The positives:

- Chief Schmerber is open to dialogue and has already responded to two requests. His statement acknowledges George Floyd's death as "senseless"
- GPD is well liked and supported by most Gladstone residents
- Mayor Stempel & Councilor Tracy participated in June 5 Max Patterson march; Councilor Tracy stood up to an unsafe driver during the activity
- Monthly reports are public and easy to find (#transparencywins)
- Training includes de-escalation techniques
- Shooting at moving vehicles is prohibited
- Sources:
  - 2019 Annual Report
  - May 2020 Report
  - Policy Manual
  - Facebook posts

Presentation accessible at: https://bit.ly/2MzvjjO

MAYORS' COMPACT TO COMBAT HATE, EXTREMISM AND BIGOTRY

EXPRESSLY REJECTING EXTREMISM, WHITE SUPREMACY AND ALL FORMS OF BIGOTRY
Mayors will use the bully pulpit to speak out against racism, extremism, xenophobia, white supremacy and all forms of bigotry, and those who espouse such ideologies, and promote community conversations around these issues as needed.

PROMOTING LAW ENFORCEMENT TRAINING ON RESPONDING TO AND REPORTING HATE INCIDENTS, HATE CRIMES AND DOMESTIC TERRORISM
Mayors will encourage their police departments to participate in training programs offered by ADL and others that address how to identify and respond to hate incidents, hate crimes, and domestic terrorism. Members will also encourage the collection of data on such crimes and the provision of the data to appropriate state authorities and the FBI in compliance with the Federal Hate Crime Statistics Act.

SUPPORTING TARGETED COMMUNITIES AND BRINGING TOGETHER CIVIC AND COMMUNITY LEADERS TO BUILD TRUST
Mayors will reach out proactively to civil rights leaders, clergy and other community leaders to ensure that they are engaged and actively involved in efforts to build trust across neighborhood and community lines and minimize intergroup tensions.

Mayor Tammy Stempel, Gladstone

August 24, 2017

June 4, 2020 Statement

Healthy conflict

- Let's argue about policies and history, not identities and intentions
- Let's agree to focus on race and continue talking about race
  - This means getting uncomfortable
  - It means staying engaged through the discomfort
  - It will invite you to speak your personal truth
- If we are all curious, conflict will be healthy and productive
- If we can create a culture of healthy conflict, Gladstone will become a model to be followed

Why does this matter?

- Violence against Black people by police is statistically significant. (1), (2)
- George Floyd, Breonna Taylor & Ahmaud Arberry and recent protests provide momentum for change, though this is not a new issue.
- Racism is real and present in America and in Gladstone. (3), (7)
- The time to prevent a tragedy is before the tragedy (not after).
- Current and historical policy in Oregon is extremely unwelcoming to Black people. (4) This is systemic racism.(5)
- Today's three requests are the beginning. Gladstone PD has zero Black officers. We must make the conditions welcoming to recruit and retain Black officers. There is much more work to be done. (6-2015 Presidential Task Force on 21st Century Policing Report)

3 requests

#3ToStart

1. Improve messaging: denounce white supremacy, embrace anti-racism
2. Anti-bias training for all city staff, **zero tolerance** policy for white supremacy
3. Policy updates:
   - ✓ PROHIBIT chokeholds & strangleholds
   - a. REQUIRE de-escalation (not just training)
   - b. REQUIRE warning before shooting

1. Improved messaging

#missedopportunities

- White supremacy is not addressed in any city agency statement regarding George Floyd
- “Anti-Racism” is not addressed

(continued)

“Blue Lives Matter” symbol

Controversial at best:

ZERO TOLERANCE?

✓ Domestic Violence of Employees OR Citizens

✘ White Supremacist activities of Employees OR Citizens

Policy
1025

Gladstone Police Department
Gladstone PD Policy Manual

Employee Involved Domestic Violence

1025.1 PURPOSE AND SCOPE
The purpose of this policy is to establish procedures for handling matters of domestic violence and abuse involving law enforcement employees. This policy applies to incidents involving any law enforcement employee regardless of his/her employing agency or jurisdiction.

1025.1.1 POLICY
The Gladstone Police Department has a zero tolerance policy for domestic violence whether committed by a citizen or an employee. Where incidents of domestic violence occur, the Agency will act quickly to protect the victim, arrest the perpetrator and conduct appropriate criminal and/or administrative investigations.

1025.1.2 DEFINITIONS
Domestic Violence, Abuse and Family Members - are as defined in the Domestic Violence Policy in this manual.

Employee - means any person employed on a full-time or part-time basis by a law enforcement agency. It also includes any unpaid volunteer with enforcement authority, such as a reserve officer.

Law Enforcement Agency - means any federal, state, county, or local criminal justice agency employing persons having peace officer powers granted under authority of the Oregon Revised Statutes.

