

**Portland Racial Equity Steering Committee
Interim Report
Presented to Portland’s City Council on Monday, February 22nd, 2021**

Background

The Racial Equity Steering committee (RESC) was formed to address the charges outlined in Resolve #1, passed by City Council in July, 2020. The charges are as follows:

BE IT FURTHER RESOLVED, that the Racial Equity Steering committee will be charged with: reviewing the City’s approach to public safety, including but not limited to:

1. an examination of the ever expanding role we, as a City, have asked the police to play in our community — ranging from responding to noise complaints, traffic violations, and violent crime to conducting wellness checks and responding to behavioral health calls and drug overdoses — and whether we have provided them with the appropriate resources to accomplish this work;
2. the way in which the City interacts with area agencies, organizations, and non-profits in the name of public safety and how these partnerships can best work to enhance public safety in the City; and
3. recommending changes, as necessary, to various policies, structures, and procedures related to public safety that may disproportionately impact Black people and other persons of color with the specific aim of improving community relations, establishing mutual trust and respect, and rooting out and ending system racism

After an application and selection, a full committee was formed, a facilitator (Dr. Samaa Abdurraqib) and researcher (Dr. Marcelle Medford) were hired, and the committee began convening in October 2020. The committee has been meeting for 1.5 hours every week, taking breaks during the holidays. The RESC has hosted two “in-person” public comment sessions and has opened up a written public comment option in order to make the process more accessible to a wider array of people. The RESC was originally tasked with completing their work by January 22nd, 2021, but the group has requested and was granted an extension to complete their work by April 1st, 2021. This interim report captures the work that the RESC has completed thus far and the work the committee has yet to complete.

What Has Been Accomplished

CHARGE #1

The committee began by examining Charge #1¹, asking the question “Is the role of the Portland Police Department (PPD) too broad?” The committee was in unanimous agreement that the PPD’s role was too broad, specifically citing incidents relating to mental health crises, substance

¹ Charge #1: “an examination of the ever expanding role we, as a City, have asked the police to play in our community — ranging from responding to noise complaints, traffic violations, and violent crime to conducting wellness checks and responding to behavioral health calls and drug overdoses — and whether we have provided them with the appropriate resources to accomplish this work”

use-related incidents, and incidents related to homelessness as areas that could benefit from an alternate response.

In order to relieve the ever-growing burden placed on the PPD, the RESC recommends that the City fund an organization or a project within an organization that would take on the role of responding to non-violent incidents within communities related to homelessness, substance use, and mental health. The RESC recommends adapting a model of response similar to the CAHOOTS model ([Crisis Assistance Helping Out On The Streets](#)). This crisis response model originated in Eugene, Oregon, and has been adopted in Portland, Oregon as well as Denver, Colorado². The researcher hired to work with the RESC identified similar crisis response models operating or being developed in San Francisco, California, Indio, California, and Rochester, New York. [See Appendices A and B]

The committee believes strongly that this crisis response team must exist separately from the PPD and that the employees of the program not be City employees. The committee recommends that this program be housed within a community-based organization that already provides social services to marginalized communities dealing with homelessness, mental health crisis, and/or issues related to substance use. Housing this project within a community-based organization ensures that the staff will have a solid understanding of the social service networks available within Portland. The committee sees this type of crisis response as being therapeutic rather than punitive, which is another reason the recommends that this program exists separate from the PPD. When discussing the need for this alternative response to non-violent crises, the committee members brought their knowledge, understanding, and experiences of the traumatic effects of having law enforcement respond to incidents related to substance use, mental health, and homelessness.

The committee identified a deeply entrenched lack of trust of law enforcement by marginalized communities, particularly Black, Brown, and homeless communities. The committee acknowledged that this lack of trust stems from a long history of over-policing directed at and experienced by those communities, along with historical and present trauma associated with encounters with law enforcement. Committee members are not unanimous in their sense that trust between the PPD and Portland's marginalized communities can be established, but the full committee agrees that attention needs to be paid towards police oversight and accountability, as well as regular and in-depth anti-racist and/or anti-bias training for law enforcement, other City staff, and City Councilmembers.

