

**Police Accountability Commission**  
**Quarterly Report to the Portland City Council**  
**December 2021-March 2022**



**Introduction**

The Police Accountability Commission was convened in December 2021. It entered its Organizational Phase of work, which extended through March 2022. This document is the quarterly report of the City of Portland Police Accountability Commission through March 31, 2022.

During the period covered by this report, the Police Accountability Commission held seventeen meetings, including seven full-commission public meetings, eight sub-committee public meetings, and two private community-building sessions designed to develop the working relationships of community members serving on the PAC.

The work done by the Police Accountability Commission culminated in the approval of four documents which comprise the outcomes of the Organizational Phase of work:

1. **Values and Goals** that the Police Accountability Commission commits to reflecting in its recommended new accountability system and oversight board.
2. **Bylaws** to govern internal processes of the PAC.
3. **Agenda and Scope** to define the phases of the Commission's work, deliverables for each phase, and the path the PAC will take to developing a recommendation to the City Council for a new accountability system and oversight board for police.

4. **Community Engagement Framework** to describe the Police Accountability Commission’s vision and approach to community engagement, and which the PAC commits to using in co-creating engagement efforts throughout its work.

The PAC appreciates that all Council offices, as well as the City Attorney’s Office, sent representatives to observe PAC meetings during the period covered by this quarterly report. We thank the Council and City Attorney’s Office for their interest in our work.

## **Background**

Following the murder of George Floyd in May 2020 by Minneapolis police and amidst a nationwide reassessment of police accountability and oversight systems, the Portland City Commission (City Council) adopted Resolution 37499 on July 29, 2020.<sup>1</sup> This resolution placed Ballot Measure 26-217 on the November 2020 ballot for the consideration of Portland voters.<sup>2</sup> Voters approved the ballot measure by an 82%-18% margin in November 2020.<sup>3</sup> The ballot measure authorized a new, independent community police oversight board and accountability and disciplinary system for the Portland Police Bureau (PPB).

The City Council adopted Resolution 37527 in December 2020, which created an application and selection process for membership in a 20-member commission to write the detailed rules for the new police oversight board.<sup>4</sup> Applications closed on March 15, 2021.

## **Appointment**

The City Council created the commission formally on July 28, 2021 (Resolution 37547), tasking it with “writing out procedures, powers, definitions, and other details” for the new investigatory and disciplinary framework and oversight board.<sup>5</sup> On the same day, Council appointed twenty members of the community to the commission (Resolution 37548).<sup>6</sup> This followed an open selection process that received well over 100 applications before closing on March 15, and a collaborative selection process among all five Council offices. One member of the Commission resigned and was replaced by City Council on March 30.<sup>7</sup> Over the next few months, Commission members were sent City training materials which all advisory group members are required to complete, staff support was

---

<sup>1</sup> <https://www.portland.gov/sites/default/files/2021/portland-city-council-resolution-37499-07-29-2020.pdf>

<sup>2</sup> <https://www.portland.gov/sites/default/files/2021/portland-ballot-measure-26-217-11-03-2020.pdf>

<sup>3</sup> <https://www.portland.gov/elections/elections-results#toc-city-measure-election-results>

<sup>4</sup> <https://www.portland.gov/sites/default/files/2021/37527-establish-selection-criteria-for-a-commission-to-craft-the-new-police-oversight-system-resolution.pdf>

<sup>5</sup> <https://www.portland.gov/council/documents/resolution/adopted/37547>

<sup>6</sup> <https://www.portland.gov/council/documents/resolution/adopted/37548>

<sup>7</sup> <https://www.portland.gov/council/documents/resolution/appoint-alvin-joswick-pac>

hired, and access to technology was provided to members. Scheduling conversations and preliminary introductions followed, eventually leading to the scheduling of convening meetings in December 2021.

## **Convening**

The Police Accountability Commission held a private meet-and-greet for members to meet each other, many for the first time, on December 2, 2021.<sup>8</sup> The PAC held its first two public meetings on December 9 and December 18, agreeing to preliminary and interim understandings on how the commission would be managed throughout the Organizational Phase of work, which extended through the end of March 2022.

The Commission selected Commissioners Sophia Glenn and Angie Tomlinson as co-chairs for the Organizational Phase. The Commission created two sub-committees, one on Bylaws and Internal Processes and the other on Community Engagement Framework. Each sub-committee also had two co-chairs approved by the Commission.

