

EXHIBIT A



CITY OF PORTLAND, OREGON



Bureau of Police

Ted Wheeler, Mayor

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INTRODUCTION TO 2019-20 PPB COMMUNITY ENGAGEMENT PLAN

The Portland Police Bureau (PPB) is a 21st Century community policing agency, continuously striving to meet the needs and exceed the expectations of those who live, work and recreate in Portland while delivering vital services. PPB recognizes that effectively engaging with, and including, its community members in a variety of settings is a key element in achieving and maintaining mutual trust, understanding, and partnership. In 2017 we implemented my three organizational goals—Crime Prevention and Reduction; Community Engagement and Inclusion; and Organizational Excellence. Police legitimacy is cultivated and fostered as members display smart practices and continuously consult with community stakeholders on the efficacy of such efforts.

The Portland Police Bureau's commitment to enhancing its existing community engagement efforts was exhibited by the establishment of the Office of Community Engagement (OCE) in March of 2017 and, more recently, by the creation of the Community Services Division where the OCE resides. The OCE strategic mission states: *"To build and strengthen meaningful relationships between community members and the Police Bureau by providing opportunities to address and jointly resolve issues of livability and public safety affecting their neighborhoods."* This institutionalized approach to community engagement is intended to create a more defined and sustainable internal infrastructure that allows police officers to succeed in building meaningful and more inclusive relationships. These community-police collaborations also lead to new pathways and opportunities for mutual cultural awareness and empowerment, while jointly addressing emerging issues and trends that impact public safety and the livability of our community.

PPB values and respects participation and input from all stakeholders, especially those that have historically been marginalized such as the houseless, persons with mental illness, immigrants, refugees, and minority communities. The Bureau currently participates in hundreds of community functions such as educational workshops, neighborhood meetings, cultural festivals, sports events, faith-based meetings, immigration and refugee outreach as well as facilitating a number of advisory councils. As such, the Bureau has created a comprehensive community-police engagement strategy. However, I believe the PPB is a learning organization, constantly seeking more creative and effective ways of engagement in order to develop collaborative strategies that reflect the community's public safety concerns and obtain meaningful results.

This Community Engagement Plan provides clear direction for accomplishing our goal of Community Engagement and Inclusion and should be viewed as part of PPB's larger Strategic

Community Policing: Making the Difference Together
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Plan. It was developed over several months in partnership with the Portland Committee on Community Engaged Policing (PCCEP), who ultimately contributed three formal recommendations that have been incorporated in some form. These included a change to the Community Engagement Unit's mission statement; de-mystifying the policy process; and the creation of a Truth and Reconciliation workgroup. In addition, PPB received and included input from community members who participated in the numerous public forums held throughout the spring 2019 for the Strategic Planning process. The Bureau's Office of Equity and Inclusion and the Community Services Division had input in the plan as well.

The proposed Community Engagement Plan will serve as a foundation for building an ongoing comprehensive strategy that can be tailored to any specific community's needs and their particular cultural frameworks. There are four key areas outlined in the Plan:

- Public involvement - increase ongoing structural opportunities for meaningful community engagement and inclusion.
- Communications - expand and improve existing communication strategies and techniques to better communicate with those who live, work and recreate in Portland.
- Access - ensure accessibility to the Bureau for all communities, including those with limited English proficiency or physical challenges.
- Training - enhance the knowledge base of both PPB and the public to better serve the diverse communities of the city.

In conclusion, this plan is envisioned as a living document that will be reviewed and revised over time as tasks are completed and new ones added. The Bureau contemplates an annual discussion with PCCEP, as well as officers and other community members, about its progress in achieving the proposed outcomes as well as what additions should be made to meet the changing needs of the entire community.



Danielle M. Outlaw
Chief of Police

Public Involvement

Goal	Action Item	Projected Outcomes	Due Date	Responsible
Maintain and expand upon current opportunities for meaningful community interactions	Continue existing outreach and engagement efforts (such as those outlined in Appendix A) and build upon them		On-going	All Bureau members
Develop a shared understanding of what community engagement means	Hold work sessions with advisory bodies/PCCEP to discuss meaning of CE, review current efforts and identify gaps	Co-created framework for on-going community engagement and inclusion	No later than 10/1/20	Each Advisory council's liaison
Enhance existing opportunities for community/PPB partnerships	Establish a multi-racial, multi-cultural advisory structure. (external Equity Council)	Feedback and support in implementation of REP	No later than 10/1/20	Office of Equity and Inclusion (OEI)
	Actively engage with the Mayor and City Council, relevant bureaus, as well as other civic leaders to develop a workgroup to explore the creation of a Truth and Reconciliation Program	Collective healing in order to move forward in building trusting relationships	No later than 10/1/20	Community Services Division (CSD); OEI
	Identify partners and structure for Youth Advisory Council	Establish Youth Advisory Council to strengthen Police-Youth relations	No later than 10/1/20	Youth Services Division (YSD)
	Identify partners and structure for an Hispanic/Latinx Advisory Council	Establish an Hispanic/Latinx Advisory Council to strengthen relation	No later than 10/1/20	CSD
	Establish an Inclusive Advisory Council with a representative from each standing and new advisory council who meet directly with the Chief on a semi-annual basis	Integrate the work of all new and standing Advisory Councils	By 4/1/20	CSD

