



Bureau of Human Resources
Community Conversation on Portland Police Association
Summary Report

January 2020

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Introduction

The offices of Mayor Ted Wheeler and Commissioner Jo Ann Hardesty hosted two community listening sessions regarding the City of Portland's upcoming negotiations with the Portland Police Association (PPA). The purpose of these listening sessions were to increase community engagement and transparency, to inform the public about the collective bargaining agreement (CBA) process, listen to their thoughts and concerns, and obtain feedback to ensure the contract best serves the needs and priorities of residents. This report summarizes the main themes that emerged during the listening sessions.

Methodology

Qualitative data was gathered from two listening sessions titled, Community Conversation on Portland Police Association Contract. The first session was hosted on Monday, November 18, 2019 at the Portland Community College Cascade Student Union from 6:00 PM-8:00 PM. The second session was held on Monday, December 16, 2019 at the Portland Community College Southeast Community Hall from 6:00 PM to 8:00 PM.

The public was informed of these events through a press release from the Mayor's office, the Mayor and Commissioner Jo Ann Hardesty's social media accounts, and Commissioner Jo Ann Hardesty's MailChimp list. Upon arrival attendees were asked to sign-in and given an index card to vote on an issue that they wanted to discuss during the listening session. Professional discussion facilitators collected and totaled all of the votes. They then identified the top three issues that would be addressed during the breakout sessions. Afterwards, tables were clearly marked for the designated topics. Attendees were instructed that they would only be able to discuss 2 out of the 3 issues. 30 minutes were allocated for each breakout session for a total of one hour. During the first listening session the following three issues were identified as table discussion topics: Oversight, Accountability, and Deadly Force. In addition, the top three issues identified during the second listening session were: Oversight, Accountability, and Hiring, Firing, and Training. There were approximately 75-100 attendees at each listening session. Eight facilitators led table discussions during the first event and seven during the second event. American Sign Language and Spanish interpretation was also provided for attendees. The facilitators recorded the attendees' feedback on Post-It easel pads.

Findings

Attendees of the listening sessions were asked to provide their thoughts and concerns regarding the upcoming PPA contract negotiations. The following section provides an overview of common themes that emerged from the attendees' feedback.

Community/Civilian Oversight

- **Deadly Force and Discrimination:** Independent civilian oversight with explicit jurisdiction over deadly force and discrimination.
- **Compel Testimony:** Civilian oversight should be able to compel testimony.
- **Control:** Adopt an absolute principle in the contract (not subject to bargaining) that civilian control takes priority over any other governing body.
- **Accountability:** Communities determine how to hold police officers accountable.
- **Misconduct:** Give community oversight the ability to access all reports of police misconduct.
- **Arbitration:** Community members select arbitrators and arbitration should not be allowed to override independent community oversight.
- **Demotion, Promotion, and Firing:** Citizen oversight determines demotion, promotion, and firing of police officers.
- **Input:** Provide opportunities for public input during the collective bargaining process.
- **Training and Professional Development:** Citizens should have access, be a part, and design trainings (community-centered, de-escalation, and trauma informed). There should be community agreed upon standards for training and professional development.
- **Elected Official:** Community members decide which elected official oversees the Portland Police Bureau.
- **Police Chief:** Public involvement in developing the Police Chief's oversight.
- **Portland Committee on Community-Engaged Policing (PCEEP):** PCEEP be controlled by the community instead of the City.

Diversity, Equity, and Inclusion

- **Recruitment:** Recruit candidates from diverse backgrounds and various professions.
- **Hiring:** Hiring should reflect diversity of communities. More thorough research on hires with white supremacist beliefs, including reviewing social media accounts. Require anti-bias verification before hiring police officers. If a candidate is associated with a hate group they are not hired.
- **Oversight:** Diverse representation needed in oversight.

- **Advisory Boards:** LGBTQIA+, immigrant, unhoused, different abilities, languages, refugees, sex workers, Black, indigenous, and people of color should be included in the advisory boards.
- **Disability Accommodation Registry:** Reinstatement of Disability Accommodation Registry or similar system.
- **Requirements:** Same discovery/testimony requirements for police officers and citizens.
- **Special Protections:** Police officers should not have special protections not given to everyone after killing someone.
- **Special Privileges:** Police officers being investigated should not get special privileges that community members do not have.
- **Investigations:** Investigations of civilians and police officers be the same.
- **Process:** Same process for police officers before grand juries as for citizens.
- **Representation:** Make sure attorney representation and discovery provisions for police officers are the same for civilians.
- **Community Engagement:** Meaningful and inclusive community engagement.
- **Implicit Bias:** Police should have to take an implicit bias test before employment and periodically after employment and pass a bias training threshold.
- **Trainers:** Hire more diverse trainers.
- **Training:** Provide trainings on race and gender identity, housing status, systemic oppression, racial discrimination, Oregon's history, cultural competency, and working with intellectually and physically disabled communities/neurodivergent populations.
- **School Resource Officers:** Conduct trainings for school resource officers concerning racial bias, school-to-prison pipeline, and student relationship building.

Transparency

- **Infractions:** Police officer infractions be made public.
- **Training:** Training materials be available to the public.
- **Body Camera Footage:** Public have access to body camera footage.

- **Investigation and Grievance:** Include language in the contract that investigation and grievance processes be made public to citizens.
- **Dashcam/Surveillance Footage:** Release dashcam/surveillance footage in less than 10 hours.
- **Records:** Provide increased access to records of police misconduct.
- **Complaint Process:** Accessible information regarding complaint process and tracking.
- **Evidence:** Documented timeline for who processes evidence.
- **Recruitment and Selection:** Transparency of recruitment and selection processes for police officers.
- **Police Review Board:** Police Review Board should be open to the public.

Discipline

- **Community Input:** More community input on disciplining of police officers.
- **Racism:** Fire police officers who demonstrate racist and bias behaviors.
- **Misconduct:** Fire and prosecute police officers who commit misconduct.
- **Barriers:** Remove barriers in the contract that allow for police officers to be disciplined.
- **Discipline Matrix:** Current discipline matrix too lenient for how police officers are held accountable.
- **De-Escalation:** Increase discipline of police officers who do not de-escalate first.

Mental Health

- **Wellness:** Develop wellness programs for police officers and conduct therapeutic checks.
- **Trainings:** Provide trainings regarding mental health issues and trauma prevention.
- **Force:** Police officers accused of force given a mental health evaluation and mandatory drug testing, specifically for steroids.
- **Mental Health Care:** Require police officers to receive mental health care.
- **Psychological Tests/Evaluations:** Conduct yearly psychological tests/evaluations of police officers.

Conclusion

The City of Portland's Community Conversation on Portland Police Association Contract listening sessions provided the public with an opportunity to be engaged in the PPA contract decision-making process. The main themes that emerged from the qualitative data were Community/Civilian Oversight, Diversity, Equity, and Inclusion, Transparency, Discipline, and Mental Health. The themes and feedback will be used to inform PPA contract negotiations. The City of Portland will continue to prioritize community engagement, transparency, and educating the public about the collective bargaining process.