## **Phased Approach and Timeline**

Members suggested beginning the work with an understanding of the organization of the commission and its procedures, and development of group agreement on processes as well as values, goals, and an order in which the commission would address the tasks it has been charged to complete by City Council. These suggestions, given over October and November individually, were arrived at by consensus in the December convening meeting, establishing the Organizational Phase of work with four primary outcomes:

1. **Values and Goals**, which are measures by which the Commission can judge its own proposals prior to developing them and recommending them to the City Council.
2. **Agenda and Scope**, which defines tasks the Commission will undertake to meet and in some cases exceed the requirements from the City Council in developing the new system, as well as organizing them in future phases.
3. **Bylaws**, which are a required task for City advisory groups and which determine internal leadership and other processes and rules for the Commission to follow.
4. **Community Engagement Framework**, which is both a statement of principle internal to the PAC as it begins planning community engagement work and a statement to the community about how community engagement fits into the broader effort of the PAC to develop a new accountability and oversight system for the Portland Police Bureau (PPB).

---

<sup>8</sup> <https://www.portland.gov/police-accountability/events/2021/12/2/police-accountability-commission-private-meet-and-greet-1>

The Agenda and Scope document defined the phases of work for the remainder of the Commission’s charge:<sup>9</sup>

1. Organizational Phase
2. Fact-Finding Phase
3. Establishing Powers and Duties Phase
4. Structure and Details Phase
5. Transition Plan and Final Details
6. Concluding Phase(s), including public review of a draft document and presentation to City Council

Following the conclusion of the Organizational Phase on March 31, 2022, the Police Accountability Commission is currently in the Fact-Finding Phase.

The Police Accountability Commission intends to put its recommendations for a new investigatory, disciplinary, and accountability system for Portland police, including a new oversight board, before the City Council in 2023.

## **Values and Goals**

The Police Accountability Commission began discussing their Values and Goals in January 2022.<sup>10</sup> This began with a discussion of the City of Portland’s Core Values (Anti-Racism, Equity, Transparency, Communication, Collaboration, and Fiscal Responsibility), the importance of values to the PAC’s work and public education about the work, and the use of values and goals as self-defined “success criteria” to measure a prospective proposal against before recommending it to the City Council. Following this framing, commission members discussed potential inclusions into the Values and Goals document, which were formed into a draft for discussion in early March.<sup>11</sup>

The commission collaboratively developed and adapted this draft at its March 17 and March 24 meetings, ultimately approving the document by consensus on March 24.<sup>12</sup> The Police Accountability Commission also committed themselves “to ensure that all future decisions align with the values and goals” by referring to the document prior to developing recommendations for the City Council for a new police accountability and oversight system.<sup>13</sup>

---

<sup>9</sup> <https://www.portland.gov/sites/default/files/2022/pac-agenda-and-scope-03-31-2022.pdf>

<sup>10</sup> <https://www.portland.gov/police-accountability/events/2022/1/27/police-accountability-commission-meeting>

<sup>11</sup> <https://www.portland.gov/police-accountability/events/2022/3/3/police-accountability-commission-meeting-w-public-comment>

<sup>12</sup> <https://www.portland.gov/sites/default/files/2022/pac-values-and-goals.pdf>

<sup>13</sup> <https://www.portland.gov/sites/default/files/2022/pac-03-24-2022-potential-agreements.pdf>

The values and goals that the Police Accountability Commission commits to reflecting in its work (establishing a new accountability system and oversight board for police) are:

1. Equity and Inclusion
2. Anti-Racism
3. Harm Reduction
4. Transparency and Trustworthiness
5. Community-Centered
6. Effectiveness

### **Internal Processes**

The Police Accountability Commission formed a Sub-Committee on Bylaws and Internal Processes in December, which met from January through March of 2022.<sup>14</sup> The Sub-Committee developed ideas and values for internal governance of the PAC, designating many for inclusion in the PAC Bylaws. The Sub-Committee also used the City Bylaws template and crafted PAC Draft Bylaws, which were referred on March 12, 2022 to the full Police Accountability Commission with the consensus of the Sub-Committee.<sup>15</sup>

The Police Accountability Commission discussed the Draft Bylaws referred by the Sub-Committee, ultimately adopting them as the Police Accountability Commission Bylaws.<sup>16</sup> The PAC approved the document by consensus on March 31, 2022.<sup>17</sup>

Core concepts in the PAC Bylaws, reflecting the values and aspirations of the members in their discussions, include:

- Meetings are open to the public, with community members having an opportunity to give input through public comment prior to all substantive decisions
- Consensus is the ideal, with members and co-chairs committing to working to achieve consensus. If consensus is not possible, support of 60 percent of commission members is sufficient.
- Reduction of hierarchy between members, through rotation of leadership and multiple officers of the PAC (including three PAC co-chairs)
- Transparency among members of the PAC, and between the PAC, the City, and the public, including interest groups and media. The PAC will be transparent in its communications, information gathering, deliberations, and decision-making.

