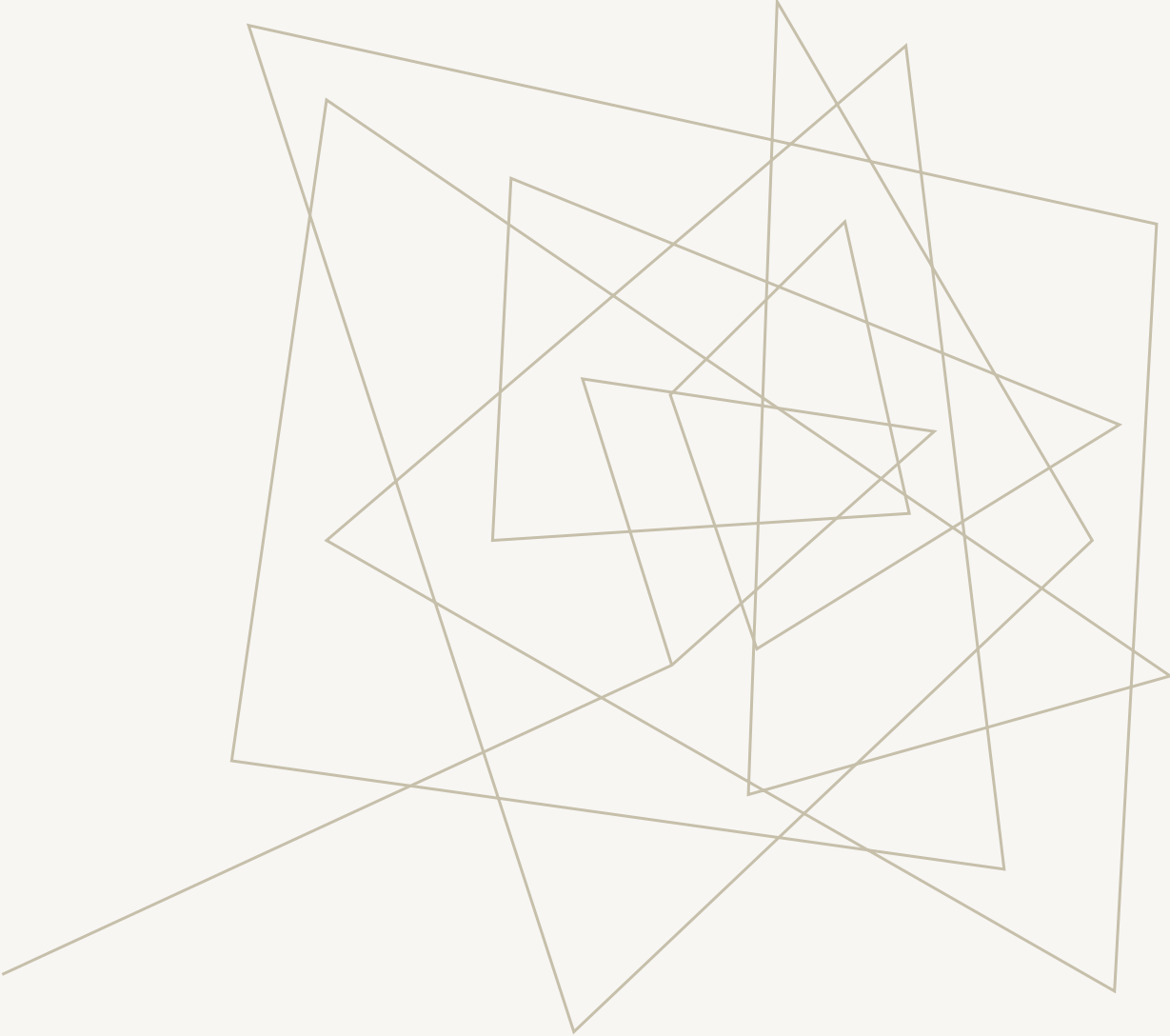
The sub-committee will discuss the draft Transition Plan, as updated since the last meeting of the sub-committee.

