

**Beaverton
Human Rights Advisory Commission
Policing Recommendations
January 2021**

Summary of Final Recommendations

I. Policy

- A. Immediately adopt "8 Can't Wait" reforms¹ to be followed by other reforms.
- B. Prioritize funding of community services such as expanding access to mental health support, addiction treatment, and community-based social workers, educational and vocational programs, and affordable housing.
- C. The Beaverton Police Department (BPD) should avoid use of the "escalated force model" to subdue protests.

II. Transparency

- A. Hire an expert to support the BPD in creating an online police data dashboard that is easily accessible to all community members. Create executive summaries of reports that are easy for community members to understand.
- B. Representatives of both BPD and the greater community should work collaboratively to establish success criteria for BPD with easy-to-understand metrics and ongoing evaluation.
- C. Determine how transparency, regulation accountability, and oversight will exist if BPD participates in joint task forces.
- D. Maintain current practice of police communication through unencrypted channels and continue to abide by public record laws.
- E. Create a citizen board or commission for police oversight. Hire a BIPOC-centered racial justice consultant or organization to guide the creation of this body. This would be inclusive of recommending the type of committee that fulfills the needs of our community.

III. Hiring, Training, and Retention

- A. Create an intentional retention strategy for officers from underrepresented groups in the Beaverton Police Department.
- B. Track, monitor, and report on the retention of officers in underrepresented groups in the BPD.

IV. Connecting with Community Members

Upon further reflection and discussion during the January 2021 HRAC meeting this section was voted removed by the Commission because of the complexity of creating authentic relationships and we recommend referring to Ellen Wyoming DeLoy's work as a starting point for examining how to build authentic relationships with the BIPOC community. Our draft work is included in this document.

V. School Resource Officer Program

- A. HRAC recommends removing School Resources Officers from schools.
- B. If the recommendation to remove School Resource Officers from schools is not taken, an alternative is to engage in the process outlined in 1-5 on pages 21-22.

¹ <http://8cantwait.org/>

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Executive Summary

The Human Rights Advisory Commission (HRAC) shares this report which represents the culmination of over six months of relationship building, listening, and dialogue between the Beaverton Police Department (BPD) and the members of the commission. This work was undertaken as a result of the extrajudicial murders of George Floyd, Breonna Taylor, and many more Black community members as the renewed demands for racial justice across the country voiced the challenges embedded in current systems of policing and their disproportionate and devastating impacts on Black communities. It by no means is meant to represent the experiences and input of the racially and ethnically diverse community members of the City of Beaverton. The commission recommends that the City Council consider the recommendations regarding communication with community members in the report provided by Ellen Wyoming DeLoy on September 15th, 2020 to be able to listen and respond to the needs of the racially and ethnically diverse community that is Beaverton.

This report outlines recommendations from HRAC to the BPD and the City of Beaverton in these key areas –

- I. Revisions to current policies;
- II. Steps to increase department transparency and accountability;
- III. Hiring, retention, and training;
- IV. Suggestions for connecting with the community; and
- V. A recommendation for the School Resource Officer Program.

Each key area lists specific recommendations related to that topic, followed by the commission's rationale, and may include important considerations, notes and comments from commissioners, guests, and BPD staff.

Information used in the report was generated from a series of six "Inquiry Sessions" held during regular HRAC monthly meetings between July – December, 2020. Video footage of all six Inquiry Sessions can be found online at <https://www.beavertonoregon.gov/284/Human-Rights-Advisory-Commission>. These recommendations will be presented in a future council worksession, where the Beaverton City Council will advise on next steps.

HRAC and the BPD are united in seeking transformative changes that ensure that all of Beaverton's families are truly safe. Change is a must and the time to act is now.

Socio-Political Context

During Spring 2020 several different tragedies occurred that highlighted the systemic racism existing in our country. Two events occurred on Memorial Day that highlight policing and the systemic disadvantages within that system for Black people.

