



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

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Police Equity Advisory Council (PEAC)

Date of Minutes:

6/20/23

Attendance (Via Zoom):

Portland Police Bureau Representatives:

Marlon Marion – Present

Lauren Rosenstein- Absent

Brody Sargent – Absent

Romla Shields- Present

PEAC Members:

Member - David Benson – Absent

Member – Ana Brophy – Present

Member – Justine Craig - Present

Member- Corinne Frechette - Absent

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:



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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. The group did introductions.
3. Housekeeping request from group requested that links to future meetings be included along with the agenda and meeting minutes.
4. Members voted to approve the March Minutes.
 - a. Member - David Benson – Absent
 - b. Member – Ana Brophy – Yea
 - c. Member – Justine Craig - Yea
 - d. Member- Corinne Frechette - Absent
 - e. Member - Dave Galat – Yea
 - f. Member – Naomi Levine - Yea
 - g. Member – Hillary Murrieta - Yea
 - h. Member – Natalia Ochmanek – Yea
 - i. Member – Tia Palafox – Yea
 - j. Member – Julie Ramos - Yea
 - k. Member - Tina Semko – Absent
 - l. Member – Edith Thrower - Yea
 - m. Member- Tina Waller- Absent
 - n. Member - Sandy Wilborn – Absent
5. Member Business
 - a. Natalia brought to the group’s attention new research on Police traffic interactions and requested that this be discussed at a future meeting, potentially with the training dean.
 - <https://www.npr.org/2023/05/29/1178279383/for-black-drivers-a-police-officers-first-45-words-are-a-portent-of-whats-to-com>
 - The Chief’s Office will be using this book for difficult conversations reading.
 - b. Tia reminded people that the Portland Police Bureau annual was out and available for comment.
 - [Police Strategic Plans and Annual Reports | Portland.gov](#)
6. Group discussion on the use of PowerPoint in PEAC space
 - a. Some members feel like the PowerPoints can obscure members faces.



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- Teams does allow members to customize their teams view.
 - b. PowerPoints can be helpful but are often left up on the screen too long and does not allow connection.
 - c. PowerPoint feels too structured. PowerPoint should be sent ahead of time so that it is less present during the meeting.
 - d. It's important to remember and accommodate different learning styles.
7. CAG (Coalition of Advisory Groups)
- a. Marlon met with the CAG. Felt like it was a productive meeting and that the CAG was looking forward to working with us.
 - CAG shared their mission: [About the Coalition of Advisory Groups | Portland.gov.](#)
 - They wish to establish ground rules that prioritize respect for the various groups in the CAG and treat all with respect.
 - They would like to work with us on collaboration and believe our group will fit in well.
 - CAG gave their reasoning for having a closed meeting to promote safety and trust for the participants.
 - Marlon told the group he would send out his notes on the meeting.
 - b. Marlon answer questions PEAC had about the CAG
 - Are we currently members of the CAG?
 1. Yes, we just need to address some questions and history between our groups.
 - When is their meeting?
 1. First Monday of the month.
8. Equity and Inclusion Office gave an update on the Racial Equity Plan.
- a. The Second Round of REP Commitments is done. We have gone through community review and edits and have gone over the final commitments with the Chief.
 - b. We have created yearly goals and will soon submit them for community review.
9. Equity and Inclusion Office gave Team Updates.
- a. The Equity and Inclusion facilitated another week of Advanced Academy.
 - b. We have drafted a Civil Rights Plan.
 - c. Marlon is working with other Equity Managers on the Public Safety Transition Workgroup
 - d. Our team is growing with an Accessibility Coordinator and Inclusion and Civil Rights Trainer.



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- e. Marlon has met with the new Dean. They will work closely with our office.
 - f. Restorative Justice Training recordings have been completed.
 - Marlon discussed which types of charges will be used for restorative justice. We can make referrals for any crime with a few exemptions which are mandatory arrests.
 - Once Officers are trained we will started spreading awareness in the Community.
10. Racial Equity Plan Updates Formatting Discussion
- a. Marlon gave the history of the Racial Equity Plan tracking and how we arrived at the format emailed out the committee members.
11. The Following Questions were asked.
- a. What do you like about the update sheets?
 - Easy to read.
 - Quick guide at the beginning.
 - Consistency of spelling acronyms out.
 - The information is awesome.
 - b. What is in the most need of update?
 - Language was often vague or incomplete. The document should tell the full story of an item.
 - If a report is completed it should be linked in the document.
 - In the quick guide section include the section number (Example: 2) next to section title (Example: Community Engagement and Inclusion).
 - ADA compliance, soften the colors, no colored text on a colored background.
 - Short summary paragraph each on month on changes.
 - Put a month note on each update.
 - Automatic list serve to email people when the document is updated.
 - c. What's the most important to include?
 - No comments
 - d. How do we convey information quickly?
 - No comments
12. Planning Next Meeting
- a. The group decided to have both the CAG and the Community Safety Division come and speak in the next meeting. Members can email Brody.Sargent@Police.PortlandOregon.gov with any questions they would like the CAG or Community Safety Division to have before the meeting.



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- b. Consider ways to correspond outside of emails between meetings. In case Equity Inclusion Office needs advice in-between meetings.
- 13. Members engaged in optional discussion.
- 14. Next Meetings
 - a. August 15th
 - 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.