The sub-committee will also start updating the document using standard discussion/text change processes for the PAC. This could include referral to the full commission or flagging items for further discussion.

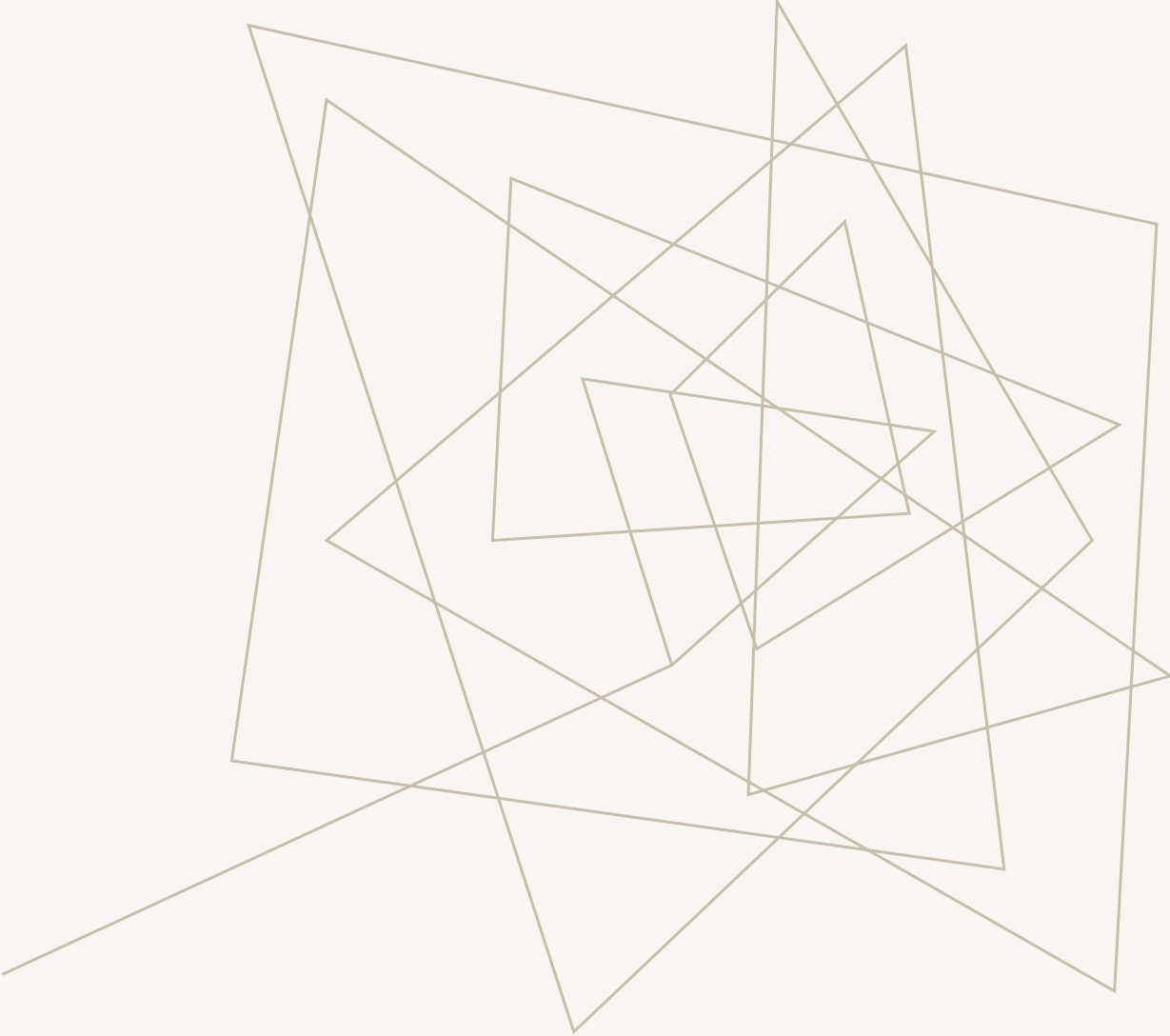
### PUBLIC COMMENT

There will be public comment prior to any decision to refer the document to the full commission.