On May 25th Christian Cooper, a gay Black man, walked his normal route through Central Park's Ramble to watch birds. He encountered Amy Cooper, a heterosexual White woman, walking her dog. When Christian Cooper asked Amy Cooper to leash her dog in an area that requires dogs to be on a leash, Ms. Cooper threatened to call the police and did so with her cell phone. A video shows Ms. Cooper attempting to control her dog and explaining to the 911 dispatcher that "there is a Black man recording and threatening me and my dog... I'm being threatened by a man in the Ramble please call the cops immediately." Ms. Cooper's tone grows increasingly urgent as the call continues.

On the afternoon of May 25th George Floyd was taken into custody by four officers after allegedly passing a counterfeit \$20 bill. In the course of his arrest, Officer Chauvin chose to restrain Mr. Floyd by holding a knee on Mr. Floyd's neck for over 8 minutes. This resulted in Mr. Floyd's death.

These two stories share a common strand ----- policing. Amy Cooper's frantic call reveals her knowledge that reporting an attack by a Black man in a trembling voice will potentially bring police officers more quickly to the scene; while Mr. Floyd's death is a tragic example of a system that allowed a police officer with numerous complaints to continue working until killing a man by kneeling on his neck. As Christian Cooper said, it is not about Amy Cooper: it is about the system of policing.

The Center for Police Equity states:

"One in five Americans interacts with law enforcement yearly. Of those encounters, one million result in use of force. And if you're Black, you are two to four times more likely to have force used than if you are White."
[\(https://policingequity.org/\)](https://policingequity.org/)

Modern day policing has its roots in slave patrols. Slave patrols captured and returned enslaved people to their enslavers in the South. Early police forces in the North were formed to create order amongst poor immigrants rather than addressing crime. These are the foundational historical elements of policing that we need to consider as we seek to offer recommendations to transform policing **and** support community safety.

Additionally, the Human Rights Advisory Commission uses the Universal Declaration of Human Rights to guide our work. The following Rights as outlined in the Universal Declaration are paramount as we make our recommendations:

Article I

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

The Exploration

Within this context, the Human Rights Advisory Commission has engaged with Chief Ronda Groshong and her staff to examine the following areas:

- Data transparency about policing and communication with the community
- Community outreach and channels for the community to provide the Police Department feedback (Community Dialogues about policing)
- Review of use of force policy and potential revisions
- Community oversight of the Police Department

The Process

Over the course of six HRAC meetings (July 2020 through December 2020) the different areas were examined. The following recommendations arose from those inquiry sessions that included Beaverton Police Chief Ronda Groshong and other Beaverton Police Department (BPD) leaders, the HRAC commissioners, City Councilor Mark Fagin, and (on two occasions) Brennan Center for Justice fellow Michael German. Our thanks to Commissioner Anjabeen Ashraf for connecting us to Michael German.

Recorded video of all BPD/HRAC Inquiry Sessions can be viewed online at:
<https://www.beavertonoregon.gov/284/Human-Rights-Advisory-Commission>.

I. Policy

- A. Immediately adopt research-backed use of force policy reforms, for example the "8 Can't Wait" reforms² This is currently under consideration by Council.

★★★★ 1 participant rated this 4 stars

Rationale: Research supports the conclusion that placing restrictions on the use of force by police reduces police violence³. Note: Consultant Ellen Wyoming DeLoy's report⁴ prepared for the Mayor and Council specifically mentioned 8 Can't Wait as a desired outcome by members of the public.

Additional Notes:

8 Can't Wait and related use of force reforms were the session topic of the October 2020 meeting, and Chief Groshong outlined BPD's analysis of these reforms; some of these policies are already in place in Beaverton and BPD leadership perceives that additional 8 Can't Wait reforms would endanger officers. Does HRAC want to make a recommendation to adopt 8 Can't Wait? Some of it? Different use of force reforms? Additional research/analysis? No recommendation?

