

November 16, 2015

TO: Department of Justice

FROM: Kathleen Saadat, Community Liaison and COAB Chair

RE: MHCRS Recommendations on 1500.00 Training Directive

The following are recommendations for your consideration, approved by the Community Oversight Advisory Board at the September 10, 2015 COAB meeting regarding Portland Police Bureau Directive 1500.00.

**MHCRS Recommendations on 1500.00 Training directive**

1. RECOMMEND adding a glossary/definitions of names and terms in policy, e.g., “responsibility unit manager.”
2. RECOMMEND adding language regarding delivery and instructors, that training instructors include more voices from outside PPB, including community members and individuals with lived experience.
3. RECOMMEND that training include a cultural responsiveness to the houseless community, those impacted by mental illness, and other marginalized communities
4. RECOMMEND that policies include clear attribution of who developed the policy, and a clear contact for that person
5. RECOMMEND this 1500 policy outlines the specific training that Portland police officers do receive, should receive, will receive, and that they include the trainings MHCRS recommended months ago (e.g., trauma-informed care; see original recommendations, attached)—listing those recommendations
6. RECOMMEND adding “that language be training consistent with policy”

**Background: Minutes on MHCRS Recommendations on 1500.00 Training directive**

1. RECOMMEND adding a glossary/definitions of names and terms in policy, e.g. “responsibility unit manager.”
  - Info from subcommittee meeting provided to COAB: PRO: Would increase clarity of policy
  - CON: None discussed
  - INFO: Some definitions may be noted elsewhere in directives, but that isn’t clear in

reading this policy

- Avel Gordly moved to approve the recommendation, Alisha Moreland-Capuia seconded

- Discussion:

- Tom was input received from PDX copwatch others from community?
- Sharon: yes. Brought up by members of community.

- VOTE:

- YES: Dr. Alisha Moreland-Capuia, Sen. Avel Gordly, Bud Feules, Catherine

Maile Gardner, Laquida Landford, Philip Wolfe, Rabbi Michael Cahana, Dr. Rochelle Silver, Roger "Jimi" Johnson, Dr. Sharon E. Meieran, Sharon Maxwell, Tom Steenson, Se-ah-dom Edmo

- NO: none
- Abstained: Myrlaviani Rivier (was not present for vote)
- Motion Approved 13-0

2. RECOMMEND adding language regarding delivery and instructors, that training instructors include more voices from outside PPB, including community members and individuals with lived experience.

- Info from subcommittee meeting provided to COAB:

- PROS: If all instruction is from PPB, it perpetuates a culture, and it is difficult

if not impossible to have objectivity.

- CONS: Some aspects of training are enhanced by having had experience in

the community and neighborhoods where the trainees will be working. There does need to be a certain level of expertise for instructors to convey appropriate material, and there are likely Best Practices for this. A combination of trainers from within and outside PPB, along with voices from the community sharing experiences, might be a good combination.

- Discussion:

- Dan Handelman: AMA suggested all members of community should be

involved for delivery of training to PPB.

- Motion to approve: Alisha Moreland-Capuia; Seconded: Se-ah-dom Edmo

- VOTE:
- YES: Dr. Alisha Moreland-Capuia, Sen. Avel Gordly, Bud Feules, Catherine

Maile Gardner, Laquida Landford, Philip Wolfe, Rabbi Michael Cahana, Dr. Rochelle Silver, Roger "Jimi" Johnson, Dr. Sharon E. Meieran, Sharon Maxwell, Tom Steenson, Se-ah-dom Edmo

NO: none

Abstained: Myrlaviani Rivier (was not present for vote) Motion Approved 13-0

3. RECOMMEND that training include a cultural responsiveness to the houseless community, those impacted by mental illness, and other marginalized communities

o Info from subcommittee meeting provided to COAB:

- PRO: Emerged from a public comment regarding treatment of houseless individuals; very brief discussion of which communities training should be responsive to, how to define them

- CON: None discussed;

o DISCUSSION/PUBLIC COMMENT:

- Dan Handelman: PDX Copwatch has talked about immersion program, PPB would live as houseless people. This was also talked about at training advisory council. Policy doesn't say that training has to match police policy.
- Rochelle proposes we add this, V seconds as a friendly amendment
- Discussion:
  - Tom: Dan's rec is spot-on. Training division does not train to policy.
  - Alisha: when this policy was brought to subcommittees... I'd appreciate it if this be done in subcommittee.
  - Tom: DSUFCS is overwhelmed with work, couldn't address this. Concerned it hasn't been looked at with an eye to best practices, concerned it hasn't been vetted to community.
  - Alisha: everyone who works on subcommittee is busy. No one is twiddling thumbs.
  - Avel: Madam Chair we need your help. Important to put on record

responses from people who were asked to review training – like Lew Frederick, Chip Lazenby, Dante James.