If the document is not referred, there will be an open public comment period on any of the issues under the sub-committee's area of work towards the end of the meeting.



# DRAFT TRANSITION PLAN



**CO-CHAIRS’  
WALKTHROUGH OF  
UPDATES TO DRAFT**



# DISCUSSION

# 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.

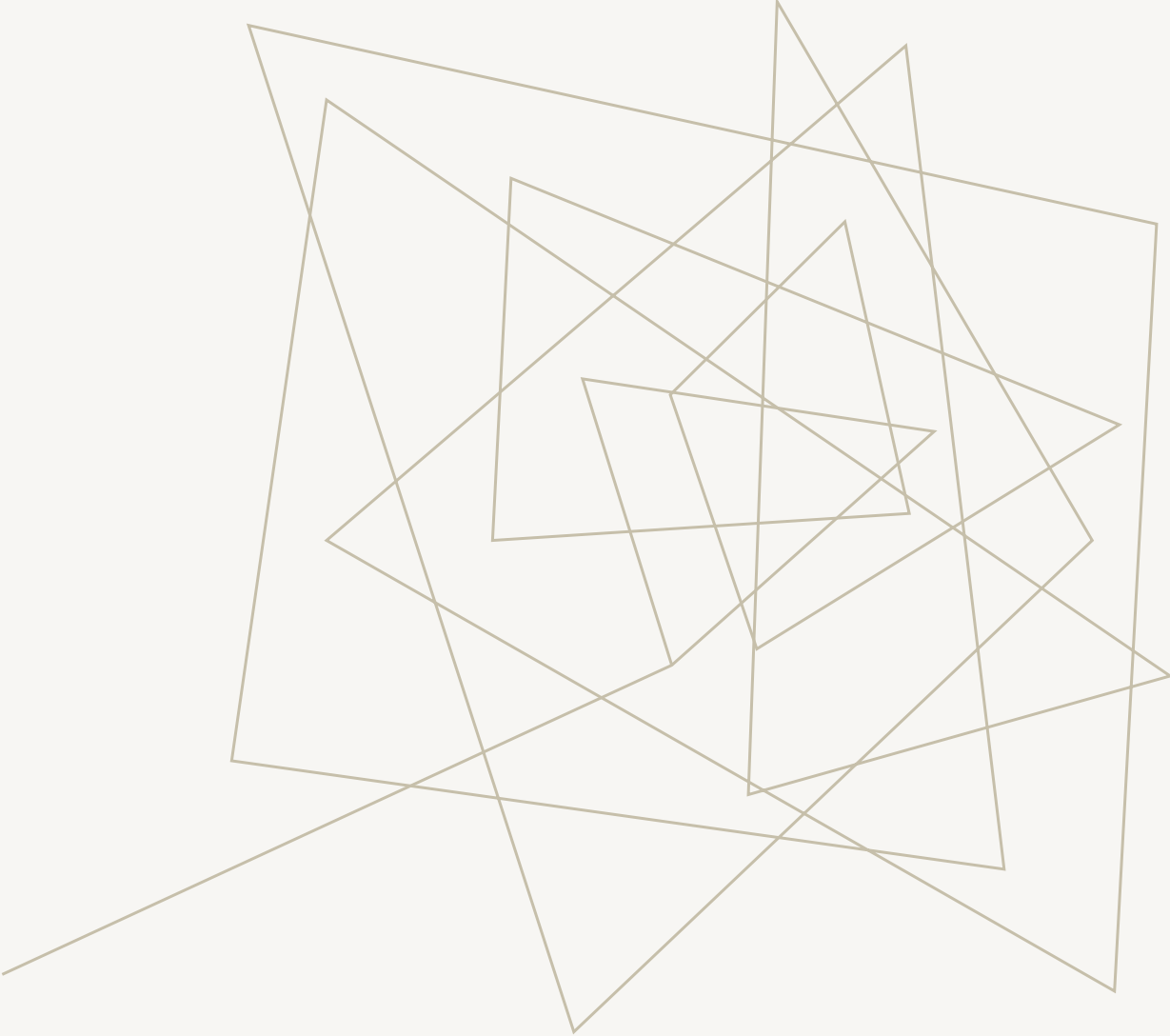
