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They gave us inadequate staff they gave us inadequate resources. They really tried to tie our hands. They didn't expect in the short period of time that I would be able to come up with a couple proposals that would make it to the ballot.

**J.T.:** Was this a lost opportunity for some real change?

**J.H.:** I certainly agree with the lost opportunity for the public. It is really frustrating to work as hard as we did without the support of the public body that put us together. It supports the need to remove this process from the political process.

One of the housekeeping measures if passed in May, will provide a structure and timeline for the next charter effort. It would appoint commissioners for a two-year period of time. I continue to believe what the mayor said to me in a private meeting: he didn't care about these issues, and it is reflected in the lack of staff and resources dedicated to this effort.

**J.T.:** It's been about two years since City Council passed an ordinance meant to bring greater oversight to the police bureau. Looking back, how well has this ordinance worked?

**J.H.:** Commissioner Randy Leonard put together a work group that came up with 54 recommendations for changes. The City Council implemented four of those changes, and I would say that it is not working yet. We don't have true police reform in the oversight process yet.

**J.T.:** What needs to happen?

**J.H.:** Several things need to happen. The IPR director needs to have the ability to have her own attorney. The city attorney represents the police, the City Council, the

IPR director and anyone else within the city government. Their advice is always about how to limit liability or limit the possibility of a lawsuit. But if the IPR director had an independent attorney that could advise her about the appropriateness of filing charges against police officers, holding them accountable for some egregious behavior, then she would have much more power to implement her own investigations, get her own legal advice and then be able to recommend what the punishment should be.

The problem with the current system is the independent review process really does no review. They review what the police and the internal investigation committee has already done, or they recommend that the

Internal Affairs Division actually conduct the investigation. So in and of themselves, they have the ability to do their own investigations, but they don't. The whole IPR system is flawed. So trying to fix a flawed system becomes very, very frustrating.

I would like to see that system go away because it was supposed to be temporary 10 years ago. It was created by then Mayor Vera Katz who said, let's try this for a year and see what happens. It's become institutionalized and the assumption is that it works, and it doesn't. It doesn't work for community members, it doesn't work as far as giving the community certainty that police are being independently investigated and then held accountable for their behavior.

**J.T.:** So what specific things should have been in the police-reform ordinance?

**J.H.:** Before the ordinance was passed, a work group made 54 recommendations and laid out some good ideas, like making sure that the auditor has the ability to show up at crime scenes and actually conduct her own

investigation. She has the power to do that, but it actually looks like the City Council lessened her ability to do that in a follow-up ordinance. I don't think it's police that should be investigating police. There should be an independent citizen committee investigating police. If those 54 recommendations had been adopted by the City Council, I think that this system would be better because at least it would have those independent pieces in place, and then we would have to wait and see if that worked.

**J.T.:** Are any other cities doing anything worth emulating?

**J.H.:** I think San Francisco has a true independent body that actually investigates police. We wouldn't want to copy them exactly, but they had some good things like their total independence, and their budget is set by statute so it doesn't get in a political fight if people don't like the outcomes. They have community members that serve on the body. I think that's just one of several models around the country that we should be looking at.

**J.T.:** In response to a string of incidents where mentally fragile individuals died at the hands of police, the bureau has taken steps to make officers better equipped for such encounters. Has the bureau made any progress in this area?

**J.H.:** Somedays I think that they're making progress. We read every once in a while how the police were able to come to a situation where someone is suffering mental illness and they've been able to de-escalate the situation. But we hear that rarely. Most of the time what we hear is that they had to kill them because they had a little knife or they were aggressive in some manner like the poor guy on the roof of a garage downtown.

We're told that under former Mayor Tom Potter that every law enforcement officer had been trained in how to identify and de-escalate situations with people who are suffering from mental health issues and be able to call a special team if they need it. So sometimes they use that system, and sometimes they don't, and when they don't another community member dies

unnecessarily. And what's frustrating for me, and I think others, is there is training in how to address people with mental health issues. We have mental health workers all over this state where every single day they confront the kind of things Portland police confront, but they don't kill people. They are able to immobilize people, to calm them down, to de-escalate the situation. So, if we're training police in de-escalation why is it not working for them most of the time?

**J.T.:** You mentioned the Justice Department's investigation of Portland police. What are some things you hope will come out of that?

**J.H.:** Well, I'm hoping that the Justice Department investigation will confirm that people of color and people with mental health issues are treated differently by Portland police, and I'm hoping the Justice Department will have very specific steps that Portland police will be required to take to remediate that activity.

What's good about when the Justice Department comes in, is that they recommend very specific actions that they want to see the local police department take. I hope they come out with a laundry list of things for Portland police, so that the community can have a better level of comfort with interacting with the police.

**J.T.:** Has any progress been made on the issue of racial profiling? Former Police Chief Rosie Sizer did some work on the issue, but have we seen anything since then?

**J.H.:** No, actually once the racial profiling committee was disbanded by Mayor Tom Potter, the replacement was supposed to be the human right commission's sub-committee on police and community relations. I used to go to those meetings. The predominance of that committee were cops. The community members that they selected for the committee had to apply, and the people they selected had the least knowledge of police activities. I would go to those meetings and sit through the whole two hours until the 10 minutes of public comment, and I would be a bit appalled because I would hear police lying to

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