Communications

Goal	Action Items	Projected Outcomes	Due Date	Responsible
Expand communication strategies to facilitate interface with underrepresented populations	Conduct outreach efforts to identify messaging platforms tailored to the needs and interests of these identified populations.	Establish effective dialogue with populations historically difficult to reach, such as persons with mental illness and the houseless	No later than 4/1/20	Communications Unit (CU)
Improve public awareness of the current communication strategies utilized	<p>Promote public sign up for PPB media alerts.</p> <p>Educate the community re: the existing Trackit system for receipt of compliments or complaints on-line.</p> <p>Educate public on how to navigate the PPB website to access its comprehensive content.</p>	<p>Greater knowledge of PPB's activities</p> <p>PPB will respond in a timely and proportionate way to drive service improvement</p> <p>A community better informed of all the workings of the PPB</p>	No later than 4/1/20	

Access

Goal	Action Items	Projected Outcomes	Due Date	Responsible
Develop a comprehensive language access plan.	<p>Build and train a corps of multi-lingual officers to respond to police calls in LEP communities</p> <p>Provide comprehensive training to all PPB members on how to utilize this corps of officers and interpreters</p> <p>Inform/advise all communities of the existence of this resource/service.</p> <p>Create/update appropriate directives for spoken language and deaf/hard of hearing</p>	Compliance with federal mandates within the framework of procedural justice.	No later than 10/1/20	<p>CSD</p> <p>Policy Team</p>

Develop a strategy for ADA needs	Convene internal workgroup to review current practices and make recommendations for coordinated response.		No later than 1/1/20	OEI
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Training

Goal	Action Items	Projected Outcomes	Due Date	Responsible
To develop a variety of tools to help guide both police and ethnically and religiously diverse communities in efforts to address their unique concerns.	<p>Continue the emphasis on implicit bias and incorporation of procedural justice tenets</p> <p>Develop training modules for all members on cultural competency.</p> <p>Provide educational programming re: law enforcement that is responsive to the particular needs of that community in order to foster understanding and empower those individuals to navigate the system</p>	Effectively work with diverse communities by tailoring PPB's response to specific community concerns in order to build trust with communities that are historically distrustful.	No later than 10/1/20	<p>Training Division</p> <p>CSD</p>
Create a workforce that is knowledgeable about the City and its history	Build a Community Partnership program that familiarizes recruits with the multi-cultural facets of communities in Portland	Enhances the officer's ability to serve the communities of Portland	No later than 10/1/20	Training Division; CSD; and OEI
Greater involvement of community members in the training of Bureau members	Develop a plan to create a pool of community members to assist with Bureau training in discrete subject matters.	Greater inclusion of community perspective	No later than 10/1/20	Training Division; CSD; and OEI

Appendix A

**Community Event (ice cream social, parades, national night out, etc.):
Example event submissions**



- **Breakfast of Champions**
special Olympics Oregon fundraiser
- **Pride Parade**
- **Popsicles in the park**
- **Junior Rose Parade**
- **Rest Stop Appreciation Dinner**
- **NAMI (National Alliance on Mental Illness)**
Walks
- **Walking While Black Movie**
- **Noho's Breaking Bread Breaking Barriers**
- **Good in the Hood Parade**
- **Camp Rosenbaum Summer Youth camp**
- **National Night Out Parties**
- **Girl Cops Are Awesome**
- **Starlight Parade**
- **Muslim Advisory Council (MAC) - Iftar Celebration**

Training/Educational workshop: Example event submissions

- **Civilian Active Shooter Class**
- **Word is Bond Gathering**
- **Community Talks**
- **Street Livability and Safety Workshop**
- **Community Academy**
- **Sexual Assault Education**
- **PPB Hiring Workshop**
- **Critical incident training**
- **Somali Workshop/Drug Education and Prevention**
- **Cadet Academy**
- **Sexual Assault Victim Advocate (SAVA) Training**
- **Business Safety Training**
- **Women's Executive Forum**
- **Women in Trades School Girls Career Fair**
- **De-escalation and Communication Presentation**