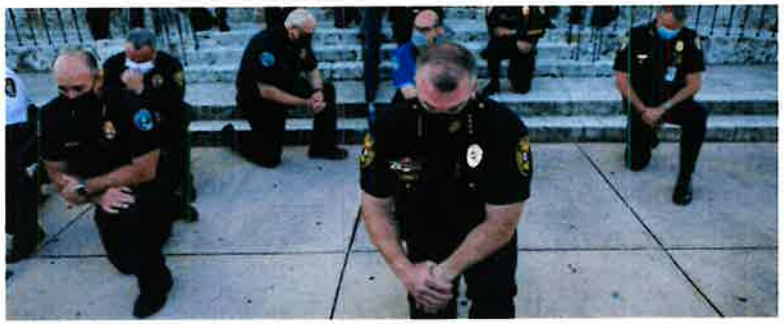
Restraining Order - Any court order restricting or prohibiting a person's contact with another person or persons, and/or restricting where and when a person may be at a location or time. Such an order may also result in restricting possession of firearms and ammunition. This includes, but

By removing this imagery, GPD will

- Send a message of support for Gladstone's historically oppressed groups.
- Model leadership and compassion for Gladstone's youth and vulnerable.
- Show Gladstone's population that the commitment to tough conversations is more than talk.
- Eliminate an obstacle to attracting candidates of color to apply for GPD jobs.

I ♥ THE Seattle COMMUNITY Police Commission

An 8-year-old girl has a big mission: Hugging cops in all 50 states



THANK YOU!

