

IMPACT STATEMENT

Legislation title: Appoint Andrea Chiller to the Citizen Review Committee advisory board to the Independent Police Review, a division of the City Auditor's Office. (Resolution)

Contact name: Irene Konev, IPR Community Outreach Coordinator

Contact phone: (503) 823-0926

Presenter name: Constantin Severe, IPR Director

Purpose of proposed legislation and background information:

Ordinance 175652, adopted by Portland City Council on June 6, 2001, established the Independent Police Review (IPR) division and the Citizen Review Committee (CRC). CRC members are responsible for gathering community concerns about police services; developing policy recommendations to address patterns of problems with police services; conducting, reviewing and advising IPR on the complaint handling process; and hearing appeals from community members and officers regarding the recommended findings of completed investigations.

The appointment of this nominee will serve to fill a vacancy on the committee stemming from the recent resignation of one member, bringing the total number of members to eleven, as directed by City Code 3.21.080.

Community impacts and community involvement:

To expand diversity on the committee, IPR Community Outreach Coordinator Irene Konev engaged Portland's diverse community by networking, building and strengthening relationships with multiple diverse chambers of commerce in Portland and with leaders of diverse community organizations. She reached out to organizations serving and supporting women and diverse community, as well as women-owned businesses and attended events where women and diverse community gather.

Contact was made with elected officials, attorneys, community-based and faith-based organizations, businesses, neighborhood associations, colleges, youth organizations, as well as leaders of groups advocating or providing services for houseless and those with mental health challenges. She connected with members of the community who have shown interest in serving on CRC. Some organizations contacted include:

- Asian Pacific American Chamber of Commerce
- Native American Chamber of Commerce
- Philippine American Chamber of Commerce
- Hispanic Metropolitan Chamber of Commerce
- Native American Youth and Family Center
- Muslim Educational Trust
- Partners in Diversity
- Urban League of Portland

- Latino Network
- Hacienda CDC
- Human Solutions
- Healthy Baby Initiative
- Metro
- Ahishta Turkish Community Center
- PSU Office of Diversity and Inclusion
- Oregon Health and Science University
- City Central Concern
- Immigrant and Refugee Community Organization
- Oregon Association of Minority Entrepreneurs

Strategic Outreach to recruit women:

- PDX Women in IT
- The Pitch
- Emerge Oregon
- Oregon Women Lawyers
- Russian Oregon Social Services

Advertisements were purchased in the Skanner, the Portland Observer, The Asian Reporter, El Hispanic News, and MAC's List and the application was placed on the IPR website. The advertisements ran in main stream media, and appeared in neighborhood newspapers. Through existing relationships, the CRC application was placed on the websites of organizations such as Partners in Diversity, and sent out through social media. Specific connections were made with Emerge Oregon graduates to recruit women. A one - hour presentation was held on KBOO Radio, and on Russian Radio 7 in Russian language. Acquaintances who became friends and advocates of IPR recommended community members from their networks to IPR. Konev met with each person to explain the powers and duties of the CRC and recruited new members.

She regularly attended the City-sponsored Fix-it Fair, Say Hey, and other events to broaden the applicant pool for the CRC recruitment. As a result of her efforts in all geographic and neighborhood areas of Portland, IPR received 18 applications, 10 women and 8 men, reflective of Portland's diverse community and from a variety of backgrounds. Of the applicants who self-identified, the demographic breakdown of the applicants was:

- African-American: 2
- Slavic:1
- Hispanic: 5
- Caucasian: 10
- Female: 10
- Male: 8

IPR also complied with the City of Portland's "Ban the Box" initiative, which refers to the question on employment and volunteer applications that asks whether the applicant has been convicted of a crime or been incarcerated. Removing this question reduced barriers to community members who may have criminal records to apply to serve on the CRC.

The community was also engaged in the CRC selection committee. The selection committee consisted of former CRC members Rodney Paris and Jeff Bissonnette, current CRC members Kristin Malone and Julie Ramos, co-founder of Asian Pacific American Chamber of Commerce Ping Khaw, and IPR Assistant Program Manager Rachel Mortimer. The selection committee reviewed 18 applications and interviewed the twelve highest ranked candidates. They chose three to be recommended for Council appointment, and selected two to hold in reserve should there be any member resignations within the term.

