

IMPACT STATEMENT

Legislation title: Appoint Candace Avalos 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
- 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
- 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 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 several websites of organizations and sent out through social media. Specific connections were made with Emerge Oregon graduates to recruit women. Acquaintances who became friends and advocates of IPR recommended community members from their networks to IPR. Konev met with several of the applicants to explain the role of the CRC.

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 13 applications, 6 women and 7 men, reflective of Portland's diverse community and from a variety of backgrounds.

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 Eric Terrell and Bridget Donegan, current CRC member Roberto Rivera, Sophorn Cheang-Executive Director of IRCO Asian Family Center, and IPR Assistant Program Manager Rachel Mortimer. The selection committee reviewed 13 applications and interviewed the four of highest ranked candidates. They chose one to be recommended for a current opening to Council appointment, and selected one 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