4. RECOMMEND that policies include clear attribution of who developed the policy, and a clear contact for that person

o Info from subcommittee meeting provided to COAB:

- PRO: Would provide accountability on policies
- CON: None discussed
- INFO: Police advisory members noted that final enacted policies are signed

by the Police Chief; draft policies are worked on by committee

o Motion to approve: Avel Gordly; Seconded: Alisha Moreland-Capuia

- VOTE:
- YES: Dr. Alisha Moreland-Capuia, Sen. Avel Gordly, Catherine Maile Gardner, Laquida Landford, Philip Wolfe, Rabbi Michael Cahana, Dr. Rochelle Silver, Roger "Jimi" Johnson, Dr. Sharon E. Meieran, Tom Steenson, Se-ah-dom Edmo

NO: none

ABSTAINED: Bud Feules, Sharon Maxwell Absent for vote: Myrlaviani Rivier

Motion Approved 11-0-2

5. RECOMMEND this 1500 policy outlines the specific training that Portland police officers do receive, should receive, will receive, and that they include the trainings MHCRS recommended months ago (eg, trauma-informed care; see original recommendations, attached)—listing those recommendations

PRO: Provides clarity on PPB training

CON: None discussed o DISCUSSION

- Sharon Maxwell: Didn't receive info until last night. We're making recommendations without having time to review them. I'd like this one to be amended to reflect cultural competency.
- Avel: The issue you're raising is important and was addressed in the original recommendations from MHRCS. Chairs, please tell us about them and put it on the record.
- Alisha: Recommendations were on record a few months ago when we voted to submit them to the COCL. They addressed more culturally responsive training and trauma-informed care, education about what trauma-informed care means.
- Avel: language: require PPB officers be adequately trained in cult competency, that cultural specificity and diversity is reflected among officers within the BHU, and that BHU contract with culturally specific mental health providers.
- Rochelle: these recommendations have been on the forum for the last few months.
- Paul: Have there been any presentations from the BHU or Training Division?

- Alisha: Tashia presented at an MHCRS meeting. One of MHCRS's recommendations is for BHU present at a fullCOAB meeting.
- Tashia: It's important for COAB to get a presentation from BHU. There would be more clarity of what's already been done by BHU. Some recommendations are repetitive because BHU has already accomplished them. I don't see a BHU presentation on the Work Plan anywhere. How police have been responding, how we've been working on this agreement for last three years is an imperative piece. I can't stress the importance of the fact that I need official invite from this group to in present.
- Kathleen clarified that a lot of this is driven by policy reviews.
- Sharon Maxwell: A big piece is, does the community know? Are they aware of what PPB has done with BHU?
  - MOTION TO APPROVE: Alisha Moreland-Capuia, Seconded: Sharon Meieran

YES: Dr. Alisha Moreland-Capuia, Sen. Avel Gordly, Catherine Maile Gardner, Laquida Landford, Philip Wolfe, Rabbi Michael Cahana, Dr.

Rochelle Silver, Roger "Jimi" Johnson, Dr. Sharon E. Meieran, Tom

Stenson, Se-ah-dom Edmo, Bud Feules, Sharon Maxwell

- NO: None
- ABSTAINED: none
- Absent from vote: Myrlaviani Rivier
- MOTION APPROVED 13-0-0

6. Tom Stenson moved to add an additional RECOMMENDATION, as a result of Portland Copwatch's comments: That PPB require training be to the policy, consistent to the policy, not outside the policy.

○ DISCUSSION:

- Jakhary: Paul, does our training not follow policy?
- Paul: when we develop a training program, it's developed around policy.
- Kathleen: if it follows policy, our recommendation will stand. What evidence is

there that training doesn't follow policy?

- Dan Handelman: the Aaron Campbell case came down to sergeants and lieutenants, who disagreed if the officers involved had been trained to policy. I don't see why it's a problem to put the language in your recommendations

- Bud: question to Paul: do you know if office of auditor audits training re: if it conforms to policy? Paul: I don't know
- Avel: Dennis Rosenbaum, do you have comments on this? Dennis: gap between training and actual behavior is my concern. You do need policy, DOJ is focused on that, must have right elements... I don't think this language is that important, though I don't disagree with Dan... it wouldn't kill anyone to put it in there. To me it's self-evident that trainings should be to policy; I don't know that adding the language doesn't know if it will help; there are other issues to focus on.
- Tom: never heard of a suggestion that they should be able to train without it having to be a part of policy. How could it possibly hurt to have it be a part of policy? You want things specific and defined. I move to add this language.
  - MOTION TO APPROVE: Tom moved to recommend that PPB require training be to the policy, consistent to the policy, not outside the policy. Second: Philip
- YES: Rochelle Silver, Catherine Gardner, Jimi Johnson, Tom Steenson, Philip Wolfe, Se-ah-dom Edmo
- NO: Rabbi Michael Cahana, Senator Avel Gordly, Sharon Meieran, Laquida Landford
- ABSTAINED: Bud Feules
- Absent from vote: Myrlaviani Rivier
- MOTION FAILED 6-4-1 (for major actions, need 8 votes for approval)
- NEW MOTION: Sharon Meieran moved we add recommendation "that language be training consistent with policy", Seconded: Rabbi Michael Cahana
  - YES: Dr. Alisha Moreland-Capua, Sen. Avel Gordly, Catherine Maile Gardner, Laquida Landford, Rabbi Michael Cahana, Dr. Rochelle Silver, Roger "Jimi" Johnson, Dr. Sharon E. Meieran, Tom Steenson, Se-ah-dom Edmo, Sharon Maxwell
  - NO: none
  - ABSTAINED: Philip Wolfe, Bud Feules
  - Not present for vote: Myrlaviani Rivier
  - MOTION PASSES 11-0-2