

**PORTLAND POLICE BUREAU**  
**Training Advisory Council**  
**Training Division**

**Meeting Date:** 05/11/2022

**KAHAN:** I will call the meeting to order. And, yeah, mute yourself if you're not speaking, please. You can show a picture or not depending on how you feel. And I would like a volunteer to please read our mission statement to start off. Who is - do I see a hand? Somebody to volunteer to read the mission statement?

**SCHURR:** Nathan's hand went up.

**KAHAN:** Okay. Nathan -

**CASTLE:** Can you hear me?

**KAHAN:** Please read the mission statement.

**CASTLE:** Okay. The mission of the TAC is to provide ongoing advice to the Chief of Police and the Training Division in order to continuously improve training standards, practices, and outcomes through the examination of training philosophy, content, delivery, tactics, policy, equipment, and facilities. The mission of the Portland Police Bureau is to reduce crime and the fear of crime by working with all citizens to preserve life, maintain human rights, protect property, and promote individual responsibility and community commitment.

**KAHAN:** Thank you very much. For those of you who read the minutes and attended the last meeting, does anybody have any corrections they wish to offer?

**NEWMAN:** No. I would move to accept as they were written.

**KAHAN:** I hear a motion. Is there a second?

**KINABO:** I second it.

**KAHAN:** Okay. Voice vote. All in favor. Unmute yourself and just say aye.

**MULTIPLE:** Aye.

**KAHAN:** Thank you. Anybody opposed, unmute yourself and say nay.  
(None heard)

**KAHAN:** Hearing no nays, the minutes are approved. Next agenda item is opening statements and reminders. The first opening statement which is of critical importance is what's up with the forthcoming dean of training, and for that I've asked Mary Claire Buckley to give us an update. And Mary, would you please start by introducing who you are because some people here have not yet met you.

**BUCKLEY:** Sure thing, Jim. I'm Mary Claire Buckley. I'm the inspector general at the Portland Police Bureau and oversee the compliance work with the DOJ settlement agreement. I was charged with overseeing this process to - because as many of you know, it was requested by the Department of Justice as an amendment to the settlement agreement. And so, since we last met, I will tell you that we have made great strides I'm pleased to say. I think the last

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 2 of 41**

time I talked to you we had asked the TAC and all other advisory councils actually to help us develop questions for the interview the panel was - that the candidates would - the first interview that the candidates would undergo. I appreciate the fact the TAC did submit some, and I will also tell you that we - Liesbeth was critical in this piece too. We were sort of two musketeers on this one, and she can attest that we reviewed those and not only reviewed them but incorporated all the questions that you folks had submitted either verbatim or, you know, a close resemblance to your questions and to the panel questions that were asked ultimately. And so, then the next part while we were, you know, preparing the questions, we also had a screening process to go over the 18 applicants who had applied to determine who was going to get an interview. There were a couple of different screening panels, and in the end, all of them had consensus on six of the candidates. And so, they were put forward for the initial interview. During - before we could get to the interview, one withdrew, you know, several weeks before the interviews were set and one actually the weekend before. They were to start on it Tuesday morning, and on the weekend, the person decided to withdraw. So, we were ultimately left with four candidates for the first interview, and the interview panels, because there was such a number that we wanted to have participate in this, we decided, with the assistance of BHR, to have two interview panels, and as you know, TAC was represented by Patrick, and I thank him for his participation. It was a two-day process, and there were, you know, two panels. Each panel had eight questions to ask the candidates, and we sort of went back and forth between one panel and the other, so it took all day. And then the second day was all of the panelists, observe the candidates put on a presentation that we had sent to the candidates about a week in advance, and then we - candidates were scored by the panelists, and then BHR took those scores and did their magic and came out with, you know, the rankings of those individuals. So, at the end of the four, one just withdrew this week, and so we are now going to proceed with final interviews of two candidates. We are hoping to have the interview done maybe the - not next week but the week after next. That will be, you know, a panel including the chief and representatives that he selects. The mayor also wants to, you know, interview the individual who is ultimately selected, so there will be some mayoral involvement as well. But I'm hoping that by your next meeting we will be able to announce the name of the new academic director of the Training Division. So, that's where we are. Do you have any questions?

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 3 of 41**

**HALL:** Hi, everyone. This is Tyler. Someone has their microphone on. If any - somebody could please check all their microphones and make sure their microphone is muted.

**KAHAN:** Everybody has been muted except Mary Claire while she was talking.

**BUCKLEY:** There's a lot of chatter, Jim, somewhere. I don't know from where.

**KAHAN:** I don't understand either. I don't know where it's coming from. The other message I have it is about ride alongs. Who is that? Not me. Gary?

**NEWMAN:** I just unmuted, but it looks like everybody's thing is muted if you look at everybody's profile there, so I don't know where it's coming from.

**KAHAN:** Gary. I see that Gary is not muted.

**MARSCHKE:** Actually, I was muted. I have no noise going on at my place.

**KAHAN:** Okay. Fair enough. Well, I don't hear it now. One more message, and that is as you know, you're required to take a ride along, but that hasn't happened for the obvious reasons, and Lieutenant Jones, you have an announcement about how that's going to work, please.

**LT. JONES:** Yes. So, what we're going to do is those of you that are interested in participating in a ride along sooner than later, preferable and especially those that have yet to complete a ride along, we would to maybe through Jim or emailing myself, either way, send an email maybe to both of us. We'll put you on a list. Please let us know if you've ever been a ride along or not. I want to give first priority to those that have not been on one. There may be some people who don't feel comfortable yet going on a ride along on the heels of the pandemic, but as soon as, you know, you do, let us know, and we will schedule those. We have to do those at a measured pace due to the fact that we haven't been having ride alongs, and we have quite a number of fewer officers out on patrol now, and many of them are responding to violent crime. And so, we don't want to oversaturate our ride along requests at the three precincts. However, once I have a list of those that would like to attend and those that haven't attended, we'll prioritize those, and we will start scheduling those.

**SCHURR:** I have a quick question about that. Is it possible to request an officer who has been vaccinated?

**LT. JONES:** We can do our best with that. I can tell you that officers that are not vaccinated are required to wear a mask, and they're being tested weekly. So, you know, we can do our best to accommodate that.

**SCHURR:** Thank you.

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 4 of 41**

**KAHAN:** That takes care of the messages. The next thing is we have a whole bunch of -

**ATWOOD:** Oh, Jim.

**KAHAN:** Yes?

**ATWOOD:** Jason, can you put your email in the chat? Ira is asking about it for some questions.

**LT. JONES:** Certainly. Will do that now.

**KAHAN:** Okay. Well, while Jason is typing his email into the chat, I'll move onto the next item which is introductions. We have a whole batch of people who don't know each other. Some of you are brand new, and some of you have been here for a while but have not - did not go to the onboarding where a lot of us did meet the new people. So, I'm going to call on people, and I'm going to ask you to introduce yourself as briefly as possible. I have a format I'd like you follow. First, your name as you wish to be called. Second, the neighborhood you call home. Third, when did you join the TAC? Fourth, what's the most important thing you want us to know about you? Fifth, what's your favorite flavor of ice cream? And I'll start with Sheri, please.

**ANDERSON:** You put me on the spot. My name is Sheri Anderson. I can't remember everything you asked, but I live in Southwest Portland. I grew up in Northeast Portland. I think I would go with chocolate. What do I want you to know about me is I guess what I'd like is to have some participation in making Portland better. I - my grandparents live here, and I keep looking at the city as they might have looked at it, and I think some things are better and some things are not, so I'd like to participate in making it better.

**KAHAN:** And you've been on for two years.

**ANDERSON:** Oh, yes. Two years. Sorry.

**KAHAN:** Okay, next is - I'm going to guess here. Do you want us to call you Ambush. Kayode, are you there?

**BALOGUN:** There we go. I swear I know how to work this stuff. I really do. Ambush, yes. I am the executive director of the (inaudible)19.7 FM here in Portland. Ambush is just fine. I live in Northeast Portland right now. I want to stay there, you know. Real estate is getting really expensive, so it's tough to find a good place. I joined TAC I guess two weeks ago, two or three weeks ago when we had our orientation. The most important thing I want you to know about me is that I'm a father of four, and two of my youngest kids are living here in Portland. And I want to make sure that everything that attracted me to Portland either stays that way or gets better. Favorite flavor of ice cream, rum raisin, without a doubt.

**KAHAN:** Thank you. Cheryl, please.

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 5 of 41**

**EDMONDS:** Hello. I live in Lentz, and I've been on the TAC for about a year, and my favorite ice cream is green tea, and I am a passionate gardener.

**KAHAN:** Thank you. Patrick, please. You're muted, Patrick. You're muted. There you go.

**ALEXANDER:** Yeah. I was trying to work it here. My name is Patrick. I got by Patrick. I've been on the TAC team now a year. The place I call home, I stay in the Glisan neighborhood. My favorite ice cream is chocolate. And the thing he wants to me, I'm very outspoken.

**KAHAN:** Thank you very much. Ira?

**BLUMBERG:** Hi. My name is Ira Blumberg. I've been on the TAC I guess two weeks. I live in the Hayhurst neighborhood in southwest. I'm not sure what is particularly interesting about me, but my favorite ice cream flavor is coconut.

**KAHAN:** Thank you. Tyler?

**HALL:** Hi, everyone. I'm Tyler Hall. I've been on the TAC for about six years, so since 2016. I reside in Northeast Portland around Rose City Park. And what about me does everyone need to know? I've been passionate for years about police reform and, you know, this whole topic, and I've always wanted to get outside of the newspaper headlines and try and actually get into the meat of the issue by being civically active. So, that's just been a passion of mine for years, so it's always a privilege to be serving on the TAC for this long. And my favorite ice cream - I've got to go with mint chocolate chip, tried and true.

**KAHAN:** Thank you. Emilee, you're up.

**BRNUSAK:** Hi, I'm Emilee. I've been on the TAC for I guess two weeks now. What else? Oh, my favorite ice cream flavor is coffee, and I'm a big - I'm a Portland jazz artist. Anything else? I think that's it.

**KAHAN:** What part of Portland do you live?

**BRNUSAK:** Oh, Northeast Portland. I grew up here. Born in India, raised here, so yes, Northeast Portland.

**KAHAN:** Thank you very much. Albyn?

**A. JONES:** Hi. My name is Albyn.

**KAHAN:** Albyn. Sorry about that.

**A. JONES:** And I've been living in the Woodstock neighborhood for, oh, the last 36 years. I've been on TAC for one year. I don't know if there's anything especially important to know about me. I'm a retired statistician. I ride bicycles, and I'm not a big ice cream fan, but if I were to have ice cream, it would probably be vanilla with a liberal dose of bourbon on top.