The committee believes that a process with more public involvement and transparent oversight is needed in order to keep officers who have complaints leveled against them accountable for their actions. The committee recognized the work of the Police Citizen Review Subcommittee PCRS, but was unanimous in their lack of confidence in the PCRS due to the policies that structure the committee's work. The RESC recommends that the PCRS be dissolved, and that a more equitable and accountable oversight committee be formed in its place. RESC recommends an oversight committee that welcomes all community participants, regardless of their experiences with law enforcement, the criminal justice system, or their employment. The committee is firm

² Denver has created a program called Supported Team Assisted Response (STAR): <https://denverite.com/2020/06/08/a-long-planned-program-to-remove-police-from-some-911-calls-launched-as-denvers-streets-erupted-in-police-brutality-protests/>

in their belief that the current disqualifications attached to the PCRS stigmatize and punish people who have been arrested and/or who have been incarcerated. One committee member in particular, who openly speaks about their incarceration, named the overt inconsistencies about being permitted to serve on the RESC, but not being permitted to serve on the PCRS. The researcher hired for the RESC work, Dr. Medford, is currently researching other police accountability models that might achieve the level of, openness, transparency and accountability the committee and Portland community members want to see.

The committee also believes that a combination of racial equity assessment and anti-bias training is needed to begin to ensure that law enforcement, City staff, and City Council are engaging with Black and Brown people in equitable ways. The committee feels strongly that anti-bias trainings lose their efficacy when they are not performed regularly and when they are not partnered with an assessment of procedures and policies that may contain overt and/or covert racial biases. At the time of this interim report, the RESC is preparing to recommend that the PPD and all City offices/departments undergo a racial equity assessment performed by an organization such as the Government Alliance on Race and Equity ([GARE](#)). This assessment should be performed regularly, with the level of frequency established by the organization completing the assessment. The PPD, all City staff, and City Council should also undergo extensive anti-bias and racial equity training facilitated by a consulting firm such as the [Mid Atlantic Equity Consortium](#), which is the firm currently facilitating racial equity training with the Portland Public Schools.

CHARGE #2

The committee has also addressed Charge #2³. Prior to putting forward and discussing proposals for Charge #2, the committee felt it would serve them to develop a working definition of “public safety” – one that looked at safety in a broad context and took racial and ethnic identity into account. The RESC has defined public safety as the following:

- A. Protecting the wellbeing of people of all races & ethnicities, communities, and organizations.
- B. Safeguarding people from crimes, disaster, and other potential dangers and threats, and reducing fear.
- C. Ensuring that all people get a fair and equitable chance to lead a high quality of life that is not predicted by race.

As the committee began working on Charge #2, committee members returned to a point several members had brought up at the beginning of the process – completing a plan racial equity is not a goal that can be achieved by a committee over the course of a few months. Racial justice and racial equity work need regular attention and constant tending.

To address the ongoing work towards racial equity, the committee recommends the formation of two new entities: a Department of Racial Equity and a Permanent Board on Racial Equity. [See Appendices C and D, respectively]

The Department of Racial Equity would employ a Director or Commissioner of Racial Equity as a permanent position within the City Manager’s office. This position would be supported by at

³ Charge #2: “reviewing...the way in which the City interacts with area agencies, organizations, and non-profits in the name of public safety and how these partnerships can best work to enhance public safety in the City”

least two staff positions, also housed within the Department. This newly established department would liaise with the City’s permanent Racial Equity Board, community members, and internal departments to analyze city policies, programs, and practices with the goal to eradicate any structural or institutional racism within the city government structure.

This department would do the following: 1) collect and compile racial demographics from the GA office and all Health and Human Services departments for applications, denials, and approvals; 2) analyze data, policies and practices, with the objective of eliminating race-based disparities; 3) hear complaints and mediate conflicts between clients and departments; and 4) publish an annual report that captures racial demographics, findings, and analysis. Prior to publishing this annual report, the Director of the department will work with the permanent Board on Racial Equity to create relevant recommendations that will accompany the report.

