

City of Portland Compliance Officer and Community Liaison Process

Council Coordinating Committee attendees included

Commissioner Amanda Fritz

Bryan Hockaday, Commissioner Novick's Office

Constantin Severe, Independent Police Review Commission

Deanna Wesson-Mitchell, Mayor's Office

Shannon Callahan, Commissioner Saltzman's Office

Joseph Wahl, Office of Equity & Human Rights

Dora Perry, Commissioner Fritz's Office

Ellen Osoinach, City Attorney's Office

Gail Shibley, Mayor's Office

Jim Blackwood, Commissioner Fish's Office

Mike Marshman, Portland Police Bureau

Mary Claire Buckley, Portland Police Bureau

Rachel Wiggins, Mayor's Office

Jo Ann Hardesty, Albina Ministerial Alliance/Coalition for Justice & Police Reform

T. Allen Bethel, Albina Ministerial Alliance/Coalition for Justice & Police Reform

Dr. Leroy Haynes, Albina Ministerial Alliance/Coalition for Justice & Police Reform

Katelyn Randall, Legal Aid

Kristy Jamison, Portland Commission on Disabilities

Philip Wolfe, Portland Commission on Disabilities

Beckie Child, Mental Health Advocate and PhD student

Sarah Hobbs, volunteer with the American Partnership for Suicide Prevention

Alex Bassos, Office of Metropolitan Public Defender

Dr. Linda Grounds, clinical psychologist

City of Portland Compliance Officer and Community Liaison Interview Process

Selection Advisory Committee Members

Katelyn Randall, Legal Aid

Philip Wolfe, Portland Commission on Disabilities

Gail Shibley, Mayor's Office

Ana Meza, Multnomah County Youth Commission

Bob Joondeph, Disability Rights Oregon

Patricia TenEyck, NAMI Multnomah

Beckie Child, Mental Health Advocate and PhD student

Steve Yarosh, Citizen Review Committee

Dora Perry, Commissioner Fritz's Office

Michael Alexander, Urban League of Portland

Dr. Leroy Haynes, Albina Ministerial Alliance/Coalition for Justice & Police Reform

Aimee Samara, Portland Human Rights Commission

Carl Goodman, former Multnomah County Corrections Manager

City of Portland COCL Advisory Panels ♦ September 29, 2014

Resolutions Northwest Facilitators:

Adela Basayne, Carlos Windham, Sandy Bacharach

The following are the notes the facilitators captured on chart packs during the last conversation of the day. Prior to this, each candidate made a presentation to the full group of panelists, then rotated to small groups who each asked a different set of questions. The large-group conversation focused on the following tasks:

1. Share information [in groups of 3, with a representative from each panel, share what you heard in your respective interview panels – then report out]
2. Strengths and weaknesses [for each candidate]
3. Viable candidates? [Would you recommend at least one candidate move forward in the search?]
4. Evaluations [of facilitators – collected separately]

INFORMATION: WHAT YOU HEARD

Campbell

- Generalities, not specifics when answering questions, political in their response, hard to know where he was coming from
- ‘Didn’t hear’ that candidate would talk to folks experiencing mental illness
- Martha spoke little to none
- Akin was not always helpful/on target
- Ran out of time for all questions – who would be project manager...time management and 3 full time staff seem like concerns
- Concerns for how they’ll deal with citizen groups (“table pounders” feels disrespectful)
- Good team, diverse (ethnicity) pool
- Team didn’t have cohesion – didn’t agree with each other
- Overthought questions, seemed in need of a plan
- Level of confusion was distracting
- Didn’t speak to community involvement

Ward

- Answered with specific examples
- Well versed in DOJ settlement
- Understood COAB
- Understood systemic nature of homelessness
- Data works with analysis
- Desire to utilize volunteers – surprising/need paid positions
- He was passionate, courageous, from the heart, spoke through comfort, understood community connections
- Concern: alone, full-time +...but he plans to add to the team – will he fit into the political arrangement (he has a vision)

Rosenbaum

- Tom finishing his doctorate early 2015 and would be nearly full time. No one would live in Portland but would do up front organizing and COAB quarterly visits/meetings, other through skype and conference calls – logistical concerns
- No substantive details on strategy
- Tom would be main position – wasn't speaking – surprising
- Seemed uninformed/unfamiliar with questions and time commitment
- Student heavy-lifting
- Mental health community doesn't see one of their contacts (the judge) as a respected community member
- Rosenbaum himself would only work on this approximately once/week

STRENGTHS & WEAKNESSES

Campbell

STRENGTHS

- Multidisciplinary team
- Multiracial team
- Mostly impressive team – a “dream” team
- Community knowledge → local piece, John lives here, indigenous knowledge of Portland community and who the players are
- Seems like he's had a positive track record... *might need to verify this*
- Local connections
- Able to collect Portland police data (“like a dog with a bone”)
- Maybe there wasn't time to build a good plan? He said September was too busy.