**KAHAN:** Thank you. Ira?

**BLUMBERG:** I think you got me already.

**KAHAN:** Got you already. All right. Let's go with David or Daveed.

## CONFIDENTIAL TAPED STATEMENT

IA# TAC Meeting 051122

TAC Meeting / N/A

05/11/2022

Page 6 of 41

**FLEISCHER:** My name is David, but call me Daveed like you say is in español, please. I just spelled it out phonetically, D-A-V-E-E-D. I live way out on the east side of Southeast between Division and Stark around 148<sup>th</sup>. Not sure what that's called, maybe Centennial. I too am an avid gardener, but my wife (inaudible), and I'm looking forward to be involved in TAC. I've only been here for a couple weeks and - meeting on the TAC - and I like pistachio ice cream.

**KAHAN:** Thank you. What have we got here? Greg?

**GRIFFIN:** Greg Griffin, North Portland. Most important thing is I am an avid volunteer, and I'm a community worker, health worker, as well as a musician. And, let's see, I think the time - I've been here two weeks. And favorite ice cream is Neapolitan.

**KAHAN:** Thank you. Kwame?

**KINABO:** Hi. My name is Kwame Kinabo. Born and raised in (inaudible) Africa. Right now, I live in Portland, but I just want to go home. Ice cream is probably vanilla. (Inaudible) - so sorry. Yeah.

(Inaudible). I've been with TAC almost two years. Fun fact about

**KINABO:** (Inaudible) folks to Portland for this back in this time, and they're still there today.

**KAHAN:** Thank you. Donald?

**JOHNSON:** Howdy. My name is Donald Johnson. I live in Lentz. Cheryl got me into this, I think, her and my wife. My favorite ice cream is butter pecan. I'm surprised not at least half of you picked that. But I live - what you should know about me is I've lived up here about six years, and before that I lived in 29 years in Richland, California and watched probably one of the worst police forces you've ever seen transition into one of the best, and training was a big part of it. So, I saw that happened, and I know that it can make a difference how you train people. So, I figured if I was going to do anything good around here, this might be the way to do it.

**KAHAN:** Thank you. Phil? Unmute.

**PRYOR:** Hi, I'm Bill Pryor. I'm -

**KAHAN:** No, not Bill. Phil.

**LEVINSON:** Hi, Phil Levinson. I've been an East Moreland resident for 42 years, the only house we've ever lived at in Oregon. I'm very much involved with TAC, and I've also been involved with the Crisis Response Team from the police bureau. I've been on TAC for about a year. I just think it's important to give back to your community, and my favorite ice cream is McConnell's chocolate because they don't whip up a lot of air into it to fill up the volume in the carton.

**KAHAN:** Thank you. Abi.

**KLEPPER:** Hi, everyone. My name is Abi Klepper, and let's see - I had my little list here. I don't know what the name of the neighborhood is, but I live in Southwest Portland around Multnomah

## CONFIDENTIAL TAPED STATEMENT

IA# TAC Meeting 051122

TAC Meeting / N/A

05/11/2022

Page 7 of 41

Village, and I joined the TAC, well, two weeks ago. And most important thing about me is up until a few months ago, I was the chair of the Alliance for Safer Communities which was the LGBTQ community advisory group for Portland police. And the queer community has ample historical reason to distrust the police, but I have seen over time how through sitting down at a table and sharing frank conversations that progress can be made. So, I am very hopeful about police reform and believe it's necessary. And my favorite ice cream would be Cherries Garcia.

**KAHAN:** Thank you. Gary?

**MARSCHKE:** Okay. Gary Marschke. I really do look like my picture although I have less hair now. I - let's see. I've been on the TAC since the very beginning since you have, Jim. How long is that? I don't remember. It's got to be at least 10 years. Anyway, so since we were first formed I've been on the TAC. I live in the Concordia neighborhood. Probably - it may not be the most important thing, but the thing I typically will share in situations like this I'm a karaoke junkie, and I - let's see. My favorite ice cream is butter crunch.

**KAHAN:** Thank you. Morgan? Glad to see that you could make it tonight.

**MOORE:** Thank you. And it's so nice to meet all these new people. Welcome. Morgan Moore, she/hers. I have been on TAC for about a year. I am part of Team Wellness. Whoop! Whoop! Team Wellness. We love them. I love them. And I have lived in the Sunnyside neighborhood which is, like, Hawthorne/lower 97214 for 20 years. I've been an active volunteer as well - I think it was Greg who was saying that - in many capacities, most dominantly in restorative justice which has put me in a lot of connection with PPB in many ways, specifically the school resource officers, the old school resource officers. So, I've been involved for quite a long - much longer than I've been on TAC. I'm really excited to be a part of this team. I also not a huge ice cream fan so - but I do love sorbet, and I would have to go with Daiquiri Ice from Basking Robbins which is a way old-school ice cream and probably toxic, but it's delicious. Thank you.

**KAHAN:** Bill Pryor? Unmute yourself, Bill. There you go.

**PRYOR:** I'm Bill Pryor. I live in Laurelhurst, northeast Portland. I've been on the TAC for about two weeks (inaudible). I'm a retired probation officer from a mid-sized county in California. I was division director. We ran a series of related programs including felony sentence investigation reports to courts for sentencing. I have pretty good knowledge of the criminal justice system works and doesn't work and am able to share that, I think. My favorite ice cream is Tillamook Udderly Chocolate.

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 8 of 41**

**A. JONES:** Dr. Barry?

**NEWMAN:** Good evening, all. Barry Newman. I go by Barry. My pronouns are handsome and brilliant. The - I probably have more things that you don't want to know about me than you do, but if I have to come up with one thing, what I would say is that I've been working since it was legally possible for me to work at the age of 13, and I can't retire until I have - until I can afford a house at the Oregon coast and keep my house here in Portland, a house some place where it's warm, a house in Tuscany, and a house in Jerusalem, and maybe a house where each of my kids ends up living. So, as you guessed, I'm probably going to keep working for a very, very long time. And I unfortunately have not yet met something that I thought needed to be done that I could say no to, so it makes for a lot of work for me, and that's why I'm here because I think that this is really, really important work. Accountability and training for police is really what the whole ball game is, so - and I've been on the TAC for a year now, so - and I actually served on the steering committee for the last year. So, it's been a real eye opener, and it's been challenging, and it's been really, really, really interesting. And I like to think that maybe we've made a little bit of a difference so far, but I look forward to continue working towards that.

**KAHAN:** Thank you. Gina?

**RONNING:** Hi. My name is Gina Ronning and let's see. Neighborhood: I am originally from Hawaii, but I've lived in Northeast Portland for 20 some odd years. I currently reside in North Portland and have lived here for about 6-8 years. I joined the TAC in 2020, I believe. And, let's see, what you should know about me? My background is in restorative justice and psychology. I've been a street activist in Portland for many years, so I have experienced direct encounters with police interactions on the street, and probably since the age of 16 years old have organized rallies and protests here in Portland. My background, again, is in restorative justice. I do restorative justice work on a task team here in TAC. I predominantly work with adults in custody at the Oregon State Correctional Institution for restorative justice. And my interest is also in the role that advisory boards like this have in influencing change and also interested in sort of also examining how these spaces can be microcosms for both good and also repeat issues that we see in our communities. So, that's something that I'm interested in. And favorite ice cream - I don't really eat ice cream because I'm actually very sensitive to dairy, but I do really like raspberry.

**KAHAN:** Thank you. Reverend Sarah?

**SCHURR:** Thank you. Hi, I'm Sarah, and I - when I was a kid, I lived in the Hollywood area, and I loved it there. My parents moved to the suburbs when I was a teenager. I hated it. As soon as I could get



## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 9 of 41**

back in town, I did, and I've lived in the Moreland area pretty much since. Well, I've been - this is starting my second year on the TAC. And what you should know about me: I am truly committed to making things better and not just giving lip service to, "Oh, golly. It's too bad." I actually want to make things better, and I'm really committed to doing that personally and professionally. As you might have guessed from my title that Jim's (inaudible). So - and my favorite ice cream, I also don't do super well with dairy, but there's an ice cream that's made with cashew butter, cashew milk, that is so good. The So Delicious cashew ice cream, especially the banana, is just out of this world. Thanks.

**KAHAN:** Sylvia, you're always last, so this time you're not last.

**ZINGESER:** Oh. Hi. I'm Sylvia Zingeser, and I live in outer Southeast Portland, Powell Butte area, and I am a charter member. Before that I was on the Crisis Intervention Training Advisory Board that morphed into the Behavioral Health Unit and this TAC, and I went on the Training Advisory Council. I'm a NAMI family member. I have a son who lives with a mental illness. I'm also a folk dancer, and one thing to know about me is that since I was at some point on the Crisis Intervention Training Advisory Board, I along with Jim, recognized that we needed to have quality assurance, and for the first time in all this time, we have come up with a task force that has put together a continuous quality improvement plan so - recommendation. And so, this has been a long time. So, it's been - it was 2012 when they started the TAC, but it was recognized in 2014. So, I've been around - it's been probably 15-16 years altogether. So, this is a real big dream of mine that we could get to this point because I felt we could have measurements that would help with training. My favorite ice cream is non-dairy Trader Joe's chocolate cherry.

**KAHAN:** Thank you. Brian?

**WHITE:** How are you? I'm Brian White. You can just call me Brian, you know, if you remember because there's a lot of new folks here including me. So, I got the acceptance to join TAC, I don't know, probably two months ago, but I've actually been active doing stuff for TAC maybe a little over a month. The neighborhood I live in is - I'm not exactly sure the name of it, but it's Southwest Downtown right near PSU if that helps. What to know about me? So, well, I'm new to Oregon. My wife and I moved here from Massachusetts about two years ago. We lived on the coast for a year. And we wanted to live where there were people, and so we moved to Portland, and we love it. It's a very cool city. And you should just know I question everything including, when I'm mindful enough to do it, my own beliefs. So, I'll question things, but it's not a challenge. It's just questions. And so, you'll find that I'll do a lot of that, I'm

## CONFIDENTIAL TAPED STATEMENT

IA# TAC Meeting 051122

TAC Meeting / N/A

05/11/2022

Page 10 of 41

sure, in these meetings in the time to come. And my favorite ice cream - oh, got to be Hershey's moose tracks.

**KAHAN:** Last and here and most certainly not least is Kristina.

**URSIN:** I'll wrap it up, short and sweet. I'm Kristina Ursin. I've been on the TAC for a year. I live in Northwest district. I like to learn new things and about new perspectives, so I read a lot, or as my partner says, I listen to a lot of books, but I also try to volunteer in the community as well. And my favorite ice cream is chocolate peanut butter.

**KAHAN:** Thank you. The one person we won't hear from today because he is the only person in the TAC that is not present is Chris Rossi. So, there is one more that you haven't met. So, thank you, everybody. You can see that we have quite a variety of people here, all of who share a pretty core interest but approach it from very different ways, and I like that. The next -

**MARSCHKE:** Jim, this is Gary. We didn't hear from you.

**KAHAN:** Where? Me? That's because you learned about me before. My name is Jim. Call me anything but just don't call me late for dinner. I live in East Moreland. I've been on the TAC - I'm sorry, Gary. I've only been on the TAC for two years. The thing you want to know about me is I feel very good about my career because it has made me do so many things that I consider myself the very mild, a little modern, major generalist. And my favorite ice cream is Umpqua's Espresso Madness. So, with that, we're going to move onto the next agenda item which is the new TAC chair. At the last meeting, I asked people to volunteer. Twice more, I asked people to volunteer. I got a total of one person, so I'm going to ask Nathan Castle to please tell us why he believes that he can accomplish something as the TAC chair. As the acting TAC chair for two months, I can say it is a tough job.

