

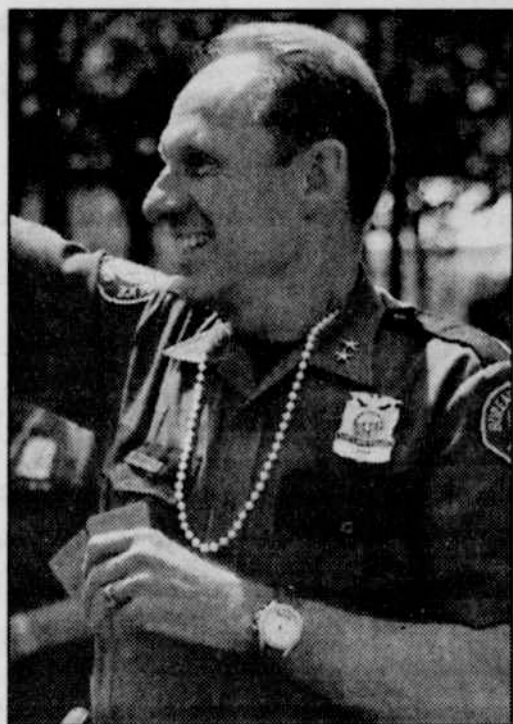
REPAIRING THE DAMAGE

Sexual Minorities Roundtable presents a list of suggestions to Portland Police Chief Mark Kroeker by Jim Radosta

More than nine months after his anti-gay comments came to light, Portland Police Chief Mark Kroeker is being asked to endorse a list of suggestions designed to continue the healing process.

The Sexual Minorities Roundtable started compiling the recommendations during a public forum held last December in response to the taped speeches, which were revealed in a *Portland Alliance* exposé. Robert Ball, an openly gay police reserve captain, formally presented the list in a letter dated Aug. 1.

Kroeker called the ideas "thoughtful," "constructive" and "positive" and promised to respond in writing within the next week or so. He also will continue to meet with the roundtable to go over the recommendations point by point.



Portland Police Chief Mark Kroeker reaches out to the community during Pride 2001

When asked whether this latest action could be akin to picking at a scab that already has started to heal, Kroeker indicated he doesn't think so.

"What has been developed here is, in a sense, beyond that time when there was a substantial rift," he said. "These recommendations are more of the long-range kind, and I don't see them as being the kinds of things that will inflame or create a climate of antipathy in any way.... I'm hoping that what took place in the increasingly distant past will now serve as a means for developing respect and an understanding that the police bureau is here to serve all communities." ■

RECOMMENDATIONS

The committee designated to review and analyze the questions, feelings, concerns and solutions from the public forum co-sponsored by *Just Out* and the roundtable is recommending the following solutions be incorporated into a written 12-month plan to improve both climate and process as they relate to the relationship between the bureau, Kroeker and the LGBT community.

We also are requesting this plan be continued so that it becomes part of future bureau strategic plans. A 12-month plan will improve accountability and solidify the desire to work together in achieving the mission and goals of the partnership agreement between the bureau and the sexual minorities community.

CLIMATE

1. The chief will participate in the monthly meetings and forums of the roundtable in the form of a "Chief's Hour." At these meetings the chief can respond to community concerns and update citizens on current activities that continue to heal and improve the relationship with the LGBT community.

2. The bureau will identify ways to support Vision (LGBT law enforcement group) within the 12-month plan to strengthen and affirm the bureau's support and commitment to all LGBT employees and volunteers. (Examples: Bureau to assign a representative to Vision who can address concerns and needs of LGBT officers and help find grants for Vision.)

3. A specific outreach and recruiting plan to the LGBT community will be developed including resource cards, LGBT group visits, business visits and Pride Week (high-visibility participation by the bureau) and bureau-sponsored information drive letting people know how to contact the roundtable with issues, problems, etc.

4. A youth outreach and support plan will be developed by the bureau that:

a. Encourages LGBT youth to join the cadet program. Recruit at LGBT youth venues such as the Sexual Minority Youth Recreation Center,

Outside In, Love Makes a Family and other identified gatherings.

b. Identifies a bureau liaison/advocate to street youth.

c. Improves participation by youth in the roundtable or any current and future bureau youth councils.

PROCESS

1. The bureau and the roundtable will recommend to the city auditor that any civilian review panel incorporate a member of the LGBT community. The Internal Affairs Division will also receive training to improve awareness and understanding of LGBT issues.

2. An independent "public advocate" is identified and advertised so issues can be taken directly to the mayor from the LGBT community and LGBT members of the bureau. LGBT members of the bureau will be able to make direct complaints to any future independent civilian review board.

3. The roundtable will develop consistent meeting procedures to track progress on projects and will return to having a meeting once a month at the bureau. In addition, the bureau will have more representatives (such as precinct personnel) participate in these meetings.

4. The quarterly community meetings will incorporate other speakers and special topics for presentation to the LGBT community from the bureau. This can also be the opportunity for the "Chief's Hour."

5. The bureau will seek advice from the city attorney as to appropriate on- and off-duty activities of officers while acting in an official capacity, using their official title or wearing the uniform. Policies will be developed as needed for these activities.

6. More LGBT issues and interaction with sexual minorities will be incorporated into basic police training and subsequent bureau training, and the bureau will advocate for this same training on a statewide level at the Department of Public Safety Standards and Training and other law enforcement agencies.

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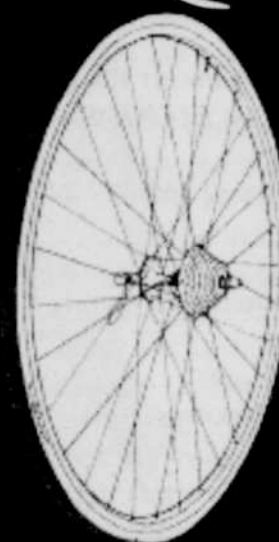
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