Comments from 12/1/20 HRAC Meeting

I think further conversation is needed here. Perhaps this is an ongoing effort and conversation that can be had between a citizens oversight committee and BPD so that if all recommendations cannot be adopted immediately, we can work to get there over time. - Jarrod Shaw

- B. Prioritize funding of community services such as expanding access to mental health support, addiction treatment, community-based social workers, educational and vocational programs, and affordable housing.

Rationale: Currently, the Police Department accounts for 41.1% of the City's General Fund expenditure⁵. Reallocating funds to social services creates safer communities and has been generally shown to be more cost-effective at reducing crime than expanded policing and incarceration⁶. Allocation of City funds was a recurring theme in both public commentary and statements by HRAC commissioners.

Comments from 12/1/20 HRAC Meeting

This seems to be a critical element in aligning community policing with changing sensibilities and best practices. Reallocation of resources is a better approach than the so-called Defund the Police movement. Spencer Ehrman

² <http://8cantwait.org/>

³ See more: http://docs.google.com/document/d/1XS-frPPH7cSDf5ovsj6RG4z4ukMlozPxLki7WjBnK_Q/

⁴ <http://www.beavertonoregon.gov/DocumentCenter/View/29362/A-Call-to-Action-Findings-and-Recommendations-for-the-City-of-Beaverton->

⁵ Source: <http://www.beavertonoregon.gov/DocumentCenter/View/27487/11-General-Fund>

⁶ See for example <http://www.sentencingproject.org/publications/ending-mass-incarceration-social-interventions-that-work/>

Yes, I think if a reallocation is possible where BPD and social service entities all have sufficient funds to be able to carry out their work and BPD can focus more on the issues where they can respond most effectively, that would be ideal. - Jarrod Shaw

C. BPD should avoid use of the “Escalated force model” to subdue protests.

★★★★★ 6 participants gave this recommendation an average of 4.8 stars

Rationale: Our neighbor city, Portland, has been the site of significant, sustained protest against police violence. The “Escalated force model” suggests that if protests become unruly, police respond with increasing force until protest is suppressed. Studies found in practice this made civil disturbances much worse, which is in line with outcomes in Portland⁷.

Comments from 12/1/20 HRAC Meeting

I would replace 'avoid' with 'will not' or 'not'. -Anjabeen Ashraf

Portland isn't relevant to this thread, anymore than Minneapolis is. It appears that given the current atmosphere, use of force is being reviewed and revised - Spencer Ehrman

Good points AA and CG. My memory is that BPD currently does not use escalated force, but codifying that as policy is good. - Laurel Grasmick-Black

I can tell the group from firsthand experience that PPB's methods don't work. They only get the crowd angrier and get the city sued. - Cameron Green

⁷ <https://scholarship.law.slu.edu/cgi/viewcontent.cgi?article=1028&context=plr>

II. Transparency

Michael German, a fellow at the Brennan Center for Justice stated at the September 2nd, HRAC meeting: "Law enforcement is a public service, and public service cannot be complete unless law enforcement knows what the public needs are, and the public knows what law enforcement is doing. Keys to this are transparency, accountability, and community oversight."

- A. Hire an expert to support the BPD in creating an online police data dashboard that is easily accessible to all community members. Create executive summaries of reports that are easy for community members to understand.

Rationale: The changes and additions made to the Department website since May are an improvement in both look and content. Reports of community complaints can be long and are not typically written in easily digestible language. Ensuring that community members can access police data and summary reports enhances transparency and trust -- and officers are able to do their best work in an environment of community trust⁸.

Additional questions:

- How might BPD engage community members in offering feedback?
- What data would support officers' centering community safety?

Comments from 12/1/20 HRAC Meeting

Of all the recommendations, this seems like a fairly simple thing that could be done to increase transparency and make BPD feel more accessible to the community, especially minority communities who want answers about how policing practices in Beaverton affect them. - Jarrod Shaw

- B. Representatives of both BPD and the greater community should work collaboratively to establish success criteria for BPD with easy-to-understand metrics and ongoing evaluation.