**CASTLE:** Yeah, absolutely. Thank you, Jim. So, yeah, I guess I'll just introduce myself quickly. I put together my list of things, so I'm going to read through them. My name is Nathan, he/him pronouns. I live in the central east side of the neighborhood. I joined TAC about this time last year. I'm also on the steering committee. Most important thing to know - that's a hard one, but I think - I guess I'll say I'm just an aspiring policy nerd, and I believe walkable, people-oriented cities are the future. And I think - I'm a big believer in Portland, and I think getting public safety right and creating a really great public safety situation for Portlanders is going to be key to making that future possible. In terms of ice cream, I'm a really big fan of vegan, plant-based ice creams, and I actually love the Tonight Dough by Ben & Jerry's which I just found out is available in a plant-based variety. Sorry. I might mess with my headphones at times. For some reason, like, I just sound, like

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**  
**TAC Meeting / N/A**

**05/11/2022**  
**Page 11 of 41**

really crazy right now through the headphones. It's, like, I'm doing something weird. It's like I'm underwater, but I'll try to push through. I hope it's not sounding weird for anyone else. Yeah. So, in terms of TAC chair, I think, obviously Jim is leaving big shoes to fill. He was TAC chair, and he did a really great job organizing, pulling things together, and being on top of things. So, as a baseline - and Shawn Campbell was the previous TAC chair for new members. As a baseline, I want to continue on that. I think in terms of things I want to think about doing potentially differently, I've actually been really inspired by Citizen Review Committee. They have an online Google Drive which is open to the public, and so that's a really great resource. I think it's great for transparency. As a member of the public, I can look and see what they're up to, and I assume that's intentional, but if not, sorry to CRC for snooping. I can probably share a link, actually, because I think this is good for context. I shared that in the chat. So, yeah, I want to think about putting those resources together and making sure that - I guess one of the observations I'll share is during the committee process or the task force process as we were doing research for recommendations, there was just a ton of resources that we found, a ton of discovery, a ton of - maybe there were textbooks and research articles and just so much to learn. Even things about just Portland, like the settlement agreement. There's a lot to learn and onboard. So, I want to put those in a Google Drive or SharePoint or whatever. The exact answer is not important. We'll figure out what works for the group. But put those online, share those, so we that we have access, and those are maintained long term. The next thing, I know people might be nervous because I'm taking about Google Drive and SharePoint. Everyone interacts with technology differently, and this is a diverse group which I think is great, and I'm really committed to making sure that works for everyone. So, the other thing I want to do as chair if I'm elected chair is put together a survey to find out what people's needs are, and then just make a plan to make sure that whatever we do is going to work for everyone and make sure I have a plan to make sure that I'm helping all of the TAC members engage however that - whether it's maybe you don't like Google Docs and you need documents emailed. I can do that. Whatever it is. And one of the reasons for doing the surveys is because I can't anticipate what all the needs are, and I just want to make sure I'm accounting for that and being inclusive. Yeah. So, that's I think the initial plan of work. And then the other thing I want to talk about that I think - and I think this came up during the strategic discussion process of the steering committee but didn't really further than that, but I want to talk about a or think about a recommendation tracker and sharing that publicly. I know some groups

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 12 of 41**

have done that. I actually found that during the - some of the initial for the CQI task force - sorry if there's some background noise. I think there's a great opportunity to both for our own use track recommendations, track how implementation is going long-term, and start building some institutional memory because obviously the TAC membership rotates pretty regularly, and we don't want to be, you know, making recommendations that are contradictory. And we also don't want to be making recommendations that require long-term follow up and then not doing that. Because right now, the way things are structured, like, it's if I want to find out what TAC's recommendations were, like, three years ago, that's a research project for me, not something I'm used to doing. And I've actually put together a little example of what I'm thinking about, and I'm going to share a link. And I'm just - I'm just going to preface this by saying this is not the service that I want to use because as I was using it, it was very frustrating, but there were lots of bugs. But maybe this can just give an idea of an example because when I say dashboard or tracker, that may not be clear. So, that's in the chat. I've been talking a while. Are there any questions? I see Barry has his hand raised.

**NEWMAN:** Jim, can I make a comment?

**KAHAN:** Go for it.

**NEWMAN:** You know, it really is almost irrelevant because we only have one candidate, and that's Nathan. And so, unless somebody else, like, wants to get into a heated discussion and have an election, basically, we're selecting Nathan to be the next chair of the TAC. But I just have to say I worked with Nathan for the last year on the steering committee, and he's smart, he's organized. If he doesn't know the answer, he finds it out. He's motivated, and I immediately knew when I heard that he was - when he had thrown his hat into the ring, I think that - I knew that he would probably be the best candidate in this entire group to head the TAC going forward with the exception perhaps of Jim, but I think Jim, you know, obviously was getting burned out. So, Nathan, I really would look forward to working with you as the chair of the TAC. I think you're going to be a great chair, and you have tough shoes to fill from following on from Shawn, but I think that you will fill them and maybe exceed them. So, in any event, that's my two cents. I just wanted to give my two-cent recommendation for you, Nathan.

**KAHAN:** Well, may I hear a motion to name Nathan Chair?

**NEWMAN:** I would move that we elect to Nathan to the chair of the TAC?

**KAHAN:** Is there a second?

**SCHURR:** I will second that.

**ZINGESER:** Oh, go ahead.

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**  
**TAC Meeting / N/A**

**05/11/2022**  
**Page 13 of 41**

**KAHAN:** I saw Sylvia first. Okay. I will do this by - no, I'm going to do it serially. I'm going to call on everybody in term. I'm going to start with Cheryl. Cheryl?

**ANDERSON:** Yes.

**KAHAN:** David? Daveed?

**FLEISCHER:** Yes.

**KAHAN:** Greg?

**GRIFFIN:** Yes.

**KAHAN:** Tyler?

**HALL:** Yes.

**KAHAN:** Donald? Donald? Are you here still?

**JOHNSON:** Yes.

**KAHAN:** Thank you. Where am I? Albyn?

**A. JONES:** Yes.

**KAHAN:** Me. Yes. Kwame? Kwame?

**KINABO:** Yes, sorry. Sorry. I was (inaudible).

**KAHAN:** Abi?

**KLEPPER:** Yes.

**KAHAN:** Phil?

**LEVINSON:** Yes.

**KAHAN:** Gary?

**MARSCHKE:** Yes.

**KAHAN:** Morgan?

**MOORE:** 100 percent yes and super excited about it.

**KAHAN:** Barry.

**MARSCHKE:** What if I said no after my sterling recommendation? No, yes. Yes, is my answer.

**KAHAN:** I'd just shoot you. That's all. Bill?

**PRYOR:** Yes.

**KAHAN:** Gina?

**RONNING:** Yes.

**KAHAN:** Chris is absent. Sarah?

**SCHURR:** Yes.

**KAHAN:** Kristina?

**URSIN:** Yes.

**KAHAN:** Brian?

**WHITE:** Yes.

**KAHAN:** Sylvia?

**ZINGESER:** Yes.

**KAHAN:** Patrick?

**ALEXANDER:** Yes.

**KAHAN:** Sheri?

**ANDERSON:** Yes. And I may add that when we - when Nathan came on the TAC, he - I was part of the group that was looking at him, looking at new members, and he and I had several long conversations about

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 14 of 41**

what the TAC was, why we were doing it, how we were doing it, and all sorts of things, and I was really impressed, so absolutely yes.

**KAHAN:** Okay. Ambush?

**BALOGUN:** Yes.

**KAHAN:** Ira?

**BLUMBERG:** Yes.

**KAHAN:** Emilee?

**BRNUSAK:** Yes.

**KAHAN:** Nathan, you have a chance to vote against yourself.

**CASTLE:** Yes.

**KAHAN:** He doesn't vote against himself. Okay. Nathan and I discussed this. The plan is I will continue as chair for the rest of this meeting, and we will relinquish it to him in time to adjourn. That's where we're going. Thank you very much, Nathan. All right. Next item on the agenda is a report on the Training Division. I assume that with Captain Gjovik not being here that Lieutenant Jones will take care of that? Am I correct?

**LT. JONES:** Thank you.

**KAHAN:** Thank you. So, the floor is yours, sir.

**LT. JONES:** Thank you. And so, for the new members and senior members alike, nothing to do with age but time on the TAC, you can call me Lieutenant Jones. You can call me Jason, however you prefer is - and however you are comfortable. I live in Southeast Portland. When I see a menu with ice cream, I say yes, but if you force me to choose, I would pick something with chocolate in it, anything with chocolate in it. But, again, I don't discriminate. I will eat any ice cream any time whether it has dairy or otherwise. I like hiking, cycling, backpacking, reading. I'm currently in a graduate program and struggling through inferential statistics. If anyone has any tips, I'll take them in an email because I need them. I need help. I like cross country skiing as well. I'm married. I have three adult children, and I have two delinquent younger dogs. So, on with the Training Division. We are concluding In-Service, our one day of In-Service, on May 26<sup>th</sup>. That had began on January 10<sup>th</sup>. We are anticipating a second one-day In-Service in the fall. We're currently working on lesson plans in anticipation for that one-day In-Service beginning in September and going through the end of the year. We're also concluding our 12-week Advanced Academy at the end of this week. We actually held our graduation last week, and normally, we would do that on the last day, but we had a week full of - packed with bicycle training this week, and it didn't allow for that. We felt a graduation was important because these 10 graduates did not get a graduation at their Department of Public Safety Standards and Training Basic Academy nor did they get much of anything at - when they were sworn in. And so, this was an

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 15 of 41**

opportunity for them to be celebrated as well as their friends and family to join. We have a Sergeants' Academy going June 13-June 29<sup>th</sup>, a new academy with 20 newly promoted sergeants or those soon to be or anticipated to me. We're also graduating nine new cadettes. These are non-police volunteers, young people ages 16 to I think it's 20/21-ish. I can't remember the cutoff on that. I'd have to ask. And then we're also in process for a Public Safety Support Specialist 4-week academy, and we're in the second week of that, and currently, we only have a couple of people in that training because we just - we have to get them trained, and we'll be additional ones later this year and next year. We're also hosting a Community Academy this Saturday with all of the 20 slots full. In the past, we've only had 10 or 12 slots, and we've expanded it to 20, and we're hoping to have a third Community Academy later this year, but I don't have the dates with that, yet, because that's still to be determined. As far as forthcoming requests from the TAC, we imagine that as we prepare and plan for our second one day of annual In-Service for officers, we'll be requesting TAC members participate in our dry runs in so that we can get feedback from you all who are interested in providing the feedback to our instructors to make those individual classes better. So, that we will give you plenty of advanced notice, but I imagine by August or the first part of September, we will be running those dry runs. That is all I have for the Training Division at this point. I open it up to questions.

