



**Accountability Subcommittee Meeting
April 12th, 2016
COAB Office
525 NE Oregon Street, Suite 250
6-8pm**

DRAFT MINUTES

Members present:

Myrlaviani Rivier
Tom Steenson
Philip Wolfe
Ann Brayfield (participating remotely)

Meeting commenced at 6:00pm

1. Welcome, introductions (public comment throughout)

Philip presented a Copblock.org article (<http://www.copblock.org/157836/portland-police-officer-punches-man-strapped-to-ambulance-stretcher/>) concerning an individual in Portland who was punched repeatedly in the face by a police officer while in restraints on a gurney. Philip facilitated a discussion on how this event might inform the work of the subcommittee.

Philip asked what accountability there should be for this action. Rochelle said she did not think they would have had enough information to do anything. Shaun disagreed.

Sean asked how the group could frame how it does its work. He gave a few views on how to work on big and small priorities.

Philip is working on bringing in someone from the professional standards division. Philip said that he thinks COAB should work to make what isn't transparent, transparent.

Linda talked about the importance of understanding where the communication breakdown

happened in this incident.

Myrlaviani said the people of Portland will not be a part of the investigative process for the incident. It is discouraging, hurtful, sad and traumatic to varying degrees across different communities. Maybe what needs to be addressed is the psychological health and welfare of the people being affected by these actions. That officer doesn't represent the PPB.

Kathleen said she had agreed with Tom that policy and training won't fix the problem. But recommendations could be made about managing stress and psychological welfare.

Jennifer agreed that it is not about policy/training; it's about culture.

Michelle said the culture has changed substantially over the last few years. Good cops do not want to work around bad cops.

Tom said that the Accountability Subcommittee had presentations on ECIT previously. He asked what role if any does civilian oversight have in accountability and is it effective? His suggestion was to figure out a way to systematically put a plan together to look at three general areas: ECIT, what happens after the fact, discipline, professional standards, etc., and goals of civilian oversight – 1) throw out and start over or 2) keep tweaking it.

2. Semi-Annual report discussion

Tom said he didn't feel like there was much in it. It didn't feel like much happened or that the COCL has done much.

Rochelle said they chose most of the time to use the label "partial compliance", which is not accurate. It should be, "noncompliance but initial steps taken". She said they seem fearful of being genuinely critical of the police.

Michele brought attention to a few sections: EIS portion, Officer Accountability (investigations into officers).

Philip said the report sucks, but important because without it he couldn't see what was wrong and what needs to be worked on.

Tom S. said the report may be relatively accurate because there wasn't much to report. He thought the Settlement Agreement was a flawed document in terms of how the system is set up.

Philip suggested developing a plan of where people can interject at the Town Hall and be actively involved in the discussion of the report.

Nancy brought attention to the issue of a police fundraiser in a public building that charged \$1K a plate.

3. Consideration of amendments to Recommendation 032416-4 on the 48-hour rule:

Ann suggested two changes:

- At the end of the third paragraph of the recommendation: Change “privilege of providing public safety” to “responsibility for public safety”
- In the fourth paragraph of the recommendation, replace “citizens appointed to Council” with “citizens elected to Council”.

Tom S. said the Mayor and Council can’t do much with the recommendation because it’s part of the Portland Police Association bargaining process.

Philip said the COAB voted to remove the 48-hour rule, and regardless of whose power it is in, COAB should still be vocal about removing it.

VOTE: Amendments to Recommendation # 032416-4

Tom’s friendly amendment to last paragraph: **Therefore, the Community Oversight Advisory Board, as per paragraph 141 of the Settlement Agreement, urgently advises Mayor Hales and Chief O’Dea to take immediate steps to remove the 48-hour rule from PPB policies, procedures, and the Portland Police Association Collective Bargaining Agreement, in acknowledgment that the rule is contrary to good policing.**

Ann’s amendment: **5th amendment sentence deleted as it doesn’t apply to administrative investigations.**

Move: Tom

Second: V

Yes: V, Philip, Tom

MOTION PASSES 3-0

4. Update: thoughts on PPB Directive language (“excited delirium”, “bizaar”, etc.)

COAB passed a recommendation to remove the above language from directives.

5. Request for training presentation from PPB

Captain Rodriguez will attend the May Accountability Subcommittee meeting. He will present on professional standards.

Tom asked if they could get someone in to talk about hiring practices. Philip said they would look into contacting Lt. Nakamura.

Rochelle asked Dr. David Corey if there are psychological evaluations for every officer who gets hired, and if there were psychological evaluations after incidents.

Tom, concerning hiring, said Brandon Hamilton studied implicit bias. Most research was on race rather than mental illness. Brandon determined that someone could try to get rid of implicit bias after a hire but it probably wouldn't work well. Implicit bias should be attacked at the hiring stage.

Kathleen said *Blink* by Malcom Gladwell was a good book on implicit bias.

Philip said people needed the ability for some honest self-reflection about their behavior. So it is not just about training.

6. Possible directions for the subcommittee

This is a continuation of the conversation that started at the beginning of the meeting.

Tom noted that if the Accountability Subcommittee did work groups, there could only be one voting COAB member per work group. When DSUFCS had them, they were an efficient way to work.

Myrlaviani offered to present some of her research.

Sean asked that accountability be defined at the next meeting.

Tom suggested Philip be in charge of a group looking at EIS. He also said DSUFCS has looked at other best practices in cities, so maybe other useful models should be looked at.

Ann Brayfield (who participated remotely) said her first thought was that the Accountability Subcommittee needed to identify other groups working on accountability.

She agreed with Tom that the Accountability Subcommittee needed a flowchart of all police reform groups and the work they have done. She also suggested a recommendation be made asking PPB to work with the community on accountability.

The meeting adjourned at 8:00pm.