Rationale: Measurement and ongoing evaluation of a goal maintains focus on the goal. Involving community members in establishing and evaluating goals builds trust and transparency.

- C. Determine how transparency, regulation accountability, and oversight will exist if BPD participates in joint task forces.

Rationale: Michael German pointed out that when police bureaus participate in joint task forces they often do so under different standards and regulations than their own. BPD needs to determine what oversight will be utilized if the department chooses to participate in collaborative operations with other entities.

Comments from 12/1/20 HRAC Meeting

There needs to be an independent oversight commission/committee/body for BPD. - Anjabeen Ashraf

Participation in joint tasks force is a common method for police departments to evade and obfuscate their responsibilities. If BPD wants to be model force, it

⁸ An Example Chicago Police Dashboard: <https://home.chicagopolice.org/statistics-data/data-dashboards/>

needs to avoid being part of such groups. There is an unavoidable taint by association. - Cameron Green

I agree with the independent oversight commission idea - Jarrod Shaw

- D. Maintain current practice of police communication through unencrypted channels and continue to abide by public record laws.

Rationale: Portland Police Bureau have moved their communications to encrypted channels to avoid public scrutiny, undermining accountability and eroding public trust.

Comments from 12/1/20 HRAC Meeting

The police are theoretically public servants. Secrecy is corrosive to this principle. - Cameron Green

- E. Create a citizen board or commission for police oversight. Hire a BIPOC-centered racial justice consultant or organization to guide the creation of this body. This would be inclusive of recommending the type of committee that fulfills the needs of our community.

Rationale: The inquiry process between HRAC and BPD has created an opportunity for meaningful dialogue between the City, the Police Department, and the community as a whole. That work should continue independently of HRAC. There are multiple possible models for citizen oversight. Hiring an outside expert to determine the structure and purpose of a citizen body avoids perpetuating entrenched power structures, and partnering intentionally with communities of color most impacted by police violence centers BIPOC voices and needs from inception.

Comments from the 12/1/20 HRAC Meeting

There should be a thorough review of best practices in citizen oversight in order to chart the best course for Beaverton. This is not a BPD generated activity but one that's initiated by council and must include community BIPOC members, legal and HR counsel. Establishing oversight should not include rank & file or union leadership as the union may be obstructive to the process. - Spencer Ehrman

This is one of the best things that can be done to ensure that the community, especially BIPOC community members, are able to maintain relationships with the police and ensure that ongoing conversation occurs. - Jarrod Shaw

III. Hiring, Training, and Retention

- A. Create an intentional retention strategy for officers from underrepresented groups in the Beaverton Police Department.

★★★4 participants gave this recommendation an average of 3.3 stars.

Rationale: The President's Task Force on 21st Century Policing observed "Hiring officers who reflect the community they serve is important not only to external relations, but also to increasing understanding within the agency." Racial diversity and other forms of diversity, when leveraged, can enhance the quality and effectiveness of policing in Beaverton.⁹

Comments from 12/1/20 HRAC Meeting

Again, a great opportunity to develop research skills and make professional connections with innovative police departments across the country (Why limit the research to Oregon which is lacking in racial diversity?). This is a great special assignment and stretch assignment for a police department staff member. - Dori King

Would be interested to see examples of existing programs, any in Oregon, how would they fit into current practices without causing unintended problems for officers from underrepresented groups. - Fagin

- B. Track, monitor, and report on the retention of officers in underrepresented groups in the BPD.

★★★★4 participants gave this recommendation an average of 3.8 stars.

Rationale: Measurement and evaluation of a goal helps to maintain the focus on it.