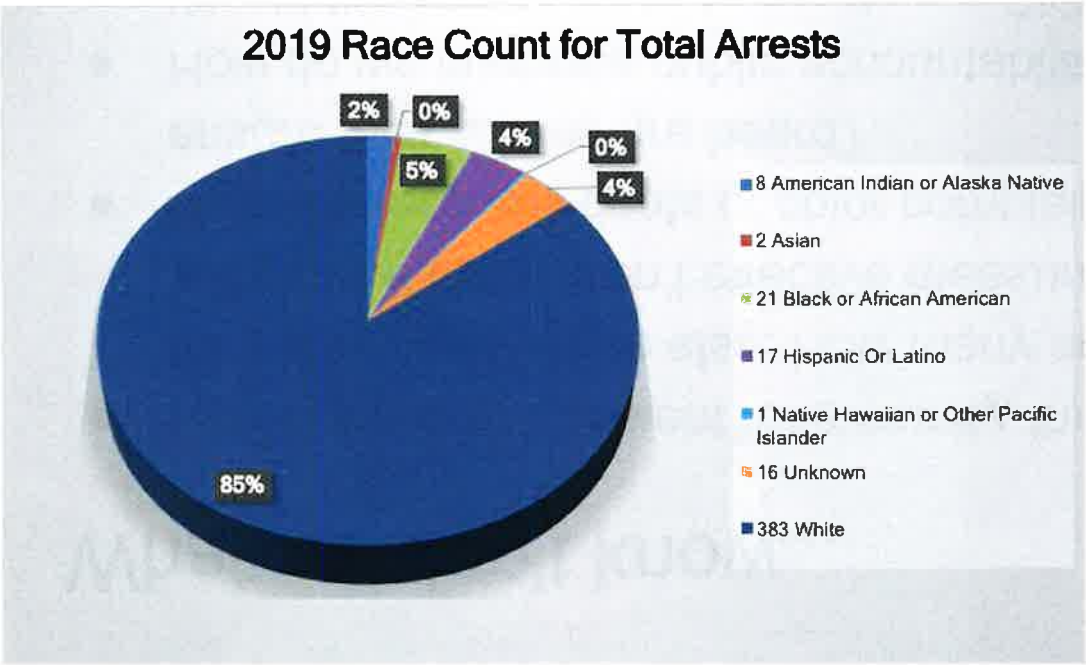
2. Disparities

#committoantiracism

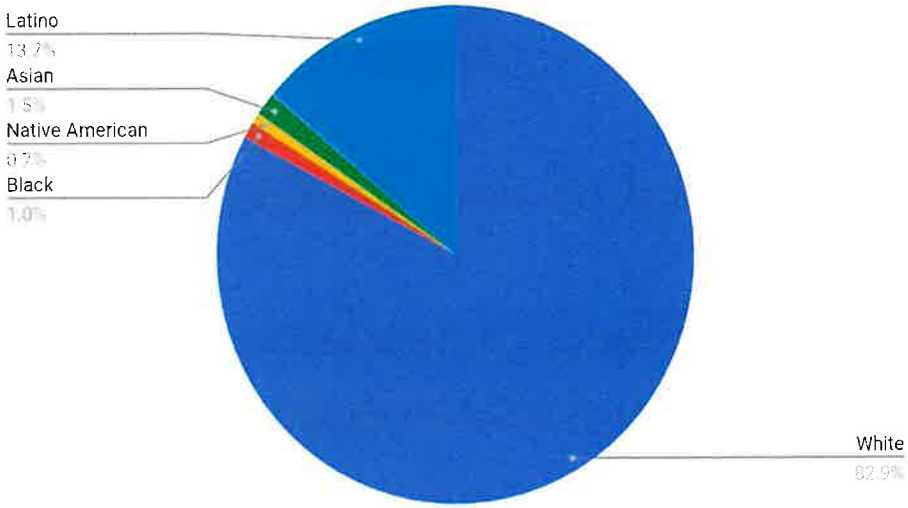
- A non-commitment to anti-racism is a double negative
- Do the math
- Commit to do better
- Commit to anti-bias training for all City personnel

Arrest rate for Black people is 5x population (FBI)

2019 Annual Report



Racial Demographics Gladstone 2008 (Census)



What we don't know...

- Gladstone is a "transient" community, through which many people travel on their way somewhere else. How many arrests were of residents? How can we set goals if there aren't effective measures?
- Nevertheless, residents of color complain of being targeted. How do we ensure their stories are heard?
- How do we integrate public accountability for official misconduct?
- Would the city be open to creating a Civilian Review Board?
  - Eugene has an excellent model

3. Policy

#deadlyforce

- Gladstone Police Policy must proactively avoid use of deadly force using
  - ✓ PROHIBIT chokeholds & strangleholds
  - REQUIRED de-escalation (not just training)
  - REQUIRE warning before shooting

Use of force

300.4 DEADLY FORCE APPLICATIONS
Use of deadly force is justified in the following circumstances:

(a) An officer may use deadly force to protect him/herself or others from what he/she reasonably believes would be an imminent threat of death or serious bodily injury.

(b) An officer may use deadly force to stop a fleeing subject when the officer has probable cause to believe that the person has committed, or intends to commit, a felony involving the infliction or threatened infliction of serious bodily injury or death, and the officer reasonably believes that there is an imminent risk of serious bodily injury or death to any other person if the subject is not immediately apprehended. Under such circumstances, a verbal warning should precede the use of deadly force, where feasible.

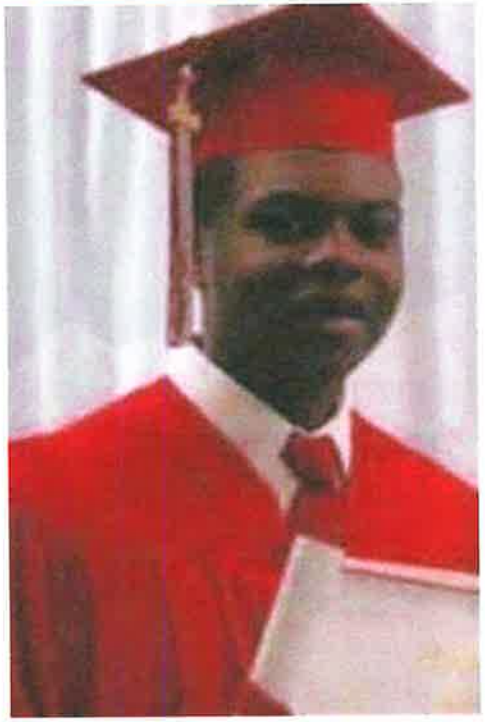
Imminent does not mean immediate or instantaneous. An imminent danger may exist even if the suspect is not at that very moment pointing a weapon at someone. For example, an imminent danger may exist if an officer reasonably believes any of the following:

1. The person has a weapon or is attempting to access one and it is reasonable to believe the person intends to use it against the officer or another.
2. The person is capable of causing serious bodily injury or death without a weapon and it is reasonable to believe the person intends to do so.

Stephon Clark, 22, killed by police for holding a phone in 2018. No one was charged.

Use of force

18 year old Laquan McDonald, who was shot walking away from police?



Philando Castile

Killed in 2016 for letting police know about a firearm in his vehicle. Officer Jeronimo Yanez was acquitted.

Deaths "justified" by police use of force?

28 year old Atatiana Jefferson?

17 year old Quanice Hayes (2017)?

3 requests

#3ToStart

1. Improve messaging: denounce white supremacy, embrace anti-racism
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   ✓ PROHIBIT chokeholds & strangleholds

   a. REQUIRE de-escalation (not just training)

   b. REQUIRE warning before shooting

For future consideration

- Review images of Black people on FB page; eliminate old pictures of criminals and poor people, seek uplifting images of positivity and success.
- Recruit & retain BIPOC officers & staff