**KAHAN:** I don't see any questions. Raise your hand if you have one. Albyn.

**LT. JONES:** Albyn has a question.

**A. JONES:** Yeah. So, I signed up for the Community Academy, and I was just - as long as I have the opportunity to ask about it, I thought I would ask what the goal of it is and - well, there's several questions I have. I think I emailed them to Caitlyn but hadn't gotten an answer yet.

**ATWOOD:** Yeah, Albyn - sorry. I don't mean to interrupt you. There will be an in-post session that you can attend tomorrow night via Zoom that you can ask all sorts of questions. Jason can address maybe the overarching goal of the Community Academy, but you can answer all - you can get all your questions answered if you'd like at a specific Community Academy in-post session tomorrow if you would like.

**A. JONES:** Great. Great. Thank you. So, yeah. That's fine.

**KAHAN:** Okay. I see Barry, and then I see Ira.

**NEWMAN:** Sorry. I had to find the unmute button.

**KAHAN:** And lower your hand when you're finished.

**NEWMAN:** Yes, I will. We have been requested to participate in developing a job description for several positions in the

## CONFIDENTIAL TAPED STATEMENT

IA# TAC Meeting 051122

TAC Meeting / N/A

05/11/2022

Page 16 of 41

Specialized Resources Division, and we were going to add it - I thought we were going to add it to the agenda. Would this be an appropriate time?

**KAHAN:** No, we're going to talk - it is on the agenda. It's at 7:55 on the modified agenda I sent on Monday.

**NEWMAN:** Ah, okay. Okay. I didn't see it. All right. I'll shut up. Hand is down. Sorry. Thank you.

**LT. JONES:** You're all making this very easy for me. Thank you.

**KAHAN:** Ira?

**BLUMBERG:** I just wanted to say that as some of the TAC members have seen, I have some experience and some enthusiasm as a copy editor for text as well as a fair number of years of experience with PowerPoints, so if that's something that can be helpful Lieutenant Jones for future training materials, I'd like to volunteer my services.

**LT. JONES:** Excellent. Thank you very much. I will definitely note that, and we will call on you.

**BLUMBERG:** I look forward to it.

**KAHAN:** Are there any more questions for Jason? Yes, I see Sheri.

**ANDERSON:** Not - I didn't win the lottery to come to the Community Academy on Saturday or Sunday, and Albyn brought up some questions there, and I'm still kind of wondering, could you just give a brief overview of what will be going on then because I do hope to get onto it at a future one.

**LT. JONES:** Sure thing. So, the Community Academy - the goal of the Community Academy is first of all to provide information and insight into the Training Division and how specifically police officers are trained. And so, it's really an education session with some experiential learning opportunities. So, what we do is we introduce those participants that are viewing the material. They get a look at each of our major disciplines within the Training Division: Firearms, patrol procedures, control tactics, and our police vehicle operations, as well as our communications and deescalation Crisis Intervention Program. And so, each one of those are featured, and we have our resident experts and our subject matter experts and instructors/lead instructors present. And then there's opportunities to actually participate in some of our high-fidelity simulation training in our scenario village so that members get to actually experience what it's like to go through training and to see the complexities and nuances of that training. So, it's not just that we're describing the apple and all of the properties of the apples, those participants actually get to take a bite of the apple and experience all of the sensations of eating an apple in addition to hearing, you know, us describe it. And it - I have found from the community academies I have participated in and also those of members



## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 17 of 41**

that I've talked to and participants, they leave with a better understanding of what it's like to be - what that training is like for police officers as well as then some of those complexities and challenges that police officers face in real-world situations.

**KAHAN:** (Inaudible) and anybody who wants to speak to raise their hands by going to the reaction button, and there's a place that says, "Raise Hand," which I've just done myself. And the reason I'm asking this is that there's more than one screen of people, so I can't see everybody at once to know if you're waving your hand at me. Next up is Gregg.

**GRIFFIN:** Hi. I'd really like to know more about the forthcoming request about the TAC member's participation. I didn't get the whole thing there if you could actually expand on that for me, please?

**LT. JONES:** Absolutely. So, we look for opportunities to involve TAC members in our training division. So, it's not just attending meetings like this but rather you're involved with us helping us develop our material, make it better. We have certain requests when we will have - for example, we'll be interviewing for positions within the Training Division as lead instructors or different types of positions like our curriculum and instructional design specialist and others where we will then put out to the group to see if anyone has availability when we're scheduling those interviews. And so, whether it be watching dry runs of officers before the training goes live and we're actually presenting training to offices, you would actually get an opportunity to sit in and give feedback on how that presentation could be better, what is resonating, what maybe is falling flat, and things like that. It offers a great amount of positive feedback for officers that are the lead instructors so that they ultimately deliver better training that's, you know, with community input into that training.

**GRIFFIN:** Thank you.

**KAHAN:** Cheryl?

**EDMONDS:** Lieutenant Jones, you mentioned that there are some cadets coming onboard. Can you tell us what - who those people are and what are they going to do?

**LT. JONES:** So, they are young people. They are volunteers, and they have some interest in public safety, criminal justice, and policing. And so, typically, they meet regularly. They get - there's basically training and training opportunities. There are competitions against other police department cadet programs on, you know, how well they're acquiring and learning skills in various forms, and then they get opportunities to volunteer and participate with the Portland Police Bureau. For example, our cadet program will be participating in the upcoming parades, and they'll be volunteering, for example, at the Starlight Parade with our Public Safety Support

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 18 of 41**

Specialists, and they'll be paired together walking around and, you know, helping people who might be lost or needing directions or just for that public safety presences. They'll be doing the same for Grand Floral. And then they participate in a number of events whether it be with our Sunshine Division when we are distributing food and food boxes but also then for specialized events that the city hosts. And so, they get those opportunities to actually engage and interact and also interact with police officer so that if they end up wanting to be on a pathway toward, you know, a career in criminal justice in some capacity, they have this experience, and they also get that direct, first-hand opportunity to see what it's like. Instead of just guessing, they actually have some experience.

**EDMONDS:** All right. Thank you.

**KAHAN:** Seeing no more questions, I'll move onto the next topic which is near and dear to my heart, I must confess, and that's the Continuous Quality Improvement -

**MALE:** Cheryl had a question.

**KAHAN:** Cheryl? Okay. Cheryl just spoke.

**EDMONDS:** Yeah. I don't have another question. Thanks.

**KAHAN:** The team -

**MOORE:** Brian -

**SCHURR:** Brian has a question.

**KAHAN:** Who?

**MOORE:** Brian.

**KAHAN:** Brian, I don't see your hand raised. I'm sorry. Go ahead.

**WHITE:** No. I just had some sort of problem with hand raising, but anyway, the question I had was - and this may not have anything to do with training, Lieutenant Jones. Maybe it does. But we've heard that there's a national short staff crisis for police forces including Portland and around the country. Does Training Division - is Training Division involved in recruitment, and if so, in what way, and if not, then this question is irrelevant.

**LT. JONES:** Recruitment is everyone's responsibility, but that - the recruitment function is out of the Personnel Division. And so, we after having no recruiting presence or footprint have recently started recruiting. We now have police officer recruiters. We are now engaging with online recruiting opportunities, especially with the various social media platforms. And for about a year and a half or two years, we weren't doing anything, and it really showed when we started to open up our recruitment process for police offices. And so, now we are seeing more people interested. We're actually having members go to college campus -

RECORDING CUT OFF

**KAHAN:** (Inaudible) thank you for the help. Okay. We're going to move onto the CQI, and I have posted only the executive summary and

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**  
**TAC Meeting / N/A**

**05/11/2022**  
**Page 19 of 41**

the recommendations in the chat. It's a 26-page document which I doubt anybody has time to read now, but it was sent in two iterations to all members of the TAC. At this point, I will entertain any questions or comments from TAC members about this, and I would like to ask - Phil, can I pick on you to take notes if anyone is recommending a change that we can make?

**LEVINSON:** Sure.

**KAHAN:** Thank you. Okay, I'm open for questions. Raise your hand, please, and I see Ira's up?

**BLUMBERG:** All right. Thank you. I did read it, and I just want to say that I was really impressed. I think it's an excellent document and very eye opening for me given my new-on-the-TAC status. I think the only additional suggestion I would make, and I'm not sure what the process is, and maybe, Jim, you can elaborate on this, is once this recommendation is accepted by the TAC, I assume it goes to the Training Division and then there for the consideration, and ultimately, if it's accepted will be a blueprint for actual training the PPB?

**KAHAN:** Okay. I can tell you what happens. If we approve it, it gets put online on our website. The Training Division then looks at it and makes recommendations about each of the items which it sends forth to the Chief's office. Somebody in the chief's office reads it. The chief is supposed to respond to us within 60 days and say accept, partially accept, don't accept, and give reasons for all of those types of things and get back to us. Once we get the chief's reaction, we get a chance to look at it, and if we say that's good enough, we can leave it. If we want to continue the dialogue, we can choose to do that as well. Is that close enough to answer for you, Ira?

**BLUMBERG:** Yes. And then I assume at some point through this process when it is accepted, it will eventually get rolled out in some form to - as training to the PPB?

**KAHAN:** We sure as hell hope so. That doesn't always happen.

**BLUMBERG:** Okay. So, my only additional comment is, and this is consistent with some of the conversations you and I and Barry have had on other email on other topics, one of the things that might help this get better acceptance both through the process you just mentioned and then ultimately through the PPB is to the extent for each of the recommendations, there's some data on other organizations, police forces particularly, that have implemented these types of things, what the results have been, and over what time period. Because ultimately, we are asking management and the employees to make changes and in some cases exert additional effort. So, we're asking them to invest, and I think it would be very

## CONFIDENTIAL TAPED STATEMENT

IA# TAC Meeting 051122  
TAC Meeting / N/A

05/11/2022  
Page 20 of 41

powerful to say, "Here's the payoff," not only what it is but how quickly you can expect it from this investment.

**KAHAN:** Does anybody from the CQI team want to respond to that? I'm happy to, but if someone else wants to, raise your hand. I don't see any hands. Basically, every recommendation that we've made, we've tried in the body of it to document where it has been tried and worked. It's not always a police organization. Sometimes we're generalizing, but in each instance it has done. And while I'm at it, I want to just personally thank Ira. He gave me a comprehensive Word edit in which there were well over two dozen writing recommendations, and some of them I adopted exactly as he wanted, some of them I modified to get a third way, and none of them did we ignore. So, I want to thank Ira for his help on that. Next up is Sarah.

**SCHURR:** So, I'm going to attempt everything I can to not be pessimistic because I think the ideas are fantastic. I think it's a wonderful plan. And one of things that - it seems that when we've talked to people within the police bureau in these meetings, what we hear a lot of is "We're so tired. We're so understaffed. Oh, my gosh, we can't do one more thing." And I did hear really loud and clear - one of things I really respected about this report is it talked about possible resistance and how difficult it is to change culture within the police bureau. And I just wondered, I don't know, what your level of expectation of - I mean, are we going to get a little bit of this? Are we going to get half of it?