Budgetary Impact Worksheet**Does this action change appropriations?** **YES:** Please complete the information below. **NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount

Andrea Chiller

Ms. Andrea Chiller received her undergraduate degree in Government & Politics from the University of Maryland at College Park and her Juris Doctor from Tulane University School of Law. After practicing law in New York City and working in the legal research division of Bloomberg LP, she moved to Portland with her wife, dog, and two cats where she now is the Regional Director for Donor Services for the nonprofit organization Bloodworks Northwest. In that role, she's tasked with raising awareness for the need for blood donation and coordinating community outreach efforts to increase local participation with the organization.

Applicant Questions for the Citizen Review Committee

Full Name Andrea Hempel Chiller Date of Birth ██████ 1975
 Printed Name _____
 Other Names Used (e.g., Maiden Name) Andrea Jean Chiller (changed my middle name after marriage)
 Home Address ████████████████████ Portland OR 97206
 Home Telephone _____ Work Telephone ██████████
 Cell Telephone ██████████ E-mail ██████████
 Occupation Regional Director, Nonprofit Prior Occupation, if any Attorney
 Current Employer Bloodworks Northwest

Please answer the questions below truthfully and fully. Attach an additional sheet, if needed.

Describe any personal attitudes, life experiences, and prior examples that demonstrate you can make objective, impartial, evidence - based decisions about complaints against the police.

Please see attached document for my answer.

Have you, a close friend, or a family member ever worked or volunteered in the criminal justice system? If yes, please describe.

Two of my very close friends from law school worked in the criminal justice system, one as a public defender in Miami and New Orleans, and the other as an Assistant District Attorney in the Bronx and then in the NYPD Department Advocate's Office representing the police department in internal investigations and misconduct complaints against individual officers.

Have you or a family member ever participated in an organization that advocates a position regarding the police or the criminal justice system? If yes, please describe.

No.

Describe your experience in working with culturally diverse communities.

Before moving to Portland, I lived in New York City for 12 years and was constantly surrounded by people of nearly every race, religion, and nationality. Diversity was a part of our daily lives. I also had the opportunity to spend 4 months working for a public interest organization that provided legal counsel for indigent women in family law matters and represented clients from many different communities and cultures. Much of my work took place in the Bronx and Queens, two very diverse areas of New York City. I also grew up in Japan -- I moved there from New York with my family when I was 10 years old and lived there until I graduated high school. Spending that amount of time in a foreign country gave me an great understanding and appreciation of cultural diversity.

Please provide an example of your experience analyzing, interpreting, explaining and applying relevant laws, regulations, ordinances, and policies.

While I don't have specific experience with criminal law, I have significant experience with complex legal and regulatory schemes. One of my areas of practice was Native American law, which involved both land claim litigation (involving interpretation of 200-year old Supreme Court and Circuit Court cases, statutes, and a variety of federal regulations regarding tribal recognition and land use) and gaming regulation (involving the application of the Indian Gaming Regulatory Act, a dense and complicated statute governing all forms of gambling on reservation land).

Describe your perceptions of the police and how you came to hold those perceptions.

Please see attached document for my answer.

Describe your comfort level in reviewing complex deadly use of force investigations, some involving force against a community member, and making recommendations to the Police Chief whether an allegation should be sustained?

Through my work in complex civil litigation and my time spent working on family law matters, I have experience in wading through factually-complicated and emotionally-charged situations and trying to distill down to the objective reality of the situation to make the best case I could for my clients. I would be very comfortable in doing the same thing for the Citizen Review Committee, but to make the best determination I could to make the most appropriate recommendation under the circumstances.

Describe your comfort level disagreeing with a community member who thinks an officer engaged in misconduct, but the evidence does not support the allegation?

If I were to identify the personal attribute that I am most proud of, it would be my ability to be diplomatic in difficult situations. In both personal and professional settings, I am able to keep the focus of the discussion on the facts at hand rather than on the people in the discussion, which is critical to avoiding an escalation. There have been many times when I have disagreed with family, friends, coworkers, or supervisors, but I have always made sure it was respectful. I have also found that when there is a disagreement about the bigger picture, it helps to make that picture smaller and discuss each individual aspect separately and identify exactly where the disconnect is.