The permanent Board on Racial Equity will be a community-based, volunteer board, with one seat reserved for the director of the Department of Racial Equity. The Board will review the findings and the analysis produced by the Department, and will provide feedback and recommendations prior to the publication of the Department’s annual report. The permanent Board must include a representative from a service provider that serves the following: people experiencing homelessness, substance use, mental health disruptions, and/or domestic violence; immigrants, refugees, and/or asylum seekers; youth; and currently or formerly incarcerated people. The Board must also include organizations or individuals with expertise with systemic racism and racial disparities. In addition to the previously mentioned categories of expertise, the Board must include a certain number people with lived experiences in the above-mentioned categories and a certain number people who self-identify as Black, Indigenous, or a Person of Color (BIPOC). The committee members have not made a final decision about the specific number of impacted and BIPOC identified people that should serve on the board. The committee will come to a decision in the next few weeks and this information will be updated in the committee’s final report.

The committee also recommends that City Council develop and implement [The Framework for an Equitable Covid-19 Homelessness Response](#) to address current and future public health crises, including:

- a. Unsheltered People
- b. Shelters
- c. Housing
- d. Diversion and Prevention; and
- e. Strengthening the system for the future.

To Be Done

The RESC has four proposals from committee members to consider before the group is finished with the three charges put forth in the resolve. Summaries of those proposals are listed below. Two of the remaining proposals the committee will be discussing will have fiscal notes attached to them. The committee hopes that City Council will take these proposals into account during upcoming budget discussions.

- The aforementioned proposal regarding a racial equity assessment and racial equity/anti-bias training for the Portland Police Department, all City staff, and City Councilmembers.
- A proposal to reserve 10% of all City contracts for socially and economically disadvantaged minority-owned businesses. [See Appendix E]
- A proposal to review all current Criminal Trespass Orders (CTOs) from shelters, public places, and private properties in order to ascertain whether or not the issuance of CTOs has a disparate impact on historically racially marginalized communities and/or people struggling with substance use or mental health diagnoses. After this review is complete, the proposal recommends a review of the policies surrounding the issuance of CTOs and recommends withdrawing CTOs all together and offering social services and shelter instead.
- A proposal that addresses a variety of recommendations, including, but not limited to: establishing a City of Portland Human Rights Commission, a resource sharing hub for Portland-based non-profits and public institutions, a partnership between the City of Portland and the regional Chamber of Commerce to establish and promote hiring pledges that would benefit BIPOC workers, and renaming a select number of Portland street to better reflect Portland's BIPOC population.

While the RESC has not addressed Charge #3 of the resolve⁴, the committee has acknowledged that the depth of review required to address and correct any covert and/or overt racism within City policies, structures, and procedures related to public safety would require consistent and ongoing work that lies outside of the capacity of the ad hoc Racial Equity Steering Committee. While discussing the recommendations to create the Department of Racial Equity and the Permanent Racial Equity Board, several committee members mentioned tasking these future entities with the work outlined in Charge #3. The committee has yet to return to this discussion, but it is likely that the group will be in consensus about asking these future entities to take up this work.

The RESC will continue to meet until April 1st, 2021. A full report will be submitted to City Council for review by Monday, April 12th, 2021.

⁴ Charge #3: "recommending changes, as necessary, to various policies, structures, and procedures related to public safety that may disproportionately impact Black people and other persons of color with the specific aim of improving community relations, establishing mutual trust and respect, and rooting out and ending systemic racism"

APPENDIX A

RESEARCH MEMO

DATE: NOVEMBER 30, 2020

TO: PORTLAND RACIAL EQUITY STEERING COMMITTEE

FROM: MARCELLE MEDFORD, RESEARCHER

SUBJECT: REVALUATING THE ROLE OF POLICE & STRATEGIES FOR RESPONDING TO PUBLIC HEALTH

Cities around the country are addressing the police's expanding role in community life by trying to remove police from calls that involve (1) psychiatric crisis, (2) substance abuse, (3) issues involving housing instability, (4) domestic violence, and (5) youth behavioral issues. There are a range of CR (Community Responder)^[1] programs working to intervene on the level of police involvement with under resourced populations. All of the programs are designed to de-escalate potential instances of police violence and avert incarceration.