**KAHAN:** I'll take the liberty of responding to that.

**SCHURR:** And I'm sorry. I don't mean to be sounding pessimistic about it.

**KAHAN:** I understand. I think it will take generations to fully accomplish it -

**SCHURR:** Okay.

**KAHAN:** (Inaudible) cohorts. I think we can start with low-hanging fruit, and that is part of our objective. Find things that will meet less resistance. Find things that are easier to do. Find things that take less effort and start with that because we believe that improvement will breed further improvement, and that's our orientation. I also wish at this point to notice that I got a comprehensive review from Jason which we very much appreciate which we took seriously. We tried to answer every question you raised, and I hope that we succeeded. I see Brian's hand is raised. I see Nathan's hand is raised and then Brian.

**CASTLE:** Yeah. I'll just add to that. I think - I agree with everything that Jim said, and one thing I'll add is that for several of the recommendations, I think there are opportunities and I think we were mindful to think about opportunities where obviously

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 21 of 41**

staffing and human resources are just a challenge and, you know, nothing we say is going to change that, but there are opportunities, I think, where maybe you can make improvements or start working on things that don't necessarily require more officer hours or officer time. So, I think, especially with regards to things like contact surveys for example and certain data reporting requirements, I think there are opportunities to actually, you know, save time for our officers and improve how we're working or at least make improvements without a recruiting burden.

**KAHAN:** Okay. Next, Brian.

**WHITE:** Thanks, Jim. You and I had a really good conversation today about this exact document. One thing I noticed around these lines was there is reference in the document to the difficulty of adding more reporting for officers because they already have so much reporting that they have so much reporting that they have to do already, and my sense is - tell me if I'm wrong - from reading the document that part of it is going to be analyzing the data that is already provided. They write reports. There's all sorts of information that's already - that already exists and that it seems to me that one of the things discussed in the document is that statistical analysis of that existing data will happen as well. Is that true? Will that be accurate?

**KAHAN:** I'll answer that. That is almost accurate. There are two recommendations in which we ask for a little bit more information from people. Recommendation three, which is the anonymous reporting of ABLE moments, and we presented a draft questionnaire anonymous that can be filled out I estimated in approximately 45 seconds, thrown into an envelope and sent by office mail to somebody who will collect them, and maybe once every three months we hope to summarize the results of without attributing anything to anybody about what happened. The second one is the law enforcement officer near-miss collection which is being - it can be put on every officer's phone as an app. It can be sent - it's free. It is totally anonymized across every jurisdiction in the United States and Canada, that the National Police Foundation has signed up for this, and they say that it can meet the report that they ask for which is on near misses to threats to the safety of or wellbeing of officers, that this can be filled out in the iPhone in 5 minutes, and then they take care of all of the analysis, and they send completed reports to each jurisdiction that has signed up. So, those are the only two in which we - you know, two - there's a third one that we're talking about. Those are the two in which we're actually explicitly asking things. The harder one, and we acknowledge it's harder, is the last recommendation, number seven, which says that there should be some sort of survey made for community feedback. That's really hard. I

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 22 of 41**

would like - my druthers is I would like the Training Division and the rest of the PPB to think about how to do that, and I understand that it ain't going to happen for at least a year and maybe longer, but it's something to aspire to. Any other questions? I see nobody - Phil? Please.

**MALE:** Can I add one thing, Jim, about the topic of submitting the recommendations to the PPB? There was something that was brought up about how that process works, and I'll just inform everybody from past experience on the TAC that in prior years, we've submitted recommendations to the chief, and essentially, there were years that we would just not get a response to the recommendations and not out of any malice or ill will of any kind by maybe spread out, thin resources, not able to get to it, and I believe in - I think it was in 2018, we actually started to negotiate with the PPB to say that we would at least require a response to them. Whether or not they get adapted into training policy or they get declined in full, we at least need to have a response to the recommendations that we provide so that we're not just sending them over the hedge, and they get, you know, reviewed and then we never hear about them. The whole point is to ensure accountability and help improve training policy and protocols. Just thought I'd include that.

**KAHAN:** I will say that under Chief Resch and Chief Lovell, our 60-day request has always been honored.

**MALE:** Yes.

**KAHAN:** Before that it was slippery, but the last two chiefs have been very good about doing that.

**MALE:** Yes. And we hope that continues.

**KAHAN:** We sure as hell do. And I'm confident as long as we've got Chuck at the helm, it will continue. The bad news is we've had nine chiefs in the past ten years, and so nobody knows what's going to happen with that, but that was the recommendation I wrote last year not this year. Phil? Unmute.

**LEVINSON:** Here we go. Regarding the questions related to data collection, I want to talk specifically about body cameras. There are organizations that have well developed systems for analyzing video. It's clearly impossible for people to sit down and say, "Hey, let's look for this," because you're going to thousands and thousands of incidents to through. Just as an example, the Oakland Police Department looked at - through Stanford University looked at whether or not officers treated people of color differently, and they do, but the differences were so subtle that it took people hours and hours and hours of looking at the language that was used, facial expressions, very, very sophisticated things. And there are analytical programs out there now that can do that, so that opens up a door. And the other thing I think that's important that I gathered

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 23 of 41**

in doing this was I think emphasizing the importance of officer safety through the National Police Foundation and the ABLE material is a good way to get buy in, and both of those systems are pretty anonymous. In fact, they're completely anonymous.

**KAHAN:** I'd like to make a quick confession about anonymity. At some point, Sylvia and I were talking with Liesbeth - I hope you're still here -

**BLUMBERG:** Yes.

**KAHAN:** You are? And there's - Todd told us about each officer has somebody they can go to and talk about things in confidence, and it will stay confident. So, I had the stupid brainstorm that we could ask these people who anonymize everything and talk about it, and Liesbeth very nicely told us that I had no idea what I was talking about, that these conversations have to have the confidentiality of a church confessional and may not be touched or they will - or the people who are doing it will lose credibility which means that the people who are doing it who are smart will refuse to do it, so we dropped that one a long time ago. So, thank you, Liesbeth, for that advice way back when.

**ZINGESER:** Yes.

**KAHAN:** Any other questions? I see no hands raised.

**ZINGESER:** Jim?

**KAHAN:** Yes.

**ZINGESER:** It's Sylvia. I just want to assure people that we wanted to start this with the Training Division, and now that we're going to be having a dean of training that we would work with the dean of training and the Training Division to talk about how to go forward with this. And so, it's not like we're going to be doing this all at once. It's going to be a process, and that if it starts with the Training Division, as officers are going through, they are going to get a good idea about how this works and that there will be a better chance for officers to see how this is going to help them with their jobs and actually support them with the work that they do. It also catches any areas which can be of problems that the training can be changed. And then, of course, you know, do we need to talk to City Hall and the mayor to get buy in to make sure that the monies are there to support these - the CQI program. We've got all kinds of information how well this works for many businesses and healthcare organizations. So, I think we'll save money in the long run, and that's the whole point is not only do we support officers and safety, but we support safety with the community, and in the process, we will save money in the long run. We will have to spend some money up front, and I think that we - you know, advocating for that is another matter. But at least this document is done, and it shows how that can work.

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**  
**TAC Meeting / N/A**

**05/11/2022**  
**Page 24 of 41**

**KAHAN:** Cheryl? Sheri?

**ANDERSON:** Sheri.

**KAHAN:** Sorry. Sheri.

**ANDERSON:** I just wanted to offer two comments on that. On this on - first of all, I think this is an extremely thorough and very impressive report and recommendation. I particularly appreciated that it focuses on looking at what is working well as opposed to - obviously, we're looking at what's not working, but we're also looking at what is working well, and why is it working, and how can it work even more? I also - as I mentioned to Jim, I certainly appreciated that list of acronyms, and if we could have an anacronym list for all recommendations in the future, I think that would be really helpful for all of us.

**KAHAN:** Given that Nathan came up with that, I think the likelihood of that happening is pretty high. Any more? Yes, Jones? Professor Jones?

**A. JONES:** Okay. I just wanted to briefly respond to Phil's note about computer analysis of the video material from body cameras. There's pretty big literature now about bias in machine learning due to selection of training sets and that sort of thing. So, I mean, it's a good idea for obvious reasons. There's just going to be way too much for any human to look at, but it has to be done really carefully. And so, I think I just wanted to say we have to recognize that in making a recommendation to go that route that it has to be done carefully.

**KAHAN:** That recommendation is, I believe, in - it meets either recommendation four or recommendation seven. I don't remember off the top of my head, but the content you just expressed is in there. Barry?

**NEWMAN:** I think it's a great idea, and I think the report is good. You know, we've had - Jim and I have had discussion about CQI and the difficulty of implementing such a program, but if you can get it implemented and get buy in from everybody basically, you know, it can work wonderfully. My only question at this point now is is this an appropriate time to offer a motion to accept this with the grammatical improvements offered by Ira or -

**KAHAN:** I will say that all of the grammatical improvements offered by Ira are in the version of the 9<sup>th</sup> of May that you received.

**NEWMAN:** So, can I make - should I make an - is it an appropriate time then to offer a motion?

**KAHAN:** You may make a motion if you wish.

**NEWMAN:** Well, I would make a motion as improved, as it was improved.

**KAHAN:** Do I have -

**WHITE:** If I had a question, should we -



## CONFIDENTIAL TAPED STATEMENT

IA# TAC Meeting 051122

TAC Meeting / N/A

05/11/2022

Page 25 of 41

**KAHAN:** Let me get the second, and then I'll get to you Brian. May I get a second?

**MALE:** Second.

**KAHAN:** Discussion. Brian?

**WHITE:** Yeah, just, you know, Albryn opened up the can of worms. Thank you for that. So, yeah, around this software, will we, the TAC, be involved in looking at any machine learning applications that might be - that's only because machine learning is really new. We are living in a go-fast-things-and-break-things kind of attitude around software development. I did it for 22 years, software quality assurance, so I feel deeply invested in looking at whatever application we decide to go with for a lot of reasons. And I wondered will the TAC be asked about that? Do we know?

**KAHAN:** My guess is no. Jason, could you comment on that, please?

**LT. JONES:** Sure. Right now, we're just trying to select a vendor so that we even have body cams and figuring out, you know, things like storage and things like that, and I'm not directly involved with any of those processes. But what you're talking about is for a future stage down the line. How the Training Division or the TAC would be involved, I don't know. That would be a question we could ask those that are in charge of that process. Right now, body cams are not part of our responsibility in the Training Division; however, we will have a role in training officers and training members how to responsibly use body cams based on a forthcoming policy which we also don't have yet.

**KAHAN:** Okay. So, the short answer is nobody knows.

**LT. JONES:** Not yet. It's somewhere down the line. That's a question that we should probably table and ask when some of these other pieces have actually come to fruition.

**KAHAN:** Morgan, do you have a reaction (inaudible) floor?

**MOORE:** I'm just - I've been - I'm scouring my email, and, you know, everyone forgive me. I've been distracted with bereavement for the past two and a half weeks, but I don't - I didn't receive this full text via email, so I have not been able to review the document.

