



CITY OF PORTLAND, OREGON



Bureau of Police

Ted Wheeler, Mayor

Charles Lovell, Chief of Police

1111 S.W. 2nd Avenue • Portland, OR 97204 • Phone: 503-823-0000

Integrity • Compassion • Accountability • Respect • Excellence • Service

Police Equity Advisory Council (PEAC)

Date of Minutes:

4/18/23

Attendance (Via Zoom):

Portland Police Bureau Representatives:

Marlon Marion – Present

Lauren Rosenstein- Present

Brody Sargent – Present

Romla Shields- Present

PEAC Members:

Member - David Benson – Present

Member – Ana Brophy – Present

Member – Justine Craig - Present

Member- Corinne Frechette - Present

Member - Dave Galat – Present

Member – Naomi Levine - Present

Member – Hillary Murrieta - Absent

Member – Natalia Ochmanek – Absent

Member – Tia Palafox – Present

Member – Julie Ramos - Present

Member - Tina Semko – Absent

Member – Edith Thrower - Present

Member- Tina Waller- Present

Member - Sandy Wilborn – Leave of Absence

Guests:

Nathan Castle – Present

Marc Poris-Present



CITY OF PORTLAND, OREGON



Bureau of Police

Ted Wheeler, Mayor

Charles Lovell, Chief of Police

1111 S.W. 2nd Avenue • Portland, OR 97204 • Phone: 503-823-0000

Integrity • Compassion • Accountability • Respect • Excellence • Service

Discussions and Votes:

1. New members were informed that recordings of the discussion were legal, but the Equity and Inclusion Office (EIO) requested that all those who wished to record first inform the group. EIO would be recording this meeting for note taking purposes. EIO made clear the meeting was being recorded for note taking purposes.
2. EIO provided the group with a copy of the groups ground rules and protocols.
3. The group did introductions.
4. Members voted to approve the March Minutes.
 - a. Member - David Benson – Yea
 - b. Member – Ana Brophy – Yea
 - c. Member – Justine Craig - Absent
 - d. Member- Corinne Frechette - Yea
 - e. Member - Dave Galat – Yea
 - f. Member – Naomi Levine - Yea
 - g. Member – Hillary Murrieta - Absent
 - h. Member – Natalia Ochmanek – Absent
 - i. Member – Tia Palafox – Yea
 - j. Member – Julie Ramos - Yea
 - k. Member - Tina Semko – Absent
 - l. Member – Edith Thrower - Yea
 - m. Member- Tina Waller- Yea
 - n. Member - Sandy Wilborn – Absent
5. PEAC Elections
 - a. In addition to the previously outlined duties of the Chair and Vice, the current Chair and Vice Chair will be expected to attend Coalition of Advisory Group Meetings in connection with the groups goal of building better relationships with other Portland Police Bureau Advisories.
 - b. Julie Ramos was elected as Chair
 - c. Tia Palafox was elected as Vice Chair
6. New Members Selected Terms. Terms represent a commitment to stay in the group. Members may renew their terms without reapplying so long as they do not serve for more than eight years.
 - a. Justine Craig and Corrine Frechette selected a two-year term.
 - b. Naomi Levine, Hillary Murrieta, Edith Thrower, Tina Waller will receive the remaining one year terms.