Comments from 12/1/20 HRAC Meeting

This would be interesting and perhaps helpful. Another lens would be: for those BIPOC officers who do remain with BPD, what did they have to give up, put up with to do so? - Anjabeen Ashraf

The Equal Employment Opportunity Commission requires annual reporting of the number of people in job categories and their racial/ethnic identity. The question is what examination of the data is being done in the police department? Are exit interviews available to all officers and police department staff with non-police department people? The leaders in the police department want to use data and information to examine what cultural elements of the department are affirmed and which ones need to change. - Dori King

Confirm it is already being done, if not, how hard would it be and would there be any HR issues created. - Fagin

This is already being done by HR. - Chief Groshong

General Comment on the Hiring, Training, and Retention From 12/1/20 HRAC Meeting

I am concerned about the language of the police will still be the police. Culture within the police department may need to change but it needs to be changed from within allowing for civilian input[input]. Tonia Cottrell

⁹ Scott Page *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies*, Princeton University Press, Princeton, New Jersey, 2007.

IV. Connecting with Community Members [Note: Recommendations A - E in this section are here for your information. HRAC voted to strike A-E. Passed quorum. 1 Opposed. 2 abstaining on 1/6/2021.]

- A. Create a system for Police officer liaisons to support the Neighborhood Association Committees(NACs). These officers intentionally cultivate strong relationships with residents of the city's various neighborhoods. Utilize neighborhood-based officers to respond to non-emergency calls.

★★★4 participants gave this an average of 2.8 stars.

Rationale: Similar to "Care Teams" in the medical (and educational) realms, and to how SROs are organized within the school district. This establishes a structure for building authentic connections between individual officers and community members to build trust and expertise.

Comments from 12/1/20 HRAC Meeting

I do not think that the presence of law enforcement in community spaces, particularly historically marginalized communities, is helpful given the sociopolitical historical context of policing. At best it is unhelpful and at worst it is harmful (which it often is). -Anjabeen Ashraf

It's also been my experience that NACs don't attract community members. Unless there's a problem with parking, traffic to other localized issues. So finding alternative venues for interactions makes sense. Picnics or other neighborhood activities? - Spencer Ehrman

If BPD participation in neighborhood community based activities and meetings, how are we supposed to create communication channels? - Spencer Ehrman

The very presence of a police officer represents a real and immediate threat in the minds of many community members. I feel that this would likely backfire. - Cameron Green

Agreed that the presence of police in these communities may stoke more fear. Perhaps BPD could increase community meetings and heavily advertise in these communities so people feel it is their choice to approach the police rather than the other way around -Jarrod Shaw

NACs do not have high attendance. More avenues for Police and citizen interactions. Possibly thru religious organization meetings or at events such as a meeting with the black parent union of Beaverton. - No Name

- B. BPD's outreach team should implement multiple strategies to proactively connect with community members and invite authentic feedback. Examples include hosting empathy interviews, an "Adopt a Cop" program, and developing a virtual platform for sharing stories and experiences.

Rationale: The police can only meaningfully serve the needs of the community when they understand the needs of the community; actively seeking input outside of current feedback practices ensures that multiple

perspectives are heard. Empathy interviews¹⁰ are open-ended, conversational interviews intended both to gather qualitative data and to build relationships, and often reveal insights not captured by traditional survey methods. Members of the public have expressed interest in opportunities to engage with officers directly, similar to ride-alongs or Coffee with a Cop programs. Using BPD's website to gather and share stories humanizes officers and community members, and demonstrates a commitment to seeking input.

Comments from 12/1/20 HRAC Meeting

It is not the responsibility of those being harmed by a system to help build empathy within that system. This is asking for further free emotional labor from marginalized community members. - Anjabeen Ashraf

How are we to create a collaborative community without participation from all affected communities? There must be effective ways to facilitate cooperative environments. This is an important step forward toward a holistic community. - Spencer Ehrman

I prefer this recommendation to recommendation A in this category. - Jarrod Shaw

- C. Connect with local community-based and identity-based organizations to find areas for collaboration.

Rationale: BPD needs to cultivate a variety of relationships with culturally relevant organizations and groups to connect with Beaverton's BIPOC communities. Examples include APANO, UO, CAUSA, REAP and more.