Whereas some programs have health professionals and social workers take the lead in responding to non-emergency calls, other programs aim to pair specially trained officers with behavioral clinicians. The latter strategy may resemble Portland's Behavior Health Response Program (BHRP)^[2].

In the sampling of cities provided below, I briefly describe existing strategies that cities use to address who responds to public health related calls:

- Eugene, Oregon developed the program called CAHOOTS^[3] (Crisis Assistance Helping Out On The Streets), a mobile response team of EMTs and mental health professional that are dispatched by 911. They coordinate with law enforcement. Other cities that have adopted this program include:
 - Portland, Oregon and Denver, Colorado have launched pilot programs based on CAHOOTS^[4].
- San Francisco is also developing a street response team "mobile units will include a paramedic, a psychologist or social worker and a peer support specialist, someone with lived experience in addiction and recovery". These teams will take over police calls that report of mentally disturbed persons.
- Indio, California has a program called QOL^[5] (Quality of Life), which is a specialized outreach program that assists individuals who are experiencing homelessness. They host two permanent officers within their organization.
- Rochester, New York, has FACIT (Family Crisis Intervention Team)—a team of trained social service professionals and mediators—responds to calls related to domestic disputes, youth behavioral challenges, landlord-tenant problems, death notifications, and child abuse. FACIT was originally housed within the Rochester Police Department; however, following the killing of Daniel Prude—a 41-year-old Black man who died of asphyxiation after police restrained him during a mental health wellness check—the city announced plans to transfer FACIT out of the police department. FACIT will now be housed within the Rochester Department of Recreation and Youth Services' newly created Crisis Intervention Services

Unit, a civilian office established to strengthen and coordinate non-law enforcement responses to public safety needs ¹⁰¹.

¹⁰¹ The Community Responder Model: How Cities Can Send the Right Responder to Every 911 Call

By Amos Irwin and Betsy Pearl. October 28, 2020

<https://www.americanprogress.org/issues/criminal-justice/reports/2020/10/28/492492/community-responder-model/>

¹⁰² <https://portlandmaine.gov/1150/Behavioral-Health-Response-Program>

¹⁰³ <https://whitebirdclinic.org/cahoots/>

¹⁰⁴ Cities Aim To Remove Police From Most Psychiatric, Substance Abuse Calls

<https://www.npr.org/2020/10/15/923885799/cities-aim-to-remove-police-from-most-psychiatric-substance-abuse-calls>

¹⁰⁵ https://www.indio.org/your_government/police/ipd/field_service/quality_of_life_team.htm

Other Resources:

A Guidebook to reimagining America’s Crisis Response Systems: A Decision Making Framework for Responding to Vulnerable Populations in Crisis.

https://www.abtassociates.com/files/Projects/PDFs/2020/reimagining-crisis-response_20200911-final.pdf

Innovative Solutions to address the mental health crisis Shifting away from police as first responders. By Stuart M. Butler and Nehath Sheriff. November 23, 2020

<https://www.brookings.edu/research/innovative-solutions-to-address-the-mental-health-crisis-shifting-away-from-police-as-first-responders/>

Responding to individuals in behavioral health crisis via co-responder models: The Roles of Cities, Counties, Law Enforcement, and Providers. By Ashley Krider & Regina Huerter, Policy Research, Inc. Kirby Gaherty & Andrew Moore, National League of Cities January 2020

<https://www.nlc.org/wp-content/uploads/2020/10/RespondingtoBHCrisisviaCRModels.pdf>

Beyond Policing: Investing in Offices of Neighborhood Safety. By Betsy Pearl. October 15, 2020

<https://www.americanprogress.org/issues/criminal-justice/reports/2020/10/15/491545/beyond-policing-investing-offices-neighborhood-safety/>

Progressive Criminal Justice Ballot Initiatives Won Big in the 2020 Election. By Sarah Figgatt November 19, 2020

<https://www.americanprogress.org/issues/criminal-justice/news/2020/11/19/493026/progressive-criminal-justice-ballot-initiatives-won-big-2020-election/>