WEAKNESSES

- He runs a company, has to juggle time
- Size of team impacts budget
- Short on details
- Strategy of team was unclear, who would do what?
- The money isn't in the budget for all the consultation he plans to do
- The central issue is mental illness. He didn't have specifics and his consulting MD's will be very busy. How available with these experts be?
- They were patronizing and condescending re: mental health.
- Insensitive statements re mental health community – very “us” v “them”
- Awareness of mental health issues seemed absent
- Lack of understanding/lack of connection to mental health community
- COAB – some idea of conflict rather than cooperation with COCL
- So political as to seem disingenuous
- Did not seem focused on taking leadership with solving problems
- Had they had time to read the settlement?
- Became flustered with push from panel – yet he is known as a facilitator
- Hubris was off-putting – how will he connect with people?
- He was condescending about the agreement and he'd have to implement it.
- Approached job as consultant

Rosenbaum

STRENGTHS

- They cast a big net (100 cities) – they may have seen bigger patterns and vision that we have
- Good understanding of policing Best Practices
- Lots of knowledge with data from around the country
- Knowledgeable team
- Nice man...great grandfather?
- Amy has real experience with people living with mental illness – mix her with another candidate?

WEAKNESSES

- They are not going to be here – they are going to be in Chicago.
- Lack of clear strategy beyond the data
- Poor baseline understanding of Portland

- They seem unclear how their bounty of data will translate to action
- Not responsive to panel's questions about how they would relate to our community
- They are not here and don't understand Portland
- They have a lot of big contracts right now – how much time will they give us?
- Did not hear their commitment to pursue data like a dog with a bone – might give up if it's hard to get
- He's an academic researcher...and not a community engager, communicating with people is not his strength.
- Perhaps Amy should be lead presenter – bigger skill-set and experience
- Good research opportunity for them
- Not familiar with Settlement Agreement
- Who's allowed to talk? Who's the lead? They didn't carve out time for Tom to talk.
- Tom will be their full time person but he didn't speak. That wasn't told to most panels.
- Struggled to identify their local plan – kept shifting to “best practices”
- Didn't respond to direct questions
- He was uncomfortable talking about race – wouldn't meet my eye. It made me wonder why he was struggling – was it me or race or what? People of color dying at the hands of police is relevant here in Multnomah County. This COCL is going to have to talk about it.
- So focused/driven by data. Not empathetic. Also no eye contact with me
- Made a data error re “few Latinos” in Portland.
- The position requires data to inform policy. Not sure he can do it.

Ward

STRENGTHS

- Tons of personal/professional “lived experience”
- Candor – he speaks up – honest – sincerity (not political) – passion
- Felt personal connection
- Substance offered when pressed about issues of race
- Prepared to quit his job to do this full time
- Connected real life experiences to this work
- Knowledgeable about the issues
- Experience is impressive...but should be verified
- Experience working in government
- Built rapport – could see him talking to variety of constituents

- Refreshing to consider (re)defining “mental “health” environmental impacts
- He may hire people down the line
- He serially takes on huge projects every 5 years or so...seems like he delivers.
- History of building start-up to success, this may apply to liaison work
- Master of practical strategy for implementation (the what and how)
- Came right out with bias against POC and people with mental illness
- Data analysis (could be verified?)
- Holistic view of project (not just data-driven), community-oriented, positive relationships between community and police, translating data to meet this end
- Sees COAB as partners
- Will he have support staff? Questions remain on who he will work with and how – concern by some, not by others
- “data wonk” who can translate hard statistics into soft stories
- Command of literature and protocols – credible on both sides of the issue – police, community/mental health
- Has not used force to strike back personally – grounded
- High tension job – he has a calming affect
- Feels he could give listening space and not minimize others
- He brought up alternative voice for change with youth – connected to me personally
- Was non-defensive
- Knowledgeable and confident and met people beforehand, personable, he kept trying to connect
- Gave thought to COAB questions: respectful communication, disagree and move forward, hope for change

WEAKNESSES

- He lacks support, lacks resources (or at least didn’t communicate them to us)
- Will he have support staff? Questions remain on who he will work with and how – concern by some, not by others
- “SPMI” is a pejorative term. There’s a broader perspective needed on who is coming into contact with law enforcement.
- Does he understand the scope of this project? No one person alone can do it.
- He plans to use volunteers
- Not convinced about his ability to manage and analyze data
- How collaborative is he? He took credit for tasks that had to have been done with teams

- Didn't hear enough about mental health strategies
- We should verify all his experience

VIABLE CANDIDATE(S)

- Most recommend Ward (we're looking for a rare bird; he can succeed at this role)
- Many recommend Ward &/or Campbell (perhaps with a different team)
- One says No to all (Campbell gets the same as we've got status quo and Ward doesn't understand the scope of job – didn't know who he'd hire)