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340-2022

Report

Accept OIR Group report, An Independent Review of the Portland Police Bureau: Agency Culture, Community Perception, and Public Safety in a Time of Change

Placed on File

To: Portland City Council

From: Robert Taylor, City Attorney

In the Spring of 2021, the City Attorney's Office retained OIR Group to perform a cultural assessment of the Portland Police Bureau at the request of Mayor Wheeler and Commissioner Hardesty. Specifically, the goal was to assess the following questions:

- **Community Perception of Racial Bias:** Are PPB's policies, culture, actions, or outcomes driven by racial bias? If so, what is the extent of any racial bias, what are the root causes of any racial bias, and what are the best practices to address those root causes?
- **Community Perception of Political Bias:** Are PPB's policies, culture, actions, or outcomes driven by political bias? If so, what is the extent of any political bias, what are the root causes of any political bias, and what are the best practices to address those root causes?
- **Community Perception that PPB is Resistant to Change:** Are PPB's policies, culture, actions, or outcomes resistant to change sought by the community? If so, what is the extent of this resistance, what are the root causes of this resistance, and what are the best practices to address that resistance?

In response, in January 2022, OIR Group provided its report titled, "An Independent Review of the Portland Police Bureau: Agency Culture, Community Perception, and Public Safety in a Time of Change." The report is attached as Exhibit A, and the report was also released to the public. The report identifies several main themes, summarized on pages 5-7, and makes 28 recommendations discussed throughout the report and listed on pages 73-76. As requested, the City Attorney's Office is now submitting the report to Council for its consideration.

Introduced by

[Mayor Ted Wheeler](#)

Bureau

[City Attorney](#)

Contact

Robert Taylor

✉ robert.taylor@portlandoregon.gov

Requested Agenda Type

Time Certain

Date and Time Information

Requested Council Date

April 28, 2022

Requested Start Time

3:30 pm

Time Requested

1 hour

Documents and Exhibits

 [Exhibit A](#) (1.64 Mb)

Impact Statement

Purpose of Proposed Legislation and Background Information

In the Spring of 2021, the City Attorney's Office retained OIR Group to perform a cultural assessment of the Portland Police Bureau at the request of Mayor Wheeler and Commissioner Hardesty. In January 2022, OIR Group provided its report titled, "An Independent Review of the Portland Police Bureau: Agency Culture, Community Perception, and Public Safety in a Time of Change." As requested, the City Attorney's Office is now submitting the report to Council for its consideration.

Financial and Budgetary Impacts

Council appropriated a total of \$150,000 for this work by OIR Group in the Spring 2021 BMP, which is the not-to-exceed amount under the contract for this work. To date, a total of approximately \$72,000 has been billed by OIR Group for its work in preparing the report.

Community Impacts and Community Involvement

Policing impacts the community, and the culture within the bureau – as well as the community's perception of that culture – are important to understand. The report was based on a survey of Police Bureau employees, as well as individual interviews with bureau employees, elected officials and community members. An anticipated community survey, however, could not be completed due to logistical challenges in time for the planned release of the report in January 2022.

100% Renewable Goal

N/A

Agenda Items

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No vote taken.