



*A place where families and businesses thrive.*

<i>CITY RECORDER USE ONLY:</i>	
AGENDA ITEM #:	Work Session
MEETING DATE:	07/13/2020
FINAL ACTION:	

## CITY COUNCIL MEMORANDUM

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**TO:** *City Council, Jesse VanderZanden, City Manager*

**FROM:** *Henry Reimann, Police Chief*

**DATE:** *7/13/2020*

**SUBJECT:** *Work Session, Re-imagining Policing; Vol. 2*

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The Forest Grove Police Department is very fortunate to be in a state where police practices are progressive, officers receive thorough basic and mandated trainings. We have carefully crafted policies and appropriate allocation of resources that ensure public safety and prevent abuses in encounters between police officers and citizens. Unfortunately, across the nation patterns of racial profiling, the selective enforcement of laws against people of color and marginalized populations still exist.

Needless to say, over the past several years, the law enforcement community has been confronted with many challenges. However, these tumultuous times give us the opportunity to re-imagine how we move forward with our policing strategies. It is equally clear to us that we would never be able to get a fresh start out of a series of judgments about who was culpable for each of the tragedies and mistakes of the past. By means of a re-imagining policing for the Forest Grove Police Department, our goal is to help ensure that these past tragedies are not repeated in our community.

We understand that the future of law enforcement begins well outside the world of crime and justice. The social problems faced by police agencies in America are in a sense unique to a divided society, each with its own unique history, culture and expectations.

With these factors in mind, we have asked ourselves how we best adapt to a world in which our own efforts are only a small part of the overall national policing strategy in a progressive society that has greater expectations.

We have identified two immediate benchmarks. First, any strategies that we develop need to ensure that our practices recognize and uphold human dignity and the rights of the individual while providing them with effective protection from wrongdoing. Secondly, we need to improve our current relationship with the community by creating a culture of inclusiveness, openness and transparency. We have identified two immediate strategies:

Becoming more transparent was our first objective. We have posted pertinent policies, to include our Use of Force policy and stop data on our website. We have also engaged in discussion with community members in how our policies relate to current policing issues. We will continue to encourage community dialogue on these topics.

Our second goal is what brings us here today – inclusiveness. After examining the role and goals of the Public Safety Advisory Commission, we feel that perhaps it is time to move in a new direction. Not only in name but with a new mission.

The Forest Grove Community Policing Council (FGCPC) would be established to address social justice issues, improve safety for all Forest Grove community members and build the relationship between the Forest Grove Police Department (FGPD) and the Forest Grove community through education, awareness and open dialogue.

The FGCPC, will provide ongoing citizen input to major policy areas, provides ongoing recommendations regarding special program areas, and solicits community input on current issues.

## **Goals**

- Seeking input about social equity problems attributable to public safety agencies
- Targeting outreach to underserved or high-need groups
- Promoting process equity
- Giving issues of fairness priority
- Measuring social equity and tracking progress
- Giving everyone a place at the table
- Building partnerships with organizations and communities to address equity

The Forest Grove Police Department benefits by using the FGCPC in their strategic decision-making process by relying on these members to focus attention on specific issues, weigh community values in making recommendations to the Chief of Police, and thoroughly research and review alternatives to accompany formal recommendations to the Chief of Police.

## **Proposed Membership**

City Council Member	Community at large x 2
FGPD – x1	FG School District x1
Centro- x1	SURJ-x1
Adelante Mujeres- x1	Youth x2
LGBTQ x1	County Mental Health x1
Pacific University x3 (Crim Justice, Psych, Soc)	

*Staff understands that City Council Commissions are limited to nine (9) members.*

This positive link between the Forest Grove Community, City Council and the FGPD will provide an avenue to engage and support our underserved community members to better understand and utilize the services of the FGPD. This link is supported by the Chief of Police and assigned members of the FGPD, Police Officers that participate in activities and are available to support the specific needs of the marginalized and minority communities in Forest Grove.

The College of Understanding (COU), will be a sub-committee and the primary initiative of the FGPC, designed to bring awareness to the impacts and social challenges that result from the continued oppression and discrimination towards people of color, LGBTQ and our transient communities. This sub-committee would be co-chaired by the City DEI Coordinator and the Chief of Police.

The objective of the college is to help define community norms and standards and reflects the diverse interests of the City and its residents. Members will provide technical expertise, serve as advocates and offer feedback. The College also serves as an advocate for programs, ideas, and methods to improve the relationship between the FGPD and community.

With the principles of understanding and compassion at the center of this initiative, our marginalized and “at-risk” population will be brought together to share their stories. It is in these stories that we will begin to build a foundation to develop educational materials by the COU which will be used as a Police Officer’s Guide in working with our marginalized and at risk community members.

In addition to this guide, FGPC will offer Cultural Awareness, Social Justice and Anti-racism awareness training to groups such as FGPD members, educators, community advocates, City of Forest Grove Staff, and the general public.

We look forward to your recommendations.

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# REIMAGINING

POLICING: Vol 2 - PSAC

Henry Reimann  
Police Chief

07/13/2020

# PSAC

IS IT STILL RELEVANT IN TODAY'S ENVIRONMENT?



# A Change in Direction

A new Commission that is established to address social justice issues, improve safety for all Forest Grove community members and builds a relationship between the Forest Grove Police Department (FGPD), City Council and the Forest Grove community through education, awareness and open dialogue.