APPENDIX B

DATE: FEBRUARY 03, 2021

TO: PORTLAND RACIAL EQUITY STEERING COMMITTEE

FROM: MARCELLE MEDFORD, RESEARCHER

SUBJECT: PRELIMINARY INQUIRY ABOUT CAHOOTS MODEL

The CAHOOTS model in Eugene, Oregon warrants further examination in considering the police's role in the city's public safety. The committee has requested I research the following three questions: (1) Does the CAHOOTS program have a language accessibility plan? How do they serve people who primarily use languages other than English?; (2) Who manages the staffing and hiring process? The parent organization or the city?; (3) In what ways is the program beholden to the city, since they are a funding source?

Findings: Through email correspondence with Arlo Silver, CAHOOTS Office Manager, via White Bird Clinic's General Inquiry Contact Form⁽¹⁾

CAHOOTS uses an interpreter service (called Certified Languages International⁽²⁾) if the responding team encounters a client that does not speak English. They have over 200 languages on their list.

CAHOOTS manages all of their hiring internally, though hires have to pass a more stringent background check than other White Bird Clinic hires, due to their access to police radios and information. (For additional details see attached contract between White Bird and City of Eugene)

CAHOOTS is funded by the city. They are limited in the scope of calls they can respond to based on a few factors: They have a Medical Director that oversees their Medics' scope of practice, and all of their QMHAs (Crisis Workers) are required to participate in supervision with a Clinical Supervisor (QMHP). They have an agreement with Public Safety and Dispatch in both Eugene and Springfield around which calls they send them on, both alone and with Police backup. This is largely due to safety and liability factors. (For additional details see attached contract between White Bird and City of Eugene)

Additional Findings:

Please see attached the Personal Services Contract between City of Eugene, Oregon and White Bird Clinic (Contractor) for CAHOOTS Services. Details on staffing and limitations imposed by the city are on pages 5-7 of the contract, and provided below.

See the following sections: [10] "Subcontracting," [11] "Assignment," [12] "Independent Contractor," [15] "Cooperative Planning Requirements" [16] "Staffing Restrictions," [17] "Use of Equipment."

Selections from Contract [Full Contract Attached]:

10. Subcontracting. Contractor was selected for its special knowledge, skills and expertise, and shall not subcontract the Services, in whole or in part, without City's prior written approval, which may be withheld for any reason. Contractor shall require any approved subcontractor to agree, as to the portion subcontracted, to comply with all obligations of Contractor specified in the Contract. Notwithstanding City's approval of a subcontractor, Contractor shall remain obligated for full performance of the Contract and City shall incur no obligation to any subcontractor. Contractor shall indemnify, defend and hold City harmless from all claims of subcontractors.

11. Assignment. Contractor shall not assign the Contract, in whole or in part, or any right or obligation hereunder, without City's prior written approval, which approval shall not be subject to a reasonableness standard. If Contractor is a corporation or partnership, a change in ownership of Contractor resulting from a voluntary transfer of stock or partnership interests, or a transfer upon death or disability of any owner, shall not constitute an assignment unless the transferor is one of the key personnel specified in Section 2.2 of this Agreement.

12. Independent Contractor. Whether Contractor is a corporation, partnership, other legal entity or an individual, Contractor is an independent Contractor. If Contractor is an individual, Contractor's duties will be performed with the understanding that Contractor is a self employed person, has special expertise as to the Services which Contractor is to perform and is customarily engaged in the independent performance of the same or similar Services for others. The manner in which the Services are performed shall be controlled by Contractor; however, the nature of the Services and the results to be achieved shall be specified by City.

Contractor is not to be deemed an employee or agent of City and has no authority to make any binding commitments or obligations on behalf of City except to the extent expressly provided herein.

15. Cooperative Planning Requirements. Contractor recognizes that planning within the City and other state and local agencies is essential to the success of a coordinated service delivery system. Contractor agrees to attend and participate in a reasonable number of meetings and planning efforts initiated by City, and to provide non-confidential data already in Contractor's possession which may be required by City and is reasonably necessary to achieve compliance with City programmatic goals. Contractor agrees to maintain open and responsive working relations with the Eugene Police Department (EPD).