## BE CONSTRUCTIVE

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



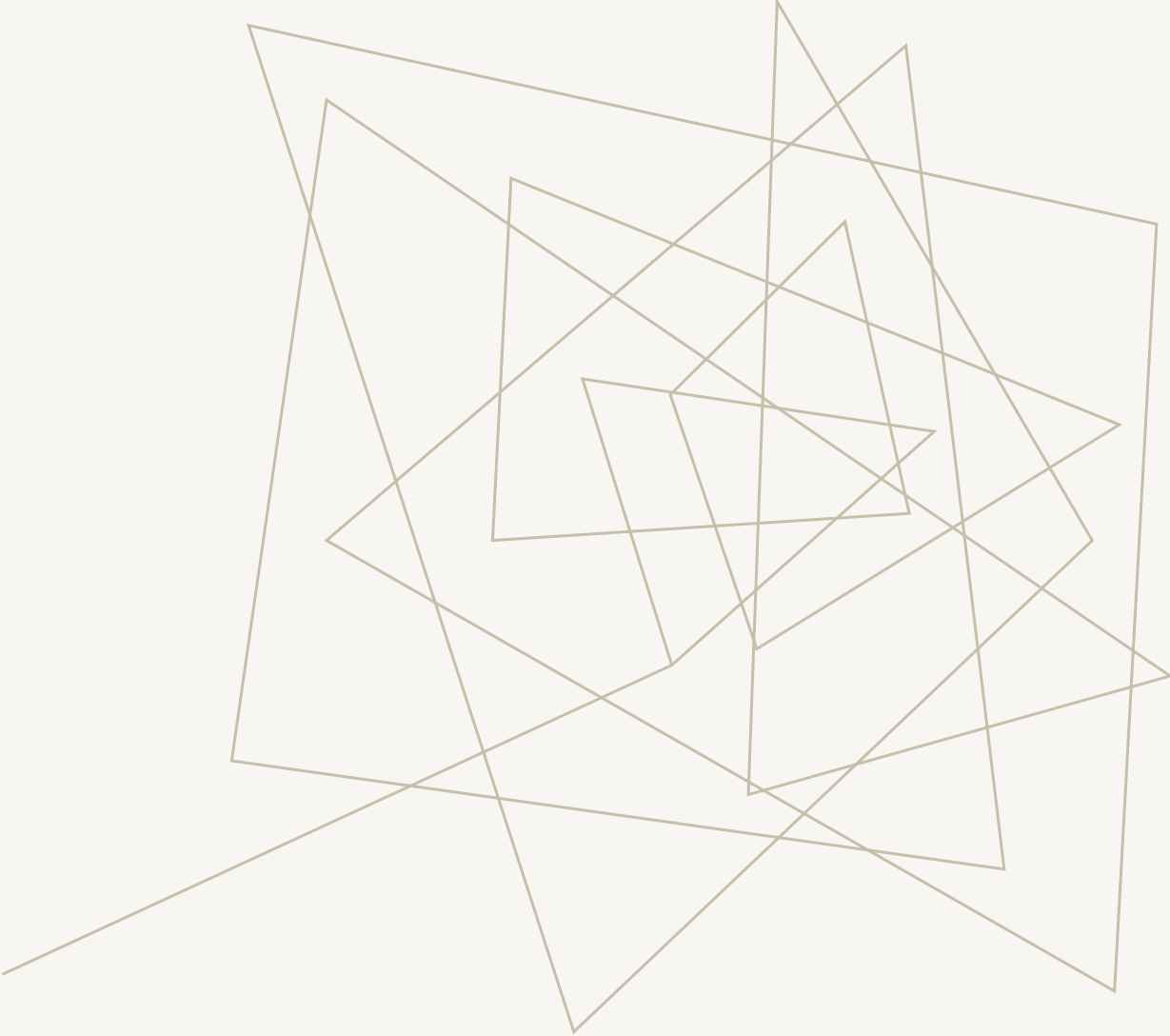


**BREAK**

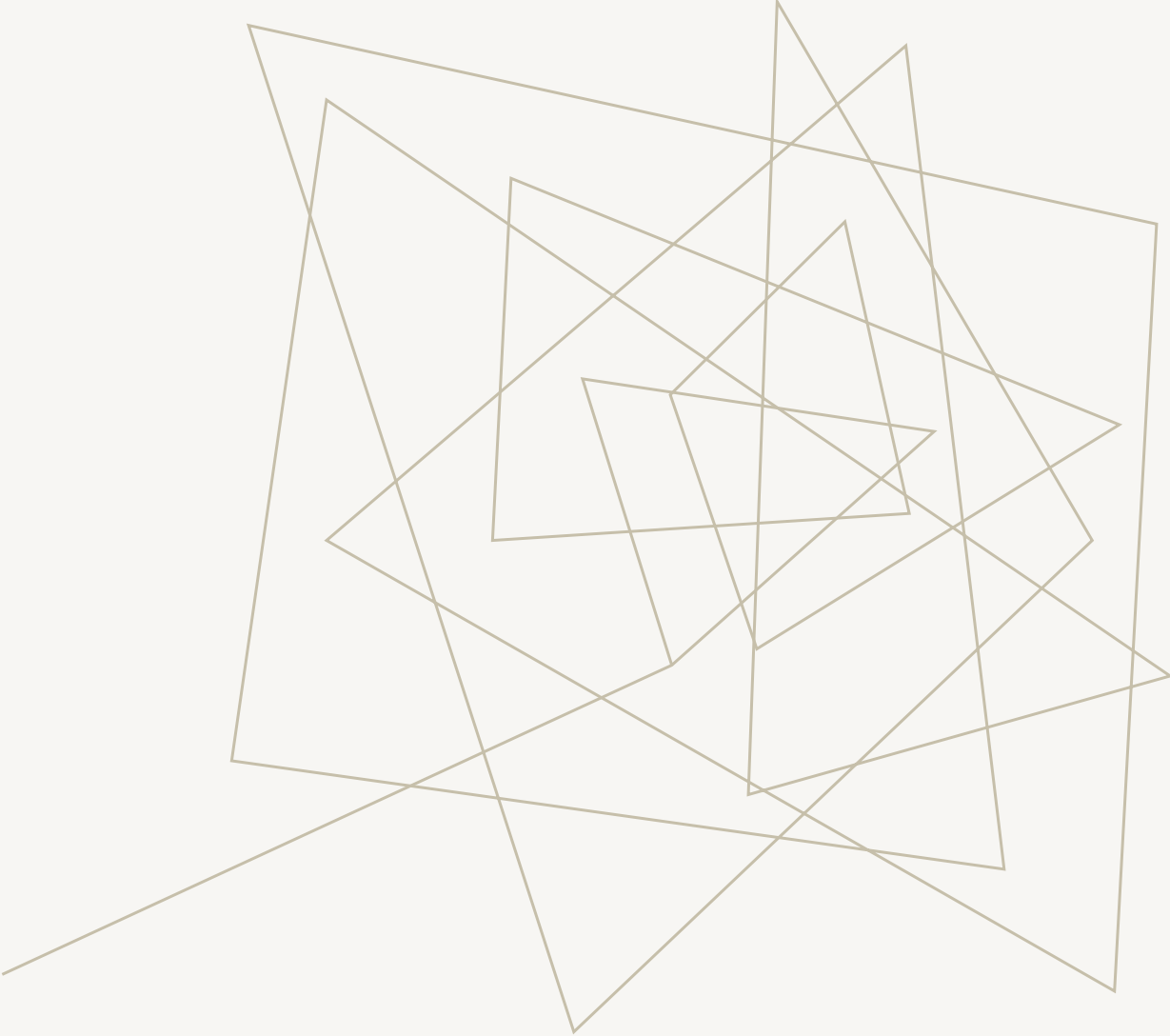


POTENTIAL AGREEMENT:

