

## IMPACT STATEMENT

**Legislation title:** Appoint Joy Mulumba to be available to serve on the Police Review Board for a term to expire February 10, 2023 (Report)

**Contact name:** Irene Konev, IPR Senior Community Outreach Coordinator

**Contact phone:** (503) 823-0926

**Presenter name:** Ross Caldwell, IPR Director

### **Purpose of proposed legislation and background information:**

Ordinance No. 183995, amended by Portland City Council on August 13, 2010, established the Police Review Board (PRB). On September 1, 2010, the PRB replaced the Use of Force and Performance Review Boards set forth in the Bureau's 2009 Manual of Policy and Procedure. The PRB will make recommendations as to findings and proposed officer discipline to the Chief of Police. The PRB may make recommendations regarding the adequacy and completeness of an investigation. The PRB may also make policy or training recommendations to the Chief. The PRB shall review incidents and investigated complaints of alleged misconduct by non-probationary sworn officers ("officers") who are employed by the Portland Police Bureau ("Bureau"). The PRB shall be composed of five voting members and eight advisory members. All Board members will be advised of every case presented to the PRB. A quorum of four Voting Members, including the citizen member and the RU Manager or designee, and four Advisory members is required to be present to make recommendations to the Chief.

This Ordinance involves the appointment of civilian volunteers which is vitally important to providing the feedback to Police Bureau in the review of the cases. We ask that Council approve the appointment of one community member to join fourteen others to serve on the PRB.

The appointment of this member will bring the total number of community members in the volunteer pool to fifteen.

### **Community impacts and community involvement:**

Mr. Mulumba's recruitment was part of a larger effort in the summer of 2019 to expand diversity among the community members who are eligible to serve on the Police Review Board (PRB). 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 various community organizations. Ms. Konev 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.

IPR contacted 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 PRB. Some organizations contacted include:

## Organizations

- 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
- Metro
- PSU Office of Diversity and Inclusion
- Portland Community College
- Oregon Health and Science University
- City Central Concern
- Immigrant and Refugee Community Organization
- Emerge Oregon
- Oregon Women Lawyers
- Russian Oregon Social Services
- PDX Women in IT
- Portland United Against Hate
- Elders in Action
- Word is Bond
- PCCEP
- Oregon's Law Enforcement Contacts Policy and Data Review
- Slavic Advisory Council
- Inter-faith Peace and Action Collaborative
- Muslim Advisory Council meeting
- Friends of Children
- Oregon Huminites
- Oregon Assembly for Black Affairs

## Events

- The Pitch
- Fix-it Fair
- Slavic & Eastern European Heritage Celebration
- 2019 Portland Women's Expo
- Race Talks at Kennedy School
- Portland Stand with Refugee and Immigrants event
- Southeast Public Safety Committee Meeting
- Russian Radio recruitment segment
- Breaking Bread and Barriers
- Oregon Association of Minority Entrepreneurs Trade Fair
- CRC Community Dialogue on Police Crowd Control Practices

The application was placed on the IPR website. The advertisements ran in mainstream media online. Through existing relationships, the PRB application was placed on the websites of organizations such as Partners in Diversity and sent out through social media. Ms. Konev regularly attended the City-sponsored Fix-it Fair and other events to broaden the applicant pool for the PRB recruitment. Specific connections were made with Emerge Oregon graduates to recruit women. A one-hour presentation was held on Russian Radio in Russian language. Acquaintances, friends, and advocates of IPR recommended community members from their networks.

As a result of efforts in all geographic and neighborhood areas of Portland, IPR received **29** applications, **15** women and **14** 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 PRB.

The community was also engaged in the PRB selection committee. The selection committee consisted of current CRC members Candace Avalos and Vadim Mozyrsky, community member Debbie Aiona, Captain of Internal Affairs for the Portland Police Bureau Cliff Bacigalupi, and IPR Assistant Program Manager Rachel Mortimer. The selection committee reviewed **29** applications and interviewed **nineteen** of the highest ranked candidates.

**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