Would you be willing to attend 40 hours of required training? Yes No

Would you be willing to take six hours of equity/diversity training as part of the 40 hours training you will be required for the Police Review Board/Citizen Review Committee? Yes No

Would you be willing to observe emergency call takers? Yes No

Would you be willing to participate in at least one police ride-along each year you serve? Yes No

This important community service will require a significant time commitment (an estimated seven to nine hours each week). CRC members acts as an appeal body, and must become familiar with all relevant City codes and protocols in appeal hearing and other duties. CRC members attend regular monthly evening meetings (the first Wednesday each month) that often require advance preparation – such as reviewing case files for upcoming hearings, on occasion, there are additional meetings scheduled. CRC members also serve on various workgroups (sub-committees), which meet separately (generally, one or two meetings each month) and have additional workloads – such as reviewing complaints or policies. Additionally, CRC members will periodically serve on the Police Review Board to make thoughtful impartial, fact-based recommendation for discipline in use of force incidents to the Chief of Police and Police Commissioner. There are orientation and training sessions that members attend, including ride-alongs with police officers.

Are you willing and able to make the above CRC time commitment? Yes No

Service on this committee requires honesty and integrity. If any of the questions are not answered truthfully, the applicant will be disqualified from membership on the committee.

Resume: Please include an updated resume with this application.

References: Please provide names, addresses, and phone numbers of three people who may be contacted for references (*non-family members*).

(1) Randi King, [REDACTED]

(2) Jason Malcolm, [REDACTED]

(3) Lori Russell, [REDACTED]

OPTIONAL INFORMATION

The City asks that you voluntarily provide the following information. The City will use this information for statistical purposes, such as tracking the geographical diversity of board and commission appointees. By providing this information, you will help us ensure that appointments represent a broad cross-section of the community. You are under no legal obligation to provide this information. State and federal law prohibit the use of this information to discriminate against you. The City will treat this information as confidential to the fullest extent allowed by law.

Age: Under 18 18-35 35-64 65+

Race: Check all that apply.

African-American Asian Caucasian
 Hispanic Native American _____

Gender: Female

Disability: Yes No

Dietary restriction Yes No

If yes, please specify:

A. Chiller Citizen Review Committee Application Form – Additional Answer Sheet

Describe any personal attitudes, life experiences, and prior examples that demonstrate you can make objective, impartial, evidence - based decisions about complaints against the police.

The most obvious experience that enables me to make objective and evidence-based decisions about complaints against the police is my legal background. I spent nearly five years practicing law, and another seven engaged in legal research and writing for a legal publication. But it's not just my legal background that I believe makes me a good candidate for membership on the committee -- it's more about the reason I went to law school in the first place. Before I even applied to law school and even now after I'm no longer a practicing attorney, I have always had a very strong sense of fairness and justice. It is what drew me to the law in the first place. In every aspect of my life – professionally and personally – it is extremely important to me to gather as much information as possible and make the best, most well-informed, fair decision possible. It's a value that is critical to me, and part of who I am.

Describe your perceptions of the police and how you came to hold those perceptions.

I have a well-rounded view of the police, created from a wide array of experiences. I have been arrested (in college on a ski trip where some of my classmates were caught smoking pot in another room, and the charges against me were eventually dropped); I have been in a bad car accident and consoled by the police officer that arrived on the scene until the ambulance arrived; I went on a ride-along with the New Orleans police during law school and watched the victims of a home invasion refuse to cooperate with the responding officers because of a complete lack of trust in the police; I got to know an acquaintance's boyfriend who was eventually kicked off the police force for beating an unarmed suspect and throwing him through a window; and I've heard story after story of police officers acting like heroes in my hometown of New York City on 9/11, both from people who knew them personally and through the media. I know that "the police" is not a monolith, and that there are good and bad people on the force, and good people who make bad decisions. My varied experiences with the police and my belief that each situation needs to be evaluated on its own and by its own facts would ensure that I made objective, impartial, and evidence-based decisions on each complaint.

I believe that serving on the police force is an honorable, but incredibly difficult job. It can often be thankless. They are entrusted with the care and safety of the community, but there are times when some officers will abuse that trust. I also know that there are close calls and quick decisions that have to be made in an instant. That is why I think the Citizen Review Committee is such a powerful tool, and why I am so excited at the possibility of joining it. We are all better off when we can hold each other accountable for our actions, and having members of the community weigh in on these difficult questions gives the community a voice and ultimately helps the police serve and protect the people.