

City of Portland

Police Accountability Commission

Values and Goals

Below are the values and goals that the Police Accountability Commission commits to reflecting in its work (establishing a new accountability system and oversight board for police). These values include language from the City of Portland's core values because the new police accountability system should help the City fulfill its commitments and hold the City as a whole accountable to those commitments. The Police Accountability Commission is committed to putting these values in action by fulfilling the listed success criteria in its work establishing a new system which is fair, just, and reflects the concerns, needs, and desires of the community, including their criticisms of current accountability systems and structures.

We believe people that have been killed or harmed by police may have had their civil rights violated, their rights to liberty and life, by the very system that professes to protect and serve them. Every single one should be investigated openly and fully with full disclosure to the public. Every life has value.

Values:

1. Equity and Inclusion
2. Anti-Racism
3. Harm Reduction
4. Transparency and Trustworthiness
5. Community-Centered
6. Effectiveness

#	Value What do we want the new system we create to embody?	Goal What do we want the new system to achieve?	Considerations / Success Criteria What criteria will measure if the commission's proposed new system is successful at achieving the goal? Is the commission setting up a new system that fulfils the criteria below?
1	Equity and Inclusion	Ensure fair and just outcomes for all, irrespective of identity	<ol style="list-style-type: none"> 1. A police oversight system that is accessible to all members of the community (regardless of ability, language, etc.) 2. An accountability system that is composed of residents which reflect the diversity of the community and those individuals directly affected by the criminal legal system
2	Anti-Racism	<p>Reflect that racism is more than a personal belief system, but is rather an indoctrination system</p> <p>Dismantle institutional and systemic racism in the police accountability process</p>	<ol style="list-style-type: none"> 1. Center the concerns of BIPOC people who have experienced the greatest impacts of systemic racism 2. Honor all points of view and value diverse racial experiences 3. A Portland Police Bureau (PPB) that is not built on white supremacy 4. An oversight system that will change systemically racist policies and practices in policing
3	Harm Reduction	<p>Reduce harm caused by policing</p> <p>Become an avenue to heal the harm caused by policing in our communities</p>	<ol style="list-style-type: none"> 1. Incorporate a trauma-informed lens into the work of addressing reports of police misconduct from beginning to end 2. Not retraumatizing people affected by police misconduct or the disposition of complaints 3. A system which reduces police violence by PPB

			<ol style="list-style-type: none"> 4. A system that ends impunity for misconduct 5. A system that is humane both for the people going through it, and the people administering it 6. A system that employs professionals skilled in harm reduction throughout the entire process of police accountability
4	Transparency and Trustworthiness	Build and earn trust from the community	<ol style="list-style-type: none"> 1. The accountability system exercises independent judgment without external interference 2. The public has access to information about complaints, processes, and outcomes 3. An accountability system that has integrity and does not lie to, mislead, or withhold information from the public 4. Meetings of the new system are open to the public and media 5. A system that actively communicates with the public 6. A system that publishes publicly accessible and searchable final findings and investigation outcomes 7. A system that collects information from unbiased sources, and discloses and cites the sources of information used in investigation of complaints 8. An accountability system that allows anonymous complainants and protects all sources of information from retaliation
5	Community-Centered	Value the needs of the community above the needs of the City government or the PPB	<ol style="list-style-type: none"> 1. A system which is created and evolves with the input of community and which empowers communities 2. A system that does not favor the officer accused of misconduct over the complainant 3. A system whose public communication is neutral until a final decision on the complaint has been reached

			<ul style="list-style-type: none"> 4. A system that creates space for community members to speak directly to decision-makers 5. Portlanders' satisfaction with the new system is higher than the current system
6	Continual Effectiveness	Have the flexibility to meet the changing needs of the community it serves	<ul style="list-style-type: none"> 1. A system that investigates every instance where a person is killed or harmed by police swiftly, openly, and fully 2. The Board that has ways to measure its effectiveness, including based on rates of sustained complaints, satisfaction surveys, and other factors 3. A system that regularly reviews itself and is able to respond and adapt if these measurements show areas in need of improvement