**KAHAN:** Oh, really? Because I - I'm sorry about that. I know I sent it to the full TAC.

**MOORE:** Yeah, I think it's I'm too - and that's what I'm saying. I'm looking through everything. Sorry. I just want to -

**KAHAN:** I promise I will send it to you as soon as this meeting ends.

**MOORE:** Thank you.

**KAHAN:** Separately, just straight to you. That's the best I can do.

**MOORE:** Thank you.

**KAHAN:** Any more questions?

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**  
**TAC Meeting / N/A**

**05/11/2022**  
**Page 26 of 41**

**MALE:** I'd like to call for the question on voting if we've finished the input.

**KAHAN:** Okay. The question has been called. My understand if anybody - if there's no objection to that, I'll start the voting process.

**NEWMAN:** What's the - Jim? -

**KAHAN:** Yes?

**NEWMAN:** Didn't you put the recommendations document into the chat?

**KAHAN:** Sure.

**MOORE:** Well, the summary is in there, Barry, but -

**KAHAN:** The summary is in there, and here's -

**MOORE:** And I did review that just now, but I haven't seen the whole thing.

**KAHAN:** Okay. No, that went wrong. Ambush has got it. Now I'll give it to everybody else. All righty. Here it is. It's date the 7<sup>th</sup> of May, and it's in the chat. Okay. Voting. Sylvia?

**ZINGESER:** Yes.

**KAHAN:** Brian?

**WHITE:** Yes.

**KAHAN:** By the way, your votes can be yes, no, or abstain. Kristina?

**URSIN:** Yes.

**KAHAN:** Sarah?

**SCHURR:** Yes.

**KAHAN:** Christopher is not here. Gina?

**RONNING:** Yes.

**KAHAN:** Bill?

**ALEXANDER:** Yes.

**KAHAN:** Barry?

**NEWMAN:** Yes.

**KAHAN:** Morgan?

**MOORE:** Abstain.

**KAHAN:** Thank you. Gary?

**MOORE:** Yes.

**KAHAN:** Phil? Phil?

**LEVINSON:** Abstain.

**KAHAN:** Abi?

**KLEPPER:** Yes.

**KAHAN:** Kwame?

**KINABO:** Yes.

**KAHAN:** Me. Yes. Albyn? Albyn? You're muted.

**A. JONES:** Well, I heard me say yes.

**KAHAN:** I didn't. Donald?

**JOHNSON:** Yes.

**KAHAN:** Tyler?

**HALL:** Abstain.

**KAHAN:** Greg?

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**  
**TAC Meeting / N/A**

**05/11/2022**  
**Page 27 of 41**

**GRIFFIN:** Yes.

**KAHAN:** David.

**FLEISCHER:** Yes.

**KAHAN:** Cheryl?

**EDMONDS:** Yes.

**KAHAN:** Nathan?

**CASTLE:** Yes.

**KAHAN:** Emilee?

**BRNUSAK:** Yes.

**KAHAN:** Ira?

**BLUMBERG:** Yes.

**KAHAN:** Ambush?

**BALOGUN:** I just got back in, so I missed what we're voting on.

**KAHAN:** We're voting on the CQI recommendation.

**BALOGUN:** Yes.

**KAHAN:** Sheri?

**ANDERSON:** Yes.

**KAHAN:** Patrick?

**ALEXANDER:** Abstain.

**KAHAN:** Okay. I get - out of the 25 members present 21 yes, 4 abstains. It passes. Thank you very much. Next up is the statement of support for training and recruiting of the Specialized Resources Division. I am going to turn it over to Barry to lead the discussion. So, raise your hands, and Barry, you go on, and you recognize people. Thank you for putting it on your screen.

**NEWMAN:** Yes. So, here - and can I just, because there were still a few people that had forgot to mute their mics - so, in any case, can you guys see this okay?

**MALE:** Yep.

**NEWMAN:** Does this help at all if I expand that a little bit?

**SCHURR:** It helps me, so thank you.

**NEWMAN:** Okay. Yeah, for people like me who can't see well - you know, those aging eyes of mine. In any case, we were asked a couple weeks ago on short notice for volunteers to be involved with the recruitment of several people as instructors. Eventually, they had 10 positions they wanted to fill, but they had three they wanted to work on. Those three positions were - included the grenadiers who are officers that would use not only tear gas cannisters but other non-lethal projectiles, baton use for crowd control, and officers who are not in uniform who are embedded in crowds. So, they're looking to recruit initially from within, you know, within the Portland Police Bureau and if not - if they can't get them within then recruit them from outside of the Portland Police Bureau. And what we were being asked to do is participate in setting up the job description. As part of that, Captain Crooker, who was the guy who

## CONFIDENTIAL TAPED STATEMENT

IA# TAC Meeting 051122  
TAC Meeting / N/A

05/11/2022  
Page 28 of 41

was in charge of developing this, he's got a nearly impossible task because we don't have a crowd control response team. So, your recruiting people who presumably would be involved with training people to be part of the team like that, but since there is no team, since that team is not going to be - you know, not going to be developed for the foreseeable future, at least not yet, the - it's a difficult thing to address is how do you recruit for that. And for - when they reconstituted not the gun violence team but the FIT, they had a statement from one of the community oversight groups that provided a message to potential recruits for the position, and he felt that having a statement from us as the Training Advisory Council to people who were potentially considering doing this that, you know, given the difficulties and past history, you know, with - in recent years with community oversight - even though we're not an oversight group. We're an advisory council - that having a statement from us might be - might facilitate people considering taking such a position. So, after a number of multiple iterations, the first paragraph that you see here, if you see my cursor, the first paragraph was basically to you guys explaining what this was about. So, if you read that, this is not going to be in the description - you know, not going to be in the job description. But we had our last meeting on Monday looking at the job description. We were finalizing it, and this thing specifically talks about grenadier, actually. This is talking about the role of the grenadier instructor, but this would also be modified for the other two positions as well. But we wanted to put a note in there that we were encouraging people to do this and that we would be happy to work with them. If you can read it - I'm happy to read it for you, if anyone has any questions. The only question that came up when we submitted this, Ira actually had a few comments, and one of them - the last sentence of this is that we make this request in full knowledge that this work is difficult, and the bulk of the people, most of the people, who were at the meeting on Monday did not - wanted to make it sound positive, so they said, "And will serve the people of Portland," but grammatically, I thought that was a little bit clumsy or awkward because technically it would be - we'd make this request that this work is difficult but is nonetheless important but will serve the people of Portland, something to that effect. So, in any case - so that was his - that was Ira's suggestion, and I'm - I tend to agree with that. We were going to ask for the approval of the entire Training Advisory Council which is why we brought it up to you so that they can officially include this encouraging statement in the job description in the hope that people who were considering it will step up and get involved. The statement is very careful because there is no crowd control at this

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 29 of 41**

point, and so these people are being recruited basically to become trainers to learn about the positions, to become experts in them, subject matter experts, to help develop and craft policies about them for people who - at this point, there's no one who they're going to be training really yet. It's kind of an odd ask and a difficult ask but, you know, all of us - this was - Brian and Gina were also participants in this. And Brian actually drafted the initial draft of this, and then it's been modified multiple times since then. But I think that we all agree that this is - that providing this type of supportive statement for the Portland Police Bureau to encourage people to apply would be helpful. So, if you want, I can read it. Hopefully you can all see it well enough that you can read it yourselves. Does anyone have any questions about this that I can answer? Yeah, I'm sorry. I don't see a hand.

**KAHAN:** I see Abi.

**NEWMAN:** Oh, Abi. Yes. Please go ahead, Abi.

**KLEPPER:** Yeah. Hi. I have to admit I'm - I appreciate the context that you gave to this because it helps explain why this feels so clunky. So, I mean - but just to be clear. Are we saying then - is this support that we are giving for them to have officers volunteer to learn crowd control techniques because since there is no in-house crowd control capability that's defined, they're going to have to learn it from the ground up, and then they're going to take that knowledge and then teach other officers how to do that at some point?

**NEWMAN:** Presumably, yes. Presumably, these would be the people who - whether it's decided that everyone on the police force is going to become part of the crowd control process or whether they develop a specialized team or however that ends up working out, theoretically, these would be the people who would develop the training. They would become the subject matter experts in this and that they would then be capable of training whoever was supposed to be doing this somewhere down the line. But right now, that has not been identified who or how that would occur.

**KLEPPER:** All right. Well, I think - I mean, this - in my gut, I've got a problem with this. As I understand it, we exist to consult with PPB on their training, but PPB is asking us to be in the position of endorsing a - I don't know if you'd call it a hiring issue or a promotion issue or an assignment issue that is internal to PPB, and I don't know why we are getting in the middle of them trying to encourage their own officers to sign up for this position. For reasons I'm having a hard time articulating, it feels like this is moving us away from what we are supposed to be doing into something that is not what we're supposed to be doing. That's my gut feeling.

## CONFIDENTIAL TAPED STATEMENT

IA# TAC Meeting 051122

TAC Meeting / N/A

05/11/2022

Page 30 of 41

**KAHAN:** Brian and Gina who were also on the team, first Brian then Gina, if you would care to chip in on this.

**WHITE:** Sure. One other thing to keep in mind is that these grenadiers would be training, but they would also be working with the community and with the legal representatives that you see there to develop policies around public order and how that would be handled. Also, we were asked to help with this, that there was another - the FIT. I can't remember what that stands for, but there was an oversight committee that gave a message similar to this to another position that the PPB was trying to fill. And so, in that particular - we decided that, you know, that that's how we were - since we were brought in to help figure out the best way to put this position notification together, part of it was that we were asked if we would add a message similar to what the FIT did. And so, that's where this came from. I probably -

**KAHAN:** Gina?

**WHITE:** Gina probably could help fill that in.

**KAHAN:** And then I'll have something to say.

**RONNING:** Yeah. So, I totally empathize and, like, connect with the initial question because I have similar mixed feelings about doing this. So, I will give you my - just my perspective as to why I feel - why I support this statement and why I think it could help. Whether or not it is a mission creep for the TAC, I feel like that's up to the TAC to figure out, but I would encourage the TAC to consider its role as peace building and, you know, just sort of changing policing culture more generally with the different types of interactions that we have with the police. So, the first - so, I'm part of the FIT, the Focus Intervention Team, which is the gun violence response team that was recently implemented for the City of Portland and, you know, I'm not going to - I'm just going to rip this Band-Aid off, right. So, like, morale in the Portland Police Bureau is really bad. There is tension between the public. There is tension between the police. There is politics involved. All of that is true. And while they're figuring out how to fix that within their own internal structure, the reality is that the ability for the community to connect with PPB is at an all-time low. And so, the general idea was, like, look, the Training Advisory Council's role is to support training, and that's what we're doing. Right now, PPB, regardless of how you feel about crowd control management generally, right, or how it's done, what you just - the basic nut of it is, right, that they currently do not have individuals who are really trained in this right now that would - are ready to do the work because the individuals that were trained have all since resigned, right. So, regardless of the politics around that, the question that I was asking from a training perspective is if a crowd control issue

