

City of Eugene  
Ad Hoc Committee on Police Policy  
Meeting # 13 on April 7, 2021  
Decision Sheet

**In Attendance**

Emz Avalos, Daniel Borson, Betsy Davis, Maisie Davis, Ibrahim Coulibaly, Leah Edelman, Abdulrahman Eissa, Ib Hamide, Erika Lincango, Brian Michaels, Silverio Mogart, Guadalupe Quinn, Richard Roseta, David Saez, Sandra Shotridge, Midas Well, Marty Wilder

**Decisions**

**(IIP-108) Motion from the Independent Investigation and Prosecution Subcommittee:**

In reviewing a complaint of police misconduct, the CRB shall consider the entire event, not just the immediate events leading up to an incident of possible misconduct, including specifically whether the officer(s) involved initiated or escalated the incident. The CRB may also consider the officer's history of prior complaints and sustained allegations.

Yes = 14, No = 1, Abstain = 1 (Approved)

**(IIP-109) Motion from the Independent Investigation and Prosecution Subcommittee:**

In mediation sessions with EPD officers, civilian complainants shall have the ability to have a non-legal advisor present. This advisor would be able to guide them through the process and inform them of their rights and responsibilities in the process.

Yes = 9, No = 5, Abstain = 2 (Approved)

**(IIP-111) Motion from the Independent Investigation and Prosecution Subcommittee:**

Any IDFIT investigation into an EPD officer shall be made fully public.

Yes = 15, No = 0, Abstain = 1 (Approved)

**(IIP-112) Motion from the Independent Investigation and Prosecution Subcommittee:**

The City shall advocate for meaningful civilian oversight of IDFIT investigations and the IDFIT process.

Yes = 15, No = 0, Abstain = 1 (Approved)

**(IIP-113) Motion from the Independent Investigation and Prosecution Subcommittee (As Amended):**

All CRB *public meetings* ~~proceedings~~ will be audio and/or video recorded and shall be made public.

Yes = 16, No = 0 (Approved)

**(HT-100) Motion from the Hiring and Training Subcommittee:**

EPD will work with community to develop a system to evaluate and modify all training programs and materials to ensure that they do not replicate patterns of systemic exclusion.

This should be done with a focus on:

- Procedural justice
- De-escalation and minimizing the use of force
- Relationship-based policing
- Crisis intervention, mediation, and conflict resolution

This system should include a forum for ongoing community input into the content of training programs and the selection of training contractors.

Yes = 17, No = 0 (Approved)

**(HT-101) Motion from the Hiring and Training Subcommittee (As Amended):**

EPD will work with the City of Eugene’s HR department and external Diversity, Equity and Inclusion (DEI) consultants to review its training and procedures on engagement/contact with marginalized groups including (but not limited to):

- BIPOC
- Youth
- LGBTQ, transgender and gender nonconforming individuals
- English language learners
- Individuals from different religious affiliations
- Individuals who are ~~differently-abled~~ *disabled*

The aim of this review will be to identify exclusionary practices and behaviors and develop strategies for improving them.

Yes = 17, No = 0 (Approved)

**(HT-102) Motion from the Hiring and Training Subcommittee:**

EPD will work with the City of Eugene’s HR department and external Diversity, Equity and Inclusion consultants to review its hiring practices to ensure that outreach to potential recruits from marginalized groups is in line with DEI best-practice.

Yes = 17, No = 0 (Approved)

**(HT-103) Motion from the Hiring and Training Subcommittee (As Amended):**

EPD will work with the City of Eugene’s HR department and external Diversity, Equity and Inclusion consultants to review its policies for fostering an inclusive workplace culture and develop a plan to improve the experience of EPD employees from marginalized groups.

The plan should include ~~increased mentorship and professional development opportunities for members of marginalized groups as well as~~ a metrics-based system for assessing EPD’s performance in these areas (for example, by tracking and regularly reporting the hiring, retention and promotion rates of EPD staff from these groups).

It should also include a system for tracking DEI-based complaints by EPD staff against colleagues and a clear training and disciplinary pathway for EPD staff who are subject to regular complaints.

The plan should be in addition to the policies that apply to EPD staff by virtue of their status as City of Eugene employees.

Yes = 17, No = 0 (Approved)

**(HT-104) Motion from the Hiring and Training Subcommittee:**

Research shows that police forces have not been very good at identifying bias in recruits or officers. The systems in place to detect bias or white supremacy leanings were created by those whose biases have not been challenged. There are mechanisms to test for bias and they appear to produce a more reliable result  
EPD should require current and prospective police officers to undergo mandatory anti-bias testing, including [testing for bias in shoot/don't shoot decision-making](#), and develop a clear policy for considering an officer's level of

bias in the hiring process, in performance evaluations, in deployment decisions (e.g. where they are assigned to work).

This anti-bias testing program should be drawn up in conjunction with the City of Eugene's HR department and external Diversity, Equity and Inclusion consultants and should have a focus on identifying and addressing White Nationalist affiliations and/or a white supremacist world-view.

Yes = 17, No = 0 (Approved)

**(HT-105) Motion from the Hiring and Training Subcommittee:**

Managing the workload in these motions will require a dedicated staffing resource. EPD should therefore hire an Equity Officer. This person should have knowledge of police culture and procedures as well as lived experience of being a member of a marginalized group.

Their primary tasks should be coordinating the development and implementation of the plans outlined in these motions but they should also:

- Act as EPD's point person for engagement with marginalized groups
- Advise on communications and strategy around crisis events (such as the shooting of a person of color by police)
- Act as facilitator for community input forums.

Yes = 16, No = 1 (Approved)

**(AHCPP-111): Motion on gun control from Abdulrahman Eissa:**

To coincide with the recommendation that the EPD demilitarize and reduce show of force, we propose that the City of Eugene become a "no open carry" zone, and that City officials work with State officials to enact stronger gun control laws.

Make the City of Eugene a no open carry zone within the State of Oregon:

- No person or organization in any public space within the City of Eugene city limits shall possess or control any firearm, unless the person or organization holds a valid concealed handgun license, issued by Lane County Sheriff, for the firearm. Concealed carry licenses issued by other jurisdictions are not valid.
- All streets and walkways will be considered public spaces.
- Any business establishment that is open to the public will also be considered public spaces.
  - If this is deemed too expansive, then at the very least the no open carry zone should include all of the downtown activity zone as defined in section 4.871 of the City Code.
- Resident gun owners can transport guns within their private vehicles to transport them outside of the city limits, as in for hunting, but these firearms must be unloaded while in transport.
- Firearms, even if unloaded, cannot be carried openly or displayed in public, for example at public demonstrations.

Encourage the State of Oregon to enact stricter gun control laws:

- Require a permit to purchase a firearm. The permit can also serve as registration and license. Permit must be acquired before purchase can be completed. Require fingerprinting and background checks before issuing the permit.
- Require firearms to be registered. Registration database should include the owner's name, address, and the serial number of the firearm. Police should have access to the registration database. Registration can occur with the permit to purchase.
- Remove state preemption. Allow counties and municipalities to pass strictly gun laws than the state.
- Create magazine capacity restrictions.
- Place restrictions on gun owners traveling through Oregon with their firearms. Require the firearm be unloaded, in a locked box, or out of the driver's reach when they are in the vehicle.
- Restrict the sale and possession of assault weapons. Require that all assault weapons be registered.

- Ban all NFA weapons in the State of Oregon.

Yes = 9, No = 2, Abstain = 4 (Approved)