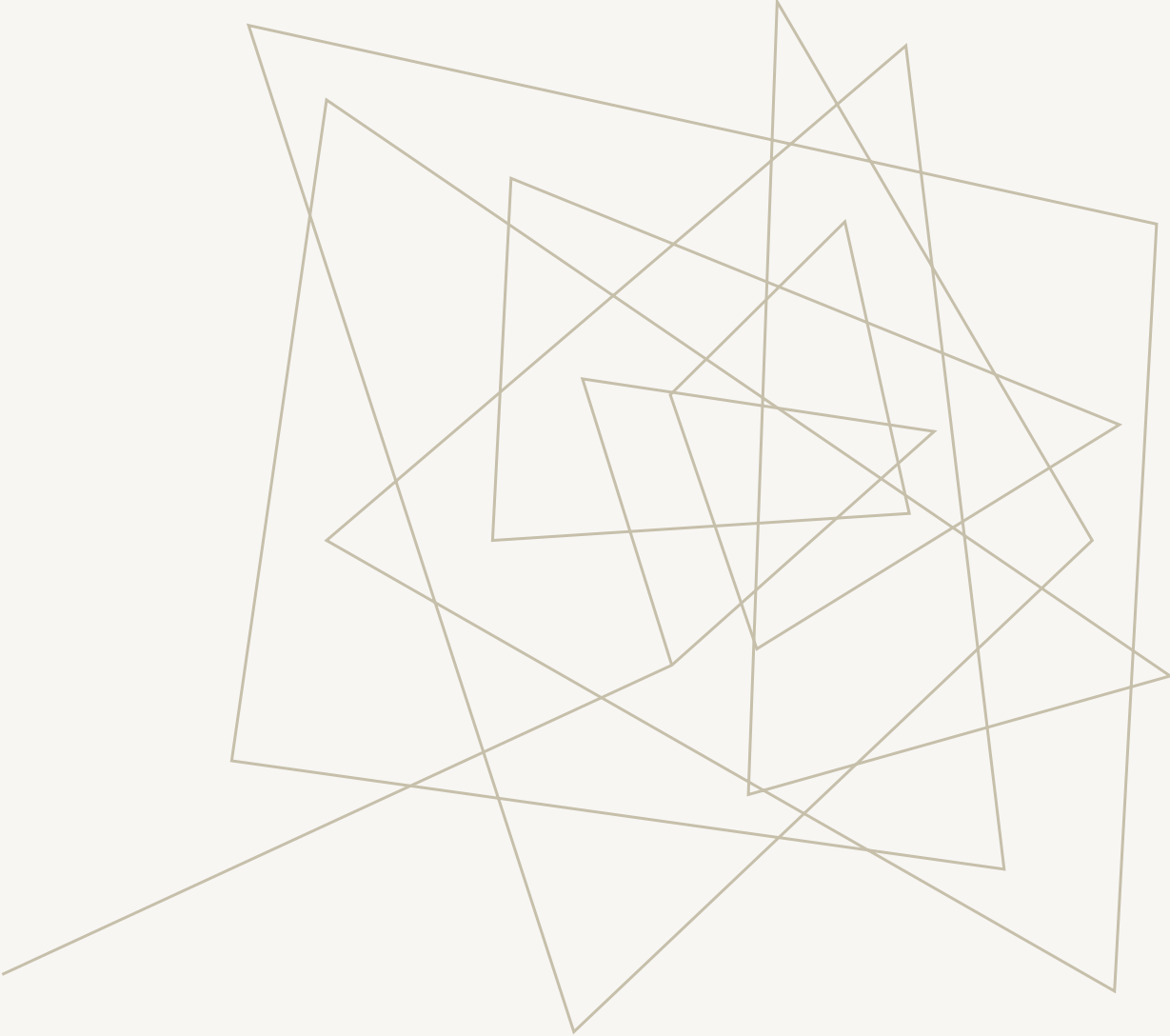
REFER DRAFT  
TRANSITION PLAN  
TO FULL PAC