Neighborhood/Community Meeting: Example event submissions

- **Community Peace Collaborative (CPC)**
- **Hawthorne Blvd Business Association (HBBA)**
- **Downtown Public Safety Action Committee
(Downtown PSAC)**
- **Buckman Neighborhood Association**
- **New Columbia / Cathedral Gardens Meeting**
- **Parkrose Neighborhood Association Meeting**
- **Foster-Powell Community Meeting**
- **Kerns neighborhood meeting**
- **Lloyd District Public Safety Meeting**
- **Pearl District Neighborhood Association**
- **Barbershop Forum**
- **ARNOLD CREEK NEIGHBORHOOD MEETING**
- **Rosewood Initiative**
- **Hosford Abernathy Neighborhood Development
Association meeting**
- **Lents Neighborhood Association Meeting**





Advisory Council/Board:

PPB Facilitated:

- Muslim Advisory Council (MAC)
- Behavioral Health Unit Advisory Committee (BHUAC)
- Slavic Advisory Council (SAC)
- African American Advisory Council (AAAC)
- Alliance for Safer Communities (ASC)
- Training Advisory Council (TAC)
- Budget Advisory Council (BAC)

PPB Participatory:

- Citizen Review Committee (CRC)
- Downtown Security Network (DSN)
- Adult Mental Health and Substance Abuse Advisory Council (AMHSAAC)
- Homeless Youth Oversight Committee
- Big Village Steering Committee Meeting
- Community Peace Collaborative (CPC)
- Metropolitan Acute Care Advisory Council (MACAC)
- Public Involvement Advisory Council (PIAC)
- Interfaith Peace and Action Collaborative (IPAC)

Community/Cultural Festivals:

- Muslim Advisory Council (MAC) - Iftar Celebration
- Immigrant and Refugee Community Organization (IRCO) -Africa House Gala
- Slavic Advisory Council (SAC) Festival
- Holiday Bike Giveaway
- RYAP - Rohingya Youth Association of Portland
- Muslim Festival Eid-Al-Adha at Oaks Park
- Chinese Friendship Association
- Chinese Lunar New Year celebration
- Ortiz center BBQ
- Tonga Festival
- Pride Parade
- African American Advisory Council (AAAC) Christmas Party
- Halloween Carnival Fundraiser



Sports Activity:



Youth Activity:

- **Camp Rosenbaum Summer Youth camp**
- **Z-Man Wrestling Tournament**
- **Timber kids**
- **Basketball with kids**
- **Special Olympics Law Enforcement Torch Run**
- **Youth Outreach - Boxing Tournament**

All Age Activity:

- **Run Like Hell Half-Marathon**
- **Pride Week Softball Game**
- **Hillsboro HOPS Heroes Night**
- **Winter hawks**
- **Blazer Playoff Game pre game events**
- **PPB vs Rose City All-stars Softball Game**
- **Portland pickles game**

Charitable Giving:

- Human Solutions food delivery
- Joy-N-Toy Makers
- Shop with a Hawk
- Adopt a Family for Christmas

- Izzy's Kids
- Shop with a cop
- Hero's and Helpers
- Sunshine Division Food Box Delivery



Immigrant Outreach:

- **Muslim Advisory Council (MAC) - Iftar Celebration**
- **Immigrant and Refugee Community Organization (IRCO)**
- **Somali American Community Council of Oregon (SACOO) - food delivery**
- **Rohingya Youth Association Introduction Event**
- **Portland Immigrant Rights Coalition**
- **Refugee Arrival**
- **English Language Learner Driver Safety**
- **Refugee Adjustment Day (RAD)**
- **Refugee Youth Prevention Program**
- **Immigrant and Refugee Community Organization (IRCO) -Africa House Youth Symposium**
- **Laotian Immigrant community workshop**
- **Naturalization Ceremony**
- **Ortiz Center 20th Anniversary**



Faith Based Meetings:

- **Annual AMA MLK celebration**
- **Community Engagement w/Local Mosques**
- **Interfaith Peace and Action Collaborative (IPAC)**
- **Menorah lit in Downtown Portland.**
- **Friends of Keaton Otis**
- **OneCop National Initiative**
- **Bishop's Storehouse open house**
- **Thanksgiving meal delivery**
- **Ramadan Mosque Visit**
- **MLK Service w/ Bryan Stevenson**



Media events (television spots, radio Q/A, etc.):

- **Winter Wonderland media event**
- **OPB Radio Interview**
- **No Shave November Campaign Wrap Up**
- **Groundbreaking Ceremony - Harbor of Hope**
- **Slavic Advisory Council (SAC) - media interview**
- **Word is Bond Gathering**
- **KATU media spot for AMNW**
- **Mercury Newspaper Interview**
- **Media spot Fox 12**
- **Media Interview with KATU**

