



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:

7/18/23

Attendance (Via Zoom):

Portland Police Bureau Representatives:

Marlon Marion – Present

Lauren Rosenstein- Absent

Brody Sargent – Absent

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 - Present

Member – Natalia Ochmanek – Present

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:

Chloe Massarello- Present

Dr. Vernon Baker- Present

Laila Hajoo- Present

Meg Robinson- Present

Katrina Eerkes- Present



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Discussions and Votes:

- 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.
- The group did introductions.
- The group met with Chloe Massarello from Community Safety Division (CSD) to discuss Community Safety Division's Strategic Plan.
 - Chloe shared the origins and progress of Community Safety Division's Strategic Plan. The idea for the Strategic plan came with the idea of the charter reform. Public safety is one of the potential service areas. They are looking to incorporate community input with county and city members and want shared ownership and community concerns addressed in the plan. They have hired the contractor Slalom (<https://www.slalom.com/locations/portland>) to complete this strategic plan after looking at proposals from multiple contractors. The creation of the strategic plan will have extensive period of stakeholder engagement. The timeline of the project is not yet settled. The project costs 500k, city council reallocated initial funding but vacancy savings provided the funding for the project.
- Chloe answered questions from PEAC
 - What are the names of the Slalom subcontractors?
 - Tryxcellence (<https://www.tryxcellence.com/>)
 - Field based consulting
 - Virginia Glisan
 - What is the focus in two sentences?
 - Strategic planning for the new government structure that focuses on public safety. This will help with a unified vision across the four public safety bureaus.
 - If there is a city manager wouldn't that person determine that?
 - Yes, but there is a need for a plan right now. We are preparing to operate with a new governmental structure.
 - Who are we talking about?
 - Stakeholders Fire, PPB (Portland Police Bureau), BOEC (Bureau of Emergency Communications), PBEM (Portland Bureau of Emergency Management) and CSD (Community Safety Division).
 - Heard Mike Myers make a comment that he is a transition director and the community safety division will not exist. What does that mean?



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- Chloe has not been included in the higher level discussion. Has limited understanding. Heard that it is possible that the services that CSD is doing now may be a be another office instead of remaining an independent thing. Could be wrong.
- Did we hear anything back from the 911 surveys that we took in the winter?
 - They did finalize there report and will see about getting that distributed.
- Is there going to be one budget for city managers?
 - Discussions around how the budget will be managed is being discussed right now. To be determined.
- How are they considering equity and community engagement?
 - In terms of equity in the planning process we are collaborating in developing equity metrics with the bureau equity manager and the other consultants.
 - Focus on recruiting for the advising committee. Recruiting for a very diverse advisory committee.
 - Using a guiding equity matrix.
 - Robust community engagement work.
 - Ensuring that community input is meaningfully incorporated into meaningful action.
 - Making sure consultants are engaging existing advisories in an ongoing way.
 - Still a work in progress but a priority throughout the entire project.
- What is your title?
 - Strategic Planning Analyst
- Are you going to work with Civic Life?
 - Yes, we have been in contact.
- Are you going to engage County councils?
 - We will know after stake holder assessment.
 - Will likely work with local public safety coordinating council.
 - Will be building a matrix around who in the county that we need to engage with.
 - Hoping to build off work that is already being done they have done.
 - Make coordination and collaboration.
 - Local Public Safety Coordinating Council (LPSCC) is and will be engaged.
- How Multnomah county's advisory boards around public safety?
 - Yes, we can do that.



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- Who is making this plan for future Portland?
 - There is a transition team that are project managers.
 - They have organized a large cohort of bureau directors.
 - There is supposed to be a community engagement component, but I have not got that yet.
 - Bureau Directors of safety bureaus are part of a smaller group that has a limited scope. This is a smaller group.
 - We have asked that they slow things down to shape the direction of the service area. However, transition team is operating on a tight timeline which limits engagement.
- Are the subcontractors local?
 - Most are but there are a few from out of state. The community engagement ones are local.
- Can tri-excellence work with PCCEP (Portland Committee on Community Engaged Policing)? While they be doing town halls?
 - Great idea, town halls are in the proposal.
- Question about the BHECN (Behavioral Health Emergency Coordination Network)? They now have a RFPQ (Request for Pre-Qualification) and are part of public safety?
 - Chloe made a note of that now.
- What would the best way to voice opinion about the reorganization of public safety? How can we inform the strategic plan?
 - City Council is a good way. Not sure but the chiefs and directors
 - Websites of Slalom and Tryexcellence (see above).
 - Maybe here: <https://www.portland.gov/transition/documents/62623-draft-transition-community-engagement-plan/download>
 - <https://www.portland.gov/transition/districtcommission/engagement>
 - <https://www.portland.gov/omf/charter-review-commission/information-about-community-engagement-and-how-get-involved>
- Email for additional information: chloe.massarello@portlandoregon.gov
- Chloe asked questions to PEAC
 - How would you like to be engaged in the planning process?
 - Coming to regular scheduled meetings is possible.
- The group met with the Coalition of Advisory Group (CAG) chairs to discuss PEAC's relationship with CAG.