Comments from 12/1/20 HRAC Meeting

A layer of interface between the police and community tends to make the interaction safer for community members - Cameron Green

A critical element in finding ways forward to be successful. - Spencer Ehrman

Yes, easy to do and high probability of success. -Jarrod Shaw

- D. Ensure that community outreach is only conducted in a way that prioritizes learning and relationship-building, not for collecting intelligence reports.

★★★★★ 3 participants gave this an average of 4.7 stars.

Rationale: Guest, Michael German shared findings from the "Countering Violent Extremism" program, where law enforcement initially engaged Muslim communities for the purpose of learning and building relationships, it morphed into a "intelligence collection" platform. As Michael German stated: "One way to destroy relationships between police and community is to use community outreach as a Trojan horse." Additionally, Michael German suggests communities "be cognizant of when law enforcement changes the names of intelligence collection programs, as it has been a tactic to stigma of program investigations."

Comments from 12/1/20 HRAC Meeting

¹⁰ See <http://dschool-old.stanford.edu/wp-content/themes/dschool/method-cards/interview-for-empathy.pdf>

While this sounds great in principle, a core function of the police is gathering intelligence for the purpose of charging people with crimes. I'm not sure how this role could just be switched off. - Cameron Green

- E. Create ways to connect with students from public, private, and parochial schools beyond the cadet and SRO programs.

★★★★3 participants gave this an average of 4.3 stars.

Rationale: BPD representatives and youth seem to see their interactions differently, based on the anecdotal stories members of HRAC have had with students. The cadet program and the student academy program are self-selecting. The student leaders in student government positions within schools (who are often those invited to offer feedback) are not representative of the board range of students.

Comments from 12/1/20 HRAC Meeting

This feels lower priority to me but could be something to think about in the future. - Jarrod Shaw

Further comments about this section from 1/6/2021 Meeting:

It seems as though the recommendation for officers to attend NAC's is not perceived as very productive from the comments made in the Padlet exercise. - Dori King

All these recommendations will cost BPD money. Recommends channeling these recommendations to social services, mental health providers, and resources for culturally relevant outreach to undocumented immigrants. DEFUND as much as possible police funds and funnel them toward more social services. - Lisa Kipersztok

When police come into community spaces they are often in a position to protect themselves. Not confident that these reforms would actually change anything as these recommendations are really common sense. When I hear "give black people voices" - Why do we beg people to treat people with kindness and humanity? Start recommendations in a way that says "lets treat all humans with respect. Larger systems are set up to protect police. We are segregating ourselves. - Mercy Henderson

We can learn from Mercy that we need strong, concrete, and clear recommendations and the council can do with it what they want. Propose having Mercy be on the writing of recommendations to help scrutinize and illustrate actual impacts. "Mercy should be paid!" - Kathy French

In response to Mercy, calling out impacts that disproportionately affect Black community members is VERY important. What can we do to better serve Communities of Color within city services? When we answer this question services are better for everyone; everyone's liberated. - Dori King

The problem w/ these recommendations is they involve talking to police. There is no situation where talking to police is safe. Any interaction with police is inherently dangerous for you because by its nature, their existence is to prosecute individuals. - Cameron Green

Final Recommendations Human Rights Advisory Commission January 2021

Motion to strike A, B, C, D, and E. Passed quorum. 1 oppose and 2 abstention.

The biggest impact we can make is the creation of a citizen oversight board. - Spencer Ehrman

V. School Resource Officer Program

- A. HRAC recommends removing SROs from schools. If this recommendation is not taken, then we recommend engaging in the following recommendations.
- B. These recommendations are based on those outlined in a collective letter¹¹ sent to the Beaverton School Board, the Mayor, and the Beaverton Council signed by Beaverton School District stakeholders including educators, parents, students, alumni.
 1. Black community members have suggested engaging **an outside consultant/agency specializing in anti-racist work** to guide the process to determine what the focus of funding should be to ensure both the best educational and social emotional outcomes for our young people. In this process, the City will want to ensure that Black, Brown and Indigenous students and families are at the heart of this work.
 2. Amplify the voices of Black, Brown and Indigenous young people and families connected to the school district through groups such as the [Beaverton Black Parent Union](#), Black Student Unions, [Beaverton Education Fund \(BEF\)](#), [REAP](#), [Movimiento Estudiantil Chicano de Aztlán \(MEChA\)](#), [Padres Unidos](#) and other racial and ethnic affinity caucuses. The Beaverton Human Rights Advisory Commission (HRAC) can also provide support to center Black, Brown and Indigenous voices within organizations.

