INDEPENDENT REVIEW OF THE PORTLAND POLICE BUREAU:
Agency Culture, Community Perception, and Public Safety in a Time of Change
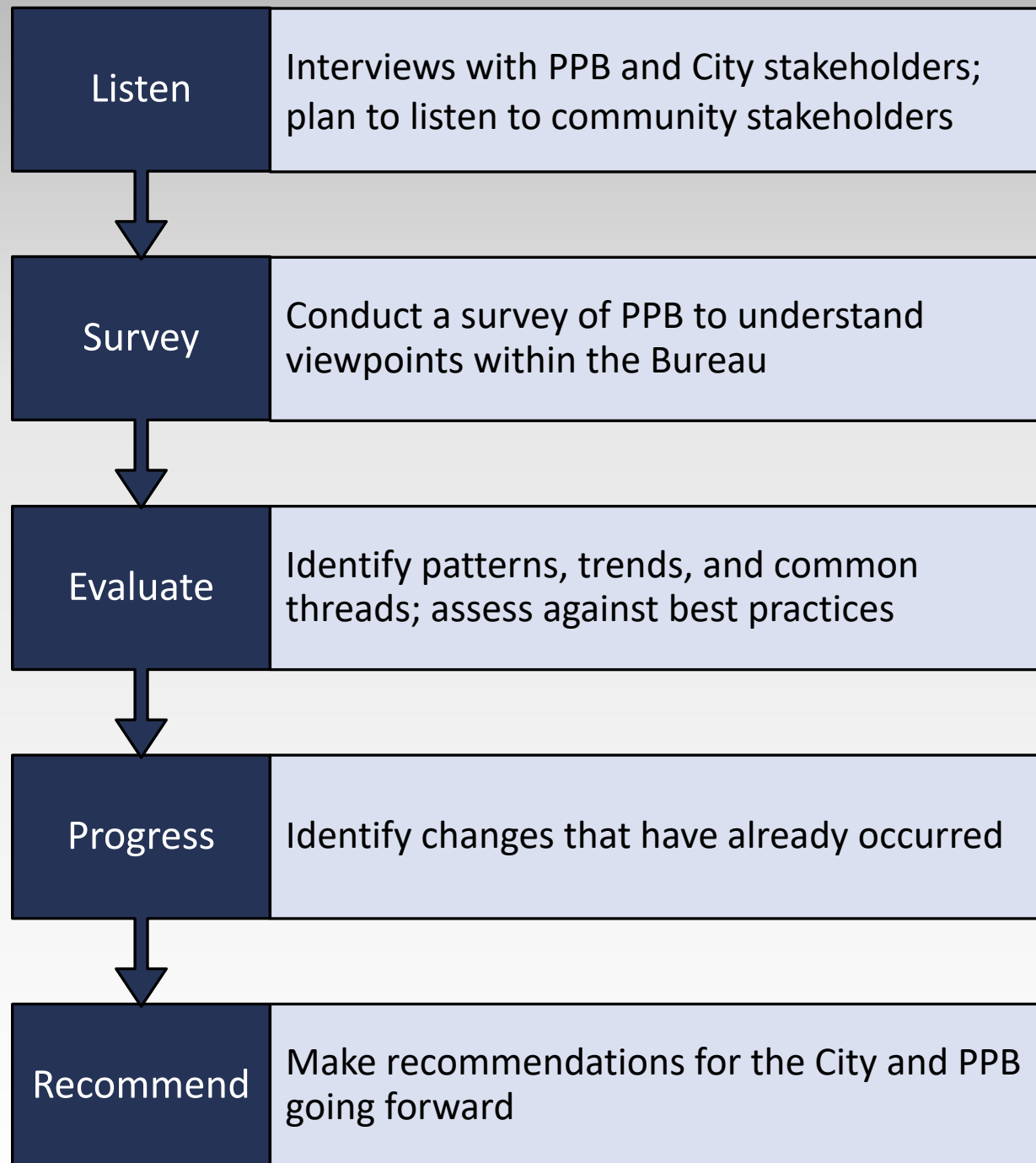
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This Presentation

- High-level review of our objective and methodology

- Highlight the key recommendations of our Report

- Address questions

The Project:
3 Questions

- Are Police Bureau policies, culture, actions, or outcomes driven by racial bias?

- Are Police Bureau policies, culture, actions, or outcomes driven by political bias?

- Are Police Bureau policies, culture, actions, or outcomes resistant to change sought by the community?

Objective: Cultural Assessment of the Portland Police Bureau

Listen	Interviews with PPB and City stakeholders; plan to listen to community stakeholders
Survey	Conduct a survey of PPB to understand viewpoints within the Bureau
Evaluate	Identify patterns, trends, and common threads; assess against best practices
Progress	Identify changes that have already occurred
Recommend	Make recommendations for the City and PPB going forward

Key Recommendations:
Eliminating Association with Hate Groups

7
Examine applicants' social media posts to disqualify anyone with links to extremist groups or racist viewpoints.

8&9
Modify directives and disciplinary guidelines to make clear that membership or participation in hate groups, racial supremacist organizations or militant groups is a violation of policy that could subject members to discharge.

10
Thoroughly investigate all allegations that a Bureau member is associated with an extremist group or has posted on social media any communications associated with racist viewpoints.

Key Recommendations:
Hiring to Improve Community Ties

14 Emphasize diversity of relevant life experiences in recruitment efforts and reassess criteria that automatically excludes persons who might be excellent police officers.

15 Consider innovative ways of recruiting.

16 Include a community member in the interview process for prospective new officers.

Key Recommendation:
Focus on Community Relationships

24 Develop ways to incorporate into Academy training a community-based program focused on non-law enforcement social service work aimed at reinforcing the importance of building relationships within Portland's diverse communities.

Key Recommendations:
Focus on Racial Disparities

3 Use statistical dashboards relevant to racial disparity issues to increase transparency and show changes over time.

4 Identify any patterns of practice that may result in disparate uses of force specifically on persons of color.

27 Evaluate how policing strategies impact racial disparities, and report to community.

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