16. Staffing Restrictions.

16.1 Contractor represents that it has employees who have experience and training to provide the services described herein, and in the attached Exhibit B, in a reasonable and responsible manner. City relies upon this representation in entering into this contract. Contractor agrees to provide the employees necessary to provide the services under this contract and to ensure such employees obtain any training provided by the City. Prior to any employee of Contractor providing the services, Contractor shall disclose in writing to City the employee's qualifications and experience to perform these services. All such employees of Contractor shall be subject to the provision of service protocols and the rules of conduct specified in the attached Exhibit B. Contractor shall facilitate a background check of prospective CAHOOTS employees by using a background application provided by the City of Eugene. Contractor shall also inform prospective employees that their full name, date of birth, driver's license number, and other information needed in the security form, will be submitted to the police department for a clearance check prior to employment. The security clearance is required prior to using the police radio or operating a City vehicle. All CAHOOTS personnel will be trained to operate the police radio. The prospective employee shall sign a waiver allowing the background check to be performed by EPD. An authorized White Bird employee shall also sign the waiver from as witness to the signing by the prospective employee. White bird may first make a copy for their records and then send the original form to the Contract Manager at EPD. The Contract Manager has 21 days, not including holidays or weekends, to perform the require background check.

16.2 During the provision of patrol, crisis intervention and transportation services under this contract, the City provided vans shall be staffed by at least two persons per van. At least one person shall be currently certified as an Emergency Medical Technician, First Responder, Registered Nurse, or Licensed Health Care Practitioner, and at least one person shall be commissioned by the City as a Transportation Officer to perform functions under ORS 430.399. The person commissioned by City as the Transportation Officer shall make the final decision regarding transportation of any person to a non-emergency medical care provider or to an alcohol, drug or mental health treatment facility.

16.3 Except for a trainee observer actively involved in a program leading to employment by Contractor, no person shall ride in the van except for employees of the Contractor, City or Lane County, who are in the course of providing services under this contract and persons being transported to a treatment facility. At no time shall more than three persons employed by, or under training with Contractor, ride in the van. City reserves the right to reject any employee of Contractor and/or its trainee observer from riding in the van or participating in Contractor's provision of services under this contract, on the basis of the individual's driving record or criminal history record.

17. Use of Equipment.

17.1 City agrees to provide Contractor with two (2) modified passenger vans and portable radios for use during the duration of this contract. Equipment shall be provided in good working order, and Contractor agrees to return the vans, radios and any other equipment the City agrees to provide Contractor for program use, in good working order and general condition at the completion of the contract. City shall provide necessary fuel, maintenance and repairs of equipment, except Contractor shall bear any costs of any equipment repair necessary due to deliberate,- repetitive or grossly negligent acts by Contractor's employees. City shall provide ongoing maintenance for the equipment according to the standard maintenance schedule. Contractor shall maintain the vans so that it is free of all hazards to inebriated occupants. All vehicle backing requires the use of a spotter to avoid vehicle damage.

17.2 White Bird will provide a secure area for the police radios, which will be approved by the EPD Contract Manager. All CAHOOTS personnel will keep their radios on and at a volume to hear the dispatcher. If a call dictates a quiet environment, one radio must be kept on and at a volume so that CAHOOTS personnel can hear dispatch. If they have only one radio, it must be kept on and at a volume so they can hear dispatch. If a radio does not work properly, the Contractor will make immediate arrangements to have the radio fixed by City of Eugene technicians. The Contractor will notify, by email, when a radio or vehicle is out of service for maintenance. They will include the item number so the Contract Manager can log a history of maintenance

Sources and Additional Resources

1. Whitebird Clinic's General Inquiry Contact Form: <https://hipaa.jotform.com/203625245190147>
2. Certified Languages International: <https://certifiedlanguages.com/>

APPENDIX C

Director of the Department of Racial Equity

Proposal: To create a new Department of Racial Equity for the City of Portland, Maine that will be led by the Director of the Department of Racial Equity.