## CONFIDENTIAL TAPED STATEMENT

IA# TAC Meeting 051122  
TAC Meeting / N/A

05/11/2022  
Page 31 of 41

were to occur, do we want - because the police are going to respond. Period. It's not like the police are not going to interact with the crowd if there were a crowd control issue. They're going to do it. So, the question is do we want untrained people to do that, or do we want to invest in training however the city and the police decide that has to look moving forward because it sounds like the city is going to have a really strong hand in sort of reshaping what crowd management looks like moving forward. So, that's the first piece of it. The second piece is this idea that the bureau, right, consistently receives multiple messages, right. One message is we don't want you. We want to defund you. We don't want to invest in things like training. Another message that they get is we have a need in the community to do policing. Go out there and do it. And so, they feel oftentimes that they're not generally supported by the community, and officers there - people applying for these positions are at an all-time low, right. And so, you know, the bureau is saying, look, we have a need to train and recruit people for this work, but the reality is we have concerns as to whether or not anyone is even going to want to apply because of all of the politics around it. Is there a statement from the TAC that you could make to just say, "Hey, as community members that are concerned about training and want to invest in making sure that police have good training, would you be willing to make a statement not in support for the role necessarily of what they would be doing but in support of them to apply," right. Like, this is a support statement to encourage them to apply for the job. And you'll notice in here that the first statement of this is extremely important, and it's kind of - this was pushing, I think, the comfort of PPB a bit, and we had some hard discussions about this, but it was this idea that we're encouraging forward-thinking candidates specifically for this position. This is the idea that we're sort of putting a call out within PPB as the TAC saying that we really want, you know, people who are mindful of the issues and concerns that Portland has, you know, to be mindful of that and aware of that, like, to apply, right. And we have to walk a delicate line around how we state that, but the idea is we really want to encourage people who are really more aware of the concerns and are sensitive to the concerns of Portland because we recognize that the role of an instructor, right, like, whether they're actually, they themselves, would be participating in any crowd control management that as an instructor they hold a tremendous amount of power, right, influencing the mindsets and attitudes of those under their charge. And so, this was a significant piece for us. It was an opportunity I think our group felt to have some influence and sort of, hopefully, the language around police reform about who we want in these types of positions.

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 32 of 41**

So, that was that - and others in the group might have a different take on this, but for me personally, that's how I looked at it, and I thought it would be better to have some sort of statement of what we were kind of looking for than to have no statement at all.

**KAHAN:** Thank you, Gina. I will add that this - the way this happened is Captain Crooker who heads the Specialized Resources Division asked the Training Division to ask the TAC to provide volunteers to help him on short notice for a lot of work. This message came out. We got four people who volunteered. Three of them were assigned, and eventually two of them, and the alternate did the work. So, it actually came through. If it were just a question of providing feedback to Captain Crooker, that would have been the end of it because it would have been sort of like observing training and giving feedback to the people who did the training. What Crooker wanted more, he wanted a statement of support for the effort of recruiting that turned it into a support statement, so therefore, in my capacity as acting chair, I decided that a support statement needs the support of the TAC by a vote, and that's why you're here right now voting for it. But Gina, thank you very much for that explanation. Any more questions? I don't see anybody's hand up right now.

**NEWMAN:** Yeah. I can't raise my hand.

**KAHAN:** I see yours. Okay. Do you have a comment, Barry?

**NEWMAN:** Yeah. No, I just wanted to dovetail with what both Brian and Gina said in response to Abi's question and that is that, you know, I think that this is very carefully worded and says, "We as the Training Advisory Council, as a voice for diverse Portland communities and advisors to the Training Division, would like you to consider taking on the role of grenadier instructor" or whatever instructors because, you know, I think that if, as Gina said, you know, there's a lot of history here. There's a lot of politics, et cetera. This is not us telling people to do it. This is us saying that if you decide to do this, which is a lot of work - it's difficult, and, you know, the point is that eventually, hopefully, it will serve the people of Portland."

**KAHAN:** I'm beginning to feel we're reaching the end of this discussion. I see Nathan's hand up and Ira's hand up.

**NEWMAN:** Okay.

**KAHAN:** After that, I'd like to have a motion of some sort. Thank you. Nathan?

**CASTLE:** I just want to point out there's a question in the chat from Ambush, and I was curious to hear Gina's answer to that.

**KAHAN:** Which - pushback that PPB expressed?

**CASTLE:** Yeah.

**KAHAN:** Okay. That one's from - that one is from Ambush.



## CONFIDENTIAL TAPED STATEMENT

IA# TAC Meeting 051122

TAC Meeting / N/A

05/11/2022

Page 33 of 41

**RONNING:** Yeah -

**KAHAN:** Can one of the three of you take a shot at what pushing - what pushback. I wasn't aware of it.

**RONNING:** Well, not pushback. I said the comfort zone, right, around language because - how do I say this? So, I think we just have to be really boldly transparent, right, around these issues, and the reality is that the police bureau, not everyone in the bureau agrees about some of the social concerns that the public has about policing. Like, let's just name it for what it is. And so, the reality is that we can use very forward-thinking language in the bureau, and the bureau has a very distinctive culture that doesn't always respond well to that language. And until the bureau works that out - and I have my own personal opinions about this which I don't - I do not want to take up time in the TAC to talk about my own person opinions about what the bureau should be doing around language to encourage radical transformation in the bureau. That's my opinion. But I do - I'm very compassionate to the fact that the language that the police officers speak in their own internal culture is different than the language that maybe many of us would speak in the non-profit world, the community-organizing world, the activist world. And so, we were trying to find a way to build a bridge between sort of these two worlds of language, right. And I'll tell you from the FIT experience really quickly - not to take up too much time - because the bureau was really open - I want to be clear about this. They weren't against us using the language because they were very supportive of what we were wanting in these roles. Like, when we talked about our concerns and, you know, and the types of things that they would be considering, they were very supportive of that. We didn't get any pushback on that. The fear if you will or concern, I guess - maybe fear is too strong of a word - is the idea that if certain language was used, the officers might not apply because those terms and language might have a different meaning or connotation or stigma for officers within their own culture, and we're learning about this, right, and I know I'm learning about this. And in the FIT, when we first drafted our first statement for something similar for a different role, they gave us total leeway to write it exactly how we wanted, and we did, and they published it to the bureau, and nobody applied for the positions. Like, nobody. It went, like, months. And so, we came back to the table. We rewrote some things. We built a bridge between languages, and then people applied. And so, this is something that I think the TAC should keep in mind also because I think it's something we need to learn more about and understand more about and perhaps have ongoing conversations. So, just to be clear, like, PPB did not give pushback on our desire for what we wanted. It was really more about how do we

## CONFIDENTIAL TAPED STATEMENT

IA# TAC Meeting 051122

TAC Meeting / N/A

05/11/2022

Page 34 of 41

create a statement that will capture the attention and the imagination of those in the bureau being sensitive to some of these cultural limitations. So, that's really what that was about.

**KAHAN:** Okay. Thank you. Ira?

**BLUMBERG:** Thanks. I posted in the comments a couple of suggestions for alternative language, and I'd just like people to consider that for that last sentence. In particular, I'll just speak it out loud so people can hear it. For the last sentence, I propose that we word it as, "While we acknowledge that this work is difficult, it will greatly serve and benefit the people of Portland."

**KAHAN:** Okay. Do I hear a motion to - or, Barry, I see - Brian, I see you want to say something. I hope it's quick.

**WHITE:** It is quick. I was just going to say real quick the thing too is that this message is contained inside of the entire position announcement, and we were asked as the Training Advisory Committee to come in and advise on how this position would be presented, and part of that is this message. And so, I do see that we are as, you know, a training advisory council, definitely are - part of this - this message standalone might look like, "Just this message?" but we actually were part of developing the entire position statement, and so this is just part of it, and I like that, Ira. I think that sounded great.

**KAHAN:** Okay. I'm going to just take it from here. Do I have a - first of all, do I hear a motion? I'll deal with Ira afterwards. Do I hear a motion to approve this?

**NEWMAN:** Can I -

**KAHAN:** I'm asking for a motion. Do I hear one?

**NEWMAN:** I'm the one who's presenting it. Can I offer the motion?

**KAHAN:** Yes, you may.

**NEWMAN:** Okay. Well, I would make a motion to approve it, and I would - someone want to second that?

**MALE:** Second it.

**JOHNSON:** I'll second it. Don Johnson.

**KAHAN:** Now I'm going to ask Barry; will you accept as a friendly amendment from Ira his wording?

**NEWMAN:** I was going to make a motion to accept to amend -

**KAHAN:** If you will accept that as a friendly amendment to your motion, we can take it that way.

**NEWMAN:** Yes, I would accept that amendment, and I would move to accept that amendment.

**KAHAN:** Okay. Has somebody written that down other than Ira?

**NEWMAN:** No. But Ira, if you send me that - if you send that to me, I'll -

**KAHAN:** Okay. Barry, Chris -

**BLUMBERG:** I'll put it in the comments right now.

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 35 of 41**

**KAHAN:** Barry, Gina, Brian, and Ira, please work that out. Ira, read your wording again, please.

**BLUMBERG:** I put it in the comments. (Inaudible) just a moment.

**KAHAN:** The last sentence.

**MOORE:** It's in the chat, Jim.

**KAHAN:** Okay. Wish I saw it. I still don't see it.

**NEWMAN:** It's a ways up there. It's a ways up there

**KAHAN:** Okay. I see Barry - "While we acknowledge that this work is difficult, it will greatly serve and benefit the people of Portland." That's the last sentence of the motion that we're asking people to accept. Before we vote, do we have any further comments? I see no hands up. We will move to vote on this. All right. Kwame? Kwame? Close your sharing, please, Barry.

**NEWMAN:** Okay. Sorry. Let me - sorry about that.

**KAHAN:** Kwame, your vote. You're mute. We'll come back to Kwame. Abi?

**KLEPPER:** Yes.

**KAHAN:** Thank you. Phil?

**LEVINSON:** Yes.

**KAHAN:** Thank you. Gary is gone. Morgan?

**MOORE:** Yes.

**KAHAN:** Barry?

**NEWMAN:** Yes.

**KAHAN:** No surprise there. Thank you. Bill?

**PRYOR:** Yes.

**KAHAN:** Gina?

**RONNING:** Yes.

**KAHAN:** No surprise. Sarah?

**SCHURR:** Yes.

**KAHAN:** Kristina?

**URSIN:** Yes,

**KAHAN:** Brian?

**WHITE:** Yes.

**KAHAN:** Sylvia?

**ZINGESER:** Yes.

**KAHAN:** Patrick?

**ALEXANDER:** Yes.

**KAHAN:** Sheri?

**ANDERSON:** Yes.

**KAHAN:** Ambush?

**BALOGUN:** Yes.

**KAHAN:** Ira?

**BLUMBERG:** Yes.

**KAHAN:** Emilee?

**BRNUSAK:** Yes.

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**  
**TAC Meeting / N/A**

**05/11/2022**  
**Page 36 of 41**

**KAHAN:** Nathan?

**CASTLE:** Yes.

**KAHAN:** Cheryl?

**EDMONDS:** Yes.

**KAHAN:** David? David?

**FLEISCHER:** Yes.

**KAHAN:** Thank you. Greg?

**GRIFFIN:** Yes.

**KAHAN:** Tyler?

**HALL:** Yes.

**KAHAN:** Donald?

**JOHNSON:** Yes.

**KAHAN:** Albyn?

**A. JONES:** Yes.

**KAHAN:** Kwame again? Kwame? I can't hear you, Kwame, and you're mute. I will have to take Kwame as an abstain because I can't hear a vote. I will vote yes. We have 23 yeses, 1 abstention. Motion passes. So, that finishes that. Next item - we're running late you all.

