

IMPACT STATEMENT

Legislation title: Appoint Hillary Houck 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 Senior Community Outreach Coordinator

Contact phone: (503) 823-0926

Presenter name: Constantin Severe, IPR Director

Purpose of proposed legislation and background information:

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. Ms. Konev contacted organizations serving 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. Ms. Konev 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
- National Association for the Advancement of Colored People
- Muslim Educational Trust
- Partners in Diversity
- Bradley Angle House
- Urban League of Portland
- Latino Network
- Hacienda CDC
- Human Solutions
- Healthy Baby Initiative
- Metro
- Slavic Advisory Council
- PSU Russian Flagship Program
- Warner Pacific College
- Lewis and Clark College
- Oregon Health and Science University

- Jade International Market Night
- Immigrant and Refugee Community Organization
- Lents Neighborhood Association
- Rosewood Renew
- Community Peace Collaborative

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 and the application was placed on the IPR website. The advertisements ran in mainstream media, and appeared online through social media. Through existing relationships, the CRC application was placed on several websites of organizations and sent out through their 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. Ms. Konev met with several of the applicants to explain the role of the CRC. A CRC information session was held to meet with interested applicants.

Ms. Konev regularly attended Say Hey, Breaking Bread and Barriers, Jade International Market Night and other events to broaden the applicant pool for the CRC recruitment. Because of her efforts in all geographic and neighborhood areas of Portland, IPR received 25 applications, 14 women, nine men, and two applicants who did not specify their gender.

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 Steve Yarosh and Jeff Bissonnette, current CRC member Roberto Rivera, Salome Chimuku Program Manager at the Criminal Justice Policy Research Institute at PSU, Dani Ledezma Interim Executive Director of Coalition of Communities of Color, Laura Orr Legal Research and Public Law Library Consultant, and IPR Assistant Program Manager Rachel Mortimer. The selection committee reviewed 25 applications and interviewed the twelve of highest ranked candidates. They chose one to be recommended for the current opening to Council appointment, and selected three 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

Hillary Houck

Ms. Hillary Houck received her BA from Friends World Program in Interdisciplinary Studies with a focus in Human Issues and Social Change. Hillary grew up in rural New Hampshire, and has lived around the US, in Ghana, and China, moving to Oregon in 2007. She has worked in anti-poverty and services for those experiencing housing instability or homelessness since 2005. She has years of volunteer experience serving both people and animals. She lives in North Portland with her dog, foster dogs, and partner.

Statement of CRC nominee Hillary Houck to City Council

I would like to serve on the CRC because I believe it's a special and important way for citizens to be involved with police accountability and community justice. I believe it's important for people to be heard and I look forward to carefully reviewing each case brought to the committee. I also look forward to serving on sub-committees and changing policies in sound and sensible ways.

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Applicant Questions for the Citizen Review Committee

Full Name Hillary Houck Date of Birth ██████ 82

Printed Name Hillary Houck

Other Names Used (e.g., Maiden Name) _____

Home Address ██████████ Portland, OR 97217

Home Telephone ██████████ Work Telephone ██████████

Cell Telephone ██████████ E-mail ██████████

Occupation Social Work Administrator Prior Occupation, if any _____

Current Employer Human Solutions

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.

In my current position I oversee a direct staff of 9, with indirect responsibility of close to 100 employees. We operate around 20 distinct programs serving tens of thousands of individuals annually. While employees do incredible work, there will always be disagreements or times that we did not do the best we could have. I consistently spearhead investigations into formal complaints made against staff by clients or co-workers. I'm always open to being surprised by people, even people I may have known for many years. I remain objective, flexible, and impartial throughout. I believe these abilities would transfer into this role.

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

Many years ago I worked as a social worker in Humboldt County. The County had a "Homeless Court", where people living in the shelter I worked at could get fines reduced by doing community service. Many of my clients had fines for things that happened because of their homelessness (sleeping or living in places they were supposed to, public displays meant to be private, etc.) I attended that "court" with them and worked with them on verifying community service.

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.

I do not believe so.

Describe your experience in working with culturally diverse communities.

January 2018 will mark my 10 year anniversary at Human Solutions, a non-profit in East County that focuses efforts around anti-poverty work including affordable housing, shelter operations, housing programs, eviction prevention, employment, utility assistance, and more. I began as an advocate and now I am Human Solutions' Chief Program Officer. We are a very culturally diverse workplace, and we serve a very diverse Portland Community. About 55-65% of our clients are from a non-dominant culture. Promoting equity and inclusion happens daily at our offices both between co-workers and in program operations. Our office and the community we serve is racially and ethnically very diverse, as well as diverse in terms of disability, sexual orientation, gender, age, religion, and other differences. I went to an international college which gave me the opportunity to live for a year in Ghana and China each.

Describe any relationships or experiences that could create the appearance of positive or negative perceptions for or against the police?

I support anti-white supremacy causes publicly on social media. While I do not believe that is anti-police some may align the two.

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

I currently help managers analyze, interpret, and explain current policies, or create new policies, that support programming and operations. As an organization with multiple funders I am used to reading complex contracts and regulations and creating processes to enact programs that follow different sets of rules.

Describe your comfort level in reviewing complex deadly use of force investigations and making recommendations for findings and discipline.

I am confident I would feel comfortable doing this. I currently make decisions that have been appealed up to my level for shelter exclusions for families and single women that result in remaining in shelter or leaving the shelter. I supervise 9 FTE with close to 100 employees in their purview, I am used to HR processes, investigations, and discipline within a workplace setting.

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 participate in 911 sit-along? 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 act 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) Andy Miller, [REDACTED]

(2) Nancy Jason, [REDACTED]

(3) Jaime Johnson, [REDACTED]