

## IMPACT STATEMENT

**Legislation title:** OEHR report on city-wide employee discussion of institutional racism and police/community relations in the aftermath of Ferguson

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

On three separate dates, December 3 and December 10, 2014, and January 7, 2015, a total of approximately 200 city employees came together to discuss the aftermath of the Ferguson Grand Jury decision. Topics of discussion revolved around institutional and systemic racism, implicit bias, community/police relations, police training, the feeling by people of color of disempowerment and fear, as well as how each was created, and continue to foster, the tinderbox that exploded in the days following Ferguson. The Office of Equity and Human Rights felt it important to provide a space for voices to be heard, and frustrations to be expressed.

The commitment of OEHR was to present to the Mayor and City Council the thoughts, concerns, suggestions and expectations expressed. Some specific policy recommendations will be presented.

### **Financial and budgetary impacts:**

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

The community involvement was of city employees. The broader community is the Portland community, specifically communities of color impacted by police policies or individual officer actions.

There may be testimony from individuals who attended the discussion sessions.

### **Budgetary Impact Worksheet**

#### **Does this action change appropriations?**

YES: Please complete the information below.

X  NO: Skip this section