We propose that the goals of this position will be to work with the City’s permanent Racial Equity Commission, the community, and internal departments to analyze city policies, programs and practices with the goal to “eradicate any structural or institutional racism” within the city government structure and to work with the city’s police department to review all policies and to reimagine the definition of “community safety,”

We believe this office should work to reimagine and reinvent and reform the systems that have traditionally inhibited the progress of Black and Brown and Indigenous people. We also suggest that the Director consider how other factors such as gender, sexual orientation and disability fit into the discussion and recommendations for reform as well.

APPENDIX D

City of Portland Racial Equity Steering Committee DRAFT PERMANENT COMMISSION RECOMMENDATION January 15, 2021

Background

One of the primary charges of the Racial equity Steering committee is to examine systems and make recommendations that address and respond to systemic racism. The Racial Equity Steering Committee wants to highlight that systemic racism has historical, complicated and intersecting roots in Portland, as it does in Maine and the rest of the United States. As such, the Racial Equity Steering Committee recognizes that addressing and responding to systemic racism requires on-going, long term efforts. This work must address current practices as well as review and analyze emerging ones. We therefore recommend the following:

The Portland City Council should establish a permanent Commission on Racial Equity. This commission should be charged with continuing the work outlined in Resolution 1-20/21. More specifically, the Commission will focus on public safety and racial disparities, and their work will include but will not be limited to:

- Identifying and addressing racial disparities in access to public safety related services
- Developing and overseeing systems for collecting and resolving citizen complaints
- Developing and overseeing systems to improve to the ways in which public safety related information is made available to BIPOC and other marginalized people.

Commission Composition

The Permanent Commission on Racial Equity will be composed of x members. The committee must include:

- nonprofit organizations providing services to:
 - people experiencing:
 - homelessness
 - substance use disorders
 - mental health disorders
 - domestic violence
 - immigrants/refugees/asylum seekers
 - youth
 - currently and formerly incarcerated people
- Organizations or individuals with expertise in systemic racism and racial disparities

In addition, the commission must include

- No fewer than x people with lived experiences in the above-mentioned categories
- No fewer than x people who self- identify as BIPOC.

Note that these roles are not mutually exclusive. Members of the commission may have multiple roles (ex. a BIPOC person who has lived experience with substance use disorders and works with youth).

APPENDIX E

Proposal to reserve 10% of all city contracts for social and economically disadvantage minority owned businesses.

Any contract around 5 million and above should require a minority subcontractor before a contract can be awarded.

City workforce should reflect the population it serves. City should require 15% of its employees to be historically disadvantaged minorities.

City of Portland shall promote this program to social and economically disadvantaged communities

The city will collect data on this program and report it to the city council on annual bases

The city covers the down payment for historically racial disadvantaged residents of Portland who have housing choice voucher and qualify to purchase home

- City pay 3.5% down payment for section 8 qualifiers
- Required 10 years residence in the property
- Take secondary lien on the property in case of foreclosure
- Limit participation to 10 qualifying families a year
- Asked for the PMI to be waive by the mortgage company

Housing Choice Voucher

- Shelter Plus for individuals who have experienced homelessness
- Bridging rental assistant program (BRAP) for people who are struggling with mental illness
- Step Voucher two year housing voucher for formerly unhoused population
- Project based section 8 program (building specific)
- Section 8 voucher

Waiting list is from three years to ten years (section 8 and project based section 8)

Housing Choice Voucher priority

- Long term homeless
- Disable
- Veteran

Section 8 Homeownership program requirement:

- Family qualify for home ownership program
- Housing is eligible for purchase under the voucher
- Family completed first time home ownership training
- Family satisfied the minimum income and work requirement
- Family have not defaulted on mortgage securing debt to purchase home

TABLE 2: The chart below illustrates the direct federal assistance in helping Maine families as of 2018.

FEDERAL RENTAL ASSISTANCE	FAMILIES ASSISTED
House Choice Voucher	11,700
Section 8 Project Based	7,800
USDA Rental Assistance	5,900
Public Housing	3,800
Supportive Disable and Elderly	900

Source: Center on Budget and Policy Priority, 2018