The City Council, Mayor, and the Beaverton Unified School District Board and administrative leaders should be transparent about how the input from these groups will be used to inform decisions around the School Resource Officer program (SROs) in school, as well as how this feedback will be communicated with the wider Beaverton community. In addition, if it is decided that SROs should be removed from BSD schools, these same groups should be a part of the decision making process to determine how the current investment in SROs is reallocated to services that benefit our young people.

3. Partner with and compensate culturally relevant organizations like [Washington County Ignite](#), [Centro Cultural](#), [Adelante Mujeres](#), [Latino Network](#), [Asian Pacific American Network of Oregon \(APANO\)](#), [UNITE Oregon](#), [Immigrant and Refugee Community Organization \(IRCO\)](#), [Oregon Student Voice](#), as well as other organizations that are members of the [Coalitions of Communities of Color](#) to ensure the widest possible net to amplify the voices and needs of our Black, Brown, and Indigenous young people and neighbors. This includes transparently utilizing the information and insights from the [Leading with Race: Research Justice in Washington County Report](#).
4. Engage in community outreach that goes beyond the boardroom and traditionally White-centered processes to gain a better understanding of what is needed to support students' well-being. This effort should be culturally responsive, accessible, and only one of many tools used to actively empower our young people and community voices. One thousand six hundred and fifty-five (1,655) people signed a recent petition to remove SROs from Beaverton School District schools. Accessing the

¹¹ See full text of the letter here:

<https://docs.google.com/document/d/1Dm0wZKWvNITNajqtvMcvDGXLSKaVPX5SEBk4c1wJ6cl/view>

voices of Black, Brown, and Indigenous young people and our families of color are crucial.

5. Ensure a transparent review of the research and data about the effectiveness of SRO programs in schools.

Comments from 12/1/20 HRAC Meeting

This is how we increase trust in the police. Officers attend these meetings and listen to the needs of the community and then providing what is asked. - Tonia Cottrell

I agree a free flow of information between BPD and youth communities is necessary in order to create trust and a collaborative environment. Building personal relationships will also improve atmospheres so opportunities for that should be sought. - Spencer Ehrman

Overall, I do not like the militarization of schools and would support ending the SRO program. However, if the program does continue, it is vital that students and families, especially marginalized and minority communities, have a say in what the program looks like in their schools - Jarrod Shaw

Comments from 1/6/2021 HRAC Meeting

Jarrod Shaw recommends that HRAC have their official recommendation be to remove the SRO program, but will default to the educators in the space. It seems abolishing the SRO program feels to counter other recommendations of building relationships with police officers. - Spencer

Kathy French recommends everyone watch the council meeting where students spoke about the SRO program. Voices of BIPOC kids and parents seem drowned out in the conversation.

Lisa Kipersztok suggested changing the language of item B-5 to: "ensure transparent review of the SRO program to better evaluate impacts of abolition of the program in BSD".

My position is that armed individuals do not belong in schools. Police make almost any situation more dangerous given that their training involves use of force in almost any situation. We don't need additional study to find out what we already know – Police don't make schools safer. - Cameron Green

Children and guns are always a bad mix - Joy Stevens

Councilor Hasan suggested adding "actively listening" in addition to "amplifying"... student experiences w/ SRO's

Joy Stevens and Lisa Kipersztok suggested adding to Recommendation 1, section E "to not hire officers with lack of education of white supremacy in Oregon.

Motion made to recommend removing SRO's from schools. Passed with quorum. 1 opposed.