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- Dr. Vernon Baker and Laila Hajoo discussed their own history and the history of CAG. The CAG has been a group for three years and is a collection of advisory groups that seeks to build relationships, trust and understanding between different advisories within the police bureau.
- PEAC asked CAG questions.
 - How many people are on CAG?
 - Representative from each Advisory. Votes on a chair and co-chair.
 - Does CAG have a newsletter or regular updates on projects?
 - Each advisory has its own preference on how much they want to share. We are very careful to protect privacy and not mention names. We don't want people to be harassed.
 - Being respect and protective of one another has led to a position of trust. CAG have built strong relationships with each other and with the Police Bureau. This allows CAG to more effectively have difficult conversations.
 - Just started a CAG website.
 - [About the Coalition of Advisory Groups | Portland.gov](#)
- Is there an application process online for CAG?
 - First group with having this type of conversation. CAG will talk to CAG members on how they would like to engage.
 - We want to come as guests and invite you as guests when there is an issue of common interest.
- I thought PCCEP was a part of CAG?
 - It has never been apart of the group.
- Is CAG its own group, or a gathering space of advisory?
 - We are only for advisory groups that work with the Portland Police. We are not an open door group though. Each group represents a diverse community and CAG helps get information to these groups.
- How do I become someone who is contacted by this group?
 - You have to get involved with an Advisory group, which than becomes involved in CAG.
- Had not heard of CAG until I got on PEAC. See the benefit of a website so that people can get the information.
 - CAG has evolved. We were never initially interested in promoting ourselves to the community. We are now looking to get more information available.



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- How do you decide what you bring to PPB as the different groups of CAG?
 - The groups ask what their communities want to bring to the group.
 - There is not one voice that drowns out others in the CAG.
 - It is about the collective.
- Two questions were not answered- send email for questions you would like passed on.
- CAG asked PEAC questions.
 - History of PEAC
 - PEAC is 3 years old. Initially came out old racial equity plan. Which contributed to the creation of the CAG. PEAC came about to advice EIO. EIO had an internal advisory but needed community input. EIO previously had to get on advisory group calendar. We didn't have a unified group. Wanted a diverse cohort to work with EIO to build out our ability to get advisement.
 - How does PEAC see collaboration with these two groups?
 - Hope for PEAC members to be a part of the meetings.
 - Does PEAC have a mission statement?
 - Yes. Mission statement found here was read:
<https://www.portland.gov/police/police-equity-advisory-council>.
 - Does PEAC get regular bias reports?
 - No. Bias reports are given in the Coalition Against Hate Crimes meetings though.
- CAG agreed to look into next steps and letting PEAC know what will happen next.
- Equity and Inclusion Updates
 - Members now have the ability to comment on the Racial Equity Plan's yearly goals. This is a great opportunity to shape our work for the next year.
 - <https://www.portland.gov/police/divisions/police-racial-equity-plan-2023-2028>
- Members voted to approve the June Minutes.
 - Members had a brief discussion on whether to amend the minutes on whether PEAC had been a member of CAG due to differences between EIO's and CAG's understanding of the two groups history. It was decided to leave the minutes as is.
 - Member - David Benson – Abstain
 - Member – Ana Brophy – Yea
 - Member – Justine Craig - Yea
 - Member- Corinne Frechette - Absent



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- Member - Dave Galat – Yea
- Member – Naomi Levine - Yea
- Member – Hillary Murrieta - Yea
- Member – Natalia Ochmanek – Yea
- Member – Tia Palafox – Yea
- Member – Julie Ramos - Yea
- Member - Tina Semko – Absent
- Member – Edith Thrower - Yea
- Member- Tina Waller- Yea
- Member - Sandy Wilborn – Absent
- Member Business
 - Natalia brought to the group’s attention dangerous activity involving street racing and gunshots that was occurring in her neighborhood. The Police monitored the area by air but did not send officers to intervene. Left the neighborhood feeling unsafe. For more information about these kinds of events see here:
 - <https://www.koin.com/news/portland/fearing-for-our-safety-portland-street-racing-continues-to-run-rampant-despite-police-mission/>
 - Members discussed whether to move to a hybrid form. Was agreed that it would be discussed in more detail next meeting.
 - Members discussed having recordings of meetings posted and made public. Staff will look into this.
- Planning Next Meeting
 - Tia Palafox will be facilitating next meeting.
 - Review the Yearly Equity Plan Items.
 - Discussion on setting up a hybrid format.
 - Update from Marlon’s follow up with the CAG.
 - Update on the Restorative Justice Program.
 - Learn more about what the DA is doing, e.g. [Why A Police Beating Victim Chose Restorative Justice For The Cop | HuffPost Latest News](#)
 - Formal update on Training Progress.
 - Consider ways to correspond outside of emails between meetings. In case Equity Inclusion Office needs advice in-between meetings (Carried over from June).
- Members engaged in optional discussion.
- Next Meetings
 - August 15th



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- 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.