

IMPACT STATEMENT

Legislation title: Appoint Albert Lee, Vadim Mozyrsky and reappoint Kristin Malone, Julie Falk to the Citizen Review Committee advisory board to the Independent Police Review, a division of the City Auditor's Office. (Resolution)

Contact name: Irene Konev, IPR Community Outreach Coordinator

Contact phone: (503) 823-0926

Presenter name: Constantin Severe, IPR Director

Purpose of proposed legislation and background information:

To expand diversity on the committee, 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 diverse community organizations. Ms. Konev contacted organizations serving women and diverse community, as well as women-owned businesses and attended events where women and diverse community gather.

Contact was made with 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 CRC. Some organizations contacted include:

- Asian Pacific American Chamber of Commerce
- Native American Chamber of Commerce
- Hispanic Metropolitan Chamber of Commerce
- Native American Youth and Family Center
- National Association for the Advancement of Colored People
- Muslim Educational Trust
- Partners in Diversity
- Bradley Angle House
- Urban League of Portland
- Latino Network
- Hacienda CDC
- Human Solutions
- Healthy Baby Initiative
- Metro
- Slavic Advisory Council
- PSU Russian Flagship Program
- Warner Pacific College
- Lewis and Clark College
- Oregon Health and Science University

- Jade International Market Night
- Immigrant and Refugee Community Organization
- Lents Neighborhood Association
- Rosewood Renew
- Community Peace Collaborative

Strategic Outreach to recruit women:

- PDX Women in IT
- The Pitch
- Emerge Oregon
- Oregon Women Lawyers
- Russian Oregon Social Services

Advertisements were purchased in the Skanner, the Portland Observer, The Asian Reporter and the application was placed on the IPR website. The advertisements ran in mainstream media, and appeared online through social media. Through existing relationships, the CRC application was placed on several websites of organizations and sent out through their social media. Specific connections were made with Emerge Oregon graduates to recruit women. Acquaintances who became friends and advocates of IPR recommended community members from their networks to IPR. Ms. Konev met with several of the applicants to explain the role of the CRC. A CRC information session was held to meet with interested applicants.

Ms. Konev regularly attended Say Hey, Breaking Bread and Barriers, Jade International Market Night and other events to broaden the applicant pool for the CRC recruitment. Because of her efforts in all geographic and neighborhood areas of Portland, IPR received 25 applications, 14 women, nine men, and two applicants who did not specify their gender.

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 CRC.

The community was also engaged in the CRC selection committee. The selection committee consisted of former CRC members Steve Yarosh and Jeff Bissonnette, current CRC member Roberto Rivera, Salome Chimuku Program Manager at the Criminal Justice Policy Research Institute at PSU, Dani Ledezma Interim Executive Director of Coalition of Communities of Color, Laura Orr Legal Research and Public Law Library Consultant, and IPR Assistant Program Manager Rachel Mortimer. The selection committee reviewed 25 applications and interviewed the twelve of highest ranked candidates. They chose four to be recommended for current openings to Council appointment, and selected four to hold in reserve should there be any member resignations within the term.

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