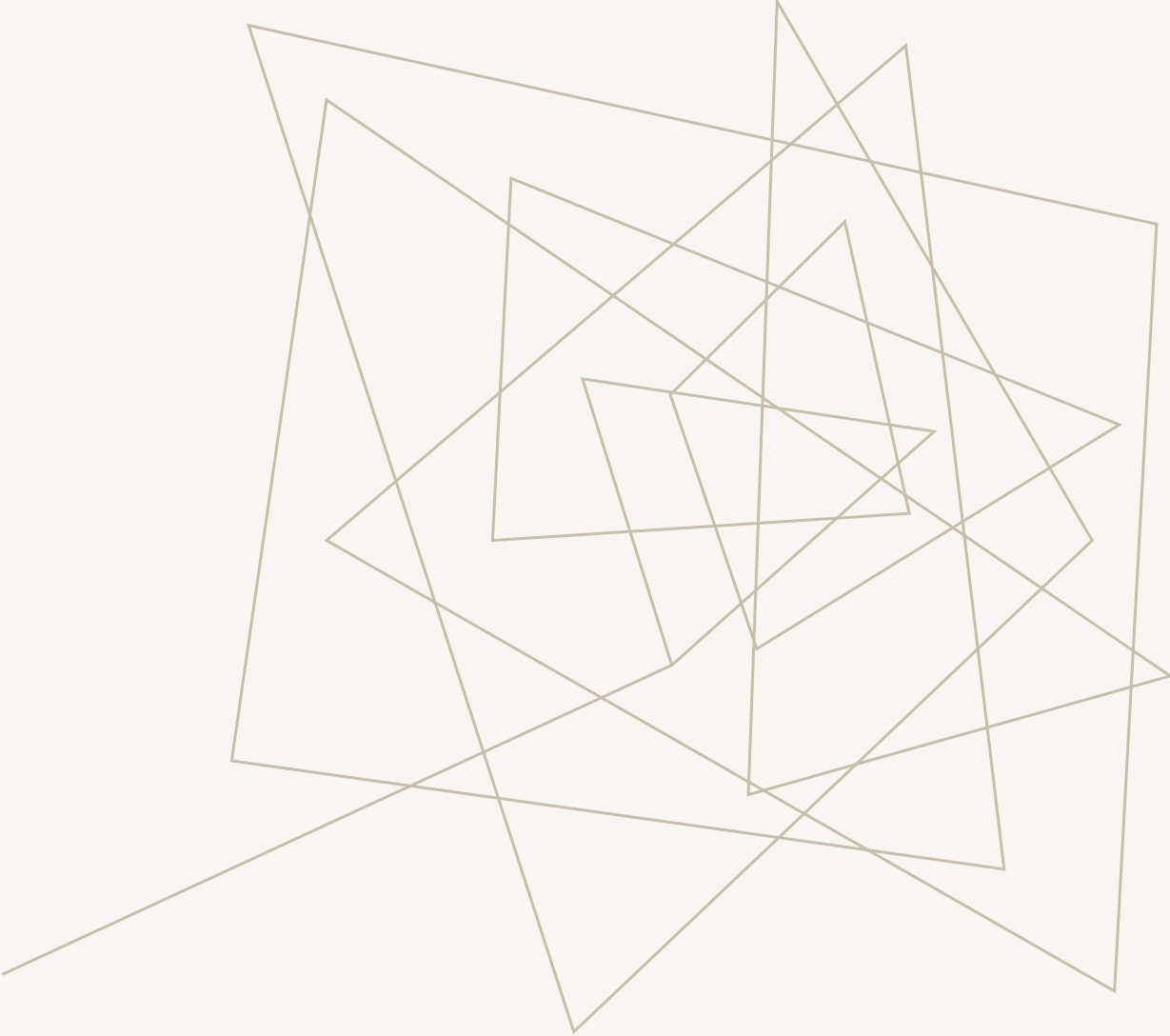
# REVIEW OF VALUES AND GOALS



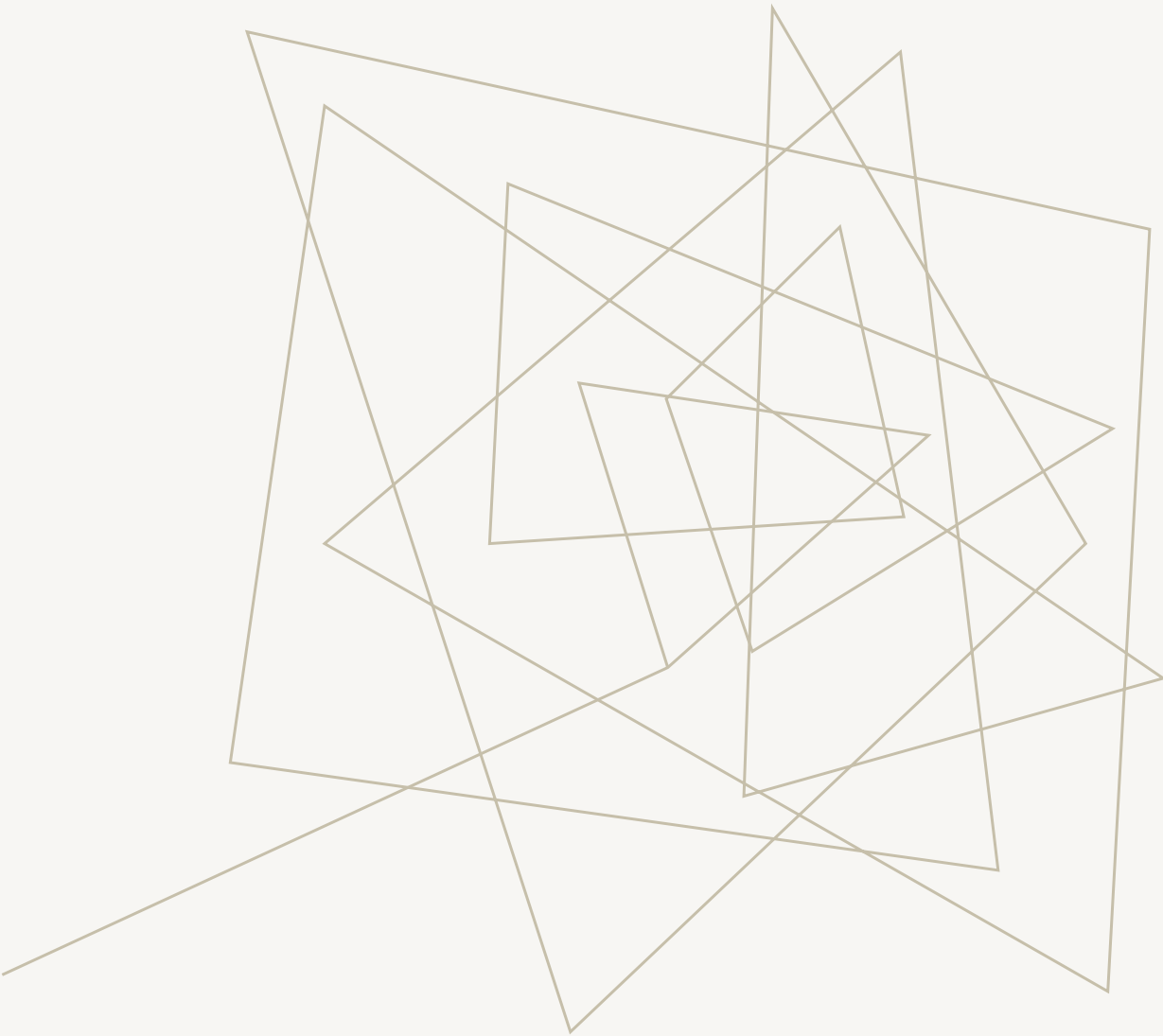
**PUBLIC COMMENT  
ON DRAFT  
DOCUMENT**



## 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:** 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)