This positive link between the Forest Grove Community, City Council and the FGPD will provide an avenue to engage and support our underserved community members to better understand and utilize the services of the FGPD



# The Forest Grove Community Policing Commission

The FGPC provides ongoing citizen input to major policy areas, provides ongoing recommendations regarding special program areas, and solicits community input on current issues.

## Goals

Listen to social equity problems attributable to public safety agencies

Targeting outreach to underserved or high-need groups

Promoting process equity

Giving issues of fairness priority

Measuring social equity and tracking progress

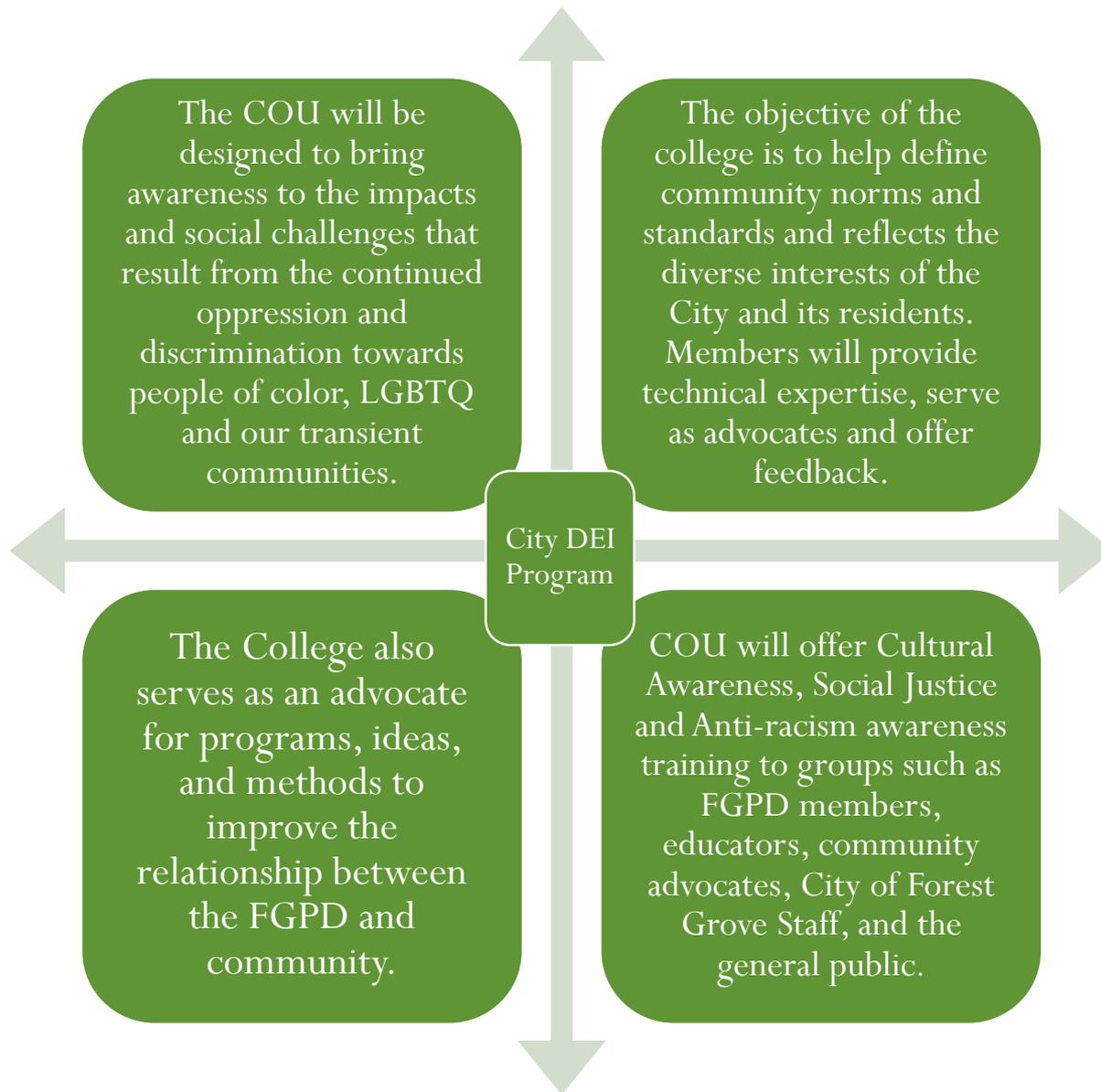
Giving everyone a place at the table

Building partnerships with organizations and communities to address equity

# Sub- Committee

The College of Understanding (COU), a sub-committee, will be a primary initiative of the FGCP

The COU would be chaired by the City's DEI Coordinator and Chief of Police



## Proposed Membership

City Council Member - 1

FG School District - x1

Adelante Mujeres - x1

SURJ - x1

Community at large - x2

Pacific University – x3

FGPD – x1

Centro - x1

Youth – x1

LGBTQ - x1

County Mental Health - x1

# More bang for the buck

The Forest Grove Police Department benefits by using the FGPCPC in their strategic decision-making process by relying on these members to focus attention on specific issues, weigh community values in making recommendations to the Chief of Police.

It will be a positive link between the Forest Grove Community, City Council and the FGPD that provides an avenue to engage and support our underserved community members to better understand and utilize the services of the FGPD

The FGPCPC also provides an additional avenue to the City DEI program for community engagement.

QUESTIONS  
FEEDBACK  
COMMNETS