---

<sup>14</sup> <https://www.portland.gov/sites/default/files/2021/pac-12-18-2021-potential-agreements.pdf>

<sup>15</sup> <https://www.portland.gov/police-accountability/events/2022/3/12/bylaws-work-session>

<sup>16</sup> <https://www.portland.gov/sites/default/files/2022/pac-bylaws-03-31-2022.pdf>

<sup>17</sup> <https://www.portland.gov/police-accountability/events/2022/3/31/police-accountability-commission-meeting>

## **Community Engagement**

The Police Accountability Commission formed a Sub-Committee on Community Engagement Framework in December, which met from January through February of 2022.<sup>18</sup> The Sub-Committee discussed their vision and values for community engagement, objectives PAC community engagement should achieve, and how methodologies of community engagement to be defined later should fit into the vision, values, and objectives. Collectively, the Sub-Committee created a PAC Draft Community Engagement Framework, which was referred on February 24, 2022 to the full Police Accountability Commission with the consensus of the Sub-Committee.

The Police Accountability Commission discussed the Draft Community Engagement Framework referred by the Sub-Committee, ultimately adopting it as the PAC Community Engagement Framework.<sup>19</sup> The PAC approved the document by consensus on March 31, 2022.<sup>20</sup>

The Police Accountability Commission scheduled a Community Engagement work session for April 2022 to further develop methodologies for community engagement and define particular groups and communities to begin reaching out to proactively.

Core concepts in the PAC Community Engagement Framework include:

- The importance of hearing from all Portlanders, in particular those most affected by policing, over-policing, and police misconduct and those historically excluded from City Hall and city decision-making
- Honoring the time and perspectives of those who give input by transparently communicating how input was used, and by allowing communities to be their own content experts about their histories and needs
- Increasing public awareness of current police accountability systems and how a new system enacted by voters with details proposed by the PAC can directly affect Portlanders by preventing future harm
- Inclusivity and equity in community engagement through methodologies of engagement that provide diverse people and voices multiple pathways to provide input and co-create a new system with the PAC.

---

<sup>18</sup> <https://www.portland.gov/sites/default/files/2021/pac-12-18-2021-potential-agreements.pdf>

<sup>19</sup> <https://www.portland.gov/sites/default/files/2022/PAC%20Community%20Engagement%20Framework%20003-31-2022.pdf>

<sup>20</sup> <https://www.portland.gov/police-accountability/events/2022/3/31/police-accountability-commission-meeting>

## **What's Next**

At the conclusion of the March 31 meeting, the Police Accountability Commission completed its first phase of work, the Organizational Phase. The Police Accountability Commission scheduled a short meetings break in early April prior to the commencement of its Fact-Finding Phase.

The PAC began its Fact-Finding Phase of work by scheduling a work session on Community Engagement to develop methodologies and targets for community engagement and to begin planning community engagement events. As part of implementing its Agenda and Scope, which defines the Fact-Finding Phase as including fourteen separate briefings from key stakeholders with the PAC, the Commission also scheduled a meeting including a briefing from City Commissioner Jo Ann Hardesty. Further meetings in May were scheduled to hold additional required briefings for this phase of work, as well as to complete discussions on Internal Processes conversations that began during the Organizational Phase.

The full Police Accountability Commission event calendar can be found at:  
<https://www.portland.gov/police-accountability/events>

**Appendix A: Meetings of the PAC from December 2021-March 2022**

December 2, 2021	(Private) Community-Building Session: Meet-and-Greet
December 9, 2021	Police Accountability Commission (Convening Meeting)
December 18, 2021	Police Accountability Commission
January 13, 2022	PAC Sub-Committee on Bylaws and Internal Processes
January 18, 2022	PAC Sub-Committee on Bylaws and Internal Processes
January 20, 2022	PAC Sub-Committee on Community Engagement Framework
January 27, 2022	Police Accountability Commission
February 3, 2022	(Private) Community-Building Session
February 12, 2022	PAC Sub-Committee on Bylaws and Internal Processes
February 24, 2022	PAC Sub-Committee on Community Engagement Framework
March 3, 2022	Police Accountability Commission
March 5, 2022	PAC Sub-Committee on Bylaws and Internal Processes
March 10, 2022	PAC Sub-Committee on Bylaws and Internal Processes
March 12, 2022	PAC Sub-Committee on Bylaws and Internal Processes
March 17, 2022	Police Accountability Commission
March 24, 2022	Police Accountability Commission
March 31, 2022	Police Accountability Commission

Full event calendar at: <https://www.portland.gov/police-accountability/events/past>

## **Appendix B: Outcome Documents from the PAC's Organizational Phase**

1. PAC Values and Goals: <https://www.portland.gov/sites/default/files/2022/pac-values-and-goals.pdf>
2. PAC Agenda and Scope: <https://www.portland.gov/sites/default/files/2022/pac-agenda-and-scope-03-31-2022.pdf>
3. PAC Bylaws: <https://www.portland.gov/sites/default/files/2022/pac-bylaws-03-31-2022.pdf>
4. PAC Community Engagement Framework: <https://www.portland.gov/sites/default/files/2022/PAC%20Community%20Engagement%20Framework%2003-31-2022.pdf>