CITY OF PORTLAND, OREGON



Bureau of Police

Ted Wheeler, Mayor

Charles Lovell, Chief of Police

1111 S.W. 2nd Avenue • Portland, OR 97204 • Phone: 503-823-0000

Integrity • Compassion • Accountability • Respect • Excellence • Service

7. Equity Program Manager Marlon Marion spoke about EIO's goals for PEAC. He spoke to the desire for PEAC to support EIO and the Racial Equity Plan (REP) Commitments. This would include providing feedback and accountability to EIO on its REP goals. Additionally, EIO would like for PEAC to be a greater link to the Portland Community. It is hoped that the Coalition of Advisory Groups (CAG) connection will fulfil the groups desire to better connect with other Police Advisory so that we will not need to host other groups within the PEAC space. The core focus of the group should be the monitoring and support of the Racial Equity Plan.
8. Marlon answered several member questions.
 - a. The chairs are expected to attend future Coalition of Advisory Group Meetings
 - b. The CAG does not currently have open meetings.
 - c. The group is overseen by Officer Natasha Hansberger.
9. Equity Program Specialist Brody Sargent gave updates on the REP
 - a. The new Racial Equity Plan commitments will soon be available for comment.
 - b. We are working on a new system that allows for more direct comments on items.
 - c. Two new items have been added around equitable promotions and mental health response.
10. Equity Training Specialist Lauren Rosenstein described the upcoming Advanced Academy Training she has planned for new officers. The training happens 3 times a year, for 40 hours, and is community lead. The training includes:
 - a. Visiting Vanport, learning the history of Portland's Black Community with Mr. Ed Washington.
 - b. Meeting with David Barrios a former PPB and Tribal Officer and current Park Ranger.
 - c. Meeting with Sgt. Matt Jacobsen to learning more about bias crimes and Portland's houseless populations.
 - d. Attending an event held by Talk A Mile a program that connects new officers with local Black youth in local parks,
 - e. Going to the Oregon Jewish Museum and Center for Holocaust Education to learn about White Supremacy and how people in uniforms have participated in White Supremacy in the past, how to interrupt that in the present and the importance of upholding human and civil rights.
 - f. Meeting with Central City Concern, and work with the Portland Police Sunshine Division.
 - g. Connecting new officers to place and the public parks of Portland.
11. Lauren Answered Questions
 - a. The syllabus is not posted online.



CITY OF PORTLAND, OREGON



Bureau of Police

Ted Wheeler, Mayor

Charles Lovell, Chief of Police

1111 S.W. 2nd Avenue • Portland, OR 97204 • Phone: 503-823-0000

Integrity • Compassion • Accountability • Respect • Excellence • Service

- b. The officers seems generally engaged and Lauren often works to address disengagement in the debriefs. Through the survey results the course has received good reviews and Lauren has learned to be more direct in the purpose of each activity.
12. Equity Data Analyst Romla Shields gave her update
 - a. Working on a hiring project looking at every aspect of working from the bureau from applications to promotions. Focus on increasing the diversity of the Bureau.
 - b. A race data project that looks to better ensure the accuracy of the race data collected by Portland Police which includes capturing whether race is perceived or confirmed, and providing a way to capture tribal affiliation.
 - c. Capture data surrounding the REP's goals and analytics.
 - d. Create a public facing dashboard to show the community what EIO is doing.
13. Romla and Marlon answered questions relating to data usage.
 - a. We are looking at the general numbers around hiring not at the cases of certain individuals. Designed more to look at general trends.
 - b. We don't yet currently know whether the Hiring project final report will be made public.
 - c. EIO is working with the Bureau of Human Resources with this data.
 - d. The data that Romla is working with is internal data not external surveys. We may not have the capacity to track community perceptions in the near future.
 - e. The work of data analysis is currently focused on where we think it will be most meaningful.
 - f. What data is shared with community will be informed by our communications team and the public information officer.
14. EIO gave the group opportunities to ask questions about the Racial Equity Plan and its relationship to PEAC.
 - a. PEAC's role with the REP will be to provide feedback (especially on the online forum). PEAC is largely responsible for the current items of the REP. The main function of PEAC is to provide feedback, a thinking partner, and accountability to EIO's REP progress. PEAC should ask questions and provide insight and expertise to EIO. It provides a community component to the work of EIO.
 - b. EIO will largely serve as the connection between the Bureau and PEAC when it comes to the REP. EIO will reach out to PEAC to get recommendations on items for other units if needed. However, PEAC may request members of the PPB come and discuss their REP work with PEAC.
15. Planning Next Meeting
 - a. No requests given for the next meeting.



CITY OF PORTLAND, OREGON



Bureau of Police

Ted Wheeler, Mayor

Charles Lovell, Chief of Police

1111 S.W. 2nd Avenue • Portland, OR 97204 • Phone: 503-823-0000

Integrity • Compassion • Accountability • Respect • Excellence • Service

16. Members engaged in optional discussion.

17. Next Meetings

- a. May 16th
- b. While Future Meetings of PEAC are intended to be online we will now allow hybrid meetings for members who need to meet in person upon request. Requests must be made at least one week in advance so staff has time to prepare facilities.