**NEWMAN:** Thank you, all.

**KAHAN:** Do I have permission to continue this meeting for another 15 minutes?

**MALE:** Yes.

**MALE:** Aye.

**KAHAN:** Thank you.

**MALE:** Yes.

**KAHAN:** Okay. We move to updates on task forces. Please be brief. Crowd Control?

**NEWMAN:** Yeah, hi. I'm going to put a Crowd Control Task Force statement. Basically, after there are - the statement will be after reviewing initial information with regards to crowd control and use of force, it became clear that there was a veritably overwhelming amount of information, and essentially, due to time and availability and a huge amount of information, we're going to publish a statement. It was considered the opinion of the work group that this topic either be left to a later time when more finalized inputs and decisions have been completed, and further consideration would be that the Training Advisory Council, rather than creating a document covering such a broad topic, could await specific requests from the Training Division or the bureau to assist in reviewing or suggesting improvements in specific areas. It just is too much information to really be able to put it all together in a short period of time like that. SO, that will be the statement. I will - I can actually put that in the chat if anybody would like to see the full -

## CONFIDENTIAL TAPED STATEMENT

IA# TAC Meeting 051122

TAC Meeting / N/A

05/11/2022

Page 37 of 41

**KAHAN:** That is just the report. It does not call for a report and - it will save the transcriber - if you put it in the chat, the transcriber doesn't have to transcribe your statement. Officer Wellness? Is there somebody here to speak to Officer Wellness?

**MOORE:** Oh, because I know we're running late - oh, Kristina, go. Go! Go! Go!

**URSIN:** I was going to say that we have an initial draft on our ideas, but as part of it is related to the community academy, we want a little more time to kind of flush out those ideas, and I'll be joining on this weekend, so I'll hope to add more information to our draft, and we hope to have it ready for the July meeting. Morgan, did I miss anything?

**KAHAN:** Do you think you could have it ready for the next steering committee meeting where we can have a look at it and see where you're going and make comments?

**URSIN:** Sure.

**KAHAN:** Thank you very much. And we got to Restorative Justice. Gina?

**RONNING:** Our group has recently finalized sort of a statement of purpose. And our group is sort of in a unique position about sort of what our purpose is considering that PPB is asking us to engage in sort of long-term work kind of beyond what maybe a traditional task group of the TAC would normally do. And so, I'm interested actually in exploring the development of a formal subcommittee for TAC to do this work. I know, like, I think Nathan mentioned about, like, the things that we're doing in this group whether they can be sustained over a long period of time. And it is my opinion that there might be certain topics or projects with PPB that might be worth moving beyond the stage of a task force and looking at it to be a more sort of semi-permanent structure within the TAC. So, that's something or group wants to explore and explore with the steering committee as well and then obviously the larger group. A goal: I think our group is to meet again, and we're going to identify based on what we've learned so far about RJ and PPB is to provide a summary for the TAC about what that project is and a summary of what the PPB is asking our group to do and then open up conversations about how we sort of envision our role in that work moving forward.

**KAHAN:** Okay. Is there a recommendation to the Training Division that is likely to emerge from this discussion, or is it something that's outside of the remit of the task group as - task force as it was originally proposed because what you're proposing is very interesting, but to my mind, it doesn't fit the definition of what a task force does. So, if you want to pursue doing that, I'd like to see it. But it looks to me as if this goes beyond what task forces do.

## **CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**

**TAC Meeting / N/A**

**05/11/2022**

**Page 38 of 41**

**RONNING:** Yeah. It's hard to know, right, like, what a task force is doing in the TAC because we have no bylaws on either subcommittees or task force. There's no actual language around the governance of those groups. And so, while I hear that concern, Jim, I also - I don't know that we have really any kind of structure other than just what is previously done before through tradition and so - and I'm going to be honest with you. I'm one to break tradition in the name of doing reform. And so, I don't know the answer to that question. I think our group, based on the things that have recently emerged in those concerns, I think it would benefit our group to circle up at least one more time and kind of move forward. There's certain a - I do feel there's a couple of things we can recommend to PPB thus far based on our conversations with them, but it's definitely ongoing work, so that's definitely something we have to explore.

**KAHAN:** I think at a minimum what you would have to do is come up with a statement about how what you want to happen is consistent with the mission statement as currently written, otherwise - if you can do that, then we can go forward and figure out what might be the best way of doing that. So, if you would proceed along that route, I think that would be the most productive.

**RONNING:** Great. And it would be - I don't know if the steering committee will have an opportunity to meet before the RJ group, but if there are specific things like that, that would be helpful if we could just get those written down. If you would be willing to send that in an email just so that we have that on record as sort of talking points for our group.

**KAHAN:** And what I said I thought was fairly simple. We have a mission statement. It was read at the beginning of this meeting. I think if you could say what you want - how what you want is consistent with that mission statement, that would be very helpful.

**RONNING:** Yes. And that is simple. I'm just stating that if there's anything in addition to that so it's like we don't go through that work and then later are handed another list of other things we need to look at, it would be helpful.

**KAHAN:** That is certainly a first and necessary step before we can go anywhere else.

**SCHURR:** I would like to make a suggestion that when it comes to something as complicated as the nuance of this particular innovation we want to make and the mission of the TAC that it probably not be done at the end of a meeting when we're over time and tired.

**KAHAN:** Exactly.

**SCHURR:** That this is a decision that maybe goes at the beginning of a meeting when we're fresh.

**KAHAN:** I'm expecting a written document that would say that and not in discussion. My discussion, Sarah, is we need that in writing.

## CONFIDENTIAL TAPED STATEMENT

IA# TAC Meeting 051122

TAC Meeting / N/A

05/11/2022

Page 39 of 41

That's all. No more. And I hear Gina as having agreed with me that she will do that. Okay. Anything else? Okay. We'll move to public comment. Dan, I'm sure you're going to raise your hand, so I'll call on you first.

**HANDELMAN::** Sorry. I had to double unmute there. Hello to the new members. My name is Dan Handelman. I use he/him pronouns, and I'm with a group called Portland Cop Watch. We're promoting police accountability through civilian actions since 1992, so we're celebrating our 30<sup>th</sup> anniversary this year. And all the purpose of my comments is to make you a better group and to make a better place to live and make the police bureau do their work better, so please don't misunderstand anything I'm saying as being negative or a criticism because that's not - it's not meant to - in that sense. So, many of my comments that I want to make are connected to each other. The first is that on Friday as I'm sure you all know, the Focus Intervention Team was involved in the second Portland police involved shooting this year. So far the suspect is still alive. But, you know, the chief put out a statement about it, or the chief's office put out a statement about it, saying, "I'm glad no community members and no officers were hurt," but the suspect was hurt, and I think that there should be some - you know, regardless of how he behave, there should be some concern about a human being who's been wounded. So, getting to that kind of division between the community and police, it's been reported that about only 30 percent of the police live in this community. The community is really counting on you all to carry voices forward and help transform this bureau. And one of the things that I do at all of the meetings I'm at is refer to people by their titles. So, Lieutenant Jones, when he offered to use his first name, I don't mean disrespect by not using a first name. I just feel like people who are watching this video back later or who are attending the meeting for the first time, they don't understand who is who, and I think it's helpful to use titles. So, that's just something to think about going forward. And so, on that note, there's kind of like - there seems to be more efforts to use, and I mean that term in two senses, to use the Training Advisory Council members to get involved more intimately inside the bureau, and as you do that remember not to get too cozy because you are community members that are not police officers. And this letter that you just approved, my comments on it had to do with the language, and I understand, and I heard what was said about why the language is the way it is, but to me - some of it can be interpreted in too many different ways. Forward thinking to some police might mean something different to what we think. I mean, best practices might mean something different from what we think it means. They use the word *tools* when we're talking about weapons is an ongoing concern

## CONFIDENTIAL TAPED STATEMENT

IA# TAC Meeting 051122

TAC Meeting / N/A

05/11/2022

Page 40 of 41

that we have at Cop Watch. And then the term *grenadier* itself is very militaristic, and, you know, had I had a chance to weigh in before you voted on it, I would have said, you know, grenadier and in parentheses some suggested term that the community might put forward to kind of change this militaristic language and mindset. I also noticed that the other jobs that are open include non-uniformed officers coming to protests. And I go to a lot of protests, and I expect the people who are next to me believe in my cause and are part of it and will pick up a sign when I hand it to them and not that they're spying on me in order to tell somebody what's going on, and I find it very discouraging. We know this has happened to us at least once at a protest. And we had an undercover officer come to a very early meeting of ours, and I find that very discouraging as somebody who is trying to make a positive change that the police are kind of basically inside our events spying on us. And in terms of the acronym list that was mentioned, the document that you - the one-pager of the document that you adopted tonight had a lot of acronyms in it that I don't understand. And so, whoever translated the recommendations over, it would have been helpful to spell out all of the things that were used as acronyms in there. And so, finally, just in terms of this coziness with the police and the way we can learn each other's cultures, one of the things we say at Cop Watch is that we're not going to do the Police Citizen's Academy or a ride along until the police are required to do a homeless immersion which is a thing where you spend 24 hours on the streets understanding what it's like to be houseless, and I - you know, so I want to have you think about that as something to recommend to the bureau to adopt as part of their training at some point. I appreciate your time. Oh, and by the way, we have a newsletter that's out. The online version isn't quite ready yet, but it should be ready soon. Our website is [portlandcopwatch.org](http://portlandcopwatch.org). Thank you very much.

**KAHAN:** Are there any other public comments? I see no hands raised. Okay. I hereby resign and stop acting chair and ask Nathan to take over so we can adjourn.

**CASTLE:** Thank you, Jim, and thank you for your service as interim chair -

**NEWMAN:** (Inaudible).

**CASTLE:** Yes. Do I hear a motion to adjourn?

**MALE:** So moved.

**NEWMAN:** Second.

**CASTLE:** All right. And I hear a second. So, I think - I don't think we have to vote on this.

**KAHAN:** You can just do by acclimation.



**CONFIDENTIAL TAPED STATEMENT**

**IA# TAC Meeting 051122**  
**TAC Meeting / N/A**

**05/11/2022**  
**Page 41 of 41**

**CASTLE:** By acclimation, anyone opposed to ending the meeting? All right. I think we're adjourned.

**MALE:** Thank you.

**CASTLE:** I want to be clear that we're adjourned.

TAC 3-09-2022

Transcribed 06/25/22 @ 10:36 